



PSC News

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

Board Promotes PSC Secretariat Staff

By Habel Shiloli

On 17th February 2021, 119 staff in PSC Salary Grades 'One' to 'Five' from various cadres were promoted as one way of addressing staff stagnation.

The promotions targeted officers that had served three years and above in one grade and possessed requisite qualifications to move to the next level. Some of the staff had stagnated for over 10 years as a similar exercise was last conducted in 2011.

The exercise was undertaken in recognition of the need for the Commission to be able to deliver services in a rapidly changing environment, which

calls for a deliberate and structured system of ensuring that it has the right number of staff, skills and competence mix at all-times.

In line with the standard human resource practice, the Commission is addressing this through human resource planning, which will enable alignment of the Human Resource with the Commission's mandate.

In the standard human resource practice, a key component of human resource planning is succession management which ensures organizational and institutional readiness, flexibility and responsiveness in delivery of service.

"Despite the Commission's continuous effort to address capacity and succession gaps and to motivate staff, it has faced a number of challenges, including staff stagnation due to the existing short (flat) grading structure, a rigid staff establishment and an outdated organizational structure.

"These promotions will lead to improved staff engagement and reduce attrition, eventually leading to increased productivity and better service delivery," said Ms. Caroline Kiget, the acting Head of Human Resource at the Commission.

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(Left to right) PSC Vice-Chairperson Ms Charity Kisotu, National Assembly Committee Chairperson Hon Paul Koinange, and PSC CEO Mr. Simon Rotich consulting during a strategic policy working retreat for the National Assembly Departmental Committee on Administration and National Security and PSC to discuss the Draft Public Service Human Resource Management Bill **(Full Story on Page 4)**

Presidential Medals for PSC officials

By Pauline Muriuki

The Chairman Public Service Commission Mr. Stephen Kirogo, Vice Chairperson Ms. Charity Kisotu, CEO Mr. Simon Rotich and a member of Secretariat staff Mr. Ayuoyi Christopher Otieno were among the people conferred National Honour by His Excellency the President, on Jamhuri Day 12th December 2020.

Chairman



Mr. Stephen K. Kirogo,
MGH



Ms. Charity S. Kisotu, EBS



Mr. Simon K. Rotich,
CBS

Kirogo who formerly carried the CBS decoration is now Moran of the Order of the Golden Heart (MGH).

Vice-Chair Kisotu is now Elder of the Order of the Burning Spear (EBS), while CEO Rotich who formerly carried the EBS decoration is now Chief of the Order of the Burning Spear (CBS).

Mr. Otieno now carries the decoration of Head of State Commendation (HSC).



Mr. Ayuoyi C. Otieno,
HSC

Implementation process for ERP makes big strides

By Habel Shiloli

Close to 60% of system modules in the PSC's Enterprise Resource Planning (ERP) application have been tested by user departments to ensure system effectiveness.

The system is a type of software that PSC intends to use to manage and integrate its day to day business by consolidating the process of gathering and organizing data across its directorates and the entire public service.

Once all the modules have been tested and approved, they will be consolidated into one

system, with data that can be accessed and/or updated variously at respective user points.

According to the head of ICT at the Commission Mr. Harry Mwangi, the system will improve PSC's operations efficiency through providing better reporting tools, with real-time information; improving customer service by providing better access to customer information; and simplifying processes within the Commission.

The inception of the ERP system at PSC was in March 2016 with the consulting firm, CompuLynx, together with user

department lead persons and the ICT team consolidating, evaluating and validating user requirements.

Areas of focus for the ERP system runs across the Commission's seven directorates and includes the CEO's dashboard, Wealth Declaration, Compliance and M&E, Investigation, Governance, and Establishment Management and Consultancy Services.

Others are Performance Management, Training and Development, Disciplinary and Appeals and Recruitment and Selection among others.

Parliamentary Committee meets with PSC on Supplementary budget



PSC Chairperson Mr. Stephen Kirogo (Left) addressing the Parliamentary Committee on Administration and National Security at Harambee Plaza at a past meeting

**By Caroli Simiyu and
Badi Khamis**

Parliament has urged the PSC to fast-track the establishment and use of remote interview centres countrywide.

