



Inside this issue:

- Senior PSC staffer receives presidential medal 2
- Treasury official wins 2018 PSEA top prize 3
- Dr Otwala attends public hearings on budget estimates 4
- PSC rewards its best performers 5
- PSC ERP system undergoes testing 6
- From the Editor's desk ... 6
- How we managed to attract staff into the gym routine —with Kenneth Muchira and Griffins Omondi 7
- Pictorial: Public Service Excellence Awards 8
- Pictorial: End of Year Staff Awards event 9

## New PSC commissioners set to take office



Cabinet Secretary Prof. Margaret Kobia (right) presents a trophy to Mr Willis Odhiambo Okwacho of the National Treasury and Planning Ministry for emerging overall winner of the 2018 Public Service Excellence Awards (PSEA) held on 18<sup>th</sup> December 2018 at KICC Nairobi. In the middle is PSC chairperson Mr Stephen Kirogo (full story on Page 3).

### By Browne Kutswa

President Uhuru Kenyatta has formally appointed a new vice chairperson and seven commissioners of the Public Service Commission with effect from 10<sup>th</sup> January 2019. The head of state made the appointments through a gazette notice dated 10<sup>th</sup> December

2018 in exercise of powers conferred upon him by Article 250 (2) (c) as read with Article 233(2) of the Constitution of Kenya.

The new vice chairperson is Charity Seleina Kisotu. Those appointed as commissioners are Dr Joyce Nyabuti, Dr Mary Mwiandi, Dr Reuben Chirchir, Amb. Patrick Simiyu Wamoto, Amb.

Salma Ahmed, Mr Andrew Muriuki and Ms Joan Odhiambo Otieno.

The new members will join Mr Stephen Kirogo who took over as chairperson of the Commission in August 2018 following the appointment of Prof Margaret Kobia as cabinet secretary in the Ministry of Public Service, Youth and

## New PSC commissioners set to take office

From page 1

Gender Affairs. The term of the current vice chairperson Amb. Peter ole Nkuraiya and commissioners Lawrence Nyalle, Dr Judith Bwonya, Prof. Michael Lokuruka, Titus Ndambuki, Veronica Birgen, Patrick Gichohi and Catherine Omweno will end on 9<sup>th</sup> January 2018 when they are expected to officially vacate their positions upon expiry of their non-renewable six-year term.

The formal appointment and gazettment of the new vice chairperson and commissioners follows a successful vetting process by the national assembly. The new appointees

were selected through a competitive recruitment process that began with a press advert inviting interested persons to apply for the jobs. The post of vice chairperson attracted 110 applicants comprising 59 (54%) male and 51 (46%) female. The position of commissioners received 831 applications that comprised 562 (67.5%) male and 269 (32.5%) female.

Out of the applicants for vice chairperson position, 16 (14.5%) had doctoral degrees, 68 (61.8%) had master's degrees, 19 (17.2%) had bachelor's degrees, while two

(1.8%) had national diploma. The position of commissioners had 134 (16.1%) candidates with doctoral degrees, 439 (52.7%) with master's degrees, 212 (25.5%) with bachelor's degree, 15 (1.8%) with national diplomas and two (0.2%) with certificates. Only ten candidates made it to the final shortlist for the position of vice chairperson while 46 others were interviewed for the available seven positions of commissioners.

The new vice chairperson and commissioners will serve for a non-renewable term of six years.

## Senior PSC staffer receives presidential medal



Deputy Commission Secretary Mr Simon Rotich speaks during PSC's end-of-year staff get-together at the KICC on 18th December 2018

By Pauline Muriuki

**M**r Simon Rotich was among hundreds of Kenyans who received state honours during

the Jamhuri day celebrations held on 12<sup>th</sup> December 2018. Mr Rotich who is the Deputy Commission Secretary in charge of Corporate Services

received the Second Class Elder of the Order of the Burning Spear (EBS) medal from President Uhuru Kenyatta. The award is given to recipients who have made an exemplary contribution to the country in the economic, scientific, academic, sports, journalism, business, security, administration among other fields. The PSC fraternity congratulates Mr Rotich on this deserved award.

