



# PSC News

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## New PSC Commissioners attend induction program



PSC Chairperson Stephen Kirogo (6<sup>th</sup> left) and commissioners pose for a group photo holding their induction certificates at KSG Nairobi. Also pictured is KSG Director General Dr Ludeki Chweya (in gown) and PSC CEO Alice Otwala (6<sup>th</sup> right)

**By Browne Kutswa and Pauline Muriuki**

**A**n intensive five days induction program was conducted for the new Vice Chairperson and Commissioners of Public Service Commission to familiarize them with the mandate of the Commission and Government operations. The Kenya School of Government (KSG) hosted the program at lower Kabete campus from 21<sup>st</sup> to 25<sup>th</sup> January 2019.

PSC Chairperson Mr Stephen Kirogo congratulated the new members on their appointment and expressed confidence that having gone through a rigorous and competitive recruitment process, they were up to the task.

"It is not in doubt that your appointments come with great expectations from both the appointing authority and yourselves. The convergence of these two levels of expectations rests squarely on you and your contribution during the next six

years in order to move the public service and indeed our country to the next level," said Mr Kirogo.

He observed that the induction workshop was an important step designed purposely to enhance their understanding of the place of the Commission in the entire realm of public service management. Priority on building skills and competencies for the implementation of the Big Four Agenda was highlighted as an area of urgent attention alongside promotion of values and ethical conduct, high performance culture and value for money in service delivery.

During the induction, the commissioners were taken through various topics including the role of the public service, legal framework for the public service, human resource management, corporate governance and the Big Four Agenda.

The workshop was officially opened by the

Principal Administrative Secretary in the Office of the President Mr Kennedy Kihara on behalf of the Head of Public Service Dr Joseph Kinyua.

Resource persons included Foreign Affairs Cabinet Secretary, Amb Monica Juma, KSG Director General Dr. Ludeki Chweya, former head of public service and current Chairman Kenya Revenue Authority Board Dr. (Amb) Francis Muthaura, Salaries and Remuneration Commission Commissioner Dalmas Otieno, Administrative Secretary Cabinet Office Mr. Clement Kiteme, PSC CEO Dr Alice Otwala and immediate former PSC Commissioners Titus Ndambugi and Catherine Omweno.

Amb. Juma emphasized the need to deploy highly skilled, well-motivated officers who are loyal to their motherland and driven by national interests.

The new PSC team was sworn into office on 17<sup>th</sup> January 2019 following successful vetting and approval by parliament and subsequent gazetttement of their appointment by President Uhuru Kenyatta.

The new team comprises Vice Chairperson Charity Kisotu and Commissioners Dr. Joyce Nyabuti, Dr. Mary Mwiandi, Dr. Reuben Chirchir, Amb Patrick Wamoto, Amb Salma Ahmed and Mr Andrew Muriuki. They will serve for a non-renewable six-year term.

## New commissioners hold introductory meeting with staff



Vice Chairperson Ms Charity Kisotu Addressing PSC Commissioners and staff during the inaugural meeting of the staff with the new commissioners at KICC on 29th January 2019

By Pauline Muriuki

**A**n inaugural introductory meeting was held for the new Vice Chairperson and Commissioners and the staff of Public Service Commission at the KICC on 29<sup>th</sup> January 2019.

The main objective of the meeting was to introduce the staff to the new Commissioners who were recently appointed.

The Commissioners resolved to support a new direction that lays higher premium on performance

management as championed by Chairperson Mr Stephen Kirogo with emphasis on Reform, Perform and Transform trajectory.

They expressed optimism that this approach to public service would be realized during their tenure. They assured the secretariat that they had their best interests at heart. Having risen up the ladder as career civil servants, the Commissioners said that they could identify with the challenges faced by public servants and that they were willing to address them in the best way possible.

As part of their settling in to their new work environment, the commissioners were taken through an orientation program with all directorates in order to understand the structure and functions of the secretariat.

