



A bi-weekly e-newsletter of the Public Service Commission

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## PSC chair calls for strengthening of PR function in government institutions



PSC Chairperson Stephen Kirogo makes a presentation during the PRSK Annual Summit at Pride Inn Paradise Beach Resort, Mombasa on 15th Nov. 2018

### By Browne Kutswa

Public Service Commission chairperson Mr Stephen Kirogo has expressed the need to strengthen and empower public relations and communication professionals in public institutions to effectively manage the government’s corporate image.

Addressing this year’s Public Relations Society of Kenya (PRSK) annual summit at Pride Inn Beach resort in Mombasa on Thursday last week, Mr Kirogo acknowledged the critical role public relations and communication officers play in projecting a positive image of the government and promoting its development agenda.

Mr Kirogo while responding to concerns raised by delegates at the conference that these cadre of public servants have

stagnated in the same grades for a long time said the commission will consult with relevant stakeholders to ensure a clear career path for the officers in order to motivate and exploit their full potential.

He said PR and Communication is a management function that should be fully harnessed and strategically positioned within organizational hierarchy to be able to influence policy decisions that impact on the government’s corporate brand.

Mr Kirogo noted that PR professionals should be empowered to be able to provide effective communication of Government agenda, mobilize citizen support for government programmes, disseminate public policy and manage crisis and emergency

communication challenges.

To stem the onslaught from other competing professions, he challenged the PR community to employ innovative adaptation and reinvention techniques to match competition from other emerging disciplines.

“PRSK as the lead agency must engage in regular review of curriculum and focus on professionalization, legislation and policy, professional certification, and institutionalization of a rewards and sanction system,” he said.

“Professionalization of PR will anchor its future,” he said, emphasizing that enhanced value-for-money proposition will define public and private sector retention and uptake of PR function.

The conference was officially opened by the Principal Secretary in the state department for broadcasting and telecommunications Ms Fatuma Hirsi. It was also addressed by PRSK chairperson Jane Gitau and the President of African Public Relations Association (APRA) Yomi Badejo-Okusanya.

PR campaigns that excelled in different categories were feted with various awards during the gala ceremony.

## AU unveils guidelines for implementation of charter on public service values and principles

By Pauline Muriuki

The First Conference of States Parties to the African Charter on the Values and Principles of Public Service and Administration was held on 12<sup>th</sup> and 13<sup>th</sup> November 2018 in Nairobi, Kenya.

The main objective of the conference was to formally constitute the Conference of Parties to foster cooperation and solidarity among State Parties in the implementation of the Public Service Charter.

The Conference of State Parties also facilitates the creation of a conducive environment for good governance and the delivery of quality public service on the continent through the harmonization of policies and laws of state parties.

Delegates acknowledged that the effectiveness of the Charter lies in its implementation and in the translation of its provisions to assure effective public service delivery and winning the fight against corruption in Africa.

The delegates agreed to adopt the Guidelines on the implementation of the African Charter and considered ways to use the Guidelines for reporting



Delegates pose for a photo during the First Conference of State Parties to the African Charter on Values and Principles of Public Service held at the Kenya School of Government. Seated in the middle is the cabinet secretary for public service, youth and gender affairs Prof Margaret Kobia and PSC chairperson Stephen Kirogo (second right)

purposes. They called upon States Parties to explore ways of enhancing cooperation and solidarity among States Parties in deepening the domestication of the African Charter.

Participants at the meeting were Ministers and senior officials from Algeria, Burkina Faso, Burundi, Cote D'ivoire, Republic of Congo, Kenya, Lesotho, Mali, Malawi, Mozambique, Namibia, Rwanda, South Africa, Tanzania and Zambia.

Also in attendance were representatives from the African Association of Public Administration and Management (AAPAM) and the African Management Institutes Network.

