



Fare Thee Well

Stephen Kirogo, CBS, MGH, FPRSK

Chairman, Public Service Commission - August 2018—May 2021



1958 - 2021

By Browne Kutswa

The late Stephen Kinyanjui Kirogo was laid to rest at his farm in Sipili, Laikipia county on Friday 21st May 2021.

A sombre mood engulfed Sipili neighbourhood as his body was interred in a private ceremony attended by close family members, clergy and government officials.

Until his death on Friday last week, Mr Kirogo had served the Public Service Commission as chairman since August 2018.

The burial ceremony was preceded by a funeral service at Sipili Secondary School that was attended by hundreds of mourners from all walks of life. The service was conducted by the Anglican Church of Kenya which the late Kirogo had also served as a lay reader.

President Uhuru Kenyatta, in a message read by Public Service cabinet secretary Prof Margaret Kobia said Mr Kirogo leaves a legacy of courage and performance.

"He had the foresight to equip young people with relevant skills through the transformative public service internship program he initiated," said President Kenyatta.

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The late Stephen Kinyanjui Kirogo laid to rest

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Pallbearers carrying the casket of the late Stephen Kirogo

In her personal tribute, Prof Kobia recalled that Mr Kirogo was instrumental in the transformation of the Kenya Institute of Administration to Kenya School of Government to align it with emergent realities.

"He also contributed immensely to the development of key public sector policies including the Mwongozo guidelines for state corporations," Prof Kobia noted, reiterating that his commitment to ensuring that the public service is effective, efficient and responsive enough to meet the growing citizen expectations was unwavering.

Head of public service Dr.

Joseph Kinyua described Kirogo as a dedicated public servant who interacted easily with everyone regardless of their background.

"He was always ready to sacrifice for the sake of his country," said Mr Kinyua.

PSC Acting Chairperson Charity Kisotu eulogized Kirogo as a visionary leader who was committed to transforming the public service to be more responsive to serving the citizens. She said the Commission will endeavour to fulfill his vision for the public service.

Also present were cabinet

secretaries Sicily Kariuki, Betty Maina and Joe Mucheru, Laikipia county Governor Ndiritu Murithi, Principal Secretaries Karanja Kibicho, Zeinab Hussein, Johnson Weru and Ali Noor Ismael, nominated MP Maina Kamanda, PSC commissioners Joyce Nyabuti, Mary Mwiandi, Reuben Chirchir, Patrick Wamoto, Salma Ahmed, Joan Otieno, Andrew Muriuki and CEO Simon Rotich among others.

Mr Kirogo is survived by his wife Anne Wairimu Kinyanjui and three children, Sammy, Linet and Maureen.

Tributes to late Chairman, Stephen Kirogo

Compiled by Belinda Orenge and Pauline Muriuki



Tribute by Acting Chairperson, Ms. Charity Kisotu: “The chairman was a humble man who served with humility, was very friendly and easily connected with different people of all classes. This explains the birth of the Commission’s vision, “a citizen centric public service.” The common *‘mwananchi’* really mattered to him. He was like an encyclopedia and had a solution to every problem and taught us so many things. The chairman’s desire was to see a motivated staff, a motivated service. As a person who worked very closely with the Chairman and as his deputy, I learnt so much from him because chairman believed in people. He believed in building people, developing people. He never looked down upon me as a young person, always telling me that I am dependable, I am reliable. He believed in team spirit. He taught us to be humble, to be open, to work together, to share a meal, to respect everyone and to put some life in whatever we do. The only way to remember and honour our late chairman is by ensuring his legacy lives on.”



Tribute by Dr. Joyce K. Nyabuti, Commissioner: “The chairman had values and principles that are actually enshrined in the constitution. He was a very committed, patriotic, humane, very understanding and very seasoned civil servant. He was very passionate about what is in the strategic plan of the Public Service Commission that is about the transformative agenda. We have a role to ensure that the vision he had about the public service is fulfilled. The Chair was a friend. He was very understanding. If we were all given a chance we would speak of how the Chair has touched our lives. He has touched on the youth of this country. He wanted them to have a future. I can describe him as my boss, my chairman, my friend. He was a humble man. He was a role model and a mentor to all of us. He has mentored us and left us to move with the values he has taught us.”

Tribute by Dr. Mary C. Mwiandi, Commissioner: “You’d have thought I have known the Chair all my life but the first day we met with the Chair, we clicked. I don’t know how, but because he was humane. He was like a candle that burns not for itself, but so that others can see light. That was the Chairman. The internship programme was so dear to him. The Chair cared so much about the lesser people in the society. He wanted to turn lives and with the internship programme he would say that we are changing lives. He considered [personal] numbers as people and passed the same [virtue] down to us. He would always urge us to put faces behind the [personal] numbers because those numbers are not just numbers. They are people. When the chairman called from hospital, his voice was so strong and he had called to check up on me. He then told me ‘Mary, stay in peace’. And now as he dances with the angels, I would say to him ‘My Chairman, go in peace!’”





Tribute by Dr. Reuben K. Chirchir, Commissioner: “As the entire Commission, we really have to thank God for this man who was our leader. I think the late Kirogo was a very exceptional person. I can attribute some of my steps to him, directly. I only took interest about this Commission because the late Kirogo had joined here as Chairman and when they wanted to give him a team, I thought this is the person to work with and I was very happy when I was given the opportunity to work with him. I had an idea of the person I was going to work with. He was a very focused person, a very articulate person, a workaholic. He had a very pleasant character. He was very experienced, he understood the service very well and he was very supportive. The resting of our Chairman is a very big blow to our Commission. We indeed have a big task to make sure we implement the vision and mission he had in mind. We must hold together and work together to deliver the vision he had for us. Chair was a very humorous person. He had a sharp mind, a photographic mind where he would remember memories from the early days and speak about them in a very humorous way. He was very humble. He was very focused, very inspiring.”



Tribute by Amb. Patrick S. Wamoto, Commissioner: “Of all the saddest things I think one has to endure in life is saying farewell! One of them is saying farewell to the people you love, treasure, know and the people you have lived with for so long. I think Chair is one of the people I treasure because I have known him for a long time. He is one of the reasons why I got inspired to apply [to be a Commissioner] in the Public Service Commission because I thought to myself that he is one of the people I would want to work with. I feel sad that he has left us because it is very difficult to look at that empty chair that was once occupied by somebody you’ve known for a very long time. I got to know the Chairman very well during my years in Foreign affairs was. I had an opportunity to sit with him in committees and his contributions were very well thought out. I have always labeled him as a noble and inspirational character. Noble in the sense that he is somebody who displays fine personal qualities, high moral values - and that has informed where he wanted to take the public service. I will miss him. He was a man of great humour. One of the things I also admire about the chairman was his concerns about the public service. He has improved the service. He didn’t discriminate against anybody. He was a truly noble and inspirational team leader. Of all that he did for the public service and especially the Public Service Commission, we shall always remember him. We thank God for the time we shared with him and we pray that may his soul rest in eternal peace.”