Hon. Kaunya Edward, the MP Teso North called on the Commission to leverage Constituency Innovation Hubs (CIH) situated in all constituencies, equip them, and use them as interview centers.

He was speaking at a meeting between PSC and the Parliamentary Committee on Administration and Security to discuss supplementary budget estimates on 18th February 2021 at Ole Sereni Hotel Nairobi.

The MP expressed concern over the inability by some candidates to access ICT services in some areas, especially the marginalized,

during the virtual interviews conducted by PSC.

PSC Vice-Chairperson Ms. Charity Kisotu informed the Committee that PSC had already embarked on setting up Remote Interviews and Service Delivery Centers in the regions and Counties.

“Our ICT team visited various counties and regions to identify suitable centers,” she stated.

On contract employment, the Committee advised the Commission to re-look at the yet-to-be unveiled policy and do an assessment of the value to be garnered through employment on contract.

Other committee members that were present included the Chairperson, Hon. Paul Koinange, Vice Chairperson,

Fatuma Gedi, and Members, Dr. Makali Mulu, Aduma Owuor, Dr. Swarup Mishra, Halima Mucheke amongst others.

The PSC Vice-Chairperson was accompanied by Commissioners Dr. Reuben Chirchir, Andrew Muriuki and Dr. Mary Mwiandi; Deputy Commission Secretary – Corporate Services, Mr. Remmy Mulati, Directors Mr. Peter Maina and Mr. Simon Wachinga of Recruitment and Selection, and Compliance and Quality Assurance respectively.

Others were Deputy Director, HRM&D (PSIP) Mr. Simon Mwangi, Deputy Director Finance Ms. Rebecca Kiplagat, and Assistant Director Finance Mr. Caroli Simiyu.

House committee and PSC discuss Draft Bill on Human Resource Management



National Assembly Departmental Committee on Administration and National Security members, PSC Commissioners, CEO, and senior PSC staff in a group photo during the retreat in Mombasa

By Browne Kutswa

The National Assembly Departmental Committee on Administration and National Security in collaboration with the Public Service Commission is developing a new legal framework to provide for uniform norms and standards for management of human resource in the entire public service.

The Commission held a strategic policy working retreat on the Draft Public Service Human Resource Management Bill with members of the Committee led by their Chairman Hon. Paul Koinange at Prideinn Paradise Resort Mombasa on Thursday 11th

February 2021.

Speaking during the opening session of the retreat, PSC Vice Chairperson Charity Kisotu expressed optimism that the draft Bill will be passed by the National Assembly soon in order to correct the disjointed application of human resource management practices in the public service.

“The envisaged law will guide effective management of human resource in the public sector considering that currently the management of human resource in the public sector is guided by various legislations, regulations and policies developed by different entities at national and county government levels,” said Ms Kisotu.

PSC Directors Jackline Manani and Joan Machayo took participants through various provisions of the

draft Bill.

Hon. Koinange said his committee will engage other stakeholders through public participation forums before the Bill is presented to the National Assembly for consideration and enactment.

Among those in attendance were PSC commissioners Mary Mwiandi, Reuben Chirchir, Patrick Wamoto, Joyce Nyabuti, Salma Ahmed, Joan Otieno and Andrew Muriuki, CEO Simon Rotich and Deputy Commission Secretary Jane Chege.

Members of Parliament present were Fatuma Gedi, Josphat Wachira, Swarup Mishra, Oku Kaunya, Makali Mulu, Peter Masara, William Chepkut, Jeremiah Lomurukal, Abdie Shurie and Marselino Arbelle.

The third cohort of interns under PSIP inducted



From Left: DCS Remmy Mulati, CEO Simon Rotich, Vice Chair Charity Kisotu, Commissioner Dr. Mary Mwiandi and Director HRMD Ms. Joan Machayo at CEO's boardroom, leading the virtual interns' induction session on 5th February 2021

By Badi Khamis

Over 2000 interns under the Public Service Internship Programme (PSIP) underwent a one-day virtual induction on 5th February 2021.