PSC Director for Compliance & Quality Assurance Mr Simon

Wachinga participated in the experts' session on the first day of the conference to develop the implementation guidelines for the African Charter on Values and Principles of the public service and administration. On the second day the PSC Chairperson Mr Stephen Kirogo and the CEO Dr Alice Otswala participated in the main Conference of Ministers of Public Service State Parties to ratify the Charter.

Member countries were encouraged to volunteer to host the Second Conference of State Parties in 2020.

## AAPAM resolves to transform public service through innovation



PSC Commissioner Titus Ndambuki (seated right) in a group photo with other delegates during the 39th AAPAM roundtable conference held in Botswana from 6th to 9th November 2018. On his right is Kenya School of Government Director General Dr Ludeki Chweya

**By Browne Kutswa**

The 39<sup>th</sup> Annual Roundtable Conference of the African Association for Public Administration and Management (AAPAM) ended in Gaborone, Botswana with a resolution to transform the African public administration and leadership through innovation and integration.

Delegates at the three-day conference also agreed to ensure that all training institutions in member countries focus on ethics and professionalism to combat the menace of corruption. Member countries were urged to shift focus away from public service employment to creating an enabling environment for the private sector to thrive as a strategy for addressing youth unemployment.

The conference was held from 6<sup>th</sup> to 9<sup>th</sup> November 2018

and officially opened by Botswana's minister for Presidential Affairs, Governance and Public Administration Dr Mokgweetsi Masisi. Dr Masisi noted the centrality of public administration in meeting the needs of the citizens adding that public administration drives growth and is the engine of development.

In attendance were over 500 delegates from 28 African countries comprising Ministers and Deputy Ministers; heads of Public/Civil Services and Secretaries to Cabinet; Permanent/Principal Secretaries, Chairpersons and Commissioners of Public Service Commissions; Heads of Management Development Institutes; Development Partners; Representatives of Statutory Institutions; Scholars and researchers, practitioners and AAPAM Young

Professionals.

Among the delegates were PSC Commissioner Titus Ndambuki and Kenya School of Government Director General Dr Ludeki Chweya.

The Kenya Association of Public Administration and Management (KAPAM) whose executive secretary is the Director General of the Kenya School of Government presented a status report for the year 2018.

During the elections that were held for the association's new office bearers, Dr Francis Owino, Principal Secretary in the Ministry of Public Service, Youth and Gender Affairs was elected Vice President of AAPAM head office in Nairobi. Zambia took the presidency of the association while Morocco was elected to the deputy president position.

The conference called on public servants to be innovative and creative in the way they deliver services to the citizens.

"The Sustainable Development Goals will only be achieved when people have the mindset to change, concerned for the future generation, are innovative and have a deep sense of belief in collaborative partnership," reads the communique issued at the end of the conference.

The conference acknowledged that putting more efforts in innovation, deepening integration and ensuring inclusive growth will move the continent from its current marginalization to take its rightful place among members of the international community.

The next roundtable conference will be held in Cairo, Egypt next year.



## IPOA commissioners in courtesy call on PSC chair

By Pauline Muriuki

The recently appointed commissioners of the Independent Policing and Oversight Authority (IPOA) made a courtesy call to the Chairperson Public Service Commission Mr Stephen Kirogo.

The IPOA Chairperson Mrs Anne Makori led a team of commissioners from IPOA to pay a courtesy call on 12<sup>th</sup> November 2018. Mrs Makori acknowledged the critical role played by Public Service Commission in the management of human resources. The IPOA team briefed the



*The Independent Policing Oversight Authority Chairperson Mrs. Ann Makori (left) and PSC Chairperson Mr Stephen Kirogo perusing some documents in the Commission boardroom during the courtesy call by IPOA on 12<sup>th</sup> November 2018*

Commission about their functions and how they intend to effectively

deliver on their mandate.

The PSC Chairperson Mr Stephen Kirogo congratulated the IPOA team on their appointment and challenged them to collaborate with Public Service Commission and other commissions handling human resource issues to enhance service delivery and productivity in the public service.

Also present during the meeting was the Deputy Commission Secretary Corporate Services Mr Simon Rotich.