## Treasury official wins 2018 PSEA top prize

By Pauline Muriuki and Badi Khamis

**W**illis Odhiambo Okwacho is the overall winner of the 2018 Public Service Excellence Awards (PSEA). Mr Okwacho who is a principal internal auditor in the National Treasury and Planning Ministry was declared the winner during an awards gala ceremony held at KICC in Nairobi on 18<sup>th</sup> December 2018. He also emerged tops in the Public Service Values and Ethics category.

Mr Okwacho was recognized for his high integrity and promoting public confidence in public office. He has undertaken complicated and high risk internal audit assignments whose recommendations have resulted in improvement of service delivery in the public sector. Kericho County Commissioner Mr Muktar Abdi Ali was the 1<sup>st</sup> Runners-up in the same category.

In the Citizen-focused service delivery category, Ms Ruth Mweni Nzioka, a Cleaning Supervisor in the State Department for Public Service and Youth emerged the overall winner for her role in providing services to short-statured persons and enhancing their participation



*The overall winner of PSEA 2018 Mr Willis Odhiambo Okwacho of the National Treasury and Planning Ministry (4th left front row) and other winners pose for a group photo with CS Prof Margaret Kobia (3rd left), PSC chairperson Stephen Kirogo (left) and other Principal Secretaries after the award ceremony at KICC on 18th December 2018.*

in the Ministry's affairs. She is also an ambassador and role model to persons with disabilities (PWDs) in the country. Ms Nzioka is the reigning 'Miss Confidence Kenya' and she is active in promoting self-esteem among youth living with disability. The 1st Runner-up position went to Ms Mariamu Rotich, an Assistant Chief in the State Department for Interior. Joan Achieng Ogola, a Human Resource Management Assistant in the State Department for Infrastructure and James Loukoyang – Senior Assistant Chief in the State Department of Interior tied on the second runners up position.

In the Innovation for

Efficiency and Productivity category, the overall winner was Mr Aaron Mutua Maleve, Chief Superintendent (Electrical) in the State Department for Water and Sanitation for inventing a farm management system which dispenses irrigation water only in accordance with the plant demand as opposed to the ordinary practice of continuous watering type of irrigation. Mr Maleve's iFarm System seeks to attract more people, especially the techno-savvy youth to farming, hence more food production.

The first runners-up position was taken by Eng. James Gathitu Muturi of the

## Dr Otwala attends public hearings on budget estimates



*PSC CEO Dr. Alice Otwala addressing participants during the Public Administration and International Relations Sector budgetary estimates Public hearings at KICC on 6<sup>th</sup> December 2018.*

**By Badi Khamis**

**P**SC CEO Dr Alice Otwala represented the Commission during the public hearings on the budget estimates under the public administration and international relations sector

at KICC COMESA grounds on 6<sup>th</sup> December 2018. She noted the importance of public participation in all stages of budgetary making process as provided in the constitution. During the session, Principal Secretary

State Department for devolution Mr. Charles Sunkuli presented the budgetary estimates of the planned programmes and activities that the sector plans to undertake during the Medium-Term Expenditure Framework period 2019-2021/22.

The 3 days event was organized by the National Treasury to enable all stakeholders to agree on the sector's priority budget proposals. In attendance were members of the Public, Principal Secretaries, CEOs of independent commissions and other senior government officials.

Dr. Otwala was accompanied by the Director of Finance and Planning, Dismas Ogot and Assistant Director, Finance Rebecca Kiplagat.

## Treasury official wins 2018 PSEA top prize

*from page 3*

Ministry of Water and Sanitation.

The Public Service Excellence Awards is an annual event hosted by PSC to recognize officers who go beyond the call of duty to

offer exemplary and innovative services to the public. The chief guest was Public Service CS Prof Margaret Kobia. In attendance were CSs, CASs, PSs, officials of state agencies, PSC

chairperson Stephen Kirogo, commissioners, CEO Dr Alice Otwala and staff and officers from various ministries.

## PSC rewards its best performers

By Pauline Muriuki and Badi Khamis

**A**s the year drew to a close, it was yet another opportunity for the Public Service Commission to recognize and award its best performing members of staff for their exemplary and dedicated services during the year. The officers emerged winners after a rigorous voting exercise conducted by their colleagues.

