



## Thousands of civil servants promoted as new organization structures are approved

By Browne Kutswa and Badi Khamis

Over 20,000 civil servants who had stagnated in one grade have been promoted and 45 new organization structures for government ministries and agencies approved by the Commission, for immediate implementation.

The promotions and revision of organization

structures are meant to improve service delivery standards by addressing staff shortages and succession management gaps witnessed across ministries.

The new structures were approved by the Commission during a week-long working retreat in Naivasha early this month.

Commission Vice Chairperson Charity Kisotu said the new structures will correct the stagnation problem in the civil service, which is the root cause of low staff morale.

CEO, Mr. Simon Rotich in a memo released earlier, stated that the Commission had embarked on a revision of the MDA's organization structures and Succession Management since 2020.

"Hitherto, the Commission has made a



Media Council of Kenya Director Victor Bwire making a presentation during the media training for PSC Commissioners and senior secretariat staff in Mombasa (Full Story on Page 6)

significant stride. It has concluded organizational structures and succession management for various MDAs," read the memo.

According to the CEO, the Commission has strived to ensure implementation of numerous performance management reform initiatives pitched towards improving the service in terms of relevance, capacity, skills, competencies and filling the succession management inequalities.

"The services have not been promptly delivered to the citizens despite these initiatives. This is due to the existing challenge occasioned by succession management," he noted.

Some of the institutions whose structures were finalized are Ministry of Interior and Coordination of National Government;

State Departments for Youth Affairs, Transport, Livestock, Gender, and Public Service.

Others include State Department for Environment and Forestry; Interior and Citizen Services; Probation and Aftercare Services; National Council for Nomadic Education in Kenya (NACONEK); and Kenya Utalii College.

Present during the exercise were, Commissioners, Amb. Patrick Wamoto, Dr Joyce Nyabuti, Joan Otieno, Dr Mary Mwiandi, Dr Reuben Chirchir, Amb. Salma Ahmed, and Andrew Muriuki.

Others were Deputy Commission Secretaries Mr. Remmy Mulati and Ms. Jane Chege, and other PSC senior staff.

### Inside this issue:

- Innovation and use of technology will enhance public service delivery 2
- MPs endorse draft PSC Performance Management Regulations, 2021 3
- Our focus is to achieve a citizen-centric public service - Commissioner Salma Ahmed 4
- The public service and citizens must be tech-savvy 5
- Media Council conducts training for Commission Board 6
- Development of HR Master Plan in progress 7
- Enhancing public service's compliance with Values and Principles 8
- Re-Advertisement of Koitaleel Samoei University College Principal & Deputy Principal Vacancies 8
- The solution to wicked problems facing governments today 9
- Capacity-building MDAs on Values, Principles, and Ethical Requirements 10
- The Public Service Commission twitter handle is now verified 10
- The gymnasium partially re-opens 11
- PSC in Pictures 12

## Innovation and use of technology will enhance public service delivery

By Habel Shiloli

**T**he public sector's ability to innovate and adopt technology in service delivery is a critical element in driving economic development.

The Vice-Chairperson, Public Service Commission Ms. Charity Kisotu said this in an opinion column that was carried in four daily newspapers, *The Daily Nation*, *The Standard*, *People Daily* and *the Star* on 23<sup>rd</sup> June 2021 in commemoration of the Public Service day.

She observed that although strategies relating to innovation and technology in the public sector are still less developed than those targeting the private sector, there are potential benefits for the public sector in adapting innovation and technology as drivers of economic growth and prosperity and in delivery of citizen-centric services.

"With a clear strategy on innovation and adoption of technology, the public service can expect a stronger alignment between public service delivery and citizen needs," noted Kisotu.

She appreciated the significant differences that exist between the public and the private sector in terms of incentives and motivation, resource allocation, and attitudes towards risk, which are inherent in the different roles played by the two sectors in the economy.

However, she said that the



*PSC Vice Chairperson Ms. Charity Kisotu*

differences should not hinder promotion of innovation and technology in the public sector.

The Vice chair underscored the importance of public servants being able to identify aspirational issues that are important to the individual citizen.

