



PSC News

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

President Ruto directs MDAs to implement recommendations in PSC report



President William Ruto Receiving a copy of 2021-2022 values report from PSC Chairperson Amb. Anthony Muchiri

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By Habel Shiloli

President William Ruto has directed all MDAs to implement the PSC recommendations in the 2021/2022 report on status of compliance with the values and principles in Articles 10 & 232 of the Constitution.

Speaking while presiding over the launch of the report at KICC, Nairobi on 31st March, 2023, the head of state called out public institutions that did not participate in the survey and asked them to show cause why they failed to participate

as required by law.

"I note that the survey covered 477 public institutions out of 525, representing a response rate of 91%. The head of public service is directed to write to those who did not respond to explain to us which government they serve," he stated.

The values report is compiled by the Public Service Commission, in compliance with Articles 234 2(c) and (h) of the Constitution. The articles require the Commission to promote, evaluate and report to the

President and Parliament, the extent to which the values and principles are complied with throughout the public service.

The Commission conducted the compliance survey for the July 2021 to June 2022 financial year and compiled the report, which is the tenth in a series since the promulgation of the Constitution 2010.

The report presents evaluation of the measures taken, progress realized, and challenges faced in implementing National Values and Principles of

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PSC explores collaboration with Singapore



Left- PSC Chairperson Amb. Anthony Muchiri exchanging business cards with the Deputy Secretary, Asia-Pacific, Mr. NG Teck Hean

By Badi Khamis

The Public Service Commission Chairperson Amb. Anthony Muchiri on 4th April 2023 hosted a team from the Ministry of Foreign

Affairs, Singapore and discussed possible areas of collaboration.

The envisaged partnership aims at capacity building public servants through skills development in core

thematic areas that will enhance efficacy in service delivery.

The team from Foreign Affairs, Singapore included, Deputy Secretary, Asia-Pacific, Mr. NG Teck Hean, Deputy Director General, South Asia & Sub Saharan Directorate, Deputy Director of South Asia and sub-Saharan Directorate, Mr. Mitchel Lee, Country Officer, South Asia and sub-Saharan Directorate, Mr. Arvind Ravindra and Deputy Director Asia, Australia and Pacific Directorate, Ms Jane Makori.

PSC team comprised of Commissioners, Dr. Joyce Nyabuti, Dr. Reuben Chirchir, Amb. Salma Ahmed, Dr. Mary Mwiandi, Ms. Joan Otieno and CEO Dr. Simon Rotich. Others were PSC Directors Simon Wachinga, Joan Machayo, Jacqueline Manani, Maina Njoroge amongst others.

President Ruto directs MDAs to implement recommendations in PSC report

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Governance and the Values and Principles of Public Service.

The evaluation focused on the extent to which public institutions mainstreamed the National Values and Principles of Governance and the Values and Principles of Public Service, grouped in seven thematic areas.

The thematic areas are Service Delivery Improvement; High Standards of Professional Ethics; Good Governance, Transparency and Accountability; Performance Management; Equitable Allocation of Opportunities and Resources; Public Participation in Policy-Making; and Efficiency, Effectiveness and Economic use of Resources and Sustainable Development.

The overall compliance index was 41.7%, an improvement of 1.7% from the previous financial year, meaning that the public service has progressively improved on mainstreaming the values and principles in service delivery.

The findings point at the need to enhance strict observance of the National Values and Principles of Governance in Article 10; and the Values and Principles of Public Service in Article 232 when the public service is rendering services to citizens.

On 31 December 2022, PSC submitted the report to the President and Parliament as

required by law. The Commission further disseminated the report findings through webinar forums to heads of human resource of the evaluated institutions in the six service sectors.

The sectors include Constitutional Commissions and Independent Offices (CCIOs), Ministries and State Departments (MDAs), Public Universities, State Corporations and Semi-Autonomous Government Agencies (SAGAs), Statutory Commissions & Authorities and Technical & Vocational Education Training institutes (TVETs).

President assures Commission of support in its transformation agenda



President William Ruto addressing dignitaries and Cohort 5 interns during the launch of the 2021-2022 values report

By Tom Muema

President William Ruto has assured the public that his administration will facilitate the Public Service Commission to transform public service.

The President noted that the effectiveness of public service is critical in achieving the Kenya Kwanza Bottom-up economic agenda.

The President gave the assurance on 31st March 2023, during the public launch of the 2021/2022 Report on Status of Compliance with the Values and Principles of Articles 10 and 232 of the Constitution and the commissioning of 3902 interns under the 5th Cohort of the Public Service Internship Programme (PSIP) at the Kenyatta International Convention Centre, Nairobi.

