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## New PSC commissioners sworn in to office



Chief Justice David Maraga (sixth from left), PSC Chairperson Mr Stephen Kirogo (fifth from left) and CEO Dr Alice Otwala (in pink coat) pose for a group photo with the newly sworn-in Vice Chairperson and commissioners at the Supreme Court on 17<sup>th</sup> January 2019.

**By Habel Shiloli**

**T**he new vice chairperson and seven commissioners of the Public Service Commission were sworn into office on Thursday 17<sup>th</sup> January 2019 at a ceremony at the Supreme Court of Kenya that signaled the transition to a new leadership at the Commission.

Vice-Chairperson, Ms. Charity Kisotu, Commissioners Dr Joyce Nyabuti, Dr Mary Mwiandi, Dr Reuben Chirchir, Amb. Patrick Wamoto, Amb. Salma Ahmed, Mr Andrew Muriuki and Ms Joan Otieno took the oath of office that was conducted by Judiciary Chief Registrar

Anne Amadi in the presence of Chief Justice David Maraga.

Mr Maraga congratulated them on their appointment and urged them to perform their functions as an independent Commission without fear or favor “so that Kenyan public can get value for their resources.”

He said that under Article 134 of the Constitution, the Commissioners are required to exercise control and disciplinary matters over public service employees and promote national values.

The Chief Justice urged the Commissioners to strike a balance between calling public officers to account, while at the same time finding ways of motivating them.

He pledged that the Judiciary will be available for any consultations needed to help in their service delivery.

Chairperson Stephen Kirogo who assumed office in August last year congratulated and welcomed the new Commissioners.

“May I from the outset state that the citizens of this country expect a lot from you and will therefore be looking upon you to deal with issues that are very dear to them,” he said.

He reminded them that the country expects them to find solutions for youth unemployment, low productivity and entrenchment of high ethical standards.

## Farewell party held for former commissioners as their term ends



*Cabinet Secretary Ministry of Devolution and ASALs Eugene Wamalwa speaks during the farewell luncheon for the former Vice Chairperson and Commissioners of Public Service Commission at the Carnivore Restaurant on 8<sup>th</sup> January 2019*

**By Pauline Muriuki, Dorange Ousa and Habel Shiloli**

**P**ioneer commissioners of Public Service Commission in the new Constitutional dispensation ended their six-year tenure on 8<sup>th</sup> January 2019.

The eight Commissioners comprising Vice Chairperson Amb. Peter Ole Nkuraiya, Prof Michael Lokuruka, Patrick Gichohi, Lawrence Nyalle, Veronica Birgen, Catherine Omweno, Titus Ndambuki and Judith Bwonya thanked the President for honoring them to serve Kenyans at the Public Service Commission.

The commissioners were feted during a farewell

luncheon at Carnivore, which was graced by Cabinet Secretaries Eugene Wamalwa and Amina Mohamed of Devolution and Education ministries respectively.

Principal Secretaries who attended were Dr Francis Owino, State Department of Public Service; Safina Kwekwe, State Department for Youth; and Fatuma Hirsi, State Department of Broadcasting and Telecommunications.

Also present was PSC Chairperson Stephen Kirogo, Salaries and Remuneration Commission Chairperson Lyn Cherop Mengich, PSC CEO Dr. Alice Otwala, staff and other senior public officers.

CS Wamalwa commended the commissioners for their dedication and unparalleled service.

Noting that ‘the greatness of a nation is in the founders and foundations’, Mr Wamalwa recognized the good work done by the commissioners, especially in actualizing the dream of devolution.

He said their achievement resonated well with the celebration of devolution’s success stories, and described them as Kenya’s unsung heroes.

Mr Wamalwa thanked the commissioners and pledged that his Ministry will work closely with PSC to nurture the County Public Service Boards that the Commission helped empower in the devolved units.

Mr Kirogo congratulated the outgoing commissioners for laying a firm foundation on which the Commission will continue to build. He acknowledged the critical role the commissioners played in restructuring the Commission and establishment of the necessary infrastructure, paving way for greater progress.

The Chairperson called for a paradigm shift in the Commission and in the civil service towards a citizen-

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## Farewell party held for former commissioners as term ends

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focused service delivery.