## Interviews for National Police Service Commission members held

By Habel Shiloli

Interviews for recruitment of the National Police Service Commission Chairperson and commissioners kicked off on 28<sup>th</sup> January and ended on 1<sup>st</sup> February 2019 at Public Service Commission.

A list of shortlisted candidates was published in the daily newspapers and on the Public Service Commission website.

Fourteen candidates battled out for the Chairperson's slot while six sought the retired senior police officer slot on the Commission. Thirty-nine candidates were shortlisted for the slot of member of the Commission.

PSC Chairperson Stephen Kirogo chaired the seven-member selection panel that also included

former CEO/Secretary EACC Halakhe Waqo, Judiciary Chief Registrar Anne Amadi, Kenya National Commission on Human Rights chairperson Kagwiria Mbogori, Kennedy Kihara, Dr Joyce Mwikali Mutinda and Samson Kibii.

The six year tenure of the immediate former commissioners, led by Mr Johnston Kavuludi ended last year.

## CAJ launches publications on access to information



Commission on Administrative Justice (CAJ) Chairperson Florence Kajuju presents a set of new publications on access to information to PSC Commissioner Dr. Reuben Chirchir

By Habel Shiloli

The Commission on Administrative Justice (CAJ) has released three publications to guide the Access to Information as required in Article 35(3) of the Constitution.

The books '*The Right to Access Information*', '*A Guide on Proactive Disclosure for Public Entities at National and County Government Level in Kenya*' and '*Handbook on Best Practices of Implementation of Access to Information in Kenya*' were launched on 31<sup>st</sup> January 2019 by the PS for Broadcasting and Communications, Fatuma Hirsi on behalf of ICT CS Joe Mucheru.

Public Service Commission was represented at the launch by Commissioner Dr. Reuben Chirchir, and Deputy Director Public Communications, Browne Kutswa.

*The Right to Access Information* book is a simplified version of the Access to Information Act 2016, providing a citizen-friendly version of the Act.

*A Guide on Proactive Disclosure for Public Entities at National and County Government Level in Kenya* will help public entities to know what kind of information they are supposed to provide proactively and how.

*The Handbook on Best Practices of Implementation on Access to Information in Kenya* is a collection of best practices compiled from across public entities that will be helpful in guidance on public disclosure of information.

Article 35 of the Constitution states that citizens have the right of access to any information held by the state and any information held by another person and is required for exercise of protection of any rights of fundamental freedom.

However, complaints have been rife among the general public that accessing information from public entities is not easy.

Mr Mucheru, in a speech read on his behalf by PS Hirsi said the Access to Information Act 2016 is meant to provide a framework for the actualization of Article 35 of the Constitution among other related articles.

The Act guides on the information that need to be provided through request and information that is supposed to be provided proactively.

At the same event, CAJ also launched a report of the findings of a desktop survey conducted among MDAs based on websites to gauge compliance in providing information proactively.

The survey that focused on process of decision making process by the organizations, utilization of resources, policies and procedures, guide on information available and information on procurement and tenders revealed that compliance levels were found to be very low.

CAJ Chairperson, Florence Kajuju noted that an informed public is likely to make right choices and promote social accountability, thereby enhancing democratic governance and sustainable development.

Others present at the function were Principal Secretary Public Service and Youth Affairs, Dr. Francis Owino, Vice Chairperson for CAJ, Commissioner Washington Sati, CAJ Commissioner Lucy Ndungu and CAJ Secretary/CEO Leonard Ngaluma among others.

## Government rolls out Huduma Halisi Campaign

By Pauline Muriuki

The Public Service Commission took part in the Huduma Halisi Campaign which was rolled out at the Safari Park Hotel on 22<sup>nd</sup> January 2019. The Commission was invited to exhibit information, education and communication materials aligned to the theme of the campaign.