"It is through understanding issues that affect citizens that enables the public service to design better participation and engagement forums," she said.

She pointed at the emergence of the Covid-19 pandemic as having brought to the fore the centrality of innovation and technology in the public service.

"Covid-19 pandemic forced the Public Service Commission, within a very short period of less than two years to drastically change the way it hitherto organized its activities to meet the needs of the citizens," she said.

She explained that the Commission developed online platforms for its interviews, adopted online meetings and conferencing as well as working from home for some staff members without compromising service delivery standards.

Ms. Kisotu urged public servants not lose sight of the fact that the scale and complexity of the process of continuously delivering quality public services to citizens makes it an ambitious and demanding enterprise that cannot succeed without leveraging innovation and technology.

"Our commitment and resolve towards creating a culture of innovation and technology is a commitment about creating public organizations and systems that habitually innovate, that continually improve their quality, without having to be pushed from outside," she said.

The Public Service Day is celebrated on the same day as Africa Public Service Day (APSD) on the African Union calendar and as United Nations Public Service Day (UNPSD) on the UN calendar.

This year's theme for the United Nations Public Service Day was "*Innovating for a new era: Leveraging the role of technology for the future public service.*"

## MPs endorse draft PSC Performance Management Regulations, 2021

By Pauline Muriuki

The National Assembly's Committee on Delegated Legislation endorsed the draft *Public Service Commission (Performance Management) Regulations, 2021* on 27<sup>th</sup> May, 2021 at a working retreat in Mombasa.

The regulations, which were presented by PSC to the Committee, will once enacted, support the implementation of the Public Service Commission Act, 2017 that was enacted by Parliament in 2017.

The PSC Vice-Chairperson Ms. Charity Kisotu who led Commissioners and Senior Secretariat staff in presenting the document said, "The key objective of the proposed regulations is to mainstream the Constitutional values of efficiency and effectiveness in service delivery; transparency and accountability; and public participation."

"It is our expectation that, when implemented, the draft regulations will go a long way in improving service delivery," she added.

While taking the committee through the regulations, the PSC Director for Legal Services Ms Jacqueline Manani explained, "The object of these regulations is to ensure efficiency and effectiveness in public service delivery as one of the mandates of the Commission under Article 234 of the Constitution."



(Right to left) PSC CEO Mr. Simon Rotich, PSC Vice Chairperson Ms Charity Kisotu, Director Legal Services MS Jaqueline Manani during the presentation of the draft Public Service Commission (Performance Management) Regulations, 2021 to the National Assembly's Committee on Delegated Legislation in Mombasa

In their deliberations on the regulations, the members of the committee commended the Commission for a job well done and suggested areas that needed improvement before their final publication.

Rabai MP William Mwamkale observed that "If these regulations are improved, the country will now benefit from the performance contracting that has been going on for a long time. Out of these regulations, the citizen will be able to hold the public officers to account."

Nominated MP Sammy Seroney said, "There is need to trickle down the regulations to the least person in the Ministry so that they know their roles. This will cure some of the problems that *wananchi* goes through while seeking public services."

Tiaty MP William Kamket who chaired the session urged the Commission to take note of the fundamental issues raised by the members and improve on them.

He appreciated the Commission for taking the process very seriously, adding that it still had a chance to do further public participation if necessary, then when ready, publish the regulations.

Present were 16 Members of Parliament; PSC commissioners Dr. Mary Mwiandi, Dr. Joyce Nyabuti, Dr. Ruben Chirchir, Amb. Salma Ahmed, Amb. Patrick Wamoto, Mr. Andrew Muriuki, and Ms. Joan Otieno; CEO Mr. Simon Rotich; Directors Jacqueline Manani, Sylvester Obong'o and Joan Machayo; and other members of PSC secretariat staff .

## Our focus is to achieve a citizen-centric public service - Commissioner Salma Ahmed

By Tom Muema

**A**s the world celebrated this year's Public Service Day on 23<sup>rd</sup> June 2021, civil servants were urged to provide selfless services to the citizens.

