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## **PSC** News

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

### PSC gets new chairperson as Mr. Kirogo takes oath of office



Mr Stephen Kirogo takes the oath of office as the new PSC Chairperson at the Supreme Court on 15<sup>th</sup> August 2018 conducted by the Chief Registrar of the Judiciary Ms Anne Amadi

### By Badi Khamis

he Public Service Commission has a new boss following the swearing in Mr. Stephen Kirogo as chairperson. Mr. Kirogo took the oath of office at a ceremony conducted by Judiciary chief registrar Amadi Anne and witnessed Chief by Justice David Maraga at Supreme Court Nairobi on 15th August 2018.

The chairperson's position fell vacant with the appointment of Prof. Margaret Kobia as Secretary Cabinet Ministry of Public Service, Youth and Gender Affairs President Uhuru Kenyatta early this year.

Following his swearing in, Mr. Kirogo now officially begins a non-renewable term of six years during which he will chair a board comprising eight commissioners and the

CEO. He takes over from Amb Peter ole Nkuraiyia who has been holding the position in an acting capacity since January 'Mr. Nkuraiyia is 2018. substantive vice chairperson the Commission. Amb Nkuraiyia welcomed Mr. Kirogo on board and assured him support of the entire board and secretariat staff.

In his acceptance speech, Mr. Kirogo acknowledged the challenge ahead of him saying: This is an enormous task for me personally and the same requires a lot of support. It is a great honor to serve the people of Kenya."

In his congratulatory message to the new PSC Chairperson, the Head of Public Service, Dr. Joseph Kinyua urged Mr. Kirogo to heed the call of His Excellency the President

to serve Kenyans with dedication, integrity and ensure efficient use of resources for the benefit of Kenyans.

Chief Justice Maraga congratulated Mr. Kirogo on his appointment expressed confidence stating that he has the requisite experience discharge his duties. "We will work together; door my is ...ays open consultation," sa for said Maraga.

The current board comprises commissioners Amb. Peter ole Nkuraiyia, Dr. Judy Bwonya, Veronica Birgen, Titus Ndambuki, Catherine Omweno, Lawrence Nyalle, Prof. Michael Lokuruka Patrick Gichohi. Dr. Alice Otwala doubles up as the commission secretary and CEO.

Prior to his appointment, Mr. Kirogo was the Principal Administrative Secretary in the Cabinet Office.

Also present at the swearing in ceremony was Dr. Otwala, Deputy Commission Secretary Corporate Services Mr. Simon Rotich and other senior government officials.

"This is an enormous task for me personally and the same requires a lot of support. It is a great honor to serve the people of Kenya" - Stephen Kirogo

## Commissioners give nod to PSC draft regulations



Seated L-R: DCS Simon Rotich, commissioners Patrick Gichohi, Catherine Omweno, Prof Michael Lokuruka, vice chairperson Amb. Peter ole Nkuraiyia, CEO Dr. Alice Otwala, commissioners Titus Ndambuki, Lawrence Nyalle and Dr. Judith Bwonya in a group photo with directors during the strategic policy working retreat at Flamingo Beach resort and Spa Mombasa on 13th August 2018

#### By Browne Kutswa

**PSC** draft Ihe Regulations are inching closer to gazettement. A sittina of commission board and directors in Mombasa gave the greenlight for the draft to be finalized for submission to the **Attorney** General's office ahead of the final gazettement.

Chief Commission
Counsel Jacqueline Manani made
a detailed presentation to the
Commission during its strategic
policy working retreat at Flamingo
Beach Resort and Spa on 14th
August 2018 to review and decide
the way forward for the key
policy documents and reports that
the secretariat technical teams
have been working on. The
documents are the draft PSC
Regulations, Draft Strategic Plan

2018/19-2022/23, Annual Report 2017/18 and End of Term Report.

An elated Ms. Manani said it has been a long journey towards completion of the draft regulations which went through numerous back and forth motions including stakeholder validation. Ms. Manani and her technical team will now incorporate the final views and input of the board and clean up the draft in readiness for onward delivery to the attorney general as soon as possible.

Once gazetted, the draft regulations will operationalize the Public Service Commission Act 2017 and replace the PSC regulations of 2005.