## SRC Commissioners attend induction program in Naivasha

By Pauline Muriuki

A two-day induction programme was conducted for the newly appointed Commissioners of the Salaries and Remuneration Commission at the Great Rift Resort, Naivasha from 31<sup>st</sup> October to 2<sup>nd</sup> November 2018.

The Public Service Commission Chairperson Mr Stephen Kirogo delivered the keynote address during this event.. He congratulated the Commissioners on their appointment after successfully going through the rigorous interview and parliamentary vetting processes.

In his presentation titled “Public Service Transformation for National Development”, Mr Kirogo stated that the Public Service is of vital national interest. “How well



*Lyn Cherop, Chairperson Salaries and Remuneration Commission*

it performs and how efficiently it operates are of critical importance to the lives of every citizen and the wellbeing of the country as a whole,” he said.

To the newly appointed team, Mr. Kirogo emphasized three key areas of public service transformation that can drive the

agenda of making Kenya a developed country a reality. These areas are: improving productivity and service delivery; leveraging on Information, Communication and Technology (ICT); and managing talent in the public service.

For the new SRC team, improving productivity and service delivery was highlighted as one area that would enable the public service to fulfil its mandate. This would be done by improving productivity of public servants; aligning public sector expenditure with core service delivery activities; and ensuring better results for public service delivery programs.

Another key area highlighted to the team was the need to leverage on

## SRC Commissioners inducted

*From page 4*

information, communication and technology in order to deliver public services more competitively

Noteworthy also was the need to attract, develop and retain talented individuals to meet future demands of the rapidly evolving work environment.

Mr Kirogo reiterated that the public service occupies a central place in

Kenya's development.

He added that one major determinant of success will be the trust the citizens have on public servants to deliver on government promises. There is therefore need to work together as one public service, and upholding the highest standards of integrity.

The new team of SRC Commissioners was sworn into office on 26<sup>th</sup> September 2018

following successful vetting by Parliament in August 2018. The SRC Chairperson Lyn Cherop, together with Commissioners Hon. Dalmas Otieno, Dr Leah Mumbua, John Monyoncho, Margaret Sawe, Dr Amani Yuda Komora, Sophie Moturi, and Peris Ashubwe will serve for a six year term.

## Nurses positions re-advertised

**By Badi Khamis**

**T**he Public Service Commission re-advertised 120 positions of nurses in the Ministry of Health on 30<sup>th</sup> October 2018. Prospective candidates had until 13<sup>th</sup> of November 2018 to apply to be considered.

The vacancies were first advertised in April 2018 and attracted 5000 applicants. Those who had initially made their applications were required to apply afresh. The nurses' recruitment is aimed at boosting affordable health care which is one of the government's Big 4 agenda and also a target for realization by the year 2022.

The successful candidates will be deployed to Mathari National Teaching and Referral Hospital.

For appointment to

these positions candidates were required to possess either a diploma in Kenya Registered Community Health Nursing, Kenya Registered Nursing or Kenya Registered Nursing/ Mental Health and Psychiatry from recognized institution. In addition, prospective candidates will be required to have a registration certification issued by the Nursing Council of Kenya and a valid practicing license from the Nursing Council of Kenya.

Being an entry and training grade, officers at this level will work under supervision of a senior officer. The duties and responsibilities will entail assessing, planning, implementing nursing interventions and evaluating patient's outcomes.

Other responsibilities will include providing

appropriate healthcare service including integrated management of childhood illnesses, immunization, ante-natal care and delivery, providing health education and counselling to patients and clients appropriately.

Also advertised were entry level positions for Medical Records Officers, Nutrition Officers, Radiographers, Technical Instructors, ICT Officers and Printers.

People with disabilities, the marginalized and minorities are encouraged to apply.

The advertised positions were posted on the Public Service Commission's website and interested candidates were required to submit their applications online or download and fill PSC2 forms Revised 2016 and submit them to the Secretary/CEO Public Service Commission.