PSC Commissioner, Amb. Salma Ahmed who spoke on Radio Citizen's morning show *Jambo Kenya*, on 21<sup>st</sup> June 2021 called on public servants to prioritize providing professional and high quality services to the citizens as part of

PSC's reform agenda for the public service.

"Those who join the civil service should know that the days when people hang coats in their offices then disappear are gone. The citizens are the bosses and should be served" she said.

The Commissioner emphasized PSC's commitment to revolutionize the public service through the different reforms that the Commission is undertaking.

"The goal of the Commission is to improve the human resource capital in the public service guided by the *Reform, Perform, and Transform Kenya* Mantra," she said.

She revealed that the Commission was working



*PSC Commissioner Amb. Salma Ahmed speaking on Citizen Radio's Jambo Kenya programme on Monday 21st June, 2021*

closely with Parliament to enact PSC Performance Management Regulations, which once passed, will enhance efficiency and effectiveness in the public service.

Regarding this year's UN Public Service Day's Theme: *"Innovating for a new era: Leveraging the role of technology for future Public Service,"* the Commissioner expressed her satisfaction with the adoption of technology in different government institutions, which had smoothened service delivery.

She noted that unlike before, citizens can now enjoy different government services online through the e-citizen platform such as business registrations, Kenya Revenue

Authority Services and much more.

She stated that technology played a critical role in ensuring smooth operations of the Commission when Covid-19 struck and disrupted almost all government activities.

Commissioner Ahmed further amplified PSC's success in leveraging digital technology during the pandemic period to continue serving the public virtually.

Between April 2020 and May 2021, PSC interviewed over 25,000 candidates virtually, among them medical practitioners that boosted the fight against the Covid-19 pandemic.

## The public service and citizens must be tech-savvy

By Horace Ingabo

**P**ublic servants should continue innovating and adopting various technologies to ensure efficient service delivery to the Kenyan citizens.

PSC Commissioner Amb Patrick Wamoto said this on KTN News at 1.00pm on 23<sup>rd</sup> June 2021, in commemoration of the Public Service Day that is celebrated both as United Nations Public Service Day and Africa Public Service Day.

He recognized the value of the public service in the country's development agenda, and hence the importance of celebrating the day.

"The public service is the cornerstone of any government programs, especially those in developmental stage like ours.

"All programs are mostly delivered by the public service and so the value of public service cannot be gainsaid.

"We are at the centre of all the activities of government," he said.

He said this year's United Nations Public Service Day theme, "*Innovating for a new era: Leveraging the role of technology for the future public service*" is very relevant to the direction that the public service needs to take and urged both the public servants and citizens to be tech-savvy and data oriented.

"We foresee a situation



PSC Commissioner Amb. Patrick Wamoto during the KTN News interview session on 23<sup>rd</sup> June 2021

where most of the services will be provided online and this requires that we all embrace technology," said Wamoto.

He gave the example of services such as lands records, driving licenses, and issuance of passports among others that are being provided online.

The Commissioner observed that the Covid-19 pandemic affected the way government delivers services and also impacted on the transparency of the public service.

"Covid-19 pandemic exposed the public service to serious challenges. Offices and courts were shut, businesses closed and everything was disrupted. The government's focus was on tackling the covid-19 challenge," he stated.

The commissioner revealed that the Public Service Commission is being innovative by providing

services online where infrastructure exists.

"The Commission has adopted the online application process where one can simply log into the PSC website and apply for advertised jobs and also interviews are done online.

"The Commission is also working on establishing virtual interview centres in the counties and candidates will not have to travel to Nairobi for interview," he said.

He encouraged the youths and innovative Kenyans to work closely with the Ministry of ICT, Innovation and Youth Affairs to come up with innovations that will help to improve the country's economy.

The Commissioner promised Kenyans a revamped public service.

## Media Council conducts training for Commission Board



MCK Chairman Maina Muiruri presents a certificate to Vice-chair Charity Kisotu after completing media training at Lake Naivasha Resort

**By Pauline Muriuki**

**A**n in-house media training was conducted for the Public Service Commission board and senior secretariat staff to empower them to articulate the Commission's agenda of attaining a citizen-centric public service.