The interns, who were deployed on 25th January 2021, are the third cohort of interns to be recruited since PSC introduced the programme in 2019.

PSC Vice Chairperson Ms. Charity Kisotu while officially opening the induction informed the interns that Serving in the public service is a high calling that requires personal commitment, integrity, honesty and professionalism.

“As interns, you must therefore have the right mind-set, be patriotic, be ready to continuously learn, observe values and protect the resources under

your care”, she said.

Commissioner Dr. Mary Mwiandi, head of the PSIP programme urged the interns to make effort to acquire relevant skills in their areas of specialization.

She asked the Heads of Human Resource Management and Development to facilitate and coordinate the internship programme in their respective organizations and administer performance management systems.

PSC CEO, Mr. Simon Rotich said that the selection process ensured that the recruited interns represent the face of Kenya, and was guided by merit, ethnicity, gender, disability status, minorities and the marginalized.

“I am confident that the

program will give you an advantage when applying for future job opportunities with private and public sector institutions” he assured.

PSIP is a Government initiative that offers opportunity for college graduates to acquire and develop valuable technical and professional skills while gaining work experience

It offers financial sustenance to the interns through payment of a stipend and also provides the work experience that will increase chances of their employability.

In attendance during the virtual induction were PSC Commissioners, and Heads of Human Resource in the MDAs and Public Service Commission Staff.

New Communication Strategy gets approval



PSC Chairman Stephen Kirogo addresses Cause Impact consultants during the development of the Communication Strategy

By Pauline Muriuki

The Commission's new Communication and Branding Strategy 2020-2024, including Branding Guidelines, for implementation received the Board's approval on 17th February 2021.

The Communication Strategy will play an important role in supporting the implementation of the PSC Strategic Plan 2019-2024 that was launched in September 2019.

Specifically, the Communication Strategy will provide guidelines to manage the Commission's image, visibility, stakeholder relations and media engagements; enhance information and knowledge sharing; position and strengthen the Commission's brand promise and corporate identity; and provide guidelines for application of the Commission's logo, among other items.

PSC Chairman, Mr.

Stephen Kirogo on 27th August 2020 during an interaction with the team that developed the strategy said the document would be critical in not only catalyzing improved service delivery by the Commission but also by the entire public service.

The Strategy was developed by the Commission in collaboration with a Consulting firm, Cause Impact Ltd through a broadly consultative process.

On 24th September 2020, participants from PSC Secretariat, Ministries, Departments, Government Agencies and State Corporations gave their inputs through a stakeholder webinar forum, some of which were incorporated in the document.

The Communication Strategy will enable the Commission to direct its efforts and resources to the needs and interests of the citizens by adopting a citizen-

centric approach to service delivery as articulated in the Strategic Plan.

In approving the document, the Board was optimistic that the Communication and Branding Strategy will reflect the Commission's Vision and Core Values of a Citizen-Centric Public Service, and that the key aspects of Honor, Commitment and Trust as engraved in the Commission's logo will stand out.

"As soon as all preliminary arrangements are complete, the document will be disseminated to PSC staff and other stakeholders," said Mr. Browne Kutswa, the Commission's Head of Communication.

He said a roadmap is being put in place to reach out to stakeholders for partnership and collaboration in implementing the Communication Strategy.

Establishment of Remote Interviewing Centres planned countrywide

By Habel Shiloli

Plans are underway to set up remote interviewing centres for PSC countrywide to minimize distances travelled by candidates to Nairobi to attend interviews for public service jobs.

Five teams from the Commission, starting 11th to 15th January 2021, conducted a survey nationwide to determine the viability of establishing the proposed regional Service Delivery Centres (ICT hubs).

The teams that were composed of PSC

Commissioners and senior management representatives visited 12 counties in seven regions namely Nyanza (Kisumu County), Western (Kakamega County), North Eastern (Garissa County), Eastern (Meru, Tharaka Nithi and Embu Counties), Coast (Mombasa and Taita Taveta Counties), Rift Valley (Nakuru and Uasin Gishu County), and Central (Nyeri and Nyandarua Counties).