Noting that the current culture of excuses and procrastination in public service is hurting the citizen, Mr Kirogo urged public servants to find solutions to problems presented to them by citizens.

He regretted that public servants have for a long time stayed in “comfort zones,” warning that nothing “grows in the comfort zone.”

“It is time we move from a public service that is just transactional to a solution-based public service,” said Mr Kirogo.

“In the next phase, it is our desire to see the Commission focus more on providing solutions to citizens’ problems,” he emphasised.

Dr Otwala expressed gratitude to the commissioners for their pioneer works and for championing professionalism, accountability and employee wellness at the Commission.

She said the good infrastructural and administrative foundation has created a good

working environment that will foster more progress in achieving the Commission’s mandate

The outgoing team will be remembered for, among other things, introducing the Public Service Excellence Awards to recognize achievements of public officers throughout the country, and developing schemes of service and policy guidelines to guide the broad management of the public service.

SRC Chairperson Lyn Cherop thanked the PSC under the outgoing commissioners for helping stabilize their newly appointed commission. She urged public servants to collaborate and contextualize solutions in the service.

“Let’s all actively improve productivity to improve the output of the nation,” said Ms Cherop.

The former Commissioners were presented with tokens of appreciation which included a

wall hanging, a portrait, farewell card and CDs of the Public Service Excellence Awards and Official Staff End of Year Get-together ceremony for Chairperson, Vice Chairperson, Commissioners and Chief Executive and Staff.

**“It is time we move from a public service that is just transactional to a solution-based public service,” - Mr Stephen Kirogo**

## New PSC Commissioners Sworn in

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The Chairman stressed the need for the Public Service Commission must change tact and gauge its success on the basis of the happiness of the Citizens.

He further said that the quality of Public Services must continuously improve in line with citizen needs and underscored

the need for Government to automate to make public services available everywhere at any time.

He advised that in order to achieve efficiency and value for money, innovation in provision of government services was necessary.

The Chairperson warned public servants against staying in comfort zones, giving excuses and delaying in provision of services.

## Former Commissioners' leave a legacy of achievements

The six-year trailblazing tenure of the PSC Commissioners whose term ended on 8<sup>th</sup> January 2019 recorded commendable results despite numerous challenges.

During their tenure, they reviewed 122 organization structures in Ministries, Departments and Agencies.

The Commission conducted numerous training programmes and enforced values and principles during recruitment in the public service.

Similarly, the quality of implementing the Public Officers Ethics Act 2003 was improved and the Public Officers Code of Conduct and Ethics and the Administrative Procedures for Wealth Declaration Procedures gazetted.

The Commission hosted the first ever Public Service National Dialogue Forum on Ethics, Integrity and Sustainable Development Goals in the Public Service, and developed the Ethics and Values curriculum for the public service in partnership with Kenya School of Government.

It strengthened the function of monitoring and evaluation on values and principles through development of an operational

procedure manual for Monitoring and Evaluation (M&E), investigation and compliance audit to operationalize Article 234(2) (d) of the Constitution.

Another landmark achievement was the development of a new legal framework that culminated into the enactment of PSC Act, 2017, which will go a long way to help achieve a public service that is efficient and effective.

The Commission delegated some of its powers to Cabinet Secretaries and designated them as authorized officers with responsibility to discharge the human resource function in accordance with Article 234 (5).

It leveraged on ICT to enhance operational efficiency in the discharge of its functions, redesigned the Commission's website and introduced an intra-net and e-learning for Commission staff as well as introduction of tele-conferencing. The facility has been used in interviews for various positions and has proved very effective with respect to candidates outside the country.

Upgrading of the online Recruitment and Selection Database System was actualized, thus reducing paper work and enhancing accessibility to the

Commission's services.

The Commission further reviewed and re-aligned career development syllabi, regulations and examination procedures to the Constitution; and reviewed and developed Schemes of Service to provide for clearly defined career structures.

Annual evaluation and reporting on implementation and compliance with values and principles of the Public Service and submission of reports to the President and Parliament was done annually as was required by law.

The Commission, developed the Public Service Commission (County Government Public Services Appeals Procedures) Regulations, in respect of the county government public service in Article 234 (2) (I).