“We are deliberately transforming the Public Service to make it adapt to the changing times and more responsive to the needs of the people,” said President Ruto.

On the PSIP programme, President Ruto congratulated the newly appointed interns, urging them to take the opportunity to learn and re-energize the public service with their innovation and fresh ideas.

“There are many things we learn in school and college, but there are many more to learn in workplaces. We can only become and get better as a nation if we learn from those who have been, so we can improve those who will be,” he said.

Further, the President urged the private sector to join hands with the government to ensure

more young people get internship and mentorship opportunities. He also announced the government would recruit 20,000 interns in the next cohort of the Public Service Internship Programme (PSIP) to accord more young people the opportunities to learn and serve their country.

The event was also attended by among others Deputy President Rigathi Gachagua, Prime Cabinet Secretary Musalia Mudavadi, Public Service Cabinet Secretary Aisha Jumwa, and several cabinet secretaries, Principal Secretaries, PSC Chairperson Amb. Anthony Muchiri, Commissioners, 3902 interns, and the First Cohort of the Public Service Emerging Fellowship Program (PSELF).

Addressing the stagnation of civil servants is a priority



PSC Chairperson Amb. Anthony Muchiri, addressing officials from the Kenya Union of Civil Servants

By Badi Khamis

PSC Chairperson Amb. Anthony Muchiri has reiterated the Commission's commitment to ensure that civil servants do not stagnate in their respective cadres.

Speaking to Kenya Union of Civil Servants delegation on 29 March 2023 at Commission House, Amb. Muchiri observed that stagnation has always been the performance-killer in the public service.

"The public servants' welfare will always be paramount to us and as always every issue directed to the Commission will be considered on merit," he said.

The Chairperson informed the delegation led by the Union Secretary General Mr. Tom Odege that the Commission will fast track all pending disciplinary cases and hasten their processing.

He lauded the union officials

for their watchdog role, terming them as "a key stakeholder to the Commission."

"We have a good relationship with the union and it is my wish to constantly have engagements whenever there is a burning issue relating to the public servants.

This will foster a dialogue culture amongst all public service stakeholders," said Amb. Muchiri.

Mr. Odege commended the Commission for promptly addressing the general welfare issues of the public servants.

Present during the meeting were PSC Directors, Ms. Joan Machayo, Ms. Jacqueline Manani and Assistant Director Mustafa Ibrahim.

The Public Servant's Union delegation comprised of Christine Odhiambo (Communication Officer), Jonfat Ademba (Deputy Secretary General Union of Kenya Civil Servants), Wilson Asingo

(National Secretary Union of Kenya Civil Servants) and Abdul Malik National treasurer (National Secretary Union of Kenya Civil Servants).

"We have a good relationship with the union and it is my wish to constantly have engagements whenever there is a burning issue relating to the public servants. This will foster a dialogue culture amongst all public service stakeholders,"

- Amb. Muchiri

Nigeria benchmarks with PSC on government transition



PSC Chairperson (4th from left) in a group photo with the Nigerian delegation and Commissioners

By Habel Shiloli

A team from the Federal Republic of Nigeria visited the Public Service Commission (PSC) on Tuesday 4 April 2023 during their benchmarking tour to Kenya.

The delegation comprising the transition technical task team under the office of the Special Advisor to the President of the Federal Republic of Nigeria was led by Mr. Zodi Eng. Nebeolisa Anako, Permanent Secretary (Budget & National Planning) Federal Ministry of Finance, Budget & National Planning. Eng. Anako observed that Nigeria had just finished elections and the president elect was awaiting his swearing-in.

He disclosed that during their

visit to Kenya, the team would be keen to learn institutional and legal frameworks for managing transition in Kenya and to know what has worked and what has not worked.

PSC Chairperson Amb. Anthony Muchiri who chaired the meeting of delegation with the Commission noted that the team's visit came at a time when the Commission had successfully fulfilled its role in facilitating transition from the previous to the current government's administration, following the Kenya's national election in August 2022.

"We are here to learn from each other," said Amb. Muchiri.

He asserted that a

structured transition gives credibility to the process and the outcome.