## Commission elevates two to director level at PSC

By Pauline Muriuki

**M**s Joan Machayo and Mr Gerald Kuhaka have been promoted to director level positions at Public Service Commission with effect from November 2018.

Ms Machayo is now the Director Human Resource Management and Development, while Mr Kuhaka has been confirmed to the position of Director Corporate Services.

Prior to her appointment, Ms Machayo served as Deputy Director Human Resource management and Development before she was appointed on acting capacity as Director. Ms Machayo's career in the civil service spans 28 years, having joined the service in 1990.

She has been instrumental in the formulation of several human resource management policies in the service. She is Secretary to three committees in the Commission, Secretary to the Board of Trustees (pension matters) at PSC, and assists the Commission in issues of dispute resolution and industrial relations. She represents the Commission and the Chief Executive Officer at high level stakeholders' workshops and meetings.

Ms Machayo holds an MA in Business Administration (HRM option) and a Bachelor of



Ms Joan Machayo, Director Human Resource Management and Development

Arts degree. She is a member of three professional bodies: Certified Public Secretary, Institute of Human Resource Management and African Association of Public Administration and Management (AAPAM).

In addition, she is a published author in peer review journals and her papers have been selected for presentation in two international forums for the public service.

Prior to his appointment, Mr Kuhaka was the Deputy Director Corporate Services and also held the position of director in an acting capacity. Mr Kuhaka's career as a civil servant spans 27 years. He joined the service in 1991 and has risen through the ranks over the years to his current position. He has played a key role in the infrastructural



Mr Gerald Kuhaka, Director Corporate Services

improvements of the Commission and transformation of the transport and general administrative services since the year 2005.

Mr Kuhaka is Secretary to several committees of Corporate Services. He has received five awards in the service since the year 1997 to 2014, including one promotion on merit in the year 2011 for exemplary performance of duties. He is in possession of MA Public Sector Management, BA Government and Economics, among other qualifications.

## PSC feted at 2018 FiRe Awards

By Pauline Muriuki and Badi Khamis

**P**ublic Service Commission scooped the second runners up position in the Independent Offices and Constitutional Commissions Category during this year's FiRe (excellence and financial reporting) Award. The Controller of Budget emerged the winner during the Gala Dinner held on Friday 16th November 2018 at the Carnivore Grounds.

A total of 456 institutions submitted their bids for the awards out of which 364 were from public institutions while 92 came from the private sector.

The award is a result of a rigorous evaluation procedure based on globally accepted principles and best practice standards, which include International Financial Reporting Standards (IFRSs), best practices in governance and corporate citizenship as well as other requirements that are specific to a particular reporting entity.

In his opening remarks the chairperson FCPA Julius Mwatu said that the evaluation process helps in prudent management and monitoring of public finance.

The chief guest was CPA Biraro Obadiah, Auditor General of the Republic of Rwanda, who noted that the FiRe award is very important in ensuring accountants uphold the duty of trust.

The Award is open to all organisations that prepare annual reports and financial statements.



An official from Grant Thornton Audit Company (in pink shirt) presents a trophy to the PSC Chief Accountant Mr Julius Moturi as the Accountant Mr Johnfan Njoga (left), Chief Clerical Officer Accounts Mr Bernard Owich and another participant look on

“Apart from being a competition, the Award is also a healthy estimate for the compliance trends among corporate entities,” said Mr Mwatu.

The awards whose theme was “Leveraging improved financial reporting and corporate governance for economic growth and development of the East African region” was aimed at promoting integrated reporting through enhancing accountability, transparency and integrity in compliance with appropriate financial reporting framework and other disclosures in governance, social and environmental reporting by private, public and other entities domiciled in East Africa.

The FiRe award is a joint initiative of the Capital Markets Authority (CMA), Nairobi Securities Exchange (NSE), Institute of Chartered Public Accountants of Kenya (ICPAK), and Public Sector Accounting Standards Board (PSASB). The

main objective of the award is to strengthen financial markets and attract investment. Business entities are required to make disclosures of their activities to enable a wide range of stakeholders use such information in making economic decisions.