Huduma Halisi campaign is an initiative of the Ministry of Public Service, Youth and Gender Affairs. Huduma Halisi which means honest public service is a continental campaign spearheaded by the UN Economic Commission for Africa (UNECA). The Campaign seeks to inspire confidence and trust in the public service by continually celebrating honesty and excellence in service delivery in the public service.

The Campaign is borne out of the African Union's 2018 theme, "Winning the Fight Against Corruption: A Sustainable Path to Africa's Transformation". It upholds the Public Service ethos of equality, integrity, moral probity and political neutrality. This is in line with Kenya's Constitution which binds all public officers to observe the principles of efficiency, respect for human rights, good governance, integrity, and sustainable development.

All these values and principles when applied, provide citizens with honest public services and help in the achievement of national development goals.

Kenya was selected by UNECA as the country for the



Cabinet Secretary Ministry of Public Service, Youth and Gender Affairs Prof Margaret Kobia delivers a speech during the launch of the Huduma Halisi Campaign at the Safari Park Hotel on 22<sup>nd</sup> January 2019

pilot launch in the region. In Kenya, the campaign is envisioned to interface with and leverage on the ongoing efforts to improve Kenya's public service and to intensify His Excellency the President's fight against corruption with a view of promoting the spirit of transparency, trust and accountability in the delivery of public services by public servants.

Speaking during the launch of the Campaign Cabinet Secretary Ministry of Public Service, Youth and Gender Affairs Prof Margaret Kobia said, "It should be both ways; when you are celebrating those who have done well, together with those who are not able to serve very well, it's also good for us because we can reach that public servant and find out how we can support them."

The campaign draws participants from Ministries, Departments, Agencies and Constitutional Commissions and Independent Offices.

**"It should be both ways; when you are celebrating those who have done well, together with those who are not able to serve very well, it's also good for us because we can reach that public servant and find out how we can support them" - Prof Margaret Kobia**

## Commissioners attend National Anti-Corruption Conference



President Uhuru Kenyatta responds to issues at the conference. Next to him are Deputy President William Ruto, Chief Justice David Maraga and Makuueni Governor Kivutha Kibwana. On the left is Speaker of the National Assembly Justin Muturi

By Habel Shiloli

**G**overnment moved the war on corruption a notch higher by invoking a multi-sectoral approach led by the private sector, with participation of key government agencies.

A five months' engagement between the *Multi-Sectoral Initiative Against Corruption* and leaders across the country climaxed into the National Anti-Corruption Conference held at Bomas of Kenya on 24th and 25th January 2019.

President Uhuru Kenyatta and his Deputy William Ruto, Chief Justice David Maraga, and Speakers Justin Muturi and Ken Lusaka of National Assembly and Senate respectively attended the second day of the conference.

Also in attendance were Chairperson of the Public Service Commission (PSC) Mr.

Stephen Kirogo, Vice-Chairperson Ms. Charity Seleina Kisotu, Commissioners Amb. Salma Ahmed, Ms. Joan Otieno, Dr. Joyce Nyabuti, Dr. Mary Mwiandi, Dr. Reuben Chirchir, Amb. Patrick Wamoto, Andrew Muriuki, and the Chief Executive Officer Dr. Alice Otwala.

Others were members of the Diplomatic Corps, Private Sector, Religious Leaders, Professionals, Women, Youth, Media, Civil Society, Academia and Transport sector operators.

Findings of the multi sectoral team were insightful for PSC, which is charged with the constitutional mandate of promoting values and principles in the public service.

President Uhuru Kenyatta said the government has stepped up war on corruption, and mechanisms have been put in place to

recover proceeds of corruption within the country.

He said the government will continue engaging partners internationally to have ill gotten wealth repatriated home.

"A war in which all civilians are involved cannot be lost," he said.

Carole Kariuki, the CEO Kenya Private Sector Alliance (KEPSA) presented findings on specific questions posed about corruption. Most respondents described corruption as theft; an integrity issue affecting both the private sector and public service.