During the five days retreat, the commissioners also received and reviewed proposals on staffing and organizational structure. The retreat was officially opened by vice chairperson Amb. Peter ole Nkuraiyia. In attendance were commissioners Prof. Michael Lokuruka, Dr. Judith Bwonya, Catherine Omweno, Veronica Birgen, Patrick Gichohi, Lawrence Nyalle, Titus Ndambuki, and CEO Dr. Alice Otwala. Also present were Deputy Commission Secretaries Simon Rotich and Jane Chege, directors and members of technical working committees.

In his remarks, Amb Nkuraiyia commended the secretariat technical teams for working tirelessly to prepare the documents noting that the officers have expended time and energy away from their normal workstations and family to be able to come up with the draft documents.

"As the term of this Commission draws to a close, it is imperative that we take stock of what we have been able to do in fulfilling our mandate in readiness for a seamless transition to the new team that will succeed us at the beginning of next year," said Amb. Nkuraiyia.

The retreat ended on 17th August 2018 with a resolution for the working teams to fast track preparation and completion of the policy documents ahead of the set deadlines for submission.

## Declaration of registrable interest by public officers put on hold

#### By Browne Kutswa

he Public Service
Commission has
deferred
implementation of the
circular on declaration of
registrable interest by public
officers until further notice.

In a circular dated August 16 2018 and addressed to all Cabinet Secretaries, Principal Secretaries, General, Attorney Vice-Chancellors of Public Universities CEOs of Constitutional and Commissions, Independent Offices, Statutory Commissions and Authorities, acting chairperson Amb. Peter Nkuraiyia said the deferment was necessitated by the feedback the

Commission had received from public service institutions and other stakeholders.

The Commission had issued a circular Ref PSC/C&QA/VPRIN/VOL. III/147 dated 2<sup>nd</sup> July 2018 followed by a clarification dated 26<sup>th</sup> July 2018 requiring public officers to declare registrable interest in accordance with the Leadership and Integrity Act, 2012 and the revised Code of Conduct and Ethics for Public Officers, 2016.

The exercise was intended to facilitate management of conflict of interest in the public service. It provided a template for public officers to disclose personal data

and any information that could put them in conflict of interest situations while working in the public service. This includes shares and bonds they may have bought and the institutions they have invested in.

They were also required to provide information about the properties they own including land and vehicles. Officers who may have been involved in business and consultancy were required to provide details of contracts for supply of goods and services and the value thereof.

## Mrs Maungu appointed HRM Secretary



Mrs Mary Maungu (left), EMCS Director Jane Songole and Commissioner Patrick Gichohi at tea break during the strategic policy working retreat for the Public Service Commission at Flamingo Beach Resort and Spa in Mombasa on 13<sup>th</sup> August 2018

rs Mary Maungu has been appointed Secretary Human Resource Management in the Ministry of Public Service, Youth and Gender Affairs. Prior to her appointment, Mrs Maungu was the

Deputy Director of Human Resource Management in the Public Service Commission.

In her new role, she will be responsible to the Principal Secretary in the State Department for Public Service and Youth for the overall strategic direction of the Human Resource Management function in the entire public service.

Mrs Maungu emerged the best during a competitive interview process that attracted several applicants and which was conducted by the Public Service Commission on 11th June 2018.

She has a wealth of experience in human resource management and development spanning over 25 years. various She has worked in government ministries including Kenyatta National Hospital before joining the Commission in 2015. At PSC, she was instrumental in the development and review of various policies released by the Commission in the recent past.

Mrs Maungu holds a Bachelor of Arts degree from the University of Nairobi and Master of Science in Management and Organization Development from USIU-Africa. She is a full member of the Institute of Human Resource Management and Institute of Directors of Kenya.

#### Senate lauds PSC role in devolved units



Nyeri Senator Eng. Ephraim Maina (left) addressing PSC commissioners during the meeting with the Senate Committee on Devolution and Inter- Governmental Relations at Parliament buildings on 9th August 2018. Next to him is Committee chairperson John Kinyua, nominated Senator Iman Dekow, PSC Vice Chairperson Amb. Peter Nkuraiyia and CEO Dr. Alice Otwala.

#### By Browne Kutswa

he Senate Standing
Committee on Devolution
and Inter-Governmental
Relations has hailed the
role played by the Public Service
Commission in supporting
devolved County Public Service
Boards.

Committee chairperson
John Kinyua said his committee is
keen to learn from the
Commission's experience in
working with devolved units as it
considers legislative proposals to
strengthen the human resource
function at the county level.

Mr. Kinyua who is also Laikipia Senator was speaking during a meeting with the Commission board at Parliament buildings on Thursday 9th August 2018. The meeting followed an invitation the committee had extended to the Commission to share its views regarding staffing

and professionalism in counties.