Among the options of the suitable sites proposed by the teams were boardrooms for Regional and County Commissioners and boardrooms/other spaces available in various public institutions that were visited across the counties.

The findings of the teams indicated that most of the sites

identified will need some improvement to make them suitable for the purpose for which they will be used.

The Commission will work with partners including the Ministry of ICT and the Kenya School of Government among others to do the necessary adjustments.

Some of the requirements that were found to lack at various sites include Local Area Network (LAN) cabling, availability Internet Service Provider (ISP), TV screens, HDMI cables, furniture, desktop computers with web cameras, headphones, microphones and printers.

In some instances, the Commission will be required to partition the rooms provided to create a functional private space

for interview. In other instances that are without option, the Commission may be required to pay a fee for the space that will be provided.

While over the years the Commission would conduct virtual interviews only in exceptional circumstances alongside physical interviews, the advent of Covid-19 led to the full the embracement of the virtual interviews.

Setting up of remote interviewing centres countrywide is part of the strategic plan 2019-2024 to decentralize PSC functions.



Mr Steve Okumu PSC ICT Office presents a gift to Mr Stephen Kihara County Commissioner Uasin Gishu, during the countrywide Remote Interviewing Centres survey. Looking on are Assistant Director R&S Mr Paul Maki and HRM officer Ms Purity kaari

New officers join the Commission

By Pauline Muriuki

Six MDAs have seconded 12 officers to the Public Service Commission with effect from January 2021. They include four officers from Ministry of Public Service & Gender, three from Ministry of Labour & Social Protection, two from Agriculture & Fisheries, and one each from Devolution & ASALs, Education and Defense.

Three of the officers are deployed to Compliance & Quality Assurance Directorate, three

to Human Resource Management and Development, two each to Board Management Services and Establishment & Consultancy Services and one each to Human Resource Management (Corporate Services) and the Accounts Section.

It is expected that the bringing on board of the officers will boost the Commission's secretariat workforce to enhance service delivery.



Name: Chepkwony Stalin Kipkorir
P/No. 1988129074
Designation: Principal HRM&D Officer
Deployment: CQA
Seconding MDA: Defence
Work experience: Over 20 years' experience in HRM field in the Civil Service



Name: Ringera Salome Kagwiria
P/No. 1986057386
Designation: Principal HRM&D Officer
Deployment: BMS
Seconding MDA: Agriculture, Livestock & Fisheries
Work experience: Over 20 years' experience in HRM field in the Civil Service



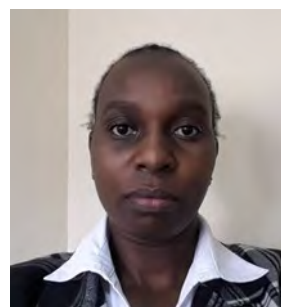
Name: Ngayai John Kioko
P/No. 2006040472
Designation: Principal HRM&D Officer
Deployment: BMS
Seconding MDA: Labour & Social Protection
Work experience: 15 years' experience in HRM field in the Civil Service



Name: Kigo Florence Wakonyo
P/No. 2006041737
Designation: Principal Officer, Establishment and Management Consultancy Services
Deployment: EMCS
Seconding MDA: Public Service & Gender
Work experience: 12 years' experience in HRM field in the Civil Service



Name: Wandera Gradus Kizito
P/No. 2006043674
Designation: Principal Human Resource Audit Officer
Deployment: CQA
Seconding MDA: Public Service & Gender
Work experience: 7 years' experience in HRM field in the Civil Service



Name: Kihara Rachael Wanjiku
P/No. 2010000638
Designation: Principal HRM&D Officer
Deployment: HRMD
Seconding MDA: Labour & Social Protection
Work experience: 11 years' experience in HRM field in the Civil Service

New officers join the Commission



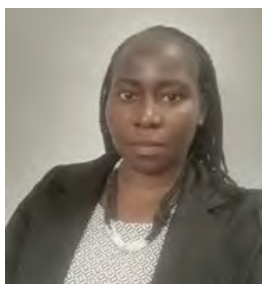
Name: Mweu Vera Ngina
P/No. 2010054954
Designation: Principal Monitoring & Evaluation Officer
Deployment: CQA
Seconding MDA: Labour & Social Protection
Work experience: 8 years' experience as an Economist in the Civil Service



