

ADDRESS BY HON. AMB. UKUR YATANI, CABINET SECRETARY, THE NATIONAL TREASURY AND PLANNING, DURING THE LAUNCH OF THE PUBLIC SERVICE COMMISSION STRATEGIC PLAN 2019-2024 AT KENYATTA INTERNATIONAL CONVENTION CENTRE (KICC) TUESDAY 24.09.2019

Chairman, Public Service Commission, Mr Stephen Kirogo;

PSC Commissioners;

Principal Secretaries;

Chairpersons of Constitutional Commissions and Independent offices;

Distinguished guests;

Ladies and Gentlemen

Good morning!

I am pleased to join you here today on this important occasion of launch of the Public Service Commission Strategic Plan for the period 2019-2024. I am also pleased to note that the Commission has developed a new logo that will help define its corporate identity.

Strategic plan considered an organization's management tool used for setting priorities, focusing resources, strengthening

operations by ensuring that employees and other stakeholders work towards common goals by establishing agreement around intended outcomes is the first conscious critical roadmap to a successful organization's journey.

It's imperative that its preparation is not only demanding but also a time consuming exercise which calls for total commitment. At the outset, I therefore take this earliest opportunity to congratulate the Commission for this milestone undertaking which undoubtedly took long and careful preparation leading to production of a professional document. Particularly I wish to acknowledge and congratulate the chairman Mr Kirogo and his fellow commissioners for prioritizing the development of this strategic plan at the beginning of their term in office. I have no doubt that the lessons drawn from the previous plan will positively shape and contribute to successful implementations of agreed targets in the plan we are launching today.

Ladies and Gentlemen,

The importance of Strategic Planning for any government or organization cannot be overstated. It is the foundation for measuring performance, resource mobilization and driving development.

It is for this reason that Strategic Plans developed by government ministries, departments, agencies and state corporations must be aligned to the overall government development blue-print - the Kenya Vision 2030 as well as the Big 4 Agenda and the United Nations Sustainable Development Goals. I am pleased to note that this strategic plan is aligned to our country's development aspirations and global targets as espoused in the above strategy documents.

We are now in the Third Medium-Term Plan (MTP3) of the Vision 2030 roadmap that outlines Kenya's development focus for five years (2018- 2022). The key drivers of the MTP3 include the achievement of 10 per cent GDP growth, and assuring Kenya's transition into a middle-income economy.

Public Service Commission plays a significant role in driving the national development agenda by hiring and sustaining suitable human resources that can effectively and efficiently implement the national programs and projects. The expectation on the Commission to ensure the requisite skills mapping, recruitment and retention of skilled and ethical human resources through research-based interventions in the service is therefore high.

Ladies and Gentlemen,

Public Servants have over the years been under sharp scrutiny from citizens and civil society organizations calling for better performance and more commitment to values and principles of governance and public service as required by the Constitution. Some of the areas that require improvement include service delivery to the public, corrupt practices and impunity among public servants.

Public Service Commission draws its mandate from Articles 234, 232 and 10 of the Constitution, which purpose to eradicate, if not reduce the vices I have just mentioned. As a Constitutional Commission, Kenyans expect you to deliver fully on this mandate, and in this regard, I am happy that your Strategic Plan places the citizen at the centre of service delivery.

I am confident that you will fully implement the Strategic Plan to not only disapprove those who accuse public servants of being good planners but poor implementers, but also work towards giving an end of term report that you will be proud of.

As you are aware, inadequate financial resources will always be a challenge in implementation of strategic plans in developing countries like Kenya. However, while the government will endeavor to meet its financial obligations towards competing demands, it is imperative that we keep thinking of innovative

ways to plug in for the deficits. I therefore urge you to explore ways of working with other partners through public-private partnerships where feasible, to expand your capacity to implement more and improve on your achievements.

As you embark on this plan period, Kenyans expect you to come up with practical solutions to the current challenges of bloated public service in the counties, ballooning wage bill and high levels of youth unemployment, among others. Currently, most County governments are spending over 60% of their budgets on salaries, which leaves very little or no funds for development, hence little value to the tax payer. This trend needs to be reversed.

As I conclude, I urge you to be cognizant of the fact that the task ahead of you is enormous, and the government will provide you with all the support you will need.

With those remarks, it is now my pleasure to declare the Public Service Commission Strategic Plan 2019-2024 and the Commission's new logo officially launched.

Thank you and God bless you all.