The Nigerian delegation included Engr. Nebeolisa Anako, Mr. Okokon Ekanem Udo, Dr. Hassan Ibrahim Bapetel, Mr. Willie Bassey Udoh, Mrs. Victoria Fila Ojogbane, Mr. Felix Okonkwo, Mr. Ikechukwu Emmanuel Akaka, Mr. Esege Esege

The PSC team included PSC Commissioners Dr. Mary Mwiandi, Dr. Joyce Nyabuti, Ms. Joan Otieno, Dr. Reuben Chirchir, Amb. Salma Ahmed, CEO Dr. Simon Rotich, PSC Directors and officials from the Ministry of Foreign Affairs.

Uganda's Public Service seeks collaboration with PSC



PSC Chairperson Am. Anthony Muchiri addressing the Ugandan delegation that visited the Commission on 9th March 2023

By Tom Muema

Uganda's Head of Public Service, Ms. Lucy Nakyobe Mbonye has commended the Public Service Commission (PSC) for the reforms and exemplary work in transforming service delivery.

She was speaking at Commission House when she led the Uganda public service delegation for a benchmarking tour on 9th March 2023.

"We are glad that PSC has allowed us to come here to learn and exchange ideas on enhancing service delivery in Uganda. I can confirm that you are many steps ahead of us, and doing a good job for this great nation of Kenya. We truly have a lot to learn from

you," said Ms. Nakyobe.

PSC Chairperson, Amb. Anthony Muchiri emphasized the importance of collaboration between Ugandan and Kenyan public service sectors in the East African Community (EAC) spirit to ensure quality, effective, citizen-centric service delivery.

"We should work together for the prosperity of our countries' economies, quality service delivery and enhancement of the public service sector," said Amb. Muchiri.

The Ugandan delegation included Ms. Deborah Katuramu, Deputy Secretary Public Service and Deputy Secretary to Cabinet; Mr.

Walter K. Aceronga, Principal Assistant Secretary; Mr. Julius Victor Nkeramihigo, Under Secretary; Mr. Aryabaha Evans, Charge d'Affaires, Uganda High Commission; Ms. Bernadette M. Sempa, Counsellor, Uganda High Commission, Nairobi; and Mr. Ali Mambo, Coordinator, Ministry of Foreign Affairs, Kenya.

The PSC team at the meeting included Commissioners Amb. Salma Ahmed, Dr. Mary Mwiandi, Dr. Reuben Chirchir, Dr. Joyce Nyabuti, Mr. Andrew Muriuki, Amb. Patrick Wamoto and the Commission Secretary, Dr. Simon Rotich. Others were heads of directorates and sections in the Commission.

PSC Choir conveys values message through song at a state function



PSC choir performs during the State function at the KICC COMESA grounds on 31 March 2023

By Pauline Muriuki

The Public Service Commission's choir had an exceptional opportunity to perform before the President, Dr. William Ruto at the Kenyatta International Convention Centre (KICC) on 31 March 2023.

The president was the chief guest at the launch of PSC's 2021-2022 report on the status of compliance with the values and principles in Article 10 and 232 of the Constitution. The event included the commissioning of the fifth cohort of interns under the Public Service Internship Programme (PSIP) and recognizing the first cohort of the Public Service Emerging Leaders Fellowship Program (PSELF).

Over 5,000 participants, including the Deputy President Rigathi Gachagua, the Principal Cabinet Secretary Musalia Mudavadi,

Cabinet Secretaries, Principal Secretaries, senior officers drawn from Ministries, State Departments and Agencies (MDAs) among other dignitaries attended the event.

Spurred on by the Chairperson Amb. Anthony Muchiri, Commissioners and the Commission Secretary Dr. Simon Rotich, the choir came up with a self-composed theme song for the event "Tujenge Kenya urithi wetu," which highlighted the importance of inculcating the values and principles of the public service in public servants to lead to improvement in service delivery and nation building.

The Commission choir was inaugurated in 2019 as a platform through which the Commission articulates its mandate, the value system for the public service, national ethos, vision and mission

to attain a citizen centric public service.

Under the patronage of Dr. Rotich, the choir has had opportunities to perform in various corporate functions and events outside the Commission. The exemplary performance has been made possible by the dedication and motivation of the team and instructors who put in a lot of time and effort to perform at their best.

On 16 January 2023, the choir graced the Official Launch of the IEBC Post-Election Report held at the Safari Park Hotel upon invitation by the Independent Electoral and Boundaries Commission (IEBC) Chief Executive Officer Marjan Hussein Marjan. The choir also performed during the National Elections Conference on 11 and 12 July, 2022 at the KICC.