Vice Chairperson Amb.

Peter ole Nkuraiyia led the PSC team that included commissioners

Titus Ndambuki, Patrick Gichohi,

Lawrence Nyalle, Dr Judy Bwonya and CEO Dr Alice Otwala.

Amb. Nkuraiyia told the committee that the Commission formalized the secondment of former local authority and devolved staff to the county public service in 2013.

"County Public Service Boards have been exposed to guidelines that provide procedures and where clarification is required, the Commission has provided," said Amb. Nkuraiyia.

He noted that the commission favoured amendment of the law on appointment of chair and members of the board to provide for a selection panel to conduct the recruitment of members of County

Public Service Boards in a manner similar to how the chair and members of the Public Service Commission are recruited.

The vice chairperson called for enactment of a framework of uniform norms and standards for the entire public service applicable to both levels of government in accordance with article 235 of the Constitution in order to ensure uniformity and consistency in management of the human resource.

"The regulations should Public Service mirror the Commission Regulations so as to ensure uniform norms and standards within the entire public service, both in the national and county governments that have the force of law," Amb. Nkuraiyia said.

On pension, Amb Nkuraiyia voiced the position of the Commission in support of one Act of Parliament to provide for a county public service pension scheme for the benefit of all county employees.

Also present was Deputy Commission Secretary Technical Services Jane Chege and directors Jane Songole and Simon Wachinga. Other members of the Senate committee present were vice chair Wario Juma, Nyeri Senator Eng. **Ephraim** Maina and Nominated Senator **Iman** Dekow.

# Sensitization on the 2017/18 values and principles evaluation cycle set to begin

#### By Gabriel Juma

are underway lans conduct a four weeks sensitization workshop on promotion of values and principles for the 460 **Public** institutions under the Public Service Commission's jurisdiction. target institutions are Constitutional Commissions and Independent offices, Ministries and State Departments, State Corporations, Statutory Commissions Authorities and public universities.

Each institution will nominate two participants; the head of Human Resource and a technical officer responsible for governance and ethics. The exercise is to enable public service institutions to adequately prepare for the 2017/18 reporting process.

The sensitization will be held from 20<sup>th</sup> August to 13<sup>th</sup> September 2018 at the Kenya School of Monetary Studies in Nairobi. The participants will be divided into eight cohorts of 120 officers each being trained for two days. Two cohorts will be sensitized every week.

objective The the sensitization is to equip the officers with the necessary information to facilitate the preparation of the 2017/18 Values and Principles Report, and to appreciate lessons learnt from 2017 wealth declaration processes. It is expected that the trained officers will thereafter disseminate the information and guide staff accordingly on the requirements on national and public service values and principles, the Public Service Code of Conduct and Ethics, 2016 as well as the filling of the 2017/18 Online Survey instrument.

After the sensitization. the online tool will be sent to the email addresses of the sensitized nominees. The duly filled tools be submitted to the Commission by the respective institutions by 28th September, 2018 to facilitate completion of the 2017/18 values and principles compliance evaluation report. This information was communicated to the service vide circular Ref. No: PSC/ C&QA/VPRIN/VOL.III/147 dated 2<sup>nd</sup> July 2018.

## Procurement of new medical insurance cover for PSC staff gets underway



R-L: Finance Deputy Director Mr Ezekiel Ohando, Asst Secretary/Administration Mr Felix Ngala, HRM Assistant Mr Moses Nzyuko, Chief ICT Officer Mr Daniel Maina and Senior Supply Chain Management Assistant Mr Wilson Mbolonzi during the evaluation exercise for PSC medical cover at the Eseriani Hotel, Naivasha

#### By Pauline Muriuki

he process to get a new medical service provider for the Public Service Commission for the financial

year 2018/2019 kicked off from 6<sup>th</sup> – 11<sup>th</sup> August, 2018. The current medical cover expired on 31<sup>st</sup> July 2018. An extension of two months

was given as technical evaluation of bids for a new service provider is carried out.

Tenders were advertised through both electronic and print media for interested service providers to apply.

The evaluation team comprising seven officers converged at the Hotel Naivasha Eseriani brainstorm on the process to be followed. The team was headed by Deputy Director Finance, Mr Ezekiel Ohando. Other members Assistant Secretary/ were Administration Mr Felix Ngala. Chief ICT Officer Daniel Maina, Ag Chief Supply Chain Officer Tabitha Kariuki, Senior Supply Chain Management Assistant Mr Mbolonzi. Wilson Principal Finance Officer Mr Nelson Mithamo and Human Resource Management Assistant Mr Moses Nzyuko.

