

ADDRESS BY DR AMB. PETER OLE NKURAIYIA, ACTING CHAIRPERSON PUBLIC SERVICE COMMISSION DURING THE FAREWELL LUNCHEON FOR PROF. MARGARET KOBIA, FORMER CHAIRPERSON AND CABINET SECRETARY, MINISTRY OF PUBLIC SERVICE, YOUTH AND GENDER AFFAIRS AT INTERCONTINENTAL HOTEL NAIROBI ON WEDNESDAY 28TH MARCH 2018

TALKING POINTS

i. SALUTATIONS

Prof Margaret Kobia, Cabinet Secretary Ministry of Public Service, Youth and Gender Affairs (MoPSYGA) and immediate former Chairperson Public Service Commission,

Chief Administrative Secretary, Hon Rachael Shebesh,

Principal Secretary for Public Service and Youth, Lillian Omollo,

Fellow commissioners,

Commission Secretary and CEO Dr. Alice Otwala,

Management staff,

Ladies and Gentlemen

Good afternoon

ii. INTRODUCTION

- ❖ I am pleased to welcome all of you to this special luncheon in honour of Prof Margaret Kobia who as you all know has served the Commission as chairperson for the last five years.
- ❖ On behalf of the commission, I congratulate Prof. Kobia on her appointment as Cabinet Secretary.

- ❖ The Commission is proud to have one of its own elevated to the high office of Cabinet Secretary and we sincerely thank His Excellency the President for the honor.
- ❖ Prof Kobia and all of us in the board joined this commission at the same time following our appointment in January 2013 for a six year term.
- ❖ We have worked closely with Prof. Kobia over the last five years and indeed I have personally enjoyed working with Prof owing to the good leadership and working atmosphere she cultivated for the entire commission.
- ❖ Under her leadership, the Commission made tremendous progress and was able to impact not just the commission but the entire service in a manner unprecedented. I emphasize that the commission's impact on the service has been unprecedented and can be felt because I have personally witnessed the transformation under Prof Kobia. And with the hindsight of having served in the civil service including as a diplomat for many years, I can clearly see the difference in the entire public service now and before the tenure of the current commission.
- ❖ Let me say without fear of contradiction that Prof Kobia has played a major role in the transformation that has happened in the public service as evidenced by the following achievements that she has ably steered the commission to realize over the last five years:

iii. **COMMISSION ACHIEVEMENTS FOR A BETTER PUBLIC SERVICE**

1. Organization of Commission work through committees

One of the first things that Prof did was to organize the manner the Commission Board transacted its business to ensure order:

(i) She introduced the **committee system** that has turned out to be one of the most strategic choices in improving the overall operational efficiency in the work of the commission board.

(ii). All decisions of the commission board are based on **consensus** and this manifests the harmonious work relations and team spirit at the apex of the commission.

2. New policies

In 2016, the commission developed and launched **12 policies** covering the management and development of HR in the public service. These policies directly govern Human Resource Management and Development practices in the national public service and are also customized as guidelines for county governments.

3. Public Service Excellence Awards

As part of its public service motivation programs, the commission developed and implemented the Inaugural **Public Servant of the Year Awards (PSOYA)** in 2015. This reward and recognition scheme has created momentum for performance as evident in the overwhelming number of submissions for nominees in 2016 and 2017.

4. Strategic Plan 2013 – 2018

This became the point of reference for the Commission's priorities in terms of thematic areas, strategic objectives and activities during her tenure.

5. Personnel support to devolution

The commission's work in supporting devolution has seen the seamless transfer of approximately **66,000 officers to counties** and seconding of others in technical areas where capacity is lacking.

6. PSC Act 2017 and Regulations

In recognition of the need for an enabling legislation, the Commission worked with various stakeholders to review the PSC Act 2012 and replaced it with the

PSC Act 2017. The new act is a more comprehensive piece of legislation that is responsive to the commission's new scope of mandate.

The Commission is in the final stages of public participation in the development of its regulations to operationalize the Act and guide HR practices in the public service.

7. Promotion of a value based service culture

PSC has over the last 5 years endeavored to promote the values and principles of public service in articles 10 and 232 of the Constitution. We have done 5 cycles of evaluation on compliance with these values, undertaken related training to county governments, disseminated the implementation framework for these values and principles and ensured timely issuance of statutory reports to the President and Parliament.

8. Delegation and decentralization of HR management

- (a) The Commission **delegated** some of its powers to cabinet secretaries who are now authorized officers, in bold and far reaching changes that have enhanced operational and decisional efficiency in MDAs.
- (b) The policy on **decentralization** of the management of HR in the service has enhanced movement of people and skills within various levels of government and supported the interdependency principle between national and county governments in the use of available human resources.

9. External networks and collaborations

The commission has leveraged on Prof Kobia's wide international networks as well as the various positions she has as a member of United Nations Committee of Experts on Public Administration (UN-CEPA), Vice-President of Commonwealth Association of Public Administration and Management (CAPAM) and Co-Chair of Effective Institution Platform (EIP).

PSC now has international recognition, providing focal support to Kenya Association of Public Administration (KAPAM), African Association of Public

Administration (AAPAM) and recently PSC was elected to the Vice Presidency position of the Africa Association of Public Services Commissions (AAPSCOM) in Johannesburg, South Africa.

iv. **CONCLUSION**

Working with Prof Kobia has been a pleasurable learning experience. I know I speak for my fellow commissioners when I say that Prof was an asset to the commission in many ways.

She helped to propel the profile of the Commission by creating a working environment that has made the Commission the enviable institution that it is especially when compared to other sister organizations. The tranquility and harmony that exists in this commission can be attributed to her deliberate efforts to build bridges between and within the Commission Board and management.

Prof Kobia has left a solid institution that is guided by high moral values and one that is committed to continuous improvement in its endeavor to offer quality services.

We assure you that we will build upon the solid foundation that you have left and push the Commission to the next level.

On behalf of the Commission board and management, we wish Prof Kobia success in her new assignment as cabinet secretary and look forward to enhanced collaboration between the Ministry of Public Service and the Commission.