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PSC to hold roundtable forums with cabinet secretaries



PSC CEO Dr. Alice Otwala speaks during the APSEA National Professionals Convention at Safari Park Hotel Nairobi on 6th July 2018. On her right is Public Service, Youth and Gender Affairs Cabinet Secretary Prof. Margaret Kobia and APSEA Chairperson Mrs. Irene Njeri —Full story on page 3

By Browne Kutswa

The Public Service Commission will hold roundtable discussion forums on human resource issues with the top leadership in all Ministries, Departments and Agencies (MDAs) from 10th to 20th July 2018.

The objective of the forums is to familiarize the newly appointed Cabinet Secretaries, Chief Administrative Secretaries, Principal Secretaries, Heads of Human Resource Management and Development and members of the Ministerial Human Resource Management Advisory Committees on government human resource operations and their leadership role as implementers of human resource functions.

The forums seek to ensure that the top

management of all ministries and state departments are well grounded and equipped with appropriate knowledge, skills, competencies, and understanding of their expected accountability and responsibility roles.

“Appointees into the office of Cabinet Secretary, Chief Administrative Secretary and Principal Secretary are drawn from diverse backgrounds hence the need for sensitizing them on practice, operations and the general business of government. This will ensure coherence and a standardized approach in the management of the HR function and public affairs across all ministries,” Amb. Nkuraiyia said in a statement.

Commissioners will lead technical teams in conducting the sensitization forums at respective ministries’ boardrooms. The Ministries of

Land, Defence, and Agriculture, Livestock, Fisheries and Irrigation will be the first to be sensitized on 10th July 2018. Other ministries that have confirmed participation are Devolution and ASAL, The National Treasury and Planning and Foreign Affairs who will have their day on 12th July 2018, followed by Lands and Physical Planning and Labour and Social Protection on 13th July 2018.

The forums will provide an opportunity to share knowledge and practices necessary for managing the HR function under the delegated powers; Promote a culture of accountability and good governance in the performance of Human Resource function; Appraise participants on the provisions of the PSC Act 2017, PSC Regulation 2017, and revised HR policies; Discuss emerging issues on the accountability, responsibility and functional roles of respective public servants and expectations of the Commission; and Share experiences and challenges encountered in the implementation of Commission’s decisions and chart the way forward.

It is expected that the forums will lead to better knowledge, skills and competencies in managing public service affairs; Coherent and standardized approach in management of HR function and public affairs across MDAs; Commitment to efficiency and effective delivery of quality services to the citizenry, and; Exhibition of clear adherence to the principles of good governance, accountability, and ethical conduct by public servants in the performance of public service duties.

Public service week draws crowds



Dr Alice Otwala, CEO/Secretary Public Service Commission addresses participants during the Public Service Week forum held at the KICC on 28th June 2018

By Victor Achola

The annual public service week kicked off at KICC in Nairobi on 28th June 2018, drawing attendance from across various public service organizations and the general public. An exhibition was also held on the sidelines of the event. The day recognizes the work public servants do.

CEO Dr Alice Otwala told the gathering that Public Service Commission is committed to improving working conditions of public servants with a view to ensuring enhanced service delivery.

She underscored the role public servants play in

service delivery and improving the lives of Kenyans noting that this can only be achieved through hard work and commitment.

“Public servants continue to show unwavering professionalism despite the various challenges they face. The Commission will continue to work diligently to ensure their working conditions are improved and at the same time ensure service delivery is enhanced,” she said.

She called for continual learning by public servants and the need to adapt and adjust in order to meet the needs of all Kenyans.

She challenged public servants to embrace innovation and creativity in the process of

service delivery adding that technology is a must if the service has to be modern, strong .effective and efficient.

She was accompanied by the director Compliance and Quality Assurance Directorate Mr Simon Wachinga.

“Public servants continue to show unwavering professionalism despite the various challenges they face.....” - Dr Alice Otwala

Calls for integrity dominate APSEA forum



Prof Margaret Kobia, Cabinet Secretary Ministry of Public Service, Youth and Gender Affairs (left) receives a communique from the Chairperson of APSEA Ms Irene Wanyoike, at the end of the two days National Professionals Convention held at Safari Park Hotel on 5th-6th July 2018

By Browne Kutswa and Monica Toroni

The Association of Professional Societies in East Africa (APSEA) has warned that it will not tolerate any of their members who abet corrupt practices in the course of their professional duties.

In a joint communique issued at the end of a two days inaugural National Professionals Convention at Safari Park Hotel in Nairobi on 6th July 2018, participants agreed that professional associations must be held to account and take bold steps to uphold the integrity of professionals.

“Professional associations must guard against those who taint their image and sanction those who transgress professional standards,” reads the communique.

Lack of integrity in both

public and private sectors was cited as a threat to Kenya’s development as it deprived the public of vital resources that are needed for improving their standards of living. It was further noted that the current structures of handling disciplinary issues within professional associations have not been effective in reinforcing integrity and professional standards hence the need for APSEA to lobby professional associations to introduce more effective ways in handling disciplinary issues.