## Utalii College concludes staff sensitization on values and principles



Mr Gabriel Juma of C&QA directorate speaks during the sensitization workshop on values at Utalii College. On his right are PSC officers Wesley Kipng'etich and Dr Sylvetre Obongo

he sensitization of members of Utalii College Council on values and principles in the public service early this month capped a comprehensive program that began in March this year, having covered all the staff cadres at the hospitality training institution.

The Public Service Commission conducted the program in accordance with its mandate on promotion of values and principles following a request from the institution. The 11 council members who make up the top tier governance and decision-making organ of the college went through the sensitization on 8th and 9th August 2018 at their campus along Thika Road in Nairobi.

The chairperson of the council Mr. Mwabu Muliro expressed appreciation to the Commission for facilitating the programme noting that it had empowered the organization to understand and be able apply the values and principles in their day to day operations.

PSC Deputy directors Wesley Kipng'etich and Gabriel Okumu of Compliance and Quality Assurance directorate and Dr Sylvester Obong'o of research conducted the two sensitization covering the legal, policy and institutional framework for values and principles; Overview of the Framework for implementation of values and principles in the public service; The 2017/18 Public

Service Values and **Principles** Compliance Evaluation Report (Utalii College Performance); Strategic thinking for leadership; The Revised Public Officer Code of Conduct and 2016; Administrative Ethics, Procedures for Declaration of Income Assets and Liabilities; and Results Based Management in the Public Service.

The presentations made by Mr. Kipngetich, Mr. Gabriel Juma and Dr. Obong'o elicited rich discussions from the participants. Dr. Obong'o in his presentation emphasized that the council had the responsibility of setting the Vision and Mission for the college, posing the question; How does the council envision the Utalii of the future? The participants and facilitators agreed that attitude was the biggest challenge affecting the public service even as the principal Mr Hashim Mohamed cited inadequate infrastructural facilities as a challenge facing his institution.

Mr. Kipngetich emphasized that the Revised Code of Conduct and Ethics, 2016 was intended to evolve a common culture in the public service due to its diverse nature. He stressed that the code regulates the behavior of public officials and all public officers are expected to subscribe to it.

"The revised code brings together the provisions of the Public Officer Ethics Act, 2003, Public Service (Values and Principles) Act, 2015 and the Leadership and Integrity Act, 2012 into one document. The revised code further gives effect to Article 80(3) of the Leadership and Integrity Act, 2012 and applies to all non-state officers serving in the public service," said Mr Kipng'etich.

On the management of gifts, the participants concurred that gifts are a conduit for bribes. It was emphasized that the code outlawed receipt of financial gifts by public officers.

"The purpose of declaring gifts is to reduce perceptions of bribery and conflict of interests," said Mr Okumu.

The participants noted the importance of officers declaring all gifts received in official capacity to the Chief Executive Officer or the Authorized Officer and a decision made.

The council members were also taken through the Legal Notice No. 53 of 8th April 2016. It was pointed out that if comprehensively done, the financial disclosure is a self-audit for public officials and can also assist during the administration of one's estate. The participants were informed that the Commission allows access to the forms only when the person requesting for the forms has a legitimate interest and for worthy cause which includes advancement to the code. Results Based Management (RBM), it was observed, was informed by the need for the service to move from process orientation to results orientation. It was pointed out that the biggest challenge facing public sector organizations in Africa is the struggle to create competitive advantage by improving their performance and productivity and the need to increase shareholder value in the face of dwindling resources. The council reminded that in RBM, monitoring is a management function.

## PSC donates trophies to promote values during music festivals

By Pauline Muriuki and Badi Khamis

Public he Service Commission is one of the corporate bodies that sponsored the trophies for this year's Kenya Music Festivals that took place at the Dedan Kimathi University Science and Technology in Nyeri county from 6<sup>th</sup> to 17<sup>th</sup> August 2018.

The sponsorship is in furtherance of the Commission's mandate as guided by Article 234 (2)(c), Article 10 and Article 232 of the Constitution to promote national values and principles of public service throughout the public service.

The executive secretary Kenya Music festival Ms Ruth Agesa commended the Commission for its continued support to the festivals, now in its 92<sup>nd</sup> edition. The trophies were awarded to overall winners that articulated best the theme of "Promotion of National and **Public** Service Values".