3902 newly appointed interns report to their respective workstations



Deputy Director Ethics Mr. Wesley Kipng'etich in one of the interns induction session at the KICC grounds

By Sharon Sing'eiwa

The newly appointed interns under the fifth cohort of the Public Service Internship Programme (PSIP) have started reporting to their respective workstations.

The 3902 interns were deployed in different Ministries, State Department, and agencies (MDAs) where they will be working under supervision of trained mentors and coaches for a period of one year.

Prior to deployment, the Public Service Commission inducted the fifth cohort of interns at the Kenyatta International Convention Centre (KICC) on 30 March 2023.

The induction focused on nature and characteristic of public service, career options in public service, personal branding and developing and sustaining a culture of personal financial management. It also

had testimonials and inspiration sessions from PSIP beneficiaries.

Mr. Stephen Mburu, cohort one beneficiary and presently the deputy Governor Muranga County lauded the program for remolding and reshaping his career path.

“I believe this program will continue to produce young professionals who are equipped with the necessary knowledge and skills to become effective public servants in the future,” he said.

Speaking during the event, the PSC Chairperson Amb. Anthony Muchiri, encouraged the interns to familiarize themselves with the Constitution of Kenya, specifically Articles 10 and 232 on principles and values that guide the nation and its people.

He noted that the interns would be better equipped to serve their country and contribute to its development if they understood and embraced

the principles.

“I urge all of you to read the Constitution of Kenya, specifically Articles 10 and 232 that binds us all as a nation state and the people of Kenya,” said the Chairperson.

PSC Commissioner Dr. Mary Mwiandi welcomed and congratulated the interns for getting the opportunity.

She encouraged them to follow rules and be committed to their work, while upholding confidentiality as expected of civil servants.

“All interns will be required to go by the rules and all the protocols of their place of deployment,” she said.

The PSIP is an excellent platform for young professionals to gain practical experience and establish themselves in their respective fields of study.

The programme provides interns with exposure to working in the public sector.

Public Sector Integrity

By Juma Gabriel, PhD, MKIM

The legitimacy of the public service depends on citizen's trust.

To win public trust, public service needs to be just, fair, transparent, responsive to citizen's needs and compliant with the relevant laws, regulations and quality standards.

The constitution defines public service as the collectivity of all individuals, other than state officers performing a function within a state organ.

In addition, public officer means a state officer or any person other than a state officer who holds a public office while public office is defined as an office in the national government, a county government or the public service, if the remuneration and benefits of the office are payable directly from the consolidated fund or directly out of money provided by Parliament.

Article 73 of the constitution provides that authority assigned to a state officer is public trust to be exercised in a manner that is consistent with the purpose and objects of the constitution and demonstrates respect for the people of Kenya.

The constitution further demands that state officers



Dr. Gabriel Juma

behave, whether in public and official life, in private life or in association with other persons in a manner that avoids any conflict between personal interest and public or official duties, compromising any public or official interest in favour of personal interest.

Public officers are expected to make decisions with high level of professionalism and commitment to the public good in a transparent and accountable manner.

Public officers are therefore obligated to follow the law, use public resources prudently and act ethically in line with Article 8 of The United Nations Convention against Corruption (UNCAC) that emphasizes on the importance of public officers to act ethically and uphold the code of conduct.

To check on the long legacy of impunity, embedded corruption, excesses and abuse of power by public officers the

constitution dedicated a whole chapter on leadership to ensure an effective administration that cuts across all leadership ranks. Thus, chapter six and the Leadership and Integrity Act, 2012 are the fulcrum of anti-corruption and public integrity reform.

The Act addresses personal behavioural issues of state officers like impartiality, bullying, and conduct of private affairs.

It also outlines specific enforcement measures and penalties to ensure all state officers follow the Code.

The Act has two Schedules: the First Schedule includes a "Self-Declaration Form" that must be completed by state officers, and the Second Schedule, which gives a list of "interests" all state officers should disclose publicly.

This includes any existing contracts for goods and services held by a state officer, directorships in public or private companies, and land or property in their possession.

The report on "Implementation of chapter six of the constitution" by Transparency International provides that chapter six is predicated upon the assumption that state officers are the nerve centre of the republic and carry the highest

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Public Sector Integrity

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level of responsibility in the management of state affairs and therefore their conduct should be beyond reproach.

Chapter Six further provides that powers exercised by leaders is a public trust that is to be exercised to serve the people.

In exercising this power, state officers are required to demonstrate respect for the citizens, make decisions objectively and impartially, refuse to be influenced by nepotism, favouritism, or corruption, serve selflessly and be accountable for their decisions and actions.