In 2017, Public Service Commission scooped the 2<sup>nd</sup> runners up place in the category of Independent Offices and Constitutional Commissions Reporting under IPAS Cash Sector Award.

At this year's edition, Public Service Commission was represented by the Chief Accountant Mr Julius Moturi, Accountant Mr Johnfan Njoga and Chief Clerical Officer, Accounts Mr Bernard Owich.



# Digital HR in nurturing high performance

By Ruth Bosire

**D**igital HR Practitioners are the focus for solutions in the delivery of a Digital HR function workplace platform that nurtures high performance. Critical to look into is the emerging inevitable changes in HR Technology and how it is changing and influencing delivery and practice of HR services from the old traditional strategies in a fast paced and efficient way and how that can be inculcated into people as part of nurturing high performance at a given work place.

The outlook of the Digital HR for nurturing high-performance calls for a review of existing strategies, Digital HR & Service Delivery, and Digital technologies, which have radically changed lives, societies and experiences at work place. These changes, coupled with a dynamic workforce, have impacted organizations worldwide, which are increasingly diverse in gender, age, culture and nationality. Regionally in Africa, Nairobi is still significant, currently generating over 42% of the smart phone sales in the country.” Change is inevitable!!! and technology is changing every single hour, our alignment to take advantage of this change and tools it brings with – is what will differentiate HR practitioners in the days to come.

Key in HR Service delivery at the digital Work

Space is; Creating tools for Digital Workspace in Talent Management & Engagement, developing a Digital strategy and models for transforming organization culture & mindset skewed for high performance.

Is our public service HRM service delivery model

on course in delivery of high performance? Comparative look on the current HR service delivery models and digital HR delivery at snap shot calls for either an overdrive or change of gear:

## Current Public Service HR Model

Transactions and processes  
Systems with web browser access  
Paper-based forms moved to web forms  
Process-based design  
Periodic reports  
Analytics additions

## Digital HR Delivery

Integrated HR platform (policy, process, systems, operations)  
Mobile-first apps  
Digital design  
Human-centered, experience-driven design  
Real-time interactive dashboards  
Integrated analytics platform and dashboards



*Nine Digital HR delivery models for high performance*



## There is more to exercise than losing weight – with *Griffins Omondi and Kenneth Muchira*

**Y**ou stand to gain more from exercising than just losing weight. Fitness is far more than just losing that annoying extra pound around your waist. Neither is it just about building muscles and owning the coveted ‘six-packs.’ If you do not hear it from your doctor, your instructor will definitely mention that the greatest benefits that you get from exercising are hidden away from the naked eye, within our bodies.

Your heart, kidneys, blood vessels and lungs, just but to mention a few, are the biggest beneficiaries of an exercising body. Regular exercise rids blood vessels of excess cholesterol that builds up along their walls insidiously in an otherwise sedentary body. When fat settles around the heart and blood vessels, blood flow to the heart is slowed down or blocked in extreme cases. As a result, oxygen supply to the heart is scaled down and that’s how heart problems begin. Sounds unnerving already? Luckily, you can avoid all that by simply moving around some more, and isn’t that the reason we go to the gym?

The physical body appearance is therefore not enough a reason to determine whether you will



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

start an exercise regime or not. There are many small bodied people whose cholesterol levels are blowing over the roof while a good number of what we would generally refer to as fat people are living comfortably with healthy hearts, excellent cholesterol levels and relatively strong bodies. Again the only difference between these two kinds of people being that the latter engage in exercise.

Today, most people that visit the P.S.C gymnasium can profess that weight loss is just but the icing on the cake

when it comes to benefits that they have gotten by exercising. Cases of back-aches, knee problems, stiff necks, bloated stomachs, stiff muscles and many more have been reported to have stopped or subsided since commencement of exercise. As we approach this festive season, we urge you to consider giving exercise a try. What do you have to lose anyway?