Over 120,000 students drawn from primary and secondary schools, tertiary colleges and universities



Commissioner Judith Bwonya presents a trophy to an official of one of the finalist institution during the 92nd edition of the Kenya Music Festival at Dedan Kimathi University of Science and Technology in Nyeri. On her right is Deputy Commission Secretary Simon Rotich

participated in this year's festival. The event was opened officially by the governor of Nyeri County Mr Mutahi Kahiga.

This year's theme is "Enhancing integration, unity and cohesion". All the performances by the schools were around this theme.

The curtain finally came down on the festivals with the top teams performing at a state concert at the Sagana State Lodge in the presence of President Uhuru Kenyatta on 18<sup>th</sup> August 2018. Commissioners **Patrick** Gichohi and Dr Judith Bwonya, Deputy Commission Secretary Corporate Services Mr Simon Rotich and assistant director Compliance and

Quality Assurance Mr Francis Lemarkat represented the Commission at the event.

Previously the Commission donated several trophies that were competed for by primary and secondary schools, teacher training colleges and universities under the 'Best Item on National and Public Service Values and Principles' category during the drama festivals held early this year in Nairobi. Т Commission also sponsored similar trophies during last year's National Music festival held in Kakamega County.

## Staff wellness program focuses on HIV and drug abuse

#### By Pauline Muriuki

training programme to equip PSC staff with knowledge on effects of HIV and Alcohol and Drug Abuse (ADA) was held at the Acacia Hotel, Kisumu. The one-week programme which kicked off on 13<sup>th</sup> August 2017 brought together 13 participants drawn from the directorates in the Commission.

The training was conducted as part of the staff wellness programme in the Commission which aims at equipping staff with basic concepts about HIV & ADA, mechanisms of drug tolerance and addiction and the emerging trends in drug abuse and peddling.

Participants were taken through ways of establishing drug free groups and prevention campaigns at the workplace; the role of family in the



Senior Driver Mr Eddy Erapa giving highlights on factors contributing to HIV & Aids during the training programme at the Acacia Hotel, Kisumu

addiction process; dealing with denial in addiction; and the recovery process.

The training was conducted in compliance with the mandate of the

Commission on capacity building which seeks to identify and address challenges currently being faced by employees.

It is expected that the training will promote responsible behavior in employees and enable them to be good role models.

The team headed Senior HRM Officer Mildred Akelo had the following participants: Accountant Johnfan Njoga; Secretaries Mary ogaro, Jastine Mboya, Kerubo Roselyn and Catherine Muthoni; Clerical Officers Gwyn Maliki, Florence Sesse and Rufus kinyua; Printer Esther Wangare; Senior support staff Daniel Keriako and drivers Eddy Erapa and Nevilly Kisaghi.

## Nutrition: Tips for Improving Your Health with Rahma Hassan

ood nutrition is one of the keys to a healthy life. You can improve your health by keeping a balanced diet. You should eat foods that contain vitamins and minerals. This includes fruits, vegetables, whole grains, dairy, and a source of protein.

You need to ask yourself some questions regarding your health. In case issues such as high blood pressure, high cholesterol, diabetes, heart disease, osteoporosis or obesity run in your family, talk to your doctor on what foods you should eat.

You may need to improve your eating habits for better nutrition. You may also benefit from seeing a registered dietitian or someone who specializes in nutrition counseling.

Although it may be hard to change your eating habits, it helps if you focus on small changes. Making changes to your diet may also be beneficial if you have diseases that can be made worse by things you are eating or drinking.

In order to improve your health, the following tips may be helpful:



- Focus on strong points in your current diet; get enough nutrients, eat whole grain and high-fiber foods.
- Keep track of your food intake by choosing healthier options. You'll feel better with healthier choices!
- Consider consulting a dietitian. They can help you follow a special diet, especially if you have a health issue.

Almost everyone can benefit from cutting back on unhealthy fat or sugar. If you currently eat a lot of fat or sugars, commit to cutting back and changing your habits.

#### Things to consider

Balanced nutrition and regular exercise:

These habits can help you lose or maintain weight. Try to set realistic goals. They could be making some of the small diet changes listed above or walking daily.

Doctors and dietitians recommend healthy eating habits as a part of daily life rather than following fad diets. Nutrition tips and diets from different sources can be misleading. Keep in mind the tips below, and always check with your doctor first.