The National Values and Principles of Governance in Article 10 binds all state organs, state officers and public officers whenever any of them applies or interprets the Constitution, enacts, applies or interprets any law or makes or implements public policy decisions.

Article 232 of the Constitution provides the values and principles of Public Service.

These are High standards of Professional Ethics; Efficient, Effective and Economic use of Resources; Responsive, Prompt, Effective, Impartial and Equitable Provision of Services; Accountability for Administrative Actions; Involvement of People in Policy Making and Transparent, Provision to the Public of

Timely, Accurate Information; and Representation of Kenya's diverse communities.

The Organisation for Economic Co-operation and Development (OECD), in an article titled "Recommendation on Public Integrity", published in 2017, defines public integrity as the consistent alignment of and adherence to shared ethical values, principles and norms for upholding or prioritizing the public interest over private interest in the public sector.

Public sector integrity refers to the use of powers and resources entrusted to the public sector effectively, honestly and for public purposes.

The public sector is also expected to uphold other ethical standards such as transparency, accountability, efficiency and professionalism. Public integrity, which is a cornerstone of sound public governance, is essential for advancing the public good and ensuring the legitimacy of public organizations.

It assures citizens that the government is working in their interest, not just for the select few, and is vital for the economic prosperity and well-being of society as a whole.

It is also considered an antithesis to corruption, as recognized in Articles 7 and 8 of UNCAC.

**To win public trust,
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- Dr. Juma

The public service in any country consists of public organizations and the individuals working within them.

The world over, public organizations are established by the state to fulfill public purposes and remain directly accountable to the state.

Public organizations are established to serve the public interest and are funded largely by obligatory contributions from citizens namely taxes and fees/levies.

(Dr Juma is a Deputy Director in the Directorate of Compliance & Quality Assurance)

Service Delivery Improvement in the 2021/2022 Values Report

By Juma Gabriel, PhD, MKIM

Service Delivery Improvement was among the seven thematic area under which the Commission evaluated public institutions in the financial year 2021-2022.

Findings in the 2021-2022 Values report placed the overall performance index across the evaluated institutions in this thematic area at 56.3%.

Public Universities had the highest performance index at 68.4%, attributable to the transcription of their service charters into Braille.

Constitutional Commissions and Independent Offices had the lowest performance index at 43.9%.

Article 232 (1) (c) of the Constitution obligates public institutions to provide services in a responsive, prompt, effective, impartial and equitable manner.

Section 7 of the Public Service Values and Principles Act (2015) requires public institutions to develop service charters.

The charters contain standards for the responsive, prompt, effective, impartial and equitable provision of services.

The service charters promote transparency and is the basis upon which the public can hold public officers



and public institutions to account.

The information in the charters should therefore, be in formats accessible to all persons seeking services.

Additionally, Section 7(6) of the Public Service (Values and Principles) Act, 2015 calls on public institutions to ensure the adaptability of public services to the needs of the public and that its services are delivered closer to the users of the services.

This calls for institutions to continually identify and remove any impediments to service delivery and adopt measures, including innovation and adoption of technologies to improve access to public services.

The report observed that Persons with disabilities have a right to access the information in the charters on an equal basis with the rest of the population.

This right is entrenched in Article 54(1) (d) and (e) which provide that persons with disabilities are entitled to use sign language, Braille or other appropriate means of communication.

Findings revealed that 55.8% of the institutions had transcribed their service charters into Braille.

This percentage is low as persons with visual impairment are not able to access information on services offered by the institutions that had not transcribed the service charters into Braille.

To check compliance with section 7 (6) (b) of the PSVP Act the survey sought to determine the number of institutions whose websites were accessible to persons with disabilities.

Findings revealed that even though 145 (30%) indicated that they had customized their websites to the needs of Persons with Disabilities.

A rapid verification exercise to confirm the authenticity of the information established that (i) 17 (4%) of the institutions had their websites fully customized. (The websites had a screen reader, large text, colour contrast and was dyslexia friendly); (ii) 99 (21%) institutions had their websites partially accessible.

However, these websites did not have screen readers;

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Service Delivery Improvement in the 2021/2022 Values Report

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and (iii) the websites of 361 (76%) institutions were not customized for accessibility to persons with disabilities. Inaccessible websites impede the right of persons with visual impairment to access information.

A majority of public institutions provide on their websites, contacts through which they can be reached.