Tribute by Amb. Salma Ahmed, Commissioner: “I met Stephen in 1980 when we were fresh men and women in the University of Nairobi. Always actively interacting in the discussions and polemics in the Political Science class, Colleagues nicknamed him Comrade Perfectionist. Stephen very early on stood out as a leader. He had a strong desire to serve Kenyans and transform society. This is indeed what he did upon graduating from the class of 1984. Embarking on his role as an Administrator and a District Officer, Stephen was selfless, courageous knowledgeable and humble. He was a problem solver who led with Solomonic wisdom, empathy and humility. He was humane, effortlessly connecting with people of all stations in life. The legendary perfectionism and servant leadership which defined Stephen in his early years in college remained with him in his long career in government, culminating in the adoption of the Transformation and Citizen-centric Agenda when he was appointed the Chair of the Public Service Commission. Stephen was truly a Patriot who served with dedication and commitment throughout his career. Stephen left us too early. He left a void that will be difficult to fill. As we mourn our Chairman, our friend and our colleague, his mantra of *Reform, Perform and Transform* will continue to resonate and guide us in serving Kenyans. This was his Vision. This is his legacy. Fare thee well Chairman! Fare thee well Comrade Stephen! Fare thee well Patriot!”



Tribute by Mr. Andrew N. Muriuki, Commissioner: “We all have something to say about the Chairman from the interactions we had with him. He was a teacher to me. He was our great leader who had a great impact on our lives. He was our mentor and our go-to person in matters to do with the public service. I especially remember him very well as a person who was always talking about change and transformation. He was always ready to change. Even at his age, he always used to know what change is and what transformations were to be done in the public service.”



Tribute by Ms Joan A. Otieno, Commissioner: “We have lost our hero, our leader, our chair and to many of us he was a father too. The late Kirogo was a great soul. He was a great man not only to the Commission, to the Service but to the entire country. We are celebrating as much as we are mourning because of the legacy he has left behind. He impacted very many positively, the Commission, the Service and the country at large. What will I miss by the death of Kirogo? I will miss his humility. Kirogo was very humble even to the least of us and I say that because I was touched by his humility. He listened to us, he was kind to us and he did not discriminate against any one of us. He was very humble and would come down to your level. He believed that each one of us had a contribution to make. The late Kirogo was very resourceful. He was a huge resource and the country has lost that resource. Through his experience, knowledge and stewardship, he trained us well and therefore we are going to carry that legacy. This is the beginning of a new dawn and we were lucky to have had the late Kirogo because we are going to continue in his tenets, virtues and values. We are going to implement all the programmes that are in our Strategic Plan because we had promised to do that. He was a beacon of hope a bright shining star and we are forever going to miss him. Mr. Kirogo, go in peace. We loved you but God loved you more. Rest in peace!”

Tribute by Mr. Simon K. Rotich, Commission Secretary/CEO:

“Indeed it is a sad day for us as a family of the Public Service Commission, having lost our leader, our father, our mentor. We have lost a dependable leader whose leadership we had become accustomed to for the last two years. I want to particularly acknowledge his efforts in prioritizing performance and effective service delivery to the ‘*mwananchi*’. I also wish to register our utmost appreciation to him for his concerns for welfare of our staff particularly in regard to promotion after many years of stagnation. So far a total number of 119 staff were been promoted recently. I have lost a friend, father and mentor. I am a beneficiary of his generosity. I owe a lot to him. And I want to assure the commissioners that we as the secretariat, we are ready to serve whenever you give assignments. We will continue with the same spirit to always deliver on time. I urge us to continue with that same spirit, to support the commissioners and the Vice Chair to accomplish the mission of the Chairperson to ensure service to the ‘*mwananchi*’ and fulfill his legacy.



Tribute by Ms Jane Chege, Deputy Commission Secretary, Technical Services:

“This day is quite difficult for some of us but our God gives us strength. I want to not only thank but celebrate our chairman. Chairman was my friend. We have come a long way with him. He has been a pillar of support in many areas of our lives. He was a very humane person. He had a lot of humility. He was always thinking about the other person. Many times he would call me and we would discuss how we can improve the public service. He was a person who really thought about the ‘*mwananchi*’ and I pray that as we serve, we remember him and celebrate him while thinking about the other person, always aiming to be fair. May his soul rest in eternal peace!”

From Left: Cabinet Secretaries Betty Maina, and Prof Margaret Kobia, National Police Service Commission Vice Chairperson Dr. Alice Otwala, PSC CEO Simon Rotich, PSC Acting Chairperson Charity Kisotu, Nominated MP Maina Kamanda among other mourners follow proceedings during the late PSC Kirogo’s burial service at Sipili in Laikipia county



Tribute by Mr Remmy Mulati, Deputy Commission Secretary, Corporate Services: “The sudden death of the Chairman was quite a devastating blow to us. Even as you have noticed, the atmosphere around the Commission is no longer the same. The cloud of sadness, sorrow, grief is still hovering over our heads as we mourn and grieve about our late Chairman. The main and key contribution that we can make as the Secretariat to the enduring legacy of our Chairman is to ensure that the vision that he had is actualized. I remember as we assembled in Naivasha, when we were working on the strategic plan, his voice boomed over the microphone saying that ‘We are assembled here because we want to chart a new direction for the Commission,’ that... the instrument, the document that was going to be developed would be for the commencing of transformation, for placing Wanjiku at the Centre of what we do. Let us not allow Chairman's death to postpone or extinguish that dream. That is the challenge I would like to

throw to my colleagues. That is the only contribution we can make if we can be able to actualize what our Chair envisioned. When I learnt of the death of our Chair the first thing that came to mind was my late grandfather. For the duration I have been around I used to see a lot of similarities in the attributes of the Chair with my late grandfather who was a veteran of World War II. I remember my grandfather planting trees and I looked at him and his age and I was wondering why he was doing that. I think he read my mind and he asked me why I was wondering why he wanted to plant trees... trees he will never sit under the shade or benefit from their canopy. He told me, ‘I am doing this for your sake, for the family, for posterity, for humanity.’ That actually is a summation or what our Chair was. From the testimonies we have heard, he did so much for many, touched very many officers out there in the public service and even here in the Commission. Very recently through his blessings quite a number of us seated here benefitted from promotions. Those were some of the last blessing from our dear Chair. He was doing all these, not for himself but for the common good and benefit of us all and that is the greatest lesson we can learn. That whatever we do in life, let us do it from a point of view of selflessness and not from a point of what am I going to gain from it as a benefit.”

