



Amended law gives PSC powers to recruit top officials for public universities

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By Pauline Muriuki

Public Service Commission will now take an additional role of recruitment of Vice Chancellors (VCs) and Deputy Vice Chancellors (DVCs) in public universities.

This follows the signing of the Statute Law (Miscellaneous Amendment) Act, 2018 Special Issue of Kenya Gazette Notice dated 4th January 2019, which gives the Commission the power to advertise, recruit and recommend the top public university dons for appointment.

Under the amended provisions of the Universities Act Section 35(1)(a), the Council shall “in the case of public universities, appoint Vice Chancellors, Deputy Vice Chancellors and Principals and Deputy Principals of Constituent

Colleges, in consultation with the Cabinet Secretary, after a competitive process conducted by the Public Service Commission.”

Chancellors of all public universities will now be vetted by PSC which will then recommend them to the President for appointment. This is a complete detour from the current practice where the university councils managed the process.

Declaration of vacancies will be made directly to the Commission and will include: Title of the position, qualifications for appointment, core competencies, duties and responsibilities, remuneration, terms of employment, among other

requirements.

With regard to chancellors, the university senate will in consultation with key stakeholders identify suitable persons for appointment.

According to the amended law, five names shall be proposed to the Senate and submitted to PSC for shortlisting and identification of three suitable nominees ranked in order of merit. PSC shall then submit the names of the top three nominees to the Cabinet Secretary for onward transmission to the President, who shall select one of the persons for appointment as the chancellor.

PSC to recruit 220 new immigration officers



Members of the public que for immigration services at Nyayo House Nairobi

By Badi Khamis

The Public Service Commission has advertised 220 new entry level positions of Immigration officers in the Ministry of Interior and National Co-ordination.

The potential candidates to fill these positions are required to have a Bachelor's degree in Public Administration, Sociology, Information Technology, Economics, Business Administration, Anthropology, Public Policy and Administration, International Relations, Government/Political Science, Criminology, History, Education, Linguistics, Communication Studies,

Governance and Ethics, Human Resource Management or Psychology from a university recognized in Kenya.

The successful candidates will be charged with receiving, verifying and recording applications for processing of passports, permits, residence certificates, alien certificates, visas, visitor passes Citizenship Travel Document for refugees and any other travel document; receiving applications and determining eligibility for entry into and exit out of Kenya; profiling persons entering or leaving border points; capturing and entering data; undertaking border patrols to control entry of illegal immigrants; gathering

basic information for investigation of immigration related offences; and attending to simple complaints and enquiries on immigration issues.

Candidates can apply for the positions online on the Public Service Commission website www.publicservice.go.ke or by downloading and filling PSC 2 application form (revised 2016) and submit the same to the Secretary/CEO.

Receiving of applications will close on 25th February 2019.

Personal Responsibility begins with you

Personal Responsibility is the principle that one is responsible for one's own behavior, regardless of the behavior of others. It is the freedom to create our lives and take responsibility for our actions. Marie Diaz-Cervo in her article on Personal Responsibility avers that it's being able to take care of ones well-being without blaming others. It is being accountable for one's actions. This is what separates the adult from the child and is a great leap into maturity. Dictionary.com (1996) defines responsibility as being answerable or accountable for something within one's own power, control or management.

Dr. Frank Thomas, in his article titled *American Dream 2.0: A Christian Way Out of the Great Recession*, equates Personal Responsibility to individual responsibility and defines it as a person's "response-ability" which means the ability of a person to maturely respond to various challenges and circumstances of life. He further considers Personal capital as the inner resources, assets and advantages of personal responsibility and character that one brings to the challenges and circumstances of life. He observes that we become victims of circumstances when our personal character is low. In this state we are unable to consciously and purposefully choose our own thoughts, feelings and actions. He therefore concludes that one's character gives an advantage to respond to the challenges of life.

Taking responsibility simply means owning up to one's choices and outcomes and thereby admitting that we are the ones responsible for the choices we



Gabriel Juma

make. Even though we may not be responsible for all that happens to us, we are responsible for how we think, feel and act when they happen. The alternative to taking responsibility is blaming others, circumstances and conditions for what is going on in our lives. Ron Haskins in another article titled *The Sequence of Personal Responsibility* affirms this by indicating that the demise of Personal Responsibility occurs when individuals blame their families, peers, colleagues, economic circumstances or society for their own failure to meet standards.