The training was conducted by Media Council of Kenya (MCK) at Serena Beach in Mombasa on 27<sup>th</sup> and 28<sup>th</sup> May, 2021 and at Lake Naivasha Resort on 10<sup>th</sup> June 2021.

In appreciating the training, the PSC Vice-Chairperson Ms. Charity Kisotu said, "We can actually make media our key partner, and especially for us who have a very ambitious Strategic Plan and the transformational agenda that we intend to go round the public service."

She said the Commission had done a lot that the citizens knew nothing about. She gave the example of a major success story of the Rapid Results Initiative (RRI) led by the Commission, through which the Pensions Department cleared a

pension payment backlog to achieve the seamless transition from salary to pension.

"The only partner that will help us grow positively, and sometimes critique us, is the media," added Kisotu.

Commissioner Amb. Ahmed Salma echoed the Vice Chair's words saying, "The citizen is at the centre of our activities, and so we should engage the media and let them know what we are doing."

PSC CEO Mr. Simon Rotich termed the training as a critical part of the Commission's branding.

MCK Chairperson Mr. Maina Muiruri warned, "You will never be out of the shadows of the media. The best you can do is to know how to deal with media, learn what they like, and create an image for the media to sell."

MCK Assistant Director Christine Nguku underlined the

objectives of the training, among them, to expose the participants to what makes news, newsroom and newsroom dynamics and how the media works; to share techniques on how to manage journalists and

press interview skills; and to empower and capacitate participants with tips on how to manage the social media.

MCK Media Trainer Emmanuel Juma stressed the importance of ensuring dissemination of positive messages, and the need to use the social media to remain relevant, since the masses have migrated to social media platforms.

Also present were MCK CEO Mr. David Omwoyo, MCK Director Victor Bwire, Government Advertising Agency Director Mr. Ogaro Gwaro, PSC Commissioners Dr. Mary Mwiandi, Dr. Reuben Chirchir, Dr. Joyce Nyabuti, Amb. Patrick Wamoto, Amb. Salma Ahmed, Ms. Joan Otieno, and Mr. Andrew Muriuki.

Other were PSC Director Legal Services Jacqueline Manani, HRMD Director Joan Machayo, Assistant Director Legal Services Selina Iseme and other PSC secretariat.



Commissioner Dr. Reuben Chirchir (seated, gesturing) making a point during the media training in Naivasha. Standing is the facilitator, Ms. Christine Nguku from MCK

## Development of HR Master Plan in progress

By Badi Khamis

**T**he Human Resource Master Plan that is currently under development will tackle human resource management and planning challenges in the public service.

PSC's Director for Human Resource Management and Development Ms. Joan Machayo reiterated this when she presented a progress report to the Commission senior management staff in Naivasha on 10<sup>th</sup> June 2021.

"The Master Plan will offer a complete structure for a unified approach to determining the HR requirements in the public service and design strategies to address existing disparities," she stated.

Ms. Machayo explained the role that the policy will play in initiating digital transformation that will have a direct impact on all activities of the Commission as envisioned in the 2010 Constitution.

The Master Plan will specifically seek to address un-harmonized reforms strategies; discordant norms and standards to the management of human resources; Capacity Assessment and Rationalization Program (CARPs) and the Kenya Vision 2030, which are inherent factors that have necessitated the development of the Master Plan for the Public Service.



*PSC Director for Human Resource Management & Development, Ms Joan Machayo making a point to PSC senior staff during a working retreat on Draft Human Resource Masterplan at a Hotel in Naivasha.*

Four weeks after the stakeholders' engagement forum to discuss the Master Plan at the Kenya School of Government on 13<sup>th</sup> May 2021, the team working on the document met in Naivasha to outline key responsibilities of stakeholders in its development process.

Marigold consulting firm is leading the process in collaboration with Authorized Officers and Heads of Human Resource in Ministries and State Departments, who are key stakeholders, to enhance synergy and inclusivity.

Present during the event were, the Director Performance and Service Delivery Improvement

Dr. Sylvester Obong'o, the Director Legal Services Ms. Jacqueline Manani, the Director Compliance and Quality Assurance Mr. Simon Wachinga and the Director Corporate Services Mr. Gerald Kuhaka.