Tribute by Ms Jacqueline Manani, Director Legal Services: “The Chairman was very passionate about service delivery. He taught me discipline. He taught me that discipline and obedience are one of the most important things in life. He taught me that to succeed in life, you must follow the rules. He taught me that as a lawyer one of the most important things you should have apart from the Constitution is the Bible. He dedicated one to me. I’ll miss Chairman. I’ll miss him a lot. I worked with him closely on a daily basis. One of the things he taught me and also other people, was that we should not be transactional. We should know that each file and each letter represents a human being with a family and feelings. He was a very humane man. He felt people’s pain and feelings. He would always say be practical. He was focused on the citizen, the common ‘*mwananchi*’ and that is why our commission is citizen-centric. He meant it so much in his heart. He would always tell me that we are dealing with human beings and not papers. Chairman I will miss you. You were a good man. May you rest in peace!”

Tribute by Dr. Sylvester Obong'o, Director Performance and Service Delivery Improvement: “We worked very closely with the Chairman. In my entire work at the civil service I have never worked with a boss who wants to listen to my personal opinions on how I think we should do things. We would always talk for hours in his office about the vision he had for the Public service and the mission. I will miss the chair. May the Lord rest his soul in eternal peace! I believe that we shall move in the same direction of the legacy the chair had for the public service.”

Tribute by Mr. Browne Kutswa, Deputy Director: “This is a great loss for all of us and for many of us this is a personal loss. Personally I remember our chairman for the very powerful mantra that he has delivered to us, the *reform, perform and transform Kenya* and for us who are left behind that is the best we can do as part of his legacy.”

Kirogo was an example of a solid public servant - Dr. Matiang'i

By Badi Khamis and Horace Ingabo

A memorial service for the late Chairman of the Public Service Commission, Stephen Kirogo was held on Thursday 20 May 2021 at All Saints Cathedral in Nairobi.

Cabinet Secretary, Fred Matiang'i who represented President Uhuru Kenyatta at the service eulogized Kirogo as a dedicated career public servant who contributed a lot in the strengthening of the public service over the years.

"It is true that the late Kirogo was a rare example of a solid public servant," he said.

He termed Kirogo as a coach to him and his cabinet colleagues, who would "maintain his cool even in times of extreme crises" and was always reassuring.

The CS described Kirogo as one of the many unsung public servants who have supported successive government administrations, behind the scenes, by polishing cabinet secretaries and other new appointees at into high government offices on how to conduct government business.

"I will eternally pay tribute to the men and women who serve us in the public service, led by our Head of Public Service Dr. Kinyua, and the rest of the people who are seated here, the Commissioners and public servants... They are people who don't sleep. They work 24/7," he said.



Cabinet Secretary for the Ministry of Interior and Coordination of National Government Dr. Fred Matiang'i, addressing mourners during the late Chairman Mr. Stephen Kirogo's memorial service at All Saints Cathedral Church, Nairobi.

He encouraged the late Kirogo's family to be strong and promised them the full support from his cabinet colleagues and other public servants.

"The President told me to tell you this, 'Mrs. Kirogo we will stand with you and we will remain part of your family even when Mr. Kirogo is gone.'"

The Head of Public Service, Dr. Joseph Kinyua condoled with the family of the late on behalf of all senior public servants who frequently interacted with the late Kirogo in the course of his duty. He assured them that the government will stand with them, not only during this time of mourning, but always.

The Vice-Chairperson for Public Service Commission Ms. Charity Kisotu eulogized Kirogo

as a humble man who connected easily with people in all walks of life.

She said, as commissioners, there was a lot they learnt from the late Kirogo, likening him to a moving encyclopedia that would have solutions to almost every problem.

Present at the service were Cabinet Secretary Prof. Margaret Kobia, Hon. Oku Kanunya, Parliamentary Committee on Administration and National Security under whose ambit the Public Service Commission falls, PSC Commissioners, CEO Simon Rotich, Staff of the PSC Secretariat and the general public.

Tribute by Mr. Peter Maina, Director, Recruitment and Selection: “It is with heavy hearts that we take the demise of late Kirogo. As we all know he was a polished civil servant of many years. He was a great mentor, a person who asked many questions and if not, why not and all these contributed to the transformation of the public service. The best we can do is pray for the soul. May his soul rest in eternal peace. Fare thee well Mr. Kirogo.”

Tribute by Rebecca Kiplagat, Deputy Director Finance: “It is truly a sad season for PSC for the loss of our chairman, the late Kirogo, a charismatic leader, and a strong pillar, that we could lean on as an institution. Mr Kirogo was very supportive to the Finance Department; many times he lobbied for funding for PSC programmes. I remember, one Saturday that we had secured an appointment with Cabinet Secretary, National Treasury and Planning to discuss Commission’s funding. The Chairman arrived in the office very early, sacrificing his weekend, and during the meeting he negotiated for additional funding for the Commission, which we received. This is one of the many times that he demonstrated his commitment to ensuring that Commission’s Vision and Mission is not derailed by lack of funding. Late Kirogo was an avid reader. He read all reports for presentation to the Commission Board and his attention to details was on another level. By the time one presented, he was already ahead and could very articulately point out the areas that required improvement. We commit to practice all that we learnt from our Chairman and ensure that we live the mantra of ‘*Reform, Perform and Transform*’ in all our areas of assignment. Fare Thee Well Our Chairman!”

Tribute by Ms Violet Mutumira: Mr. Kirogo was my boss for the last 13 years, I remember him as one person who took people’s personal issues as his, and he would ensure that you got all the support you needed until that issue was settled. He did not believe in impossibilities. To him everything was possible. I would always help to ensure that any assignment/task given to him is executed diligently, perfectly and dedicatedly and the results would be seen. He never liked lies - it was better to tell him the truth and he would let the matter rest. He highly regarded integrity, and he always told me we should strive to leave a place better than we found it. While working under him, he ensured that I furthered my studies. He always told me that nothing comes easy - you have to earn it. He never believed in getting things on a silver platter one needed to earn it through hard work. He was an amazing leader who exuded great humility and exemplified what it meant to be a dedicated public servant. I have lost not only a boss, but also a father figure, Mentor and a Friend. May his soul rest in eternal peace

Tribute by Ms Yusta Wambua: “Our hearts are deeply wounded by the untimely death of the Chairman. Despite his ill health he continued to offer services to the citizens making the Commission’s mission a reality. Indeed he had placed a great value on employee performance and advocated for reward on the same. This can be attested to by many of us in the secretariat. He was a true inspiration. Chairman, your memories shall live with us as you instilled great values within us to Reform, Perform and Transform Kenya. Rest in peace chairman, rest in peace our hero.”