- Secret diets aren't the answer. Fad or short-term diets may promise to help you lose weight fast. However, they are hard to keep up with and could be unhealthy.
- Good nutrition doesn't come in a pill. Try eating a variety of foods instead. Your body benefits most from healthy whole foods. Only take vitamins that your doctor prescribes.

# <sup>9</sup> PICTORIAL—PSC STRATEGIC POLICY WORKING RETREAT, FLAMINGO RESORT MOMBASA, 13TH—17TH AUGUST 2018



L-R: Commissioners Dr Judith Bwonya, Patrick Gichohi, Lawrence Nyalle and directors



Vice Chairperson Amb Peter ole Nkuraiyia and CEO Dr Alice Otwala



DCS Technical Services Ms Jane Chege (right) and Deputy Director Establishment & Management Consultancy Services Mr Maina Weru



L-R: DCS Corporate Services Mr Simon Rotich and Commissioners Titus Ndambuki and Prof Michael Lokuruka and directors



Commissioner Patrick Gichohi and Deputy Director Compliance and Quality Assurance Mrs Rose Aduda



Chief Commission Counsel Ms Jacqueline Manani with Director Compliance and Quality Assurance Mr Simon Wachinga (center) and Deputy Director Research & Policy Analysis Dr Sylvester Obong'o

#### **PSC IN PICTURES**



Chief Justice David Maraga (right) congratulates the new PSC Chairperson Mr Stephen Kirogo after his swearing in at the Supreme Court on 15th August 2018 as Judiciary Chief Registrar Ms Anne Amadi looks on



L-R: PSC CEO Dr Alice Otwala, Vice Chairperson Amb Peter ole Nkuraiyia, Head of Public Service Dr Joseph Kinyua, Chief Justice David Maraga, PSC Chairperson Mr Stephen Kirogo, Chief Registrar Ms Anne Amadi and DCS Corporate Services Mr Simon Rotich pose for a photo after the swearing in at the Supreme Court.



**Right:** Chief Internal Auditor Mr Pariken ole Sankei hands a cheque to Assistant Director Internal Audit Ms Anne Titus (second left) when they visited her at home following her discharge from hospital. On the left is Assistant Director/Library Ms Leah Osoro and Snr HRM Officer Ms Yusta Wambua (extreme right)



L-R: Nyeri Senator Ephraim Maina chats with PSC Vice Chair Amb Peter ole Nkuraiyia (centre) and Commissioner Patrick Gichohi after the Senate Committee on Devolution and Inter- Governmental Relations at Parliament buildings on 9th August 2018.



CEO Dr Alice Otwala, Nyeri Senator Ephraim Maina, nominated Senator Iman Dekow and PSC Vice Chairperson Amb Peter ole Nkuraiyia during the Senate Committee on Devolution and Inter- Governmental Relations meeting at Parliament buildings on 9th August 2018.



Staff of PSC pose for a photo with facilitators during the capacity building retreat on HIV & ADA at the Acacia Hotel, Kisumu. Squatting L-R: Nevilly Kisaghi, Eddy Erapa, Roselyn Kerubo, Rufus Kinyua and Mildred Akelo

Standing L-R: Daniel Keriako, Gwyn Malik, Catherine Muthoni, Mary Mumbi (Insight & Rejuvenate Org), Jastine Mboya, Florence Sesse, Chege Githaithi (Insight & Rejuvenate), Susan Nyumba Asumbi Rehab.

## PUBLIC SERVICE COMMISSION

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#### Vision

To be the lead service commission in the provision, management and development of competent human resource in the Public Service.

#### Mission

To transform the public service to become professional, efficient and effective for the realization of national development goals.

#### **Core Values**

- Integrity
- Professionalism
- Equity and Diversity
- Team Spirit
- Transparency and Accountability
- Creativity and Continual Improvement

#### **Public Service Commission departments**

- Recruitment and Selection
- Human Resource Management & Development
- Establishment and Management Consultancy Services
- Board Management Services
- Compliance and Quality Assurance
- Finance and Planning
- Corporate Services
- Legal Services

#### **Commissioners**

Chairperson Stephen Kirogo Amb. Peter ole Nkuraiyia, CBS Vice Chairperson Patrick Gichohi, CBS Commissioner Titus Ndambuki, CBS Commissioner Dr Judith Bwonya, MBS Commissioner Catherine Omweno, MBS Commissioner Veronica Birgen, MBS Commissioner Lawrence Nyalle, MBS Commissioner Prof. Michael Lokuruka, EBS Commissioner

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