Patrick Obath, Co-chair of the *Multi Sectoral Initiative Against Corruption* said corruption includes bribery, fraud, misappropriation of assets, embezzlement of funds, falsifying results, tax evasion, market abuse, conflict of interest, regulatory abuse, counterfeiting, laundering criminal proceeds, capital flight, abuse of judicial process, professional misconduct, professional negligence, and abuse of trust among others.

Lee Karuri, also Co-chair of the initiative, revealed that in a self-reflection approach, all sectors agreed that they had failed this nation and there was need to find a solution together.

The working committee has a four year plan that ends in 2022.

## PSC staff appointed to government taskforces

**T**hree senior staff of the PSC secretariat have been appointed to various task forces and panels. They will undertake the duties alongside their responsibilities at the Secretariat

**Simon Rotich, Deputy Commission Secretary**



Mr. Rotich has been appointed as a member of the selection panel for Education Standards and Quality Assurance Council (EASQAC) Panel, with effect from 30<sup>th</sup> January 2019.

The letter signed by Education Cabinet Secretary Amb. Amina Mohamed read in part “The Cabinet Secretary Ministry of Education Pursuant to legal notice No. II of 14<sup>th</sup> February 2014, section 1(1) c, has appointed you as a member of the selection panel for ESQAC’.

Mr. Rotich has also previously served on the National Council for Science, Technology and Innovation selection panel to recruit the Chairperson and members; Technical Vocational Education and Technology selection panel to recruit the Chairperson and members; Commission for Administrative Justice (Office of the Ombudsman) to select Chairperson and members, among others.

**Joan Machayo, Director HRM&D**



Mrs. Machayo has been appointed Member of Selection Panel of the TVET Funding Board. The letter dated 8<sup>th</sup> January 2019 and signed by Education Cabinet Secretary Amb. Amina Mohamed read in part “Pursuant to provisions of section 8 of the Technical and Vocational Education and Training Act 2013, I appoint you as a member to the selection panel of interviewing and making recommendations as per the provisions of section 8 of the TVET Act, 2013”.

Mrs. Machayo has also been nominated as Representative to the Interim Kenya Health Human Resource Advisory Committee with effect from 8<sup>th</sup> January 2019. She has also served previously on various panels and task forces.

**Browne Kutswa, Deputy Director Public Communications**



Mr. Kutswa has been appointed as a member of Task force for Improvement of Government Information and Public Communications functions to align them with emerging public sector dynamics and expectations.

The appointment that was made through Kenya Gazette Notice Vol.CXXI – No.9 of 18<sup>th</sup> January 2019 read in part “It is notified for the general information of the public that the Cabinet Secretary for Information Communication and Technology has appointed a Task for Improvement of Government Information and Public Communications functions to align them with emerging public sector dynamics and expectations.”

Mr. Kutswa joins 14 other members of the task force that was formally launched by Information, Communication and Technology Cabinet Secretary Joe Mucheru on 30<sup>th</sup> January 2019 at Telposta Towers in Nairobi. The Taskforce chaired by veteran journalist David Makali has 90 days to submit its recommendations to the cabinet secretary.

**“The Achievement of one goal should be the starting point of another”**

(Alexander Graham Bell)

## In their own words ... Commissioners views about the work ahead



**Chairman Mr. Stephen Kirogo:** 'We want to define our roadmap in terms of expectations – what the constitution has assigned and the environment in which we will operate to achieve those objectives.'

This is a very tight family. It is a family that takes their work seriously. Therefore I urge the new commissioners to jell and become part of the family as quickly as possible. There is a lot of expectation in terms of moving the civil service forward. Our work now is moving to the next level in terms of ensuring the benefits of the constitution in as far as the HR agenda in government is concerned.'