Tribute by Pauline Muriuki: “14th May 2021, 1808 hours was a dark moment for me when I received the shocking news about our chairman’s demise. Mr Kirogo’s humility and instant connection with people around him impressed me. I recall occasions when we had staff functions, both in and out of office premises. Out of either fear or respect for him, or a combination of both, staff would try to avoid contact with him. He would follow them, take hold of their hand and engage them in a hearty conversation that put them at ease in his presence. He had a listening ear for staff concerns and did not discriminate against any, despite their rank. I knew Mr Kirogo as a soft-spoken man, yet quite authoritative. He made tangible contributions and gave hope to many public servants who felt forgotten for many years. Mr Kirogo was truly an instrument in God’s hands to fulfill a divine assignment. I’ve learnt from his death that what will follow us after we’re gone from this world is not our status in society, but the things we did – no matter how little - to make a difference. He fought the good fight of faith, ran and finished the race marked out for him, and kept the faith. The challenge we are left with is to emulate him and carry on his legacy. Fare thee well our hero, father, friend and mentor!”

TRIBUTES TO THE LATE MR STEPHEN KIROGO

Tribute by Dr. Gabriel Juma, Deputy Director: “Chairman, I had the opportunity to accompany you to the 2018 CAPAM Biennial Conference held in Guyana where the Commission presented a paper. CAPAM stands for Commonwealth Association for Public Administration and Management. One thing I noted during that journey was that you were down to earth. We sat together and had tea as we waited for our flight. Later, on our flight back one thing that challenged me was your passion for reading. True sir you were an avid reader. We sampled and bought a few books on leadership. Since then I have passionately continued reading and building my stock of motivational and leadership books. I appreciate the valuable leadership you provided during the finalization of the values reports prepared annually by the Commission as obliged by law. The critique you provided helped improve the quality of the reports for the period you steered the Commission as the Chairman. You were passionate about service delivery hence the Commission’s vision of a citizen-centric public service. As a tribute to what you held dear to your heart I have requested that the article that was published in our **e-newsletter No. 21-2019**, be republished in your honour. Through the article below, the entire public service fraternity can endeavor to realize what you were passionate about – ‘A citizen centric public service.’”

Attributes of citizen-centric public service

A 2018 World Bank Group Publication titled **“Indicators of citizen centric public service,”** defines citizen centric public service as public agencies putting the needs of the citizens at the centre of their service delivery mechanisms.

Accordingly, the World Bank considers citizens to be agents in their own right, who are entitled to participate directly or indirectly in decisions affecting them, by co-creating policies and coproducing service design and service delivery. This is further amplified by Carson Richard in his book titled “Citizen-Centric Service: Changing the way government does business”: published in 2011. According to him, ‘putting the citizen at the centre’ means having a clear understanding of citizen segments, preferences and life events to enhance citizens’ experience in their interaction with public agencies.

This includes providing user-friendly service delivery channels such as through one stop shops or e-government options. Similarly, a 1996 UNDP report on “Engagement in service delivery-The critical role of public officials” published by Global Centre for Public Service Excellence define citizen-centric public service as a model where the government and citizens jointly own the outcomes. That is, governments move from governing for citizens to governing with citizens.

This implies a shift in terms of citizens moving closer to the centre of governance and an evolving public sector. The report advocates for public agencies to prioritize key drivers of improved customer satisfaction. These include timelines, knowledge and competence, courtesy (extra smile, extra mile), fairness and outcome. Further, it means that the organizing principle of public service delivery must be the needs of

the users (citizens) as reflected in the Sustainable Development Goal 16.6 which aims to develop effective, accountable and transparent institutions at all levels. Consequently, in a citizen centric service delivery system the main imperative is not to fit operational structure and processes to the requirements of government departments but to serve citizens who are considered the main stakeholders.

Putting citizens at the heart of public institutions makes public administration more efficient and increases citizen satisfaction and trust in government. In order to deliver high quality public services government agencies should understand the citizens’ expectations, experiences and key drivers of satisfaction including the policy framework that places citizens at the centre of decision-making processes rather than at the periphery.

A good example is the Canadian government model that first sought to understand the expectations and experiences of its citizens through the Citizen First surveys. Similarly, we should emulate this practice by putting in place systems to regularly undertake citizen satisfaction surveys in order to understand the pain points in service delivery.

In conclusion, citizen centricity is about public agencies looking at the service delivery through the eyes of the citizens (so that the needs of the citizens come first). To realize a citizen centric public service, it is imperative that every public institution develops a service charter, officers are sensitized about the commitments on the charter and public administrators and individual officers strictly uphold the commitments on the service charter.

Fare thee well Sir, you have left a rich legacy.

TRIBUTES TO THE LATE MR STEPHEN KIROGO



Dr. Joseph Kinyua, Head of Public Service signs the condolence book for the late Chairperson of the Public Service Commission, Stephen K. Kirogo on Monday, May 17, 2021 at the Public Service Commission office in Nairobi. Looking on is the Vice-Chairperson, Charity Kisotu.

Tribute by Mr. Alfred Opiyo Onono: “It was with complete shock and disbelief that I received the news of the sudden demise of our Chairman on Friday 14 May 2021. The late Kirogo played a big role in transforming the Public Service Delivery by the Civil Servant to the public – A Citizen Centric Public Service. He was a man of great intellect, vision and courage who contributed immensely to the cause of Kenyan Youth through Internship Process and development. He dedicated himself to building bridges to a better future and in this way he touched the lives of all of us in the Commission as well as in the whole Country as a whole. Today I mourn the passing of a great son of the Republic of Kenya and a great Commission leader who has left behind a powerful legacy of humility, simplicity and dedication in our struggle for democratic culture, unity, justice, peace and prosperity in the Public Service Commission. The late Chairman was one of the avid users of our reading materials from the library. The entire Public Service Commission and I share with the bereaved family, Employees of the Commission, and the people of the Republic of Kenya the feelings of great loss at this moment of deep sorrow. May the Almighty God Rest His Soul In Eternal Peace!

Tribute by Dr. Philemon Kiprono: “It is with great sadness that we learned of the passing-on of our chairman, Mr. Stephen Kirogo. The Commission and the entire civil service mourn and celebrate the extraordinary life of this remarkable leader and career civil servant who devoted his life to serving the people and the Republic of Kenya. His passion for transforming the civil service and ensuring high quality services to the citizens stands as a testament to his commitment serving the nation. He envisioned having research as a tool for decision making at the commission, hence leading to the creation of the Research and Policy Analysis Unit at the commission. Through his clarion call for Reform, Perform and transform, he managed to rally the commission towards applying research findings as a basis for decision making. His legacy will stand as an example to all of us to persist in our pursuit of progress. Fare thee well our Chairman, our friend. We shall see you when our paths cross again.”

Tribute by Caroline Kiget: RIP our late Chairman Stephen Kirogo. You championed the transformation of the public service and the Commission to be focused on citizen service delivery.