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**Griffins Omondi and Kenneth Muchira are fitness instructors at the PSC gymnasium**

## PSC IN PICTURES



PSC Chairperson Stephen Kirogo (left) is received by broadcasting and telecommunications principal secretary Ms Fatuma Hirsi (right), PRSK President Jane Gitau, APRA President Yomi Badejo-Okusanya and acting director of public communications in the ministry of ICT Ms Eunice Muthamia at Pride Inn Paradise Beach Resort, Mombasa



L-R: Edwin Buhere, David Herbling, Ruth Musembi, Browne Kutswa, Jane Gitau, ICT PS Fatuma Hirsi, Mr Kirogo, Eunice Muthamia, Badejo-Okusanya and Abraham Mulwo during the PRSK Excellence Awards Gala Dinner at the Pride Inn Paradise Beach Resort, Mombasa, 16<sup>th</sup> Nov. 2018



L-R: Cabinet Secretary for public service, youth and gender affairs Prof. Margaret Kobina, former Prime Minister Raila Odinga's wife Ida Odinga and PSC CEO Alice Otwala during a mega fest youth outreach campaign at Stima Sportsground in Nairobi



PSC Commissioner Titus Ndambuki (right) with other delegates attending the 39<sup>th</sup> Annual Roundtable Conference of AAPAM in Gaborone, Botswana from 6<sup>th</sup> to 9<sup>th</sup> November 2018



Principal Human Resource Management Officer Ms Rose Kariuki (centre) receives a cash token contributed by members of staff from Assistant Director Administration Mr John Opondo following the passing on of her father. Also pictured is Senior Executive Secretary Nancy Kongo.



PSC Chief Accountant Julius Moturi (left) and Chief Clerical Officer Bernard Owich hold the runners-up trophy that PSC won at the FiRe Awards ceremony held at the Carnivore grounds, Nairobi on 16<sup>th</sup> November 2018



# PUBLIC RELATIONS SOCIETY OF KENYA (PRSK) ANNUAL SUMMIT AND AWARDS GALA CEREMONY, PRIDE INN HOTEL MOMBASA, 15TH NOV 2018



**Left:** APRA President Yomi Badejo-Okusanya (right) presents a commemorative T-shirt to PSC Chair Stephen Kirogo for the upcoming African Public Relations Associations (APRA) Summit to be held in Kigali, Rwanda next year as PS Fatuma Hirsi (left) and PRSK President Jane Gitau look on.



**Right:** PR matters te-a-tete



**Left:** Mr Kirogo presents an award to one of the winners during the gala night



**Right:** PRSK excellence awards panel of judges- from left David Herbling, Ruth Musembi, Browne Kutswa and Dr Abraham Mulwo (right) pose for a photo with PSC chairperson Stephen Kirogo (second right)



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### Vision

To be the lead service commission in the provision, management and development of competent human resource in the Public Service.

### Mission

To transform the public service to become professional, efficient and effective for the realization of national development goals.

### Core Values

- Integrity
- Professionalism
- Equity and Diversity
- Team Spirit
- Transparency and Accountability
- Creativity and Continual Improvement

### Public Service Commission departments

- Recruitment and Selection
- Human Resource Management & Development
- Establishment and Management Consultancy Services
- Board Management Services
- Compliance and Quality Assurance
- Finance and Planning
- Corporate Services
- Legal Services

### Commissioners

Stephen Kirogo, CBS	-	Chairperson
Amb. Peter ole Nkuraiya, CBS	-	Vice Chairperson
Patrick Gichohi, CBS	-	Commissioner
Titus Ndambuki, CBS	-	Commissioner
Dr Judith Bwonya, MBS	-	Commissioner
Catherine Omweno, MBS	-	Commissioner
Veronica Birgen, MBS	-	Commissioner
Lawrence Nyalle, MBS	-	Commissioner
Prof. Michael Lokuruka, EBS	-	Commissioner

### Secretary/Chief Executive

Dr. Alice A. Otwala, (Mrs) CBS