Additionally, it developed and issued various policies and guidelines to address fundamental changes in both the structure of the public service and management of human resources.

The Commission conducted capacity building for County Public Service Boards and provided technical assistance on human resource matters to Teachers Service

## Former Commissioners' leave a legacy of achievements

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Commission, Kenya National Audit Office (KENAO), National Intelligence Service (NIS); and National Police Service Commission (NPSC).

Within the period, the Commission recruited and recommended persons for appointment as Principal Secretaries, Solicitor General, Chairperson, Governor and

Deputy Governor of the Central Bank of Kenya, EACC commissioners, and facilitated the appointment of Chairpersons and Members of Kenya Law Reform Commission and Universal Service Advisory Council.

It developed the Public Service Commission (Removal of the Director of

Public Prosecutions) Regulations, 2016, for effective operationalization of Article 158 of the Constitution, among other achievements.

Staff welfare improved with establishment of a fitness gym, contributory pension scheme and car loan and mortgage facility.

### Staff recollections of former commissioners

#### Faustina Kwena

As a board secretary, I had the opportunity to work with all the Commissioners as per the requirements of the weekly programme and what I can attest to is that they all prayed at the beginning of each session. At times I was also asked to pray and being a prayerful person this made me feel good. Involving God in whatever we do is key to a fulfilling life. For that I salute them all.

I was attached to Comm. Gichohi and Comm. Nyalle and serving them alone was challenging but whenever I had pressing personal issues they were both understanding and gave me the support I needed. They made me feel that I belonged to that office. I shared a number of light moments with Commissioner Gichohi and many times he gave me invaluable advice and for

that I will always be grateful to him.

And above all, they all allowed me to be away at lunch hour to attend the Mass. May God walk with them wherever they will be.

#### Alice Nyamao

Generally they were good. Specifically I would like to comment about Commissioner Bwonya whom I worked with. She was like a mother in the sense that she was very approachable no matter what! She was a leader, not a boss because she had respect for all and at no single time did she shout or say anything negative to her juniors. Even if you did a mistake, she would call you and let you sit, ask you if you think its a mistake and if you accept, then will explain to you

gently that this is wrong and next time you don't have to do the same. Again she gave a lot of advice especially encouraging one to continue with higher education.

#### Quote:

**"The most successful people reach the top not because they are free of limitations, but because they act in spite of their limitations."**

--Michael K. Williams

## Reflections by former Commissioners

**Catherine Omweno:** We took our job very seriously – it was almost a calling for us! Being the first Commission in the new Constitutional dispensation, we knew that what we did would determine the direction the service would go. We gave it our all. We knew that if the title ‘Commission’ got into our heads; we would remain up in the ‘Ivory Tower’ – we would never know what’s happening on the ground. We needed to feel the pulse of the Service and we made all our staff important. As we come to this day, we are walking out with our heads high.

**Prof Michael Lokuruka:** We learnt from Prof. Kobia that when you allow people to express themselves on who they are, you get the best out of the team. We also learnt that every problem or issue was in a context, and that contextual problems require contextual solutions. I appeal to the Secretariat to work the hardest you can. You should recognize that you have these positions because of *mwananchi* irrespective of what part of the country they come from.

**Judith Bwonya:** What I liked most is that as commissioners, we agreed to disagree. We came from diverse backgrounds and this diversity

is what made us rich in our work. Much as six years appear to be a long time, it has been very short. [Initially, the staff of the secretariat] would see us and disappear in the corridor, so that you pass and they pass after you... but how do we make people to participate if we are telling them we are superior to them? I want to thank my colleagues, the CEO and your team that by the time we are leaving, we can argue with a Director, we can argue with a Deputy Director and we can share views. It was not there before.

**Lawrence Nyalle:** We are leaving the Commission a better place than we found it. We have made PSC a place anyone would want to work in. There is too much potential in all of us that has not been exploited. It is a challenge to all of us to challenge the people we work with to come up with the very best they have in terms of productivity and performance. If you do not care who gets credit for the work you do, there is nothing that can stop you from achieving anything. But if you care getting credit for everything you do, you stand in your own way!

**Veronica Birgen:** The staff at the Commission were the best! They really taught me a lot. Leverage on your relationships – this is very important. Keep consulting. Please, challenge the status quo. Avoid ‘*this is the way we have been doing it.*’ Look at the bigger picture.