Tribute by Ms Nancy Birgen: “Fare thee well champion. We thank you for your selfless service to our beloved country Kenya through a citizen-centric approach and reformed public service. Your clarion call for *Reform, Perform and Transform* will be our challenge to every day better ourselves and offer the best service to all citizens without any prejudice. We will carry on with the good work as manifested by the many life's you touched be it through youth internship programme, addressing the issues of stagnation and career progression in MDA's, community empowerment among others during your illustrious career in Public Service. Rest in eternal peace!”

Kirogo's 'New Deal' for public service

By Gabriel Kariuki

Just like the New Deal in the United States by President Franklin D. Roosevelt, the Late Mr. Stephen K. Kirogo, FPRSK CBS, MGH, Chairman, Public Service Commission made it to Kenyans during his regime.

The New Deal was a series of programs, public work projects, financial reforms, and regulations enacted by President Franklin D. Roosevelt in the United States between 1933 and 1939.

The programs focused on what historians refer to as the "3 R's": relief for the unemployed and poor, recovery of the economy back to normal levels, and reform of the financial system to prevent a repeat depression.

Relief was the immediate effort to help the one-third of the population that was hardest hit by the depression. Relief was also aimed at providing temporary help to suffering and unemployed Americans.

Recovery was the effort in numerous programs to restore the economy to normal health. Recovery was designed to help the economy bounce back from depression.

Reform was based on the assumption that the depression was caused by the inherent instability of the market and that government intervention was necessary to rationalize and stabilize the economy and to balance the interests of farmers, business and labor. Reforms targeted the causes of the depression and sought to prevent a crisis like it from happening again.

Comparatively, Mr Kirogo came up with the three major areas to be implemented to enhance the public service delivery in Kenya, in what is mostly known as the Public Service Commission's Mantra to *Reform, Perform and Transform* "RPT" Kenya, as enshrined in the

Commission's Strategic Plan 2019 – 2024.

Through the *Reform, Perform and Transform Kenya* mantra, the chairman envisioned the Commission placing the Kenyan citizen at the centre of service delivery and development agenda. He strategized this to be achieved through Rapid Results Initiatives in the provision of citizen-centric services, human resource capacity improvement, review of the performance management framework, timely delivery of public services, youth empowerment programmes, promotion of volunteerism, inculcation of ethical standards; and, use of citizens' feedback systems in improving service delivery.

Your legacy, mentorship, counsel and accommodative heart to everyone whom you came across will always cling in my memories. Truly it will be Realistic, I promise to follow your steps. Rest in Peace till we meet again!

Philippians 3:20-21 ²⁰*But our citizenship is in heaven. And we eagerly await a Savior from there, the Lord Jesus Christ, ²¹who, by the power that enables him to bring everything under his control, will transform our lowly bodies so that they will be like his glorious body.*



Ms. Violet Mutumira Principal Executive Secretary eulogizing the late Kirogo during a prayer service on 19th May 2021 at the Commission House

Tribute by PRSK: The late Public Service Commission of Kenya Chairman Fellow Stephen Kirogo was always supportive of PRSK Programs and activities. He was among the people championing for the actualization of the #IPRACBill. His contribution to the #PR profession will indeed be footnoted in our history books. May his soul rest in eternal peace, Amen.

Go well Kirogo, our beloved Chairman

By Habel Shiloli

A curtain of gloom descended upon the Public Service Commission on Friday May 14 2021 when news came in that Chairman Stephen Kinyanjui Kirogo had breathed his last.

The news spread through social media like bushfire, as curious citizens randomly called members of the Commission's fraternity, seeking for confirmation of the news and extending their sympathies.

The Commission staff were also confused and called each other to re-assure one another, hoping that it would turn out to be just a bad dream. It was painful and dreadful to come to terms with the sad reality, as no one at the Commission had ever imagined the possibility of attempting to achieve the vision Mr. Kirogo had for the public service, without him.

He was affable, considerate and knowledgeable on many issues affecting the Commission, the wider public service, the nation, the region and beyond. Because of his interest in people around him, irrespective of their social status, he was able to discern issues affecting them and would often surprise them by helping them find solutions to their challenges.

Some members of the secretariat staff who rarely interacted with him and thought they were strangers to him would be surprised



PSC Staff follow proceedings during a prayer service for the late PSC Chairman on 19th May 2021 at the Commission House

when he called out their name as they bumped into each other in the corridors of Commission House. He would then initiate a brief conversation, hence frustrating any attempts by the said member of staff to duck out of the corridor to give the chairman way.

Kirogo had a humane demeanor that is rare to find. He would express it at any slightest opportunity, laced with humor, both in formal and informal interactions alike. Regardless of his status he would often decline VIP treatment at the airport and would rather queue with other passengers rather than take preferential treatment as he boarded the plane.

His talent in networking was so impressive that he easily endeared himself to the Executive, the Legislature, the Judiciary, other government agencies and even beyond-border agencies to achieve the desired goals for the Commission and the wider public service.

Through his initiative the Commission was able to get

funding that would enable the rolling out of the Public Service Internship Programme to address the unemployment plight of the youth. Through the programme that was launched in 2019, the government was able to engage and groom over 8,300 young graduates during his tenure, to expand their potential for employability in the public and private sectors.

He knew what he wanted the Commission to do that would have the ripple effect of improving public service delivery in line with the Citizen-Centric focus and the rallying call of Reform, Perform, and Transform Kenya.

Everyone would have something to say about the late Kirogo and many of them did, both at the Commission during tribute-sharing and the wider public service on social media. His demise is undeniably a great loss to those who knew him. May the Almighty God rest his soul in peace.

Stakeholder engagement on Human Resource Master plan



Commissioner, Dr, Joyce Nyabuti making her remarks during the stakeholder engagement on Human resource Master Plan on 13th May 2021 at Kenya School of Government Nairobi,

By Pauline Muriuki

The Public Service Commission is in the process of developing a Human Resource Masterplan as a comprehensive framework that provides an integrated approach for determining human resource requirements in the public service and design strategies to address identified gaps.

The Commission has brought on board a consultant (Marigold) and engaged Authorized Officers and Heads of Human Resource in Ministries and State Departments, who are key stakeholders in policy development to enhance synergy and inclusivity in the development of the policies.

The consultant together with an Inter-Directorate project team appointed by the Commission organized a Stakeholders' Engagement Forum at the Kenya School of Government on 13th May 2021 to sensitize

stakeholders on the process and to outline the key responsibilities of each stakeholder in the development of the HR Masterplan. The forum also sought to chart the way forward on development of the Masterplan.

In her opening remarks during the workshop PSC Commissioner Dr Joyce Nyabuti mentioned that the Commission has been undertaking various programmes and putting policies in place that are geared towards accelerating attainment of an efficient, effective and citizen-centric service.

“One of the policy directions that the Commission has envisioned towards this achievement is the development of Human Resource policies which will guide in human resource

matters in the Public Service,” added Nyabuti.