**Vice-Chairperson Ms. Charity Seleina Kisotu:** 'I appreciate that we are not coming to re-invent the wheel, but to build on the successes of the Commission. A lot has been done and together as a team, we shall support you so that we realize the vision and mission of the commission. I envision that at the end of our six year term, we shall leave behind a public service that is more efficient and effective in service delivery. We are aware that human capital or human resource is very critical in the delivery of the Big 4 Agenda. So, we have a responsibility to equip the public service with the right skills and competencies to facilitate the achievement of the Big 4 Agenda and also Vision 2030 and Sustainable Development Goals.'



**Dr. Mary Mwiandi:** 'One of the things that bring issues in Kenya is balancing and inclusivity – the so called ethnic conflict. It is not just at the national level, it goes to the Counties. Even Counties have their historical injustices. If we address that, we will be headed towards creating a more amiable population in Kenya in general. I am an open book. I'll be reading and learning and will be quick to learn the ropes.'



**Amb. Patrick Wamoto:** 'Nobody has a monopoly of knowledge. Looking at the team that is coming in, we are all from different backgrounds,

and I think we are going to be a wonderful melting pot. We believe we will achieve. I also want to congratulate the former commissioners because looking at the documents that they have been able to put through the last five or so years, we have a lot of reading to do. We come in, everything ready for us. It's just now to take the Commission to the next level.'



**Andrew Muriuki:** 'I come to the Commission with the expectation that I am now serving at a much higher level. I will bring something little but I am still willing to learn a lot more from the technical staff. I have heard from

their descriptions, indeed, a lot has been done by them and they are competent. I am also happy that Chairman has talked about teamwork and decisions by consensus. It means that each member of this family has something to say about what is on the table and I think in Human Resource, creating conducive environment for everybody to be able to bring their thoughts/knowledge on the table is the greatest thing we can do and achieve things with speed. I am willing to learn and I am also willing to share the little I know.'



**Ms. Joan Otieno:** 'I am looking forward to support this team as a commissioner. And as a team we shall be able to deliver on the mandate of PSC according to the Constitution and other enabling laws. I am willing to learn and fit within the system.'



**Amb. Salma Ahmed:** 'I express my strong support and respect for the outgoing commission. I read their report which was submitted to Parliament. They have left a legacy, which we must build on and make an impact. As a commission, we have the capacity to change the fortunes of this country in terms of economic empowerment especially through the Big 4 pillars. We are ready to bring in whatever it takes in terms of our expertise and knowledge, to take this commission and country forward. As Kenyans and as commissioners, we have no reason not to give what we can. I am prepared to bring

whatever I have in terms of what I have learnt, to work with everyone here and to support you all to make sure we deliver.'



**Dr. Reuben Chirchir:** 'I have listened to the secretariat and I believe this is a very able team, very qualified, able to deliver. As a Commission

(and as a team), I do agree with the Chairman that we need to work as a team so that we deliver as an institution. I will bring my skills to the public service. We will work together. I am available. I have the energy. I will put my time here. I ask commissioners and staff that let us work together and deliver on the mandate given to us. As you have seen, the outgoing Commission has done quite well and I want to believe that we'll pick it from there and move it forward.'



**Dr. Joyce Nyabuti:** 'We need to make an impact as a Commission. We need to take this Commission to another level through re-engineering the human resource management. Succession management in the public service is an issue that we need to work on. We also need to enforce values and principles in the public service and take it to another level. I know there are policies in place. I was involved in those policies' preparation. I know they have been revised. We need to implement the values and see how we can achieve high ethical standards and be able to say that we as Kenyans have a national culture that we can pride ourselves with. We also need creativity and innovation to be able to meet the big 4 agenda of the government.'