Name: Momata Henry Matoke
P/No. 1997004061
Designation: Senior Accountant
Deployment: Accounts
Seconding MDA: Devolution & ASALS
Work experience: 24 years' experience as an Accountant in the Civil Service



Name: Chome Naomi Sidi
P/No. 2016006332
Designation: HRM&D Officer
Deployment: HRM (Corporate Services)
Seconding MDA: Agriculture, Livestock & Fisheries
Work experience: 5 years' experience in HRM field in the Civil Service



Name: Birgen Nancy Jepchirchir
P/No. 2009108677
Designation: HRM&D Officer
Deployment: HRMD
Seconding MDA: Public Service & Gender
Work experience: 8 years' experience in HRM field in the Civil Service



Name: Lengaur Jonathan Litemwa
Designation: HRM&D
Deployment: EMCS
Seconding MDA: Education
Work experience: 6 years' experience in HRM field in the Civil Service

Name: Irungu Stephen Kimani
P/No. 2006040511
Designation: Principal HRM&D Officer
Deployment: HRMD (Discipline)
Seconding MDA: Public Service & Gender
Work experience: 15 years' experience in HRM field in the Civil Service

Interviews for various cadres at entry level in Public Service are on

By Badi Khamis

Interviews to fill over 500 vacancies in different Ministries and departments in the public service are currently underway.

The interviews which started on 22nd February will see over 1,964 candidates interviewed for position of Fingerprint Officers, Enforcement Officers, Labor Officers, and ICT officers.

Successful applicants for Fingerprint officers were required to possess a Bachelor's Degree in Forensic Science, Criminology, Security and Disaster Management, Information Science, or Information Communication Technology.

Candidates for Enforcement Officer were required to have a Bachelor's Degree in Anthropology, Library and Archival Science, Sociology, Psychology, Government/Political Science, Community Development, Conflict Management, Development Studies, Cultural Studies or Communication from a University recognized in Kenya; and be of good eyesight.

Candidates who applied for Labour Officer were required to have a Bachelor's Degree in Human Resource Management, Planning, Development, Business Administration, Economics (Lower Second Class), Sociology, Psychology, Anthropology, Statistics, Labour Relations or Industrial Relations from a recognized institution.

The interviews are scheduled to end on 16th March 2021.

KSG Embu hosts Business Process Re-engineering training for public servants

By Tom Muema

Public servants from various Ministries, Departments and State Agencies attended a Business Process Re-engineering (BPR) training course held from 15th to 19th February 2021 at the Kenya School of Government, Embu.

The five-day BPR course was organized by PSC with 18 of its officers attending, led by Director Performance and Service Delivery Improvement Dr. Sylvester Obong'o. The BPR course is part of the implementation of the Public Service Commission Strategic Plan 2019-2024.

"As a Commission, we aim at attaining a citizen-centric public service. BPR course will go a long way in helping the commission build staff capacity and better service delivery," said Dr. Obong'o.

He stated that the Business Process Re-engineering course focuses on analysis, designing workflows and business processes.

"As a commission we found the program being essential in the betterment of public service staff and the overall service delivery within the organization," he noted.

The 5 days training emphasized on public sector reforms, challenges facing the implementation of the reforms and the BPR framework.

Dr. Obong'o who was speaking at the event



PSC and MDAs staff in a group photo at the Kenya School of Government Embu while attending the BPR training

commended the Kenya School of Government (KSG) and Public Service Commission for planning and facilitating such trainings that would change the public service for the better.

Citing previous similar trainings, Dr. Obong'o confirmed, the course has had a tremendous impact on the public service.

"The BPR has played a significant role in enhancing service delivery in the public service. As a Commission, we have seen the impact this course has had through our officers who attended previous sessions. We believe this time round, the same will be replicated to this year's lot," said Obong'o.