Ms Wangari Ndia, a lead consultant from Marigold assured participants that the consultant will work with the project team to deliver an implementable document for the public service.

While giving her closing remarks, Commissioner Joan Otieno mentioned that the master plan will act as a one stop shop for future human resource management and development issues and also aid in human resources accounting and auditing.

“The consultant will engage you from time to time in order to execute their role effectively, and ensure development of a comprehensive Masterplan that addresses the needs of the Service,” said Commissioner Otieno.

Enhancing employee performance in the public sector

By Margaret Kung'u

Coaching as an approach to performance improvement can enhance three major attributes among public sector employees.

The first attribute is that people remember more from their mistakes than from their successes; two, people have hidden talents that emerge when challenged; and three, employees flourish when they are trusted with jobs they do well.

Salome Korir, Jacob Rotich and Joseph Bengat observed in their article published in 2015 that in the current world, increasing competition makes it imperative for the public sector to continuously improve performance to compete favorably not only with neighbors but increasingly with the rest of the world.

They stated that governments adopt strategies that will make them more efficient and effective to meet their duty to the citizens and international community and to enable them achieve competitive advantage and superior economic development performance.

Performance must be integrated within the wider management activities to ensure it is part of the organizational long-term objectives and goals to enhance high performance in the public sector.

In 2016, the Public Service Commission developed the Performance Rewards and Sanctions Framework for the Public Service whose overall goal is to establish an integrated approach to boost performance and ultimately the productivity of the public service.

The specific objectives of the framework are to: establish a basis for rewarding exemplary performance; link rewards and sanctions to measurable performance; motivate public servants for improved productivity; encourage competitiveness in service delivery; and promote innovation and creativity



Ms Margaret Kung'u

in the public service (Public Service Commission, 2016).

This system is commonly referred to as the staff performance appraisal. The Commission has in the recent past created a directorate of Performance Management and Service Delivery Improvement to ensure that public sector organizations are productive in terms of efficient and effective service delivery to the citizens.

Performance appraisal in the public sector though packed with so many benefits has become a formal process where supervisors and employees interact very few times in a financial year mainly to set targets, review them if need be and finally to evaluate performance.

These meetings may sometimes be tense and no performance improvement may take place under such anxious situations. There is therefore need to include coaching as a way of enhancing productivity in the public sector.

Authors John Eaton and Roy Johnson define coaching as the art of improving performance in others. Managers who coach encourage their staff and teams to learn from their work by creating conditions for continuous development and helping staff define and set their goals.

The coaching process closes the gap between an individual's or team's

present level of performance and the desired one. Coaching refers to both specific interacting skills used in everyday situations and in more structured meetings and the encouragement of long term learning.

The coaching process is an unending process with each new achievement forming a platform for the next challenge. However, for each single coaching goal, there is a cycle of six basic stages from goal to completion.

These include determining coaching goals; discussing the present situation; exploring available options; identifying and committing to a course of action; the coachee implementing the agreed action plan with the support of the coach; and the coach and the coachee holding a next coaching session to consider what has been learnt and how to build on this knowledge.

The use of coaching has a number of benefits, among them, to help develop skills and talents in staff and teams; the final stage of a coaching cycle usually initiates the next cycle by defining the next achievable goal; encourages staff to draw their own conclusions; and it enables the supervisor to delegate more as he/she is confident on the staff skills and have developed a good relationship built on trust.

Other benefits include less supervision on staff is required as staff are coached to take responsibility of their own projects; bringing out the total potential of staff hence increasing productivity. The coach is able to identify, encourage and build on the team's existing strengths and skills; and providing an avenue of involving people in decisions that affect them both in their jobs and their development. Employees will benefit from the coaching approach because a sense of ownership for decisions is highly motivational.

Internship Experience at the PPP Directorate of the National Treasury

“I am an intern with the Public Service Commission, Cohort 3. I have been placed to work under The National Treasury and Planning, and assigned to the Public Private Partnerships (PPP) Directorate. I feel very blessed to get this opportunity out of the thousands that applied for the same, and I do not take it for granted. As a young girl walking into the PPP Directorate for the first time, I did not know what to expect, but I must say that what I found there exceeded my expectations in the most positive and profound way. On that very first day, I met very friendly individuals at the Directorate who made me feel nothing short of welcomed. My tour around the place as I went round to meet and greet the staff as well as get to know their names was pleasant. I immediately felt like part of the team and instantly knew that it is the place I would like to be in. The environment is a modern, well organized, peaceful and a conducive one for learning and growing. The first thing I would like to

highlight on is the dedication of the Directorate to the Internship Program, starting with the Director General who has been supportive and committed to ensure we learn and gain a meaningful experience during this duration. He has been keenly following up our progress and even offered us a lunch treat. We feel valued. The staff is also an amazing team of individuals who are willing to incorporate us into the system at the Directorate, they share information with us, teach us how things are done and are willing to go out of their way to ensure we get a meaningful experience.

Another amazing aspect is the program created by our mentor, who is also the HOD Capacity Building and Training. He took the time to plan and create a clear outline on how we would go about the internship program at the PPP Directorate. He also has a mentorship program which has been very helpful to us, the interns. We have been taken through useful courses and trainings on Self Leadership, Courageous Leadership



Elfine Kwamboka

and also learnt how to write nice Reports.

My expectations from this program are to develop not only career wise but also gain tremendous life skills to help me through life in general. I look forward to learning and gaining more knowledge in my field of Financial Analysis and become the best I could be.”



Emelda Otieno

“The Internship opportunity at the Public Private Partnerships (PPP) Directorate is something I’ll be forever grateful for. This is because of the numerous advantages associated with the opportunity apart from the professional learning experience. My experience has been both enjoyable and rewarding.

I have had the opportunity to interact and work with amazing people at PPP directorate. People who are friendly and genuinely care about our well-being and learning process. Everyone at the directorate is always willing to lend a hand and share their experiences and advise

on different matters. From the beginning I was met with respect and understanding, and I’m always treated like an employee and not an intern. My opinions are listened to and my views taken into consideration. This has helped boost my confidence and communication skills.

The office is organized and well run with modern fittings and furniture which provides

The internship program is an integrated one in which apart from being attached to a department of my area of specialization, I have also been given opportunity to work with people

Continued on page 20

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from other departments. This has helped broaden my knowledge and skills in other areas such as in conducting research and report writing. I have attended several meetings and conferences which have proved to be incredible learning experiences. I have not only been able to network with established professionals but I have also received the opportunity to be a part of multiple entities collaborating and sharing information. Working with the Project officers on the current projects has helped broaden my knowledge on the current infrastructural developments in the country and to under-

stand what stage the projects are currently in.

Effective training programs have been embedded in the overall internship program. I have been trained on Self leadership and courageous leadership. The trainings have equipped me with knowledge and skills on how to be more efficient, productive and being accountable for my actions.

