

REMARKS BY AMB. PETER OLE NKURAIYIA, ACTING CHAIRPERSON, PUBLIC SERVICE COMMISSION DURING THE OFFICIAL OPENING OF THE INDUCTION COURSE FOR THE MEDICAL SPECIALISTS FROM CUBA HELD AT KENYA SCHOOL OF GOVERNMENT ON MONDAY 11TH JUNE 2018

**Principal Secretary Ministry of Health Mr Peter Tum,
Medical specialists from Cuba,
Facilitators,
Distinguished Guests,
Ladies and Gentlemen,**

Good morning,

I am pleased to join you this morning on this very special occasion of the official opening of the induction course for the medical specialists from Cuba. I thank the Principal Secretary in the Ministry of Health Mr Peter Tum for inviting me in recognition of the important role that the Public Service Commission plays in the management and development of the human resources in the public sector.

And in a very special way, let me also take this opportunity to welcome the medical specialists from Cuba and to congratulate them for choosing to come to work with us in Kenya. We do not take it for granted that you have chosen to be away from your motherland to be here. Rather, we consider your being here an act of sacrifice and commitment to saving lives. I am confident that your stay will be fulfilling and rewarding both with regard to your individual careers as well as to the people of Kenya whom you will shortly be serving and interacting with in the countryside.

Ladies and Gentlemen,

The Public Service Commission has an interest in the Cuban Medical Specialists deployment programme for fairly obvious reasons that I am more than happy to share with you. These reasons have everything to do with the commission's broad constitutional and legal mandate and responsibility for human resource management and development in the public service and this includes Ministries, Departments and Agencies.

The mandate covers the following:

1. Establishment and abolition of offices in the public service
2. Appointment of persons to hold or act in public office, and confirmation in appointments

3. Training and development of human resources in the public service
4. Reviewing and making recommendations to the national government in respect of conditions of service, code of conduct and qualifications of officers in the public service
5. Exercise of disciplinary control and removal of persons holding or acting in public offices
6. Ensuring the efficiency and effectiveness of the public service employees, and
7. Hearing and determining appeals in respect of employees of the county government's public service.

The commission is also a member of the Inter-Agency Committee on Health Workers that also comprises representatives from the Council of Governors, Office of the Attorney General and Department of Justice, The National Treasury, Ministry of Devolution and Arid and Semi-Arid Lands and Ministry of Health.

The Inter-Agency Committee on Health Workers is charged with responsibility of handling issues emanating from health workers at both national and county governments with regard to training and development, transfer and postings, salary disparities, grading structure and promotions among other issues.

In executing its mandate the Public Service Commission has developed and continues to develop various policy manuals, guidelines and regulations that govern the service. These documents have helped to ensure orderly conduct, management and development of the human resource in the public service for the efficient and effective delivery of services to the public.

Among the policy documents that we have developed and which you will find useful in your work and during your stay are the Induction Handbook for the Public Service, Discipline Manual for the Public Service, Diversity Policy for the Public Service, Human Resource Policies and Procedures Manual for the Public Service, Human Resource Development Policy for the Public Service, Guidelines to the Staff Performance Appraisal System, and the Framework for the Development and Review of Terms and Conditions of Service in the Public Service. I encourage you to visit the Public Service Commission website www.publicservice.go.ke to access and familiarize yourselves with the entire range of the policy documents that we have produced as well as those that are still in draft form.

Ladies and Gentlemen,

From the above sneak preview of the mandate of the commission, it is evidently clear that the Commission as the employer of choice for the public service was involved in

your recruitment process as specialist medical doctors and will remain engaged with you for the entire duration of your contract.

Indeed you may wish to note that by accepting to work as a medical specialist in the Government of Kenya, you have automatically become public servants and to that extent, you are of interest to the Public Service Commission and you will therefore be bound by the applicable Terms of Service and the Code of Regulations that govern public servants. I encourage you to familiarize yourselves with these regulations as well as the various human resource policy documents that I have alluded to above as soon and as fast as possible.

As I conclude, let me congratulate you for your appointment as specialist medical doctors and once again thank you for choosing to work in Kenya. I am aware that you will be deployed in some of the far flung areas of the country away from the capital city where the residents are in dire need of medical services. Count it as a blessing and a rare opportunity to serve humanity and therefore give your best. It will require of you to exercise utmost patience and understanding of the communities you will be working with, taking care to mind their cultural and other unique sensitivities.

I wish you a fruitful induction program and an exciting experience as a medical specialist once you assume your responsibilities.

Thank you and may God bless you all.