Rita Wanjiku, one of the interns at the Public Service Commission who attended the training, expressed her satisfaction towards the BPR course. She applauded the Public Service Commission for allowing her and other officers to attend

such a resourceful course.

"I take this opportunity to thank the Public Service Commission for allowing us to undergo such a resourceful course. I believe these are some of the right steps taken by the Commission to set the pace in the public service delivery," said Rita Wanjiku.

The participants learned fundamental rethinking, systematic, and radical re-designing of organization processes to achieve dramatic improvements of performance on cost, speed and quality of service.

"Public Service Commission has invested in staff capacity-building programs with Business Process Re-engineering being one of them. We believe, an empowered staff is vital for the success of any organization. We work day and night to ensure that we build a citizen-centric public service," concluded Dr. Obong'o.

The 2019/20 Values and Principles report translated

By Kihiu Mugo

The Evaluation Report on the Status of the Public Service Compliance with Values and Principles in Articles 10 and 232 of the Constitution 2019/2020 has been translated into Kiswahili.

The report which was presented to the President and Parliament in December 2020 as required by law is the ninth in a series of reports after the promulgation of the Constitution 2010, which expanded the mandate of Public Service Commission.

The Kiswahili translation is part of the fulfillment of the law that requires the report to be publicized to reach a wide audience, in a language that they best understand.

It will also be transcribed into braille.

The overall compliance index for the institutions in the seven thematic areas evaluated was 42.3%.



In addition to disseminating the report to various stakeholders, the Commission will also publicize it through various conventional and social media outlets.

The report presents findings of the evaluation survey in seven thematic areas to establish the level of compliance by public institutions with Values and Principles.

The overall compliance index for the institutions in the seven thematic areas evaluated was 42.3%.

Despite the challenges in the second part of the year, the index was maintained at 42%.

This was a moderate performance.

The best performing category was public universities at 46.2%. The other sectors performed as follows: State Corporations & SAGAs (44.4%), Statutory Commissions & Authorities (41.6%), Constitutional Commissions & Independent Offices (40.6%) and Ministries & State Departments (32.1%).

The best performed thematic area was *Service delivery improvement and transformation* followed by *Ensuring High Standards of Professional Ethics in the Public Service* at 63.4% and 57.1% respectively.

Performance in other thematic areas was as follows: *Efficiency, effectiveness and economic use of resources* (46.4%), *Good Governance, Transparency and Accountability* (38.1%), *Performance Management* (37.4%), *Equitable allocation of opportunities and resources* (33%) and *Public participation in policy making process* (12%).

A copy of the report can be obtained from the Commission House, and can also be downloaded from the PSC Website.

Bereavement

A staff member of PSC, Mr. Geoffrey Mutahi has lost his dear father, Mzee Mutahi Wahogo. The late Mutahi passed away on Sunday 20th February 2021 and was laid to rest on Friday 26th February 2021 in Giakanja Village, Kaheti, Mukurweini, Nyeri County. The Public Service Commission fraternity has condoled with the bereaved family

Whole-of-Government Approach to Service Delivery

By Dr Gabriel Juma

Governments the world over are continuously seeking ways to better exploit the opportunities offered by Information Technology for raising efficiency and effectiveness in administrative and business processes and for improving operations and service delivery.

In the recent past, there has been a change from isolated silos in public administration as advanced by the New Public Management to an integrated model in public service delivery.

This model is also known as the "One-Stop Government", "Joined-Up Government" or "Whole of Government" approach. The concept of "Joined-Up Government" (JUG) was first introduced by the Tony Blair government in United Kingdom in 1997. JUG was presented as the opposite of "Departmentalism", "Tunnel Vision" and "Vertical Silos".

Whole-of-Government is an attempt by the public agencies to work across portfolio boundaries to jointly achieve integrated responses to the various policy development, programme management and service delivery.

This new model of public administration aims to reflect the individual-government's global policy and priorities through the improvement and coordination of government services.

The adoption of this model has been necessitated by various



Dr. Gabriel Juma

societal forces such as the increased demand for more personalized and accessible public services by citizens, the growing complexity of problems that call for collaborative responses, and the opportunities presented by the internet to transform the way the government works for the people.

