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Selection panel shortlists candidates for PSC top jobs

By Badi Khamis and Pauline Muriuki

Over 900 people applied for the advertised position of Vice Chairperson and Commissioners of the Public Service Commission. 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 shortlisted to face the selection panel for the available eight positions of commissioners.

The selection panel has invited the shortlisted candidates for interviews



Members of the selection panel after being sworn in at Harambee House in Nairobi with their chairperson Muthoni Kimani (4th left) over a month ago

which are scheduled to be conducted from 29th October to 3rd November 2018.

“The shortlisted candidates are invited to attend interview at Harambee house”, reads the statement published by the panel chairperson Ms. Muthoni Kimani.

Once appointed, the new vice chairperson and the commissioners will serve for a non-renewable term of six years.

The current vice chairperson and commissioners will vacate their positions on 9th January 2019 upon expiry of their six year term. Shortlisted candidates are required to carry their National ID cards, academic and professional certificates and any other supporting

documents. In addition, the candidates are required to get clearance from Kenya Revenue Authority, Higher Education Loans Board, Ethics and Anti-corruption Commission, Credit Reference Bureau and the Directorate of Criminal Investigation.

Members of the public have been invited to present in writing any credible information of interest relating to any of the shortlisted candidates.

The position of chairperson was filled in August this year following the appointment of Mr Stephen Kirogo for a six year term.

President Kenyatta commends hard working public officers

By Harold Avisia

President Uhuru Kenyatta has commended public servants for their commitment and hard work. Addressing the nation during this year's Mashujaa day celebration at Bukhungu Stadium in Kakamega County on 20th October, the head of state thanked all honest and hardworking Public Officers and Police Officers.

"It would not be right for me to fail to applaud all honest and hardworking Public Officers and Police Officers. There are many of you within the ranks of Government. On behalf of the People of Kenya, I thank you for remaining resolute. This day celebrates you, too, as our heroes," he said. This was in addition to having expressed gratitude on behalf of the entire Nation to men and women whose efforts and sacrifices brought independence from colonial rule as well as those who advanced the cause of democracy and the rule of law.

The President also underscored the need for public officers to adhere to the values and principles in Article 10 and 232 of the Constitution. Public Service Commission is the custodian of the forms for Declaration of Income, Assets and Liabilities by all civil servants.

The President further informed Kenyans that he had



President Uhuru Kenyatta addressing the nation during this year's Mashujaa Day celebrations at Bukhungu Stadium in Kakamega County on Saturday 20th October

directed actions that will reduce wastage of public funds and make government departments more accountable and efficient.

"I am aware that every taxpayer's shilling is hard earned, and that it must be translated to services that make a positive impact in the lives of our people," he said.

The Chairperson of the Commission Mr. Stephen Kirogo during his inaugural address to Commissioners and staff of the Commission on 23rd August, 2018 said: "In recognition that resources are scarce and there are many competing priorities, the public service should be at the forefront in eliminating wastage by targeting to achieve more with less resources."

The Chairperson also said the Commission will work with the government to ensure the "Big Four" agenda succeeds.

"It would not be right for me to fail to applaud all honest and hardworking Public Officers and Police Officers..... On behalf of the People of Kenya, I thank you for remaining resolute"- President Uhuru Kenyatta

Service delivery innovations mark CAPAM's 12th Conference in Guyana

**By Browne Kutswa
and Gabriel Juma**

Service delivery innovations capped this year's Commonwealth Association for Public Administration and Management (CAPAM) biennial conference in Georgetown, Guyana attended by hundreds of delegates from across the world.

The Public Service Commission was represented by Chairperson Mr Stephen Kirogo accompanied by the deputy director (governance) Mr Gabriel Juma.

The conference, the 12th since inception of the organization, was held from 22nd to 24th October 2018 under the theme "Transforming the Public Sector for Climate Governance". It was officially opened by the Prime Minister of the Republic of Guyana Moses Veerasammy Nagamootoo who stressed that the public service requires capacity to bring about necessary change in the mindsets of citizens towards green energy.

Mr Juma was among experts who were invited by CAPAM secretariat to present technical papers during the conference. His presentation was on "Role of the Public Service in Determining a Nation's Climate and Economic Agenda: Challenges, Opportunities and Responsibilities".

The conference resolved to deepen awareness on climate change through campaigns on social media and mainstreaming climate change in the curriculum at all levels of learning so as to create a pool of climate smart citizens.