Through the internship program, I have learnt how to share tasks and coordinate work with others. I'm currently working in the Finance department and the skills I have gained are invaluable. My supervisor

made it clear from the start what is expected of me and is always accessible to answer my questions. She has an active interest in my learning. I was thrown in the deep end of the pool with my supervisor in toes, ready to assist in case I falter. I do real work and I am happy that I am applying the knowledge I have acquired to-date. I'm looking forward to gaining more knowledge and experience and to broaden my network. "



Naomi Mwangi

“I will describe my internship experience at the Public Private Partnerships (PPP) Directorate of the National Treasury from three angles: the place, the people, and the programme.

The Place: The place is well organized and the environment has good ambiance for work. As interns, we were given space for each person and a working desktop to ensure we are comfortable and efficient in our work. Every area of the directorate is open for us to access

colleagues and resources. The offices are functional and well equipped for work. Just like the rest of the Staff, we are also served with mid-morning refreshment (Tea). In addition, we have access to the staff pantry where we keep our food in coolers provided and warm the food using facilities provided when lunchtime comes. All departments worked together to ensure we have a great experience. This has made us feel at home, eat healthy and minimise costs. Among other accessories we were given are official identification tags and stationery.

The People: The Director General has taken personal interest in our development, often engaging us directly to be appraised on our progress. He has given us advice on career development and also a wholesome personal growth. In spite of holding a high office, we can freely access him. The rest of the staff are very friendly and ready to help where one has any queries. They all support our on-the-job learning exercise by providing the guidance required. Information is freely shared and we are also given an opportunity to attend official meetings with outsiders.

The Program: The program developed with the leadership of Capacity Building arm is well structured and clear. The

structure of the training include: Induction phase- this entails introduction to the directorate and familiarizing ourselves with the environment; deployment to the departments- we were attached to the respective departments relevant to our skill sets to ensure we apply the knowledge and skills we have so far acquired. The rest of the departments are also open to receive us in case one wants to learn particular thing in the department; Trainings- We have undergone several trainings which is part of the internship program which includes self-leadership and creative leadership trainings. These trainings ensure that we have wholesome growth setting us for employability and entrepreneurship in the future; Mentorship programs- Mentorship programs are underway to ensure we are attached to an individual in the unit who will impart life skills in us to enable us walk on our own comfortably.”

What do you want to be remembered for?

By Belinda Kemunto

‘Two things that shall never be buried once we leave this earth; our names and our character.’

These are words I remember vividly echoed by one of the Priests at the memorial service of the late Chairman Stephen Kirogo that got me deep in thought. It got me asking myself, ‘what would I want to be remembered for?’

To be quite honest, this is one of the most dreaded questions. This is because it is a kind of question that is pretty meaty and sometimes difficult to answer, but it is one question that should guide our lives.

My short time at the Public Service Commission has taught me a number of things. Not only in the professional sense but also in the sense of character building. See, I had not met the late PSC Chairman Mr. Stephen Kirogo nor interacted with him on a personal or

professional level but having heard what people had to say about the kind of person he was, it feels as though I have known him for a very long time or better yet, the kind of boss, mentor and friend I would love to have even as I progress in my career ladder.

A man who many revered as being resourceful, a great leader, a man with great respect and humility, a hard-working man with a vision to transform and change the lives of others, a man of high moral values and a man who put the common good and benefit of all ahead of all his efforts and goals.

This experience has got me thinking about how I would want to live my day to day life, the qualities I would like to portray and the legacy I

would want to leave behind. From all the tributes given by the different people who knew Mr.Kirogo personally and professionally, it is evident that three things really mattered to him; humility, being kind and compassionate to others and helping others through great service delivery.

His legacy can be summed up in one word, kindness. I am a firm believer that kindness can change lives, heal wounds and most certainly help others. In his service delivery, he saw ‘good’ in everyone and celebrated it.

He chose to acknowledge and celebrate the beauty of others in different ways regardless of whether or not they could find it in themselves and this is why ‘Wanjiku’ was at the centre of the vision he had for the Commission which is ‘A citizen-centric public service.’ The vision he had was for the sake of humanity, posterity and for the common good.

Truth be told, he is a man who will be deeply missed and greatly remembered for being a giant in the service and for the character and qualities he portrayed while at it.

As his legacy lives on, we all in our day to day lives and activities should strive to emulate the same and even be better because that is what we will be remembered for and so as food for thought, what do you want to be remembered for?

Commissions’ Internal Employee Satisfaction Survey

The Commission is carrying out an internal staff satisfaction survey that involves all staff.

The survey, which is aimed at helping the Commission’s administration to understand better the employees’ satisfaction levels was rolled out on 12th May, 2021.

However by the close of the survey on 14th May, some staff had not responded.

In a memo to staff dated 24th May 2020, the CEO, Mr. Simon Rotich urged all staff who have not participated to do so by **Friday 28th May, 2021.**

All heads of directorates, divisions, units and departments have been called upon to rally their staff in responding to the survey

PICTORIAL



Chief Justice David Maraga congratulates the newly sworn-in PSC Chairperson Mr Stephen Kirogo at the Supreme Court on 15th August 2018 as Chief Registrar Anne Amadi looks on

L-R: PSC CEO Dr Alice Otwala, vice Chairperson Amb Peter ole Nkuraiya, Head of Public Service Dr Joseph Kinyua, Chief Justice David Maraga, newly sworn in PSC Chairperson Mr Stephen Kirogo, Judiciary Chief Registrar Ms Anne Amadi and Deputy Commission Secretary Mr Simon Rotich pose for a group photo after the swearing in ceremony of Mr Kirogo at the Supreme Court on Wednesday 15 August 2018



The incoming PSC Chairperson Mr Stephen Kirogo (centre) sharing a light moment in his new office at the Commission House together with the former CEO Dr Alice Otwala (right) and the Deputy Commission Secretary, Corporate Affairs Mr Simon Rotich on 15th August 2018

PICTORIAL



The new PSC Chairperson Mr Stephen Kirogo is welcomed to his office at the Commission House moments after his swearing in at the Supreme Court on 15th August 2018. Standing next to him is his lovely wife Anne Wairimu



Chairman Stephen Kirogo walks in with the then CS Foreign Affairs Amb. Amina Mohamed for the Farewell luncheon for former commissioners at Carnivore Restaurant on 8th January 2019. At his right is former Commissioner Veronica Birgen



Mr Stephen Kirogo shaking a leg to the tunes of KSG choir during the official launch of the Rapid Results Initiative (RRI) on clearance of pension backlog at Kenya School of Government Nairobi on 26th July 2019.