Adegboyega Ojo, Tomasz Janowski and Elsa Estevez in their work *"Whole-of-Government approach to information technology strategy management: Building a sustainable collaborative technology environment in government"* argue that the whole of government approach is increasingly seen as an imperative for delivering coherent and integrated policies, joined up and seamless services and integrated programme management in government.

The UN e-Government Survey 2012 data assessed trends in the whole government

for all the 193 United Nations member states and identified strong leadership as the major determining factor for the successful whole of government initiatives.

The survey further found out that the number of countries that had established the position of Chief Information Officers (CIO) had increased from 32 countries in 2010 to 60 in 2012. However, the study showed that Africa lagged behind other regions with only 17 countries with established CIO or equivalent.

Various countries such as the United States of America, Britain, Canada, and New Zealand have evolved their Whole-of-Government models.

Similarly, the government of Kenya has adopted an All-of-Government approach to improve service delivery, especially project completion, absorption of project funding, and accountability of project outcomes by implementing agencies.

This All-of-Government approach is anchored on Executive Order no. 1 of January 2019 which established a 4-tier development committee whose apex is the National Development Implementation Cabinet Committee.

Safe resumption of fitness activities at the PSC gymnasium



PSC staff and interns during a training session in the gymnasium

By Kenneth Muchira and
Griffins Omondi

The gymnasium at the Public Service Commission was one of the critical facilities that required meticulous measures to prevent it from being a conduit of Covid-19 infections.

In a swift move by PSC management, the facility was closed as soon as the first Corona Virus infection was reported in the country in March 2020.

Guided by the measures laid down by the Ministry of Health to contain the spread of the virus, the Commission continuously guided the members of staff in keeping safe at the work place, which included keeping away from the gymnasium.

It took 10 months of inactivity at the facility before fitness activities resumed at the

gymnasium in January 2021.

What was more impressive however, is how the PSC administration oversaw the smooth and safe resumption of fitness activities in the gym.

The Commission always prioritizes its employees' health, which is the reason why a workplace gymnasium was set-up in the first place.

Before the re-opening of the gymnasium, the management developed guidelines under which gym operations have resumed.

A coordinating team of four staff members was appointed to oversee and enforce safety protocols at the facility.

Currently, the spacious room that comfortably holds more than fifteen people is now restricted to only four people at a time. A sanitizing station has also been set aside specifically for

the gym users.

Instructors have been briefed on how to handle gym users in ways that minimize close person-to-person contact. The coordinators have also come up with specially designed programs, where for instance a session that used to run for two hours has been split into two.

Those seeking to attend the gym are required to book for their slots in advance through the coordinators who then forward the names to the instructor on duty. Everything is very efficient. There is no confusion.

As is expected the gym has been busy since its reopening, with attendees showing great determination to achieve their health and wellness goals.

PSC IN PICTURES: **Strategic policy working retreat on the Draft Public Service Human Resource Management Bill in Mombasa**



MPs and members of PSC pose for a group photo



(Left to right) PSC Commissioners Ms Joan Otieno, Mr Andrew Muriuki, Amb. Salma Ahmed, Amb. Patrick Wamoto and Dr. Reuben Chirchir



(Left to right) Hon. Fatuma Gedi, Hon. Paul Koinange, and PSC Vice-Chairperson during the working retreat in Mombasa



A section of participants follow the proceedings at the workshop



Director Legal Services Jacqueline Manani makes a presentation

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Vision

A Citizen-centric public service

Mission

To reform and transform the public service for efficient service delivery

Core Values

- Citizen Focus
- Professionalism
- Innovation
- Team-work

Public Service Commission Directorate

- Recruitment and Selection
- Human Resource Management & Development
- Establishment and Management Consultancy Services
- Performance and Service Delivery Improvement
- Board Management Services
- Compliance and Quality Assurance
- Finance and Planning
- Corporate Services
- Legal Services
- Internal Audit

Commissioners

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

Secretary/Chief Executive

Simon K. Rotich, CBS