The conference also provided an opportunity for member countries to showcase their innovations and their impact on service delivery. Innovations was singled out as the



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

greatest strategy to improving service delivery and finding solutions to the challenges facing citizens. The most outstanding innovations were:

- a) Helping elderly Singaporeans plan for retirement in a digital world, developed by the Singapore Central Provident Fund to enable elderly Singaporeans access their retirement benefits at the comfort of their homes using digital technology.
- b) Project SAFER derived from "Sense-making Analytics for Maritime Event Recognition", a collaboration between the Maritime and Port Authority of Singapore (MPA) and IBM, aimed at improving port operations and enforcements to support increasing Singapore's growth in vessel traffic and ensure the port of Singapore was efficient.
- c) Unnaya Banka – Reinventing Education Using Technology (India) to provide quality education for all through integration of technology in monitoring and accountability in the education system through the 4-Es (expansion, excellence, equity and employability).
- d) Garbage clinics – Ambikapur Solutions for garbage in India focusing on mobilizing the community in Ambikapur to re-engineer its waste management system.
- e) Implementation of e-procurement at the Central Water Authority: the government of Mauritius implemented the e-procurement System (e-PS) to centralize and modernize procurement using ICT. The module provides a transparent system with audit trails and promotes integrity, fairness, transparency and accountability.

HR professionals discuss future of their profession

By Badi Khamis

The Institute of Human Resource Management (IHRM) held its 22nd annual conference in the coastal city of Mombasa from 23rd to 26th October 2018 and resolved to reengineer the profession to fit in the changing business environment.

Themed “Look back to look forward”, the conference deliberated on emerging trends that will drive the profession into the future. Participants were given insights on early HR practices and the milestones achieved over the years.

The forum also provided an opportunity for HR professionals to understand how business operates and the role of HR in the process. In attendance were HR professionals from both public and private sector institutions. Addressing the conference, Public Service Commission CEO Dr Alice Otwala said the public sector has over the years established a unique approach to HRM involving entitlements to employees.

“The public service was for a long time perceived as the model employer in many countries and at the forefront of employment reform, innovation and better conditions of service,” said Dr Otwala, adding that traditionally, employment in the public sector was based on the notion of a ‘career service’ of security of

tenure and life-long employment.

On the new management practices, Dr Otwala said that Human Resource Management has the potential to achieve targets in tandem with the strategic direction of the public sector.

She informed the delegates that currently emphasis is gradually shifting to securing and retaining staff who can achieve desired outcomes, thereby dismantling the notion of a job for life.

Also present during the conference was IHRM Executive Director Mrs Dorcas Wainana who expressed the need for HR professionals to acquire analytical skills to lead their organizations in a more data-



Dr Alice Otwala addressing participants during a past event

driven and strategic way. “Although HR management has come a long way from its beginnings, it is still poised to have a greater impact on the organization it serves,” said Mrs Wainana.

“The public service was for a long time perceived as the model employer in many countries and at the forefront of employment reform, innovation and better conditions of service”—Dr Alice Otwala

PSC Staff sensitized on pension scheme



Mr Joshua Ejakait of Gen Africa making a presentation during the PSC Staff Pension Scheme sensitization meeting held in the Commission training room on 25th October 2018

By Pauline Muriuki

Members of the PSC Staff Pension Scheme have been taken through a two-days sensitization program to enlighten them on the various aspects of the Scheme. The exercise focused on the scheme's investments, governance, structure and benefits payable, retirement planning and financial wellness.

Mr Joshua Ejakait of Gen Africa, the fund manager, enlightened members on the obligations of the fund managers, the scheme administrators as well as the contributors. He explained the characteristics of assets in terms of risk, return and liquidity, and how one can

determine which areas to invest in. Mr Ejakait emphasized the importance of estimating how much one will be spending every month on retirement so that they can set goals that are commensurate with what they would like to earn. He said,

“Plan for retirement. If you wish to live comfortably in retirement, you can arrange to make extra contributions to achieve that goal.”

Mr Adolf Muchiri of Enweath the Fund administrator assured members that under no circumstances can a pension scheme wind down without the involvement of all the

stakeholders. He assured members that their pension is secure. Concerning the Board of Trustees of the Scheme, Mr Muchiri said, “The Board of Trustees have the best interests of all members of the pension scheme; they ensure the scheme is administered according to the laid down regulations.”

While responding to concerns from members about what happens to their pensions after retirement, the Acting Director Human Resource Management and Development Ms Joan Machayo said, “Retirees withdraw from the fund and invest in annuity according to their own choice. They’re no longer under the fund.”

PSC Staff Pension Scheme is a contributory scheme which came into effect on 1st July 2014. In its first two years, the employee contributed 7.5 % of monthly basic salary while the employer contributed 15%. In 2016 the contributions were reviewed upwards to the current 10% by the employee and 20% by the employer.