Free will therefore is a precious gift from God to all mankind. Consequently, our success or failure is not determined by fate but by the choices we make. Victor Frankl opines that between stimulus and response there is a space. In that space is one's power to choose one's response, wherein lies one's growth and freedom. The choices we make determine the direction of our lives.

By being accountable for our thoughts, actions and words we become responsible for the

circumstances we create in our world. This is supported by Steve Brunkhorst, a professional life success coach, motivational author, and the editor of *'Achieve! 60-Second Nuggets of Inspiration'*, who opines that responsibility begins from the inside by us taking control of our thoughts, choices and reactions and then moves outward. We therefore should be accountable for our thoughts, actions and words. It is only then that we can be responsible for the circumstances we create in our world.

Thus, our living becomes what we make out of it. We can either let life beat us down or we choose to accept responsibility for our lives, take appropriate action and decide to live a better life. Therefore Personal Responsibility is a choice, and to improve our lives we can and must accept we are responsible for all our actions. Remember, we all have a choice when prompted with a stimuli from the environment, to be either:- creators of our destinies, who seek solutions, take action and try something new; or victims of the world who specialize on blaming, complaining and finding excuses for our choices.

In the next article we will look at the important aspects and tenets of personal responsibility.

(Mr Juma is Deputy Director, Compliance and Quality Assurance directorate)

Leveraging on Knowledge Management in the public sector

By Habel Shiloli

Knowledge-based decision making such as practiced by the Public Service Commission are what would make any organization in the current age remain relevant.

Processes that determine the accuracy and relevance of such decisions and services comprise Knowledge Management.

Simply put, Knowledge Management (KM) is applying knowledge to improve the way things are done by an individual, organization or a country. George Mukabi, Deputy Director Board Management Services (BMS) appreciates the improvement made by the Directorate in conducting board meetings.

“Previously, we would make presentations to the board in prose. This was strenuous and led to lengthy meetings,” he said. The need to improve efficiency led to finding innovative ways of presentation, which caused the introduction of tabulations that turned out to be easy and quick to understand.

Another innovation was the creation of committees to deliberate on specific issues, then present to the board for adoption. This has made the board to be able to resolve more issues than was previously possible.

Joan Machayo, Director Human Resource Development notes that in previous years, the Commission would variously



Ms Joan Machayo, Director Human Resource Management and Development

send circulars on a variety of human resource issues, but these were ‘scattered’ and usually cumbersome to trace.

To improve on this, the directorate consolidated all the policies into the Human Resource Manual 2016 that is now convenient for reference.

She adds that the delegated function to Ministries and Departments was improved by introducing an increased element of accountability. “The accounting officers now sign a delegation instrument, making the function more binding than previously was,” she says.

Induction of new Commissioners and the structured orientation of new staff joining the Commission by the Human Resource Department is a best practice that needs to be replicated across government Ministries, Departments and Agencies.

Zachary Mosoti and Becky Masheka in their article *Knowledge Management: The Case for Kenya*, in *The Journal of*



Mr George Mukabi, Deputy Director Board Management Services

Language, Technology & Entrepreneurship in Africa, Vol. 2. No.1. 2010, say KM is now recognized as an organization’s most valuable asset.

KM is an age-old practice exercised from the ancient days at individual level upwards. Though not documented then, decisions and actions based on lessons learnt and innovation bore anticipated or known positive results.

In recognition of this, experts over the years have developed KM into a concept that can be discussed, taught and applied.

“Knowledge has become the key economic resource and the dominant—and perhaps even the only—source of competitive advantage.”
—Peter Drucker

New appointments in the Commission

The Commission conducted interviews towards the end of last year that brought on board the following new officers .

Mr. Patrick Malakwen - Deputy Director Supply Chain Management.



Mr. Malakwen previously worked as Head Supply Chain Management at the National Land Commission. He has also worked at the Tourism Board of Kenya and the Electoral Commission of Kenya. He holds a Masters degree in Strategic Management, Bachelors degree in Purchasing and Supplies Management and Diploma in Supplies Management. He is a member of the certified Supply Chain Professional with the American Production and Inventory Control Society (APICS).

Mr. Habel Shiloli - Assistant Director Public Communication. Prior to his appointment in PSC, Mr Shiloli was the Principal Information Officer Ministry of ICT and Nairobi County Information Officer.



He holds a Master of Arts Degree in Social Development and Management; a Bachelor of Science Degree in Information Science; and a Post-graduate Diploma in Mass Communication. He has also worked as the Liaison Officer for GoK /IFAD-funded Southern Nyanza Community Development Project; and as an Editor for a GoK Rural Extension Project Newspaper published by the Department of Information in North Eastern Province. He has co-edited two books “The Survivors” and “Moving to the Centre” published by Kenya Women Writers’ Foundation (FEMART-K), catalogued by the Amazon UK and Stanford Libraries, and Google books among others.