**"Reform, Perform,  
Transform"**  
PSC chairperson Stephen  
Kirogo

## What PSC staff expect of new commission board

PSC Secretariat staff have warmly welcomed the arrival of a new vice chairperson and commissioners. A random vox pop among a cross section of staff following an introductory meeting with the commissioners at KICC on 29th January 2019 shows high expectation as narrated in their own words below:

**Alfred Onono – Principal Librarian:** ‘I can attest that this is the best interactive session we have ever had at the Commission where staff expressed themselves freely without fear. It was amazing how the Commissioners concurred with secretariat staff on various pertinent issues. I wish to see the Commissioners motivating the staff especially using the 5Rs which in my opinion are the cornerstone between the employer and employee. These are Respect, Recognition, Reliability, Responsibility and Remuneration. Respect is mutual, it flows both ways. Members of staff wish to be recognized as employees who add value to the Commission, not just as individuals. HR is the biggest asset in any organization, that if properly handled, results will be good. Staff are only able to give back if recognized. The Commissioners gave a very good account of themselves. They resonated well with staff. I’m glad they promised to resolve the issues that have affected staff for long, and provided them with a ray of hope. I look forward to learning a lot from them.

**Nancy Kongo – Principal Office Administrator:** ‘What we long for is an environment where staff can express themselves freely without fear of intimidation. I was particularly impressed by the Welfare chairman’s speech which touched on pertinent issues that cannot be ignored. We’re looking forward to a good working relationship, better remuneration, promotions, upgrading, etc. I hope stagnation will be a thing of the past. The slogan introduced by the

Chairperson – Reform, Perform and Transform is key to changes we need to see. These should spill over to other sectors of the public service. We look forward to work with and support the Commissioners in making PSC and the public service in general an employer of choice. I’m impressed that we have Commissioners who are career civil servants, who have grown in the service and identify with the challenges we face.’

**Esther Nyoike – Principal Office Administrator:** ‘My hope is that the policies which are so good on paper will be implemented and felt at the grassroots by Wanjiku. Staff should be motivated so that they can perform their duties as expected because a motivated staff is a performing staff. Service delivery to the common *mwananchi* will be enhanced. Corruption starts when staff are demotivated and look for ways to make their lives better. I hope the Commissioners will address the issues that affect public servants. My hope is that double standards will not be applied whereby the public servants in ministries are treated better than staff of the Commission.’

**Beatrice Ondijo – Senior HRM Officer:** ‘I am very happy that we have new Commissioners. My hope is that they will give the Commission a new lease of life. Judging by their introductions to staff, I perceive they are not self-centred but that they have the welfare of the secretariat staff at heart. I have confidence that integrity will be upheld. I also believe they will live by the motto introduced by the Chairperson to “Reform, Perform and Transform”.’

**Ethel Bulili – Assistant Director HRM E&MCS:** ‘I wish to welcome the Vice Chairperson and Commissioners of Public Service Commission. The Commissioners were very articulate about where they want

to take the Commission. As they begin their six year term with us, I pray to God that we will synergize well for the benefit of the Commission and the Public Service as a whole.’

**John Ejore – Senior HRM Board Management Services:** ‘In my view, the new Commissioners possess a wealth of experience and a blend of diverse professional background which will be an asset to the public service. They are committed to implement and operationalize the provisions of article 10 and 232 of the Constitution of Kenya 2010 on National Values & Principles of Governance as well as Values and Principles of Public Service respectively to promote national unity & cohesive society. They are team players and pro-reforms by adopting ‘open door policy’ in their engagement with the secretariat staff. At the end of their six-year term, they would like to leave a legacy of reformed, transformed and performance oriented civil service in which Kenyan citizens get value for their money. We in the Secretariat are ready and willing to accord them maximum cooperation and professional expertise to enable them deliver on their mandate and meet high expectations of Kenyan citizens of effective and efficient service delivery.

‘I expect the following: Career growth and advancement; Review of terms and conditions of service; Training opportunities for performance improvement and attitude change; Inclusive and diverse civil service to reflect the face of Kenya and address marginalization; and Commission service and presence to be felt at the county levels. God bless us all during this new journey of service transformation and performance improvement.’