The training was held in the 7th floor training room in the new Commission building on 25th and 26th October 2018.

PSC now has a choir to promote public service values through music



The Deputy Commission Secretary Corporate Services Mr Simon Rotich with a section of members of the choir during the inaugural meeting in the Commission boardroom on 18th October 2018

By Pauline Muriuki

The Public Service Commission choir has formally been inaugurated with the objective of articulating the values and principles of the public service as enshrined in the Constitution through music.

While inaugurating the choir, Deputy Commission Secretary Corporate Services Mr Simon Rotich said the Commission recognizes that one of the ways of developing quality relationship with the publics and disseminating its mandate and achievements in fresh and contemporary ways is through songs.

“Music is one of the strategies for promoting the values and principles in the

Framework for the implementation of Values and Principles in Articles 10 and 232 of the Constitution in the Public Service,” he said.

It is envisaged that the Choir through music will enhance the acquisition and retention of the messages passed through songs to the public.

During the first meeting held to chart the way forward, Mr Rotich expressed satisfaction with the good response from members of staff and assured that adequate room for practice will be created.

The Director Compliance and Quality Assurance Mr Simon Wachinga who attended the

meeting said that the choir will pitch for the values and principles of public service in Articles 10 and 232.

“One of the value drivers is drama and music which is legally supported,” said Mr Wachinga, reiterating that the choir will pick a theme from values of the Commission such as integrity, marginalization, diversity, among others to present in songs.

Also present during the meeting was the Deputy Director Corporate Communication and Media Relations Mr Browne Kutswa and other members of staff from various directorates. Members also selected officials to embark on developing concept paper outlining the structure of the choir, objectives, terms of reference for the Committee and members among other issues pertaining to the choir.

The choir was inaugurated on 18th October 2018 under the chairmanship of Mr Rotich.

Fitness gym helps to bridge gaps at PSC – *with Kenneth Muchira and Griffins Omondi*

After a few awkward months, staff at the Public Service Commission appear to have found a system that works for all at the Commission gym. Given the magnitude of the mandate bestowed on the Commission, it is easy to understand why the premises plays host to a high number of very senior officials. As is the case in many bureaucratic systems, senior officers and lower ranking officers rarely mingle, and in the few instances that they do, it is usually on official matters.

This was the case when the gym was opened last year. The gym was frequented mostly by junior staff who would become uncomfortable when a senior member walked into the gym to exercise with them. Senior members were concerned about scaring away the junior staff by their attendance while the latter would not know how to maintain protocol lines while still sweating it out. Thanks to the instructors' ingenuity and the willingness of both the senior and junior staff members, today if you walked into the gym during workout sessions you wouldn't distinguish between a



L-R: Fitness instructors Kenneth Muchira and Griffins Omondi pose for a photo during a training session

commissioner and a support staff. That air of awkwardness has since ebbed away and has been replaced by a more welcoming attitude of friendship and togetherness among staff members.

The instructors are particularly grateful to Commissioners Lawrence Nyalle (one of the most consistent gym clients), Catherine Omweno, Veronica Birgen and the Deputy Commission Secretary Corporate Services Mr. Simon Rotich for doing what few people in similar positions would even dare - exercising with junior staff members and encouraging them on.

We encourage more members to enroll in the gym. Rather than paying a lot for other gyms outside, why not come and shed those calories right here at the Commission House with colleagues free of charge?

Kenneth Muchira and Griffins Omondi are Fitness instructors at the PSC gym

PSC IN PICTURES



The Director Compliance & Quality Assurance Mr Simon Wachinga (fourth left) making a point during the inaugural meeting of the PSC choir members in the Commission boardroom



Principal Executive Secretary Ms Faustina Kwena belts out a tune during the inaugural meeting of the PSC choir members in the Commission boardroom



Mr Adolf Muchiri of Enwealth - the pension fund administrator, makes a presentation during the members education program in the PSC training room



Members of Public Service Commission Pension Scheme following the proceedings during the members education program in the PSC training room

PUBLIC SERVICE COMMISSION

Commission House
Harambee Avenue
P. O. Box 30095—00100
Nairobi

Tel. 254 20 2223901
254 20 2227471
Fax No 254 20 214791

Website:

www.publicservice.go.ke
psck@publicservice.go.ke

Facebook page:

Public Service Commission of
Kenya

Twitter:

@PSCKenya

EDITORIAL TEAM:

Editor:

Browne Kutswa

Editorial Assistants:

Pauline Muriuki
Badi Khamis

Design & Layout:

Pauline Muriuki
Badi Khamis

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