**Titus Ndambuki:** We were guided by God through the six years. We worked as a family. We brought reforms in the Commission. Thank you for the support you gave us at Ministries and Commission levels that enabled us serve Kenyans. I thank all officers in the Commission who have made our work easy.

**Amb. Peter ole Nkuraiya:** I urge the Chairman to review the direction that Kenya School of Government (KSG) is taking. Leave degrees to Universities. Bring back the Kenya School of Government as we knew it, when it used to be called Kenya Institute of Administration (KIA). Get back to the roots, to bring issues of doctrine, because without doctrine, the service will be lost.

## Where wonders of the world never cease @wonderopolis.org

### Why do people make New Year resolution?

New Year's resolution is a promise a person makes for the New Year. Regardless of what resolution you commit to, the goal is to improve life in the coming year.

Resolutions can come in many forms. Some people make a promise to change a bad habit, such as quitting smoking or eating less junk food. Other people make a promise to develop a positive habit, such as starting an exercise program, volunteering in their community, or

recycling more.

The tradition of New Year's resolutions dates all the way back to 153 B.C. January is named after Janus, a mythical god of early Rome.

Janus had two faces – one looking forward, one looking backward. This allowed him to look back on the past and forward toward the future.

On December 31, the Romans imagined Janus looking backward into the old year and forward into the New Year. This became a symbolic time for Romans to make

resolutions for the New Year and forgive enemies for troubles in the past.

The Romans also believed Janus could forgive them for their wrongdoings in the previous year. The Romans would give gifts and make promises, believing Janus would see this and bless them in the year ahead.

And thus the New Year's resolution was born!  
**NOW YOU KNOW.**

## Expectations for 2019

### Emily Kerubo – Chief Office Administrator R&S

This year, with the new Commissioners coming on board together with the Chairperson, I hope to see them engage more with staff so that we can take the image of Public Service Commission to the next level.

Personally, I intend to stay healthy, meditate and take risks this year.

I will also explore my talents and potential, as well as dreams and aspirations.

### Chepkurui Kisiro – Chief Office Administrator-Finance and Planning

This year, I look forward to better interpersonal relationships in the

workplace, improved remuneration, and fairness and equity e.g. in promotion of staff. I also look forward to PSC conducting more training according to the regulations – at least 3 days in a year. There should be public participation in PSC decisions e.g. giving development loans alongside mortgage to those who prefer otherwise.

For personal growth this year, I will go back to school.

### Faith Anjili – Principal Records Management Officer

This year I look forward to the Approval of Records Management policy that is long overdue. Records management should be done

professionally. At the moment, records are disconnected. There is need to have institutional records instead of “personalized” records. The DusitD2 terror attack is a wake up call to any professional Records Manager and it hit closer home as GenAfrica our Pension Scheme Fund Administrator offices are housed in that complex. What if the buildings were brought down? What happens after a disaster, how do we reconstruct the organization's records? The Records Management Policy addresses all those issues and thus the need to have one. There is also need

## Staff expectations

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to finalize automation of the Mail Management System to enable real time tracking of mail and files.

For personal growth, I intend to go back to school this year. I also look forward to build a strong Records Management unit team through training staff and team building sessions.

### **John Ejore - Human Resource Management Assistant**

This year, I look forward to training/development opportunities, ERP rollout/implementation; PSEA awards to be based on objective criteria e.g. motivation, performance/milestones achieved, equity, inclusivity, service record etc.; Consideration for overtime allowances, extraneous allowances etc.; Conducive working environment, office accommodation etc.

I will strive for effective, efficient HR Unit services; make consideration for affirmative action, career advancement, promotion etc.; development of career progression guidelines

Personally, I intend to observe punctuality and time consciousness; Timely completion of Master's degree program; Practice Professional conduct, fairness, respect for diversity,

continuous improvement; Support Government's endeavor to improve/strengthen Public Financial Management by providing independent expert assessment/oversight of financial reporting, quality of risk management, internal audit, internal controls & governance processes having been appointed by the Government of Kenya as a Member of Audit Committee of Ministry of Sports, Culture & Heritage; Exercise hard work, discipline, productive and commitment to work for the realization of Big 4 Agenda of National Government.