The association expressed its support for the lifestyle audit ordered by President Uhuru Kenyatta but cautioned against politicization of the process.

“The proposed vetting and lifestyle audit will improve governance and inspire confidence in the country’s

commitment to the values of leadership and integrity.”

It was resolved that APSEA should be included in the vetting process by both the national and county governments during the hiring and appointment of public and state officers in order to enhance integrity in the management of public officers.

Regarding the need to sustain dialogue on leadership and integrity, it was proposed that a Presidential and Governors Roundtable on governance and integrity be established to support the realization of chapter six of the constitution and entrench good governance.

The conference was officially opened by industrialization cabinet secretary Adan Mohammed on 5th July 2018 and closed by his public service, youth and gender affairs counterpart Prof. Margaret Kobia.

Speakers included attorney general Paul Kihara, PSC CEO Dr Alice Otwala, EACC CEO Halake Waqo, lawyer Patrick Lumumba, Director General Kenya School of Government Dr Ludeki Chweya, and Kenya Medical Association Vice chairman Dr Lukoye Atwoli.

Also present were PSC commissioners Dr Judith Bwonya, Catherine Omweno and Veronica Birgen.

PSC staff back from intensive performance seminar in China



Commissioner Catherine Omweno addressing participants in one of the sessions during the three weeks seminar at the Certification Centre of Commerce in Hangzhou, China.

By Pauline Muriuki and Badi Khamis

A delegation of 22 senior officers and commissioners from the Public Service Commission who were on a study tour in China returned home with lessons they hope will go a long way to improve their performance. They attended an intensive three-week seminar on building high performance work teams for enhanced service delivery in Public Service Management that was sponsored by the Chinese government.

The seminar dubbed “Government Governance and Human Resource Development for Kenya” ended on 18th June, 2018 at the Certification Centre of Commerce in Hangzhou, China.

The main objective of

the seminar was to provide an opportunity to learn from China's experiences in raising the standards of governance and human resource development in the public sector.

According to the participants, the seminar provided an excellent eye-opening experience on improving the management of human resource systems. It focused on governance in China and Kenya human resource management and development, socio-economic development and governance structures in the respective counties.

Deputy Commission Secretary Mr. Simon Rotich who attended the seminar described it as enriching adding that it covered a wide spectrum of topics such as Recruiting Strategy, Evaluation and Motivation, Talent Introduction and Recruitment in Private Sector in China, Practice

of Human Resource Management in Public Sector, Business Etiquette, Theory and Practice of Government Performance Management and Chinese History, Language and Culture among others.

Among the participants were Commissioners Prof Michael Lokuruka, Lawrence Nyalle and Catherine Omweno, Deputy Commission Secretary in charge of technical services Ms Jane Chege and the Director Establishment and Management Consultancy Services Mrs Jane Songole.

PSC embraces cutting edge technology, hosts video conferencing for legal experts

By Pauline Muriuki

The Public Service Commission facilitated a live conferencing session with external lawyers on Somalia-vs-Kenya in the Commission boardroom on 25th June 2018 using cutting edge video conferencing technology.

The 10-member meeting was held following a request from the Attorney General to PSC to host the session with external lawyers on Somalia-vs-Kenya matters at the Public Service Commission Board Room.

Video conferencing is a technology that allows users in different locations to hold face-to-face meetings without having to move to a single location together.

With such technology, people from remote places are able to participate in a meeting, feedback is instant, and quick decisions are taken.

The meeting was also attended by Attorney General, Paul Kihara.

2018 Annual Report team gets down to work

By Badi Khamis

A nine-member team that was appointed to prepare the Commission's annual report ahead of the 30th September deadline for submission to parliament has begun its work. Submission of the annual report is a requirement under Article 254(1) of the Constitution and Section 90 of the Public Service Commission Act 2017.

CEO Dr Alice Otwala appointed the team under the chairmanship of Deputy Director Compliance and Quality Assurance Mr. Gabriel Juma and tasked them to develop an activity work plan and timelines. They will receive submissions from all directorates for inclusion in the report.

The report is expected to outline challenges and milestones

The report is expected to outline challenges and milestones realized during the financial year under review



PSC CEO Dr Alice Otwala

realized during the financial year under review. It will act as a platform where the Commission will give its recommendations on different emerging issues and the interventions it has put in place to transform the public service, improve service delivery and meet the requirement of the law in the delivery of its mandate.

Other members of the committee are Deputy Director Public communication Mr Browne Kutswa, Assistant Director HRM Ms Carol Kiget, Assistant Director Finance and Planning Ms Rebecca Kiplagat, Assistant director Legal Services Ms Christine Bari, Principal HRMD Officer Mr Jethro Mosoti, Chief HRM officer Ms Hannah Mwangi, Economist Mr Joseph Kenei and Assistant Director HRM Mr Jeremiah Kagwe.

PSC assigns desk officers to Ministries

By Pauline Muriuki and Badi Khamis

Every ministry will have a liaison officer from the Public Service Commission assigned to it to enhance cross-functional communication and relationships between ministries and the Commission.