The award ceremony was held on 18<sup>th</sup> December 2018 at the Kenyatta International Convention Centre (KICC). The event was graced by the Chairman Mr Stephen Kirogo, Vice Chairman Amb Peter ole Nkuraiya, Commissioners, the Chief Executive Dr Alice Otwala, PSC secretariat staff, PSC retirees and their family members. The awards were given in various categories. Speaking during the event the chairperson Mr. Stephen Kirogo reminded the staff to embrace the slogan of *Reform, Perform and Transform*. He said the public service has a duty to contribute meaningfully to the transformation of the country to the levels envisaged under Kenya Vision 2030.

In the *Performance and Productivity* category, the Director Corporate Services Mr Gerald Kuhaka scooped the top award, with the Chief Clerical Officer Mr Peter Omori coming in as the 1<sup>st</sup>



*PSC Chairperson Mr Stephen Kirogo presents a certificate to the Director Board Management Services Mr Remy Mulati during the PSC end of year get-together event as the Chief Executive Dr Alice Otwala looks on. Mr Mulati emerged winner in the Integrity category*

runner-up as the Senior Clerical Officer Mr Daniel Sum took the 2<sup>nd</sup> runner-up position.

The second category was *Integrity* in which the Director Board Management Services Mr Remy Mulati emerged the winner, followed by the Principal Human Resources Management Officer Ms Hannah Mwangi in the 1<sup>st</sup> runner-up position and Senior Clerical Officer Mr Jackson Onyango as the 2<sup>nd</sup> runner-up in that category.

In the category on *Innovation and Creativity*, the Deputy Director Corporate Communication and Media Relations Mr Browne Kutswa got the top award followed by the Senior Economist Mr Joseph Kenei in second place.

This category had only two awardees.

While presiding over the event, the Guest speaker who is the Executive Director Fedora Consulting Group Mr Cosma Gatere in his speech titled "*Relationship: the Currency of Life and Word*" emphasized the importance of building good relationships - not transactions - if we desire to see good performance.

"A high performance culture comes from high performing individuals, and high performing individuals are people who live out through a relational approach to life," said Mr Gatere.

## PSC ERP system undergoes testing



*PSC Chairman Stephen Kirogo speaks during the demonstration of the ERP in the Commission Boardroom*

**By Pauline Muriuki**

**P**ublic Service Commission will soon launch an Enterprise Resource Planning (ERP) system to enhance operational efficiency. The system has undergone preliminary tests

based on the services provided by the Commission. A demonstration was made to the Commission board on how the system will work once it is launched.

The system will be useful

in improving processes and service delivery in the Commission and the wider public service. It will integrate not only PSC systems but also Human Resource systems in the public service and enable HR directors in MDAs to upload documents such as CVs and other personal details.

PSC Chairperson Mr Stephen Kirogo said, “We have to be very elaborate in terms of what we aim to achieve with this system in the service. Automation is not necessarily a guarantee for efficiency – we want to ensure the citizen feels better served and empowered to give feedback. The complaints we receive as well as the compliments we get will enable us to gauge where improvements are needed and where we are doing well in terms of service delivery.”

## From the Editor’s desk ...

**A**s the year 2018 draws to an end, the editorial team extends a goodwill message to all PSC staff and colleagues from the entire public service and other stakeholders with whom we have shared this bi-weekly e-newsletter. You have been the reason for our regular publication of this newsletter through which we have appraised you on developments in the Commission and across the civil service. We thank you for your editorial ideas and regular feedback this far. And



**Mr Browne Kutswa,  
Editor**

in a special way, we are grateful to the Commission Board and CEO for the guidance and support we have received throughout the year.

This is the 20<sup>th</sup> edition of the

newsletter since we rolled out the first issue at the beginning of the year. It is the last this year 2018, coming moments ahead of a fresh new year 2019. We look forward with optimism in the new year as we endeavor to address the information needs of all our esteemed readers.

May God bless you all and may your dreams of a fulfilled experience come to pass in 2019.