For personal growth I will promote a reading culture, acquire driving skills, save/invest, charity for the poor, prayers, attend church service, listen more/talk less.

### **Harold Avisa - Senior Human Resource Management Officer**

This year, I look forward to enhanced facilitation, including training opportunities, subscription with professional body, provision of working tools and motivation, to enable boost individual productivity leading to effective and efficient services to Kenyans.

Last year, some of the assignments I worked on

were manual, involving a lot of paper work and I look forward to transiting to the automated work flows this year once the ERP is launched. I also did not utilize the gym provided by the Commission last year and I intend to begin this year with the aim of keeping fit and reducing risks to some health challenges.

For personal growth, I will enhance my knowledge through reading and listening to role models who have made great achievements. I will also explore the possibility of benefiting from the mortgage that is provided by the government to public officers at rates that are lower than those provided by financial institutions.

***"Change will not come if we wait for some other person or some other time.***

***We are the ones we've been waiting for. We are the change that we seek."***

***--Barack Obama***

# PICTORIAL: FAREWELL LUNCHEON FOR FORMER VICE CHAIRPERSON AND COMMISSIONERS AT CARNIVORE RESTAURANT ON 8<sup>TH</sup> JAN 2019



Chairperson Stephen Kirogo (seated centre) poses for a group photo with the CEO Dr Otwala (to his right), outgoing Vice Chairperson and commissioners (seated) together with DCS, directors and other senior government officials (standing)



Cabinet Secretary Ministry of Education Amina Mohamed (Centre) flanked by Dr Otwala is welcomed by a group of dancers as they make their way into the restaurant for the event



L-R: SRC Chairperson Lyn Cherop, Mr Kirogo and Dr Otwala follow the proceedings of the farewell



Amb ole Nkuraiya makes his presentation



Commissioner Lawrence Nyalle takes to the dance floor with the traditional dancers as Comm Ndambuki (second right) and Comm Prof Lokuruka look on

## PICTORIAL: FORMER COMMISSIONERS RECEIVE GIFTS



PS, State Department of Gender, Dr. Francis Owino (third right) presents a gift package to Commissioner Catherine Omweno (second left) as Comm Veronica Birgen (right), Chief Office Administrator Ms. Lucy Ogari (second right) and the DCS Technical Services Ms. Jane Chege (left) look on



Chairperson Stephen Kirogo (left) presents a wall hanging gift to Amb Peter ole Nkuraiya as the CEO Dr Otwala (right) and other members of secretariat look on



**Above right:** Commissioner Veronica Birgen (centre) is presented a gift package by the PS, State Department of Gender, Ms. Safina Kwekwe (second left). Together with them are Commissioner Titus Ndambuki (right), Chief Office Administrator Ms. Lucy Ogari (second right) and the DCS Technical Services Ms. Jane Chege (left)

**Above Left:** The Chairperson SRC Ms Lyn Cherop presents a gift package to Commissioner Lawrence Nyalle

**Left:** Mr. Stephen Kirogo (left) presents a gift package to Comm Ndambuki . Together with them are Senior Office Administrator Jastine Mboya (second right) and Support Staff Chrinstine Nyagonchera (right)

**Below left:** SRC CEO Lyn Cherop (second right) presents a gift package to Comm Prof Lokuruka (right). Together with them are DCS Technical Services Ms. Jane Chege (second left) and Office Administrator Ms. Susan Gitau

**Below:** Principal Administrative Secretary Office of the President Mr. Kennedy Kihara presents a gift package to Comm Dr. Judith Bwonya



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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

Stephen Kirogo, CBS	-	Chairperson
Ms Charity Kisotu	-	Vice Chairperson
Dr Joyce Nyabuti	-	Commissioner
Dr Mary Mwiandi	-	Commissioner
Dr Reuben Chirchir	-	Commissioner
Amb. Patrick Wamoto	-	Commissioner
Amb. Salma Ahmed	-	Commissioner
Mr Andrew Muriuki	-	Commissioner
Ms Joan Otieno	-	Commissioner

### Secretary/Chief Executive

Dr. Alice A. Otwala, (Mrs) CBS