# Planning a perfect fitness week

By Griffins Omondi and Kenneth Muchira

**F**itness training is an exercise undertaken to improve or maintain one's physical fitness and health.

General *fitness training* works towards broad goals of overall health and well-being, rather than narrow goals of sport competition, larger muscles or concerns over appearance. Mayo Foundation for Medical Education and Research's department of health and human sciences says *fitness training balances certain elements of good health*. These include aerobic training; flexibility and balance training; and rest and recovery.

**Aerobic training:** The Foundation also recommends that the minimum for aerobic exercise is 150 minutes per week of moderate intensity or 75 minutes per week of vigorous exercise. While additional exercise time and intensity can have added benefit, we do encourage our clients to at least meet the minimum recommendations (30 minutes). In situations where our trainings focus on other fitness components such as strength, agility and balance, we have other ways of incorporating aerobic training into our clients' weekly routine. These are aerobic focused group fitness classes, specialized aerobics training and outdoor events.

**Flexibility and balanced training:** Flexibility training comprises exercising at a low intensity to improve the range of motion of a joint. On the other hand, balanced training is an important component of comprehensive fitness program especially for older adults. By



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

engaging in flexibility exercises you can improve posture, prevent muscular imbalances leading to injuries and reduce soreness after a workout. These exercises should be performed for a minimum of two to three days per week.

**Rest and Recovery:** These are other components in fitness training. Rest can reduce injuries, and prevent overtraining. It allows muscles to recover. However, we encourage light activities such as leisure walk or stretching into their rest days.

As health and fitness professionals we most probably work with our clients one to three times a week. This creates a chance for our clients to take

ownership of their fitness goals by completing supplementary workouts as evidenced by some of our morning session clients.

We encourage integration of additional workouts that complement what we have already trained our clients. This is a great way to keep up motivation as well as challenge them to try new workouts such as morning run and cycling that has since been started in the Commission by some staff members. It builds confidence in their ability to exercise on their own.

However, for those that are yet to begin training, we can help plan a

## Transition

Mr. Stephen Kirogo, the chairperson Public Service Commission lost his Father on Tuesday 29<sup>th</sup> January 2019.

Funeral arrangements are in progress and the burial is scheduled to take place on Friday 8<sup>th</sup> February 2019 in Laikipia County. The vice chairperson, Ms

Charity Kisotu sent a message of condolence to the bereaved family on behalf of PSC staff and commissioners.

## PICTORIAL: INDUCTION WORKSHOP FOR NEWLY APPOINTED VICE CHAIRPERSON AND COMMISSIONERS OF PSC



*Commissioner Patrick Wamoto makes a point during the workshop. On his left is commissioner Dr Mary Mwiandi and vice chairperson Ms Charity Kisotu*



*Amb Francis Muthaura delivers his presentation on responsibility of the public service in national development*



*Left-Right : PSC Chairperson Stephen Kirogo, Amb Francis Muthaura and DG KSG Dr Ludeki Chweya during a break*



*Foreign Affairs Cabinet Secretary Amb Monica Juma makes a presentation on external perspectives on promotion of national interests*



*Director General Kenya School of Government presents a certificate to PSC chairperson Stephen Kirogo on successful completion of the induction course*



*SRC member Mr Dalmas Otieno makes a presentation on Harmonization of Terms and Conditions of Service*

## PSC IN PICTURES



**Left:** CEO Dr Alice Otwala addressing the Commissioners and PSC staff during the inaugural meeting of the staff with the new commissioners at KICC on 29th January 2019



**Right:** A section of PSC staff in attendance during the inaugural meeting with the new commissioners at KICC on 29th January 2019



**Left:** PSC's Deputy Director of Public Communications, Mr. Browne Kutswa with Eunice Muthamia, Director Public Communications, Ministry of ICT during the launch of the access to information publications by CAJ at Hilton Hotel, Nairobi



**Right:** Assistant Director HRM Ms Ethel Bulili talking to delegates who visited the PSC booth during the launch of Huduma Halisi Campaign at Safari Park Hotel, Nairobi.



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

### Secretary/Chief Executive

Dr. Alice A. Otwala, (Mrs) CBS