PICTORIAL



Chairman Stephen Kirogo poses for a photo with the outgoing commissioners during a farewell luncheon at the Carnivore Restaurant on 8th January 2018



The newly sworn in Commissioners pose for a photo at the Supreme Court with the PSC Chairman Stephen Kirogo (5th left), former CEO Dr Alice Otwala (in pink top), Chief Justice David Maraga (6th from left) and the Chief Registrar Anne Amadi (extreme right) in August 2018



Ag CEO Mr Simon Rotich receiving handing-over report from outgoing CEO Dr Alice Otwala in March 2019. Looking on is PSC Chairman Stephen Kirogo

PICTORIAL



L-R: Dr Alice Otwala (the outgoing CEO), PSC Chairman Stephen Kirogo and Ag. CEO Mr Simon Rotich after handing-over meeting in March 2019.



PSC Chairman Stephen Kirogo (6th right) and commissioners pose for a group photo with their induction certificates at KSG Nairobi on 25th January 2019. On Mr. Kirogo's right is KSG Director General Dr Ludeki Chweya (in gown) and PSC CEO Alice Otwala (6th left)



PSC Chairman Mr Stephen Kirogo sharing some tips with Director Legal Services Ms Jacqueline Manani on 25th January 2019.

PICTORIAL



Mr Kirogo shares a light moment with Deputy Director HRM Sally Tanui during a meeting introducing the Chairman to commission staff on 23rd August 2018.



PSC Chairperson Mr Stephen Kirogo (left) chats with delegates during a break at the CAPAM Conference in Georgetown, Guyana in October 2018.



Commissioner Titus Ndambuki (third from right) is presented with gift package by the Chairperson Mr Stephen Kirogo (left) during the farewell luncheon for Vice Chairperson and Commissioners at the Carnivore Restaurant on 8th January 2019. Together with them are Senior Office Administrator Jastine Mboya (second right) and Support Staff Christine Nyagonchera (right)

PICTORIAL



The PSC Chairperson, Commissioners, Ag CEO pose for a photo with Heads of HR in MDAs on 21st March 2019 at KSG



PSC Chairman Mr. Stephen Kirogo addressing the Parliamentary Committee on Administration and National Security at Parliament buildings on 23rd May 2019, sitting next to him (R-L) is The Director Finance Dismus Ogot, Ag CEO Simon Rotich and the vice chairperson Charity Kisotu



PSC Chairman, Vice Chairperson, Acting CEO and members of the Parliamentary Committee on Administration and National Security pose for a photo at Pride Inn Resort, Mombasa on 14th May 2019.

PICTORIAL



PSC Chairman Mr. Steven Kirogo (Right) addresses a meeting during Prof Prajapati Trivedi's (second right) visit at the Public Service Commission on Wednesday 19th June 2019



PSC Chairman Mr. Steven Kirogo addressing stakeholders during the launch of the Public Sector Wage Bill study at Sarova Panafric Hotel, Nairobi on Tuesday, 18th June 2019.



PSC Chairman Mr. Stephen Kirogo presenting the Commission's input to the Building Bridges to Unity Advisory Task Force Vice Chairman Mr. Adams Oloo at KICC Nairobi on 9th August 2019.

PICTORIAL



PSC Chairman Mr Stephen Kirogo addressing a congregation during the visit to Mwai Kibaki Level 6 Hospital in Othaya, Nyeri on 2nd August 2019.



PSC Chairman Mr. Stephen Kirogo (center) receiving his Fellowship certificate from PRSK Chairman Mr. John Mramba in August 2019 at PRSK offices, Nairobi



Chief Guest, Ag. Cabinet Secretary Treasury and Ministry of Planning Amb. Ukur Yatani (Left) presenting a copy of the strategic Plan to PSC chairman Mr. Stephen Kirogo during its launch on 24th September 2019.

PICTORIAL



Head of Public Service Dr Joseph Kinyua presents an appointment letter to one of the interns from the second cohort on 17th December 2019. Standing behind the intern is PSC Chairman Stephen Kirogo



Chief Guest, Ag. Cabinet Secretary Treasury and Ministry of Planning Amb. Ukur Yatani (second left) pauses for a photo on 24th September 2019 with the logo competition finalists Ms Mildred Atieno (left), Mr Sydney Kithome (third left) and Ms Cynthia Wahito (fourth left). Also in the photo are the PSC Chairman Stephen Kirogo (third right), Vice Chairperson Charity Kisotu (second right) and Commissioner Reuben Chirchir



PSC Chairman Mr. Stephen Kirogo addressing students and staff of the University of Kabianga during the Constitutional Commissions and Independent Offices (CCIOs) 8th annual conference in 2019

PICTORIAL



PSC Chairman Mr Stephen Kirogo chats with the Deputy Coordinator of the Unit in Charge of application of RRI in Niger Mr. Zodi Abouzeidi during a courtesy call by the delegation on the Chairman on Monday, 4th November 2019.



Mr Kirogo presents a token gift to Korean delegates on 21st November 2019. Looking on is PSC CEO Mr Simon Rotich (2nd left).



PSC Chairman Mr. Stephen Kirogo (left) consulting with the Chairperson for the panel charged with nomination of Auditor General (AG) during the press briefing at the Commission House on 12th December 2019.

PICTORIAL



PSC Chairman Mr. Stephen Kirogo and International Youth Fellowship (IYF) founder Rv (Dr) Ock Soo Park exchanging the signed MOU documents while Commissioners and other invited guests look on 20th January 2020.



Churchill Otieno, the President of Kenya Editors Guild (KEG) introducing the PSC Chairman Mr. Stephen Kirogo to Mr. Maina Muiruri, Chairman MCK, and a KEG member Mr. William Janak, who is also Chairman of Kenya Correspondents Association, during the KEG and PSC meeting at the New Stanley Hotel, Nairobi on 3rd March 2020.

PSC Chairman Stephen Kirogo addresses the media team during a briefing session on the Interviews for Registrar and Assistant Registrars at the Commission House on 29th June 2020. Together with him are PSC Commissioners and CEO

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Vision

A Citizen-centric public service

Mission

To reform and transform the public service for efficient service delivery

Core Values

- Citizen Focus
- Professionalism
- Innovation
- Team-work

Public Service Commission Directorate

- Recruitment and Selection
- Human Resource Management & Development
- Establishment and Management Consultancy Services
- Performance and Service Delivery Improvement
- Board Management Services
- Compliance and Quality Assurance
- Finance and Planning
- Corporate Services
- Legal Services
- Internal Audit

Commissioners

Ms Charity Kisotu, EBS	-	Ag. Chairperson
Dr Joyce Nyabuti	-	Commissioner
Dr Mary Mwiandi	-	Commissioner
Dr Reuben Chirchir	-	Commissioner
Amb. Patrick Wamoto, EBS	-	Commissioner
Amb. Salma Ahmed	-	Commissioner
Mr Andrew Muriuki	-	Commissioner
Ms Joan Otieno	-	Commissioner

Secretary/Chief Executive

Simon K. Rotich, CBS