Mr. John Muriungi - Assistant Director Management Consultancy Services.



Mr. Muriungi joined the Commission from the ministry

of Public Service, Youth and Gender Affairs where he was Assistant Director Management Consultancy Services. He holds a Masters degree in Education Administration. He is a member of Institute of Human Resource Management (IHRM) and Kenya Institute of Management (KIM).

Mr. Bernard Wekesa - Principal ICT Officer.



Mr Wekesa joined the Commission from the National Treasury and Planning where he was Chief ICT Officer. He holds a Masters degree in Computer Science and advanced Diploma in ICT Management, Trends & Strategies. He is a member of the Information Systems Audit and Control Association (ISACA) professional body.

The officers were taken through a one-week induction program from 13th to 19th February 2019 to familiarize them with the mandate and operations of the Commission.

ERP system undergoes refinement process



Mr Rohan Arora from Compulynks making a presentation to C&QA staff during the system familiarization meeting at the ICT training room

By Badi Khamis

The Commission's Enterprise Resource Planning (ERP) integrated system is currently being enhanced before it is made fully operational. Users from C&QA directorate started familiarization meetings at the Commission's ICT training room with the system developer on 18th January 2019.

The meetings are a platform for the users and the

developer to share ideas on how to improve the system. The meetings will culminate into piloting of the system.

According to Mr. Bernard Wekesa Principal ICT Officer, the system will integrate all processes into one complete framework, enabling the Commission to work as a single unit to manage all its processes and automate many back-office functions related to technology, services and human resources in

all directorates.

Once operational, the system will lead to enhanced efficiency by improving processes and service delivery in the Commission and the wider public service.

Refinement of the integration process will continue with the other directorates until the system is ready for implementation.

Bereavement

The PSC fraternity was heartbroken by the sad news that one of its members, Mr Daniel Oliech (Assistant Director Research & Policy Analysis) lost his beloved son Curtis Otieno Onyango in the early morning hours

of Friday 15th February 2019. He was 13 years old at the time of his demise.

The body was moved to Lee Funeral Home to await burial scheduled for 22nd February 2019 in Konyango, Majieri Sub-location,

Rachuonyo North sub-county, Homa Bay County .

PSC CEO Dr Alice Otwala sent a message of condolence on behalf of the staff of the Commission to the bereaved family.

Exercise is a big factor of production

Regular physical exercise has for long been considered a reserve for a select group of the society, but not anymore. People have increasingly adopted sedentary lifestyles and as a result, the average waistline has been increasing as well. More people are now driving leading to an ever decreasing number of walking people. Needless to say, we are now faced with cases of lifestyle diseases increasing at galloping rates. This has had a negative impact on individual production levels in both the public and private sector.

According to the *Health and Fitness Journal* of the *American College of Sports Medicine* statistics indicate that insurance firms are forking in millions of shillings from employers who offer medical covers to their employees and a lot of this money goes toward treatment of lifestyle diseases. A study by *ScienceDaily 2010* reveals that regular exercise helps prevent or manage a wide range of health problems and concerns, including stroke, metabolic syndrome, high blood pressure, type 2 diabetes, depression, anxiety, many types of cancer, arthritis and falls. It can also help improve cognitive function and helps lower the



Kenneth Muchira



Griffins Omondi

risk of death from all causes.

That having been said, those in managerial positions should now focus on preventative measures rather than having to react when the damage has already been done. The Public Service Commission is already leading by example through the installation of a gymnasium facility in its premises for the benefit of the staff members. Those who have been visiting the gym have been reporting improved health and general wellness of their bodies.

To the Public Service Commission, this is translated into better motivated workers, increased productivity from individuals, less sick-leaves by the staff and an increase in efficiency in the overall operations at the commission.

It will be encouraging to see other government departments follow in the steps of PSC and provide their members with gymnasium facilities as it will lead to healthier workers. The overall effect would be a more efficient, effective and highly productive public sector.

Kenneth Muchira & Griffins Omondi are fitness instructors at the Public Service Commission Gymnasium.

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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

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Dr Joyce Nyabuti	-	Commissioner
Dr Mary Mwiandi	-	Commissioner
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Amb. Salma Ahmed	-	Commissioner
Mr Andrew Muriuki	-	Commissioner
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Dr. Alice A. Otwala, (Mrs) CBS