According to a dispatch from the Director Compliance and Quality Assurance Mr Simon Wachinga, the assignment of desk officers is in alignment with the new government structure in the Executive Order No. 1 of 2018 which provides the list of government ministries and state departments.

The executive order lists 21 ministries comprising 43 state departments. Each desk officer will be assigned one ministry and will handle enquiries from respective clients, follow up on pending matters and inform the management accordingly. This will reduce the backlog of pending issues and expedite access to relevant information to concerned parties.

This arrangement was made after it was established that there was need to identify and dedicate officers to facilitate communication with the commission on various matters concerning officers in the ministries.

Next Generation HR seminar concludes in the UK



Commissioner Patrick Gichohi receiving a certificate of participation from the organizers at the end of the Next Generation Human Resources seminar held at the Public Administration Institute in London, United Kingdom

By Pauline Muriuki

A four-day high level seminar to explore approaches to improving effectiveness in the public service and requirements of human resource managers and other staff was held at the Public Administration International Institute in London, UK from 18th to 22nd June, 2018.

Commissioner Peter Gichohi and CEO Dr Alice Otswala attended the seminar that also brought together other participants from Kenya, Uganda, Seychelles, Thailand and Sri Lanka.

Christened Next Generation Human Resources - Transforming people management in the Public sector, the seminar's objectives included reviewing and improving leaders' approaches to human resource management and sharing experiences in public service delivery in different countries.

The seminar also covered a wide range of thematic topics relevant to the Kenyan civil service with a view to supporting organizational change that

would transform human resource to focus on business needs and work force engagement. UK has a public service population of 300,000 people excluding the police and health staff.

"We picked lessons that would be useful in interviewing techniques, improving performance appraisal systems, improving training policy guidelines and completing the competency framework for service, said Dr Otswala.

QUOTE OF THE WEEK

'Leaders don't take bribes ... it is taken on their behalf' (Makueni Governor Prof. Kivutha Kibwana speaking during the APSEA convention at Safari Park Hotel Nairobi on 6th July 2018

Experiences from China

For a majority of the PSC officers attending the 3 weeks seminar on "Government Governance and Human Resource Development for Kenya" in Hangzhou, China it was their first time to visit the Far East nation, popularly known as the land of the dragons. Their encounters with the Chinese people and their rich culture taught them many valuable lessons. We share snippets of their fascinating experiences:

Senior Citizens' life in China

"One of the greatest lessons for me was on the aspect of respect of the elderly by the Chinese people. This culture is passed down from generation to generation. The young children are taken care of by the grandparents in order that all the right values and culture may be passed down to the next generation. Public servants are allowed to take early retirement once they receive a grandchild in order to actively participate in the bringing up of the grandchild. The senior citizens are availed opportunities of meeting in public spaces where their recreational needs are provided. It was a common sight to see them participating in dances in the evening. This is one of the contributing factors to their long life expectancy which averaged 76.4 in 2017 compared to Kenya's average of 64.6 years." (Rebecca Kiplagat, Assistant Director Finance and Planning)

Character is everything

"The public servant is expected to deal with the citizens with (*propriety*) politeness and with speed and the citizen will then do an appraisal of the public servant. Character is very important. According to Chinese philosopher Confucius, people should obey the law, and do what the emperor and government officials told them to do.

"Also, people should do their duty to their parents and take good care of their children, and people should do their duty to their ancestors and to the gods.

"At the same time, the government should do its duty to the people, and not abuse them or ask too much of them. The emperor should be cooperative and helpful to the people, just as the people were helpful and cooperative to him" (Joan Machayo, Acting Director HRM&D)

PICTORIAL: PSC study tour, Hangzhou, China



Commissioner Catherine Omweno presents a packet of tea bags to one of the Chinese facilitators during the seminar at Hangzhou, China as Ms Jane Chege, Deputy Commission Secretary, Technical Services looks on



A facilitator addresses participants during one of the sessions at the Certification Centre of Commerce in Hangzhou, China



Commissioner Prof. Michael Lokuruka receives a certificate during the seminar at the Certification Centre of Commerce in Hangzhou, China as other participants look on



Participants pose for a group photo during one of the sessions

8 **PICTORIAL: APSEA National Professionals Convention
Safari Park Hotel, 5th to 6th July 2018**



Commissioner Dr Judith Bwonya listens keenly to a delegate who visited the PSC exhibition stand as Deputy Director Public Communication Mr Browne Kutswa (centre) looks on



CEO Dr. Alice Otwala delivers her presentation on the importance of professionalism in the public service



PSC Commissioner Judith Bwonya (Right) welcomes Cabinet Secretary Ministry of Industry, Trade and Co-operatives Adan Mohamed (Centre) at the PSC exhibition stand



PSC Commissioner Veronica Birgen answering a question posed by a delegate



Caroline Kiget, Assistant Director PSC (left) and Stephen Okumu Senior ICT Officer (right) attending to delegates who flocked the PSC exhibition booth



Attorney General Paul Kihara addresses the conference on the need for integrity in the public service

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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

Amb. Peter ole Nkuraiya, CBS	-	Acting 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