**HAPPY NEW YEAR**

## How we managed to attract staff into the gym routine —with *Kenneth Muchira and Griffins Omondi*

It is now one year and the fitness facility at the PSC is already like a huge rock rolling downhill. Unstoppable! After a very long and slow start, employees at the Commission have finally embraced the indispensable nature that regular exercise is. Only a few individuals have not managed to visit the gym at least once. Many are those who came and never looked back ever since. As the instructors, we are very pleased by the positive progress that we have witnessed. The achievement has been more than we expected or even hoped for.

We had to use different techniques to get as many people as possible to utilize the gym. We knocked on many office doors and urged their occupants to begin exercising with us, we talked to people randomly whenever we met them on the corridors and we also took advantage of technology and posted encouraging messages through a WhatsApp group in which most employees are participants. Trivial as these actions may sound, they bore massive results. For instance, in the last five months, our attendance records show that we have managed to more than double the number of gym clients.

More importantly, the gym has attracted several executive individuals including some of the outgoing Commissioners and other senior people in the Commission. We could not have wished for more as far as our



*Fitness instructors Mr Kenneth Muchira (left) and Mr Griffins Omondi pose for a photo during a PSC staff end-of-year get-together at KICC on 18<sup>th</sup> December 2018*

client numbers and constitution is concerned. The aim is to reach even greater heights come the year 2019.

Despite a few challenges that we experienced from time to time, the year 2018 has generally been a success in no small way for the health and fitness department at the PSC. We would like to urge those who are yet to visit us at the 7<sup>th</sup> floor to think about it over this festive season.

As the instructors, we are always ready to listen and elucidate anything that is of doubt especially to those who feel ambivalence towards exercising. We believe that knowledge is power, therefore with the right knowledge,

chances are you will be able to make more informed decisions pertaining to physical fitness.

We thank you all for the year that has been and we look forward to continuing with you in this very important journey that we started together.

Our parting shot to you this year is this quote from the great philosopher Socrates:

**“Lack of activity destroys the good condition of every human being, while movement and methodical physical exercise save it and preserve it.”**

# PICTORIAL: PUBLIC SERVICE EXCELLENCE AWARDS CEREMONY AT KICC ON 18TH DECEMBER 2018



**This is the point** ..... PSC Chairperson Stephen Kirogo addressing the audience



**Congratulations** ..... Kericho County Commissioner Muktar Abdi receives 1st runner-up certificate from Salaries and Remuneration Commission Chairperson Ms Lyn Cherop as Interior PS Karanja Kibicho looks on



**Let's dance** ..... Commissioner Lawrence Nyalle and CEO Dr Alice Otwala take to the floor



..... and Commissioner Judith Bwonya could not resist the urge to dance to tunes belted out by PSC choir



PSC choir sings their hearts out



A section of the PSC staff in attendance

## PSC END OF YEAR GET-TOGETHER AND STAFF AWARDS CEREMONY HELD AT THE KICC ON 18TH DECEMBER



Vice Chairperson Amb Peter ole Nkuraiya presents a certificate to the Director Corporate Services Mr Gerald Kuhaka for winning the overall position in the Performance and Productivity category as the Deputy Commission Secretary Technical Services Ms Jane Chege looks on



Senior Clerical Officer Mr Jackson Onyango receives a certificate from Commissioner Titus Ndambuki. Mr Onyango took second position in the Integrity category



Commissioner Catherine Omweno presents a certificate to the Senior Economist Mr Joseph Kenei for emerging runner-up in the Innovation and Creativity category



Commissioner Lawrence Nyalle (centre) presents a certificate to the Deputy Director Corporate Communication and Media Relations Mr Browne Kutswa for emerging top in the Innovation and Creativity category as the Director Legal Services Ms Jacqueline Manani looks on



The Chief Executive Dr Alice Otwala presents a gift token to a PSC retiree Ms Nancy Gathigi. Looking on is the Executive Director Fedora Consulting Group Mr Cosma Gatere who was also the guest speaker during the PSC End of Year function



L-R: Dr Otwala, Commissioner Veronica Birgen, PSC retiree Ms Jane Wangithi, Amb Peter ole Nkuraiya, Commissioner Ndambuki and Wangithi's granddaughter pose for a photo

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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

Stephen Kirogo, CBS	-	Chairperson
Amb. Peter ole Nkuraiya, 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

### Secretary/Chief Executive

Dr. Alice A. Otwala, (Mrs) CBS