These include helplines, toll-free lines and emails. Whereas public institutions provide the contact details, it is important that the said contacts are functional and institutions are responsive when queries are made.

A verification exercise to establish whether the helplines and toll free lines provided by public institutions on their websites were functional and responsive was conducted by calling the helpline provided.

Findings revealed that (i) 350 (73%) institutions reported having helplines; (ii) 281 (80%) of the helplines for the institutions were functional, that is the placed calls went through while 218 (78%) institutions responded to the calls.

This suggests that most of the institutions were responsive; and (iii) Helplines in 63 (22%) institutions were functional, calls went through but were not responded to.

On resolution of complaints, findings revealed that out of the 26,515

complaints received, 12,997 (49%) complaints were on delays in service delivery.

The fact that almost half of the complaints reported related to delays in service delivery means that most public service institutions do not adhere to the timelines in their service charters or may not have any service charters at all.

This is violation of the provision of Article 232 (1) (c) on the responsive, prompt, effective, impartial and equitable provision of services.

Many unresolved complaints are an indicator of inefficient and ineffective service delivery.

Findings further revealed that 57.7% of institutions levied charges for their services.

The large number of institutions which levied charges for their services may lead to low access to the services by the citizens.

The report observed that services rendered by public institutions are already funded upfront through institutional budgets by the taxpayers.

The continued levying of charges without good reasons could, therefore, be an impediment to service delivery.

Additional findings revealed that 76 institutions offered 122 services on the Huduma platform. Of these, 40 were MDAs and 36 were Counties; and More Kenyans were using

Huduma Centres to access services with 12,915,686 clients being served through the 52 Huduma Centres.

Some of the key recommendations under this thematic area included: all public institutions to migrate services to online platforms; the Ministry of Information, Communications and the Digital Economy to work with the National Council for Persons with Disabilities to ensure websites of all public institutions are accessible to Persons with Disabilities; public institutions to translate their charters into kiswahili and transcribe them into Braille; the setting of service delivery standards be fast-tracked to enable institutionalization of a citizen service delivery charter and undertaking of a citizen satisfaction survey annually; an audit of services against which levies are charged be undertaken; and officers be continually sensitized on the Public Service Code of Conduct and Ethics, 2016.

The 2021-2022 report which was submitted to the President and Parliament on 31 December 2022 was launched to the public on 31 March 2022 by President Dr. William Ruto. It is available the Public Service Commission Website.

(Dr Juma is a Deputy Director in the Directorate of Compliance & Quality Assurance)

PICTORIAL : PRESIDENTIAL LAUNCH OF PSIP COHORT V AND 2021-2022 VALUES REPORT AT KICC ON 31ST MARCH 2023



President William Ruto leaves KICC after officiating the event



President William Ruto and PSC Chairperson Anthony Muchiri



(R-L) President William Ruto, Deputy President Rigathi Gachagua, Prime Cabinet Secretary Musalia Mudavadi and the Cabinet Secretary Ministry of Public Service, Gender and Affirmative Action Aisha Jumwa following proceedings



President William Ruto , Deputy President Rigathi Gachagua Prime Cabinet Secretary Musalia Mudavadi and the Cabinet Secretary Ministry of Public Service, Gender and Affirmative Action Aisha Jumwa, PSC Chairperson, CEO, and Commissioners in a group photo



President William Ruto signing the visitor's book



Deputy President Rigathi Gachagua making his remarks

PSC IN PICTURES



The Deputy Secretary, Asia-Pacific, Mr. NG Teck Hean addressing PSC Chairperson, Commissioners, and CEO Dr. Simon Rotich during the meeting at the Commission board room



(Above: R-L : Trade and Industrialization CS. Hon Moses Kuria posing for a photo after a fruitful engagement with PSC Vice Chairperson Ms. Charity Kisotu and Commission Secretary Dr. Simon Rotich, on 15th March, 2023 at the Commission House



(Left) Cabinet Secretary for Foreign Affairs and Diaspora Affairs Dr. Alfred Mutua shares a light moment with PSC Chairperson Anthony Muchiri at the Commission House on 13th April, 2023

(Below: PSC Chairperson, PSC CEO, Commissioners and Ugandan delegation in a group photo



PSC Director Compliance & Quality Assurance Simon Wachinga during a live interview session with Ms Regina Manyara at the KBC studios on 30th March, 2023 discussing the 2021/2022 values and principles report



PSC Deputy Director Ethics during an interview session at KBC studios on 31st March, 2023

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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 Directorates

- 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

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- | | | |
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