

**ADDRESS BY PROF. MARGARET KOBIA, PhD, MGH, CHAIRPERSON  
PUBLIC SERVICE COMMISSION DURING THE OFFICIAL OPENING OF THE  
STAKEHOLDERS VALIDATION WORKSHOP ON THE DRAFT PUBLIC  
SERVICE COMMISSION REGULATIONS 2018 AT THE KENYA SCHOOL OF  
GOVERNMENT, NAIROBI ON 7<sup>TH</sup> FEBRUARY 2018**

Chairpersons and members of Constitutional Commissions and Independent Offices,

Fellow PSC Commissioners,

Principal Secretaries present,

PSC Commission Secretary/CEO Mrs. Alice Otwala,

Secretaries of Constitutional Commissions and Independent Offices,

Representatives of Unions,

Representatives of professional bodies,

Fellow public servants,

Distinguished participants,

Ladies and Gentlemen,

**Good morning,**

I am pleased to join you today for this very important Stakeholder Validation Workshop on the Draft Public Service Commission Regulations 2018 and thank you for coming.

This workshop provides an opportunity for all of us to bring our expertise, contribute to discussions and make recommendations that will go a long way to deliver a document that we will all be proud of; one that will guide the Commission and all public institutions in the management of human resource in the public service for many years to come.

The Constitution of Kenya 2010 re-defined and expanded the mandate of the Public Service Commission to reflect the spirit and aspirations of the people of Kenya. The new mandate came with high expectations and standards of public service delivery that demanded realigning our way of conducting business within the

framework of a value system and principles as outlined in Article 10 and Article 232 of the Constitution. The redefined mandate expanded the Commission's jurisdiction to not only cover the civil service but also State Corporations, Semi-Autonomous Government Agencies and other statutory bodies with respect to promotion and compliance with the said values and principles.

The Commission is required to report to His Excellency the President and Parliament annually on the extent to which the public service has complied with those values and principles of public service. The Constitution also empowered the Commission to hear and determine appeals from county government public service. This was in addition to the already broad human resource management responsibilities that include establishment and abolition of offices, appointment to public offices, human resource development, and disciplinary control.

Against this background, the Public Service Commission committed itself to continually strengthen the human resource capacity of the entire public service in order to better deliver quality services to the citizens. We relentlessly endeavor to promote a public service that is ethical and professional, that is driven by values, principles, ethics and norms and that accommodates national diversity.

Further, the Commission initiated numerous reform measures on human resource management in a bid to provide strategic direction and support to ministries, state departments and agencies. Our ultimate goal is to transform the entire public service into a dynamic, value-laden, professional, transparent, dependable, efficient and effective sector that can be trusted to catalyze rapid attainment of Kenya's national development goals as well as the United Nations Sustainable Development Goals.

### **Ladies and Gentlemen,**

This validation workshop of the Draft PSC Regulations 2018 is part of, and in fact, is a critical component of the reform journey that the commission is currently pursuing. The regulations will apply to public bodies and all persons holding or acting in an office in a public body except for those that are exempted from the jurisdiction of the Commission by the Constitution.

The process of developing these regulations was triggered by a felt need to replace the current PSC Regulations of 2005 with new regulations that are aligned to the current constitutional reality and that can give effect to the proper application of the Public Service Commission Act 2017.

The development of the regulations followed a rigorous, systematic and participatory process that brought together an internal technical committee of the Commission and thereafter the full board of the commission and external stakeholders including ministries, departments and state corporations. The views of stakeholders were presented to the Commission Board for approval before being included in the draft regulations now before you for your further input.

### **Ladies and Gentlemen,**

I am pleased to note that this workshop has brought together a rich mix of expertise and experience in various aspects that are of critical value and relevance to the preparation of the final document. The selection of participants was meticulously done, recognizing that you are a valued asset with invaluable contributions that can make these draft regulations even better. I therefore urge you to commit yourself fully to this exercise for the two days that you will be here – approach this exercise with an open mind and feel free to make recommendations that you consider necessary to improve the proposals.

Going forward, the Commission will consolidate the recommendations that will arise from this workshop and use them to put together final draft regulations that will be forwarded to the Attorney General to facilitate gazettelement upon approval by parliament.

Indeed Parliament has been very supportive of the work of the Commission as demonstrated by the passing of the PSC Act 2017 that paved the way for the development of these Draft Regulations. I am confident that the honourable members will approve the regulations as soon as they are tabled before them. It is therefore upon you as stakeholders and the Commission to expedite the

remaining work in order to allow parliament an early opportunity to discuss and pass the regulations.

As I conclude, **Ladies and Gentlemen**, let me take this opportunity to congratulate the technical committee under the able leadership of the Commission Secretary/CEO Mrs Alice Otwala for an excellent job in organizing this workshop. It takes time, effort and commitment to put together such an elaborate programme.

I wish you fruitful deliberations and look forward to the final document that will come out of this workshop.

It is now my humble duty and honour to declare the Stakeholder Validation Workshop on the Draft Public Service Commission Regulations 2018 officially opened.

Thank you and may God bless you all.