Others were the Ag. Director Board Management Services Mr. George Mukabi, Deputy Director Public Communications Mr. Browne Kutswa, Deputy Director Planning Ms. Anastasia Kariuki, Deputy Director Supply Chain Management Mr. Patrick Malakwen, Deputy Director ICT Mr. Harry Mwangi, and Assistant Director HRM Ms. Caroline Kiget. among others

## Enhancing the public service's compliance with Values and Principles

By Isaac Mugo

The public service's compliance with Values and Principles in Articles 10 and 232 of the Constitution is expected to improve in the period beginning July 2020 to June 2021.

This is after the Commission conducted successful debriefing webinar sessions from 25<sup>th</sup> to 27<sup>th</sup> May 2021 to discuss the findings in the 2019/2020 report on compliance status.

The webinar, which linked over 600 public servants drawn from over 250 institutions in three 3-hour sessions highlighted the key findings in the 2019/2020 report and the challenges faced by organizations during the evaluation exercise.

The specific objectives of the webinar sessions were to share the findings of the 2019/20 values and principles compliance evaluation report; provide clarity on the performance standards and indicators; establish the implementation status of the performance gaps by Ministries, Department and Agencies (MDAs); and share experiences on the

evaluation process and propose appropriate interventions.

The sessions targeted organizations drawn from Constitutional Commissions and Independent Offices; Ministries and State Departments; Public Universities; State Corporations and Semi-Autonomous Government Agencies (SAGAs); and Statutory Commissions and Authorities.

Each organization nominated officers to participate in the webinar sessions. They comprised of the head of institution, head of human resource/capital, the officer(s) in-charge of ethics and governance in the organization; and heads of divisions/units/sections.

The Commission saw the need to have the webinar engagement following concerns raised by numerous public organizations regarding their last year's performance in diverse thematic areas.

Other MDAs requested the Commission to provide technical support regarding identification of institutional performance gaps and implementation of the respective action areas.

The report on the *Status of the Public Service Compliance with the*

*Values and Principles in Articles 10 and 232 of the Constitution* is prepared in fulfillment of Article 234 (2)(h) of the Constitution.

The article requires the Commission to evaluate and report to the President and Parliament on the extent to which the values and principles mentioned in Articles 10 and 232 are complied with in the public service.

Commissioners Dr. Reuben Chirchir and Dr. Joyce Nyabuti who graced the sessions urged the MDAs to ensure continued commitment on the public service values and principles compliance evaluation processes.

Participants from PSC secretariat included Compliance and Quality Assurance (C&QA) committee members and presenters and panelists drawn from the inter-departmental values and principles technical team.

They included Mr. Simon Wachinga, Dr. Gabriel Juma, Mr. Wesley Kipngétich, Ms. Selina Iseme, Mr. Andrew Njogu, Mr. Jacob Gumba, Dr. Philemon Kiprono, Ms. Everlyne Adhiambo, Mr. Simon Ojala and Mr. Kihui Mugo among others.

### Re-Advertisement of Koitaleel Samoei University College Principal & Deputy Principal Vacancies

Public Service Commission has re-advertised the position of Principal and Deputy Principal at the Koitaleel Samoei University College, a constituent of the University of Nairobi.

The two positions were advertised earlier on MyGov newspaper of 1st June, 2021 and the Daily Nation of 3rd June, 2021. This re-advertisement follows a review of terms described in the previous advert. Application period for the positions has also been extended. Those interested, can submit their applications before or by close of business 29<sup>th</sup> June 2021.

Once appointed the Principal and the Deputy Principal will serve for a 5-year term which can be renewed once. The commission has also advised candidates who had applied for any of the two positions not to re-apply since the change of terms will not affect their earlier applications.

For more information, kindly visit our website <https://www.publicservice.go.ke/> or social media platforms, Twitter & Facebook Page @PSCKenya

# The solution to wicked problems facing governments today

By Gabriel Juma, PhD, MKIM

All over the world, governments are experimenting with new ways to address urgent societal problems in a more cohesive and joined-up manner.

This is because many societal problems that citizens expect government to address today can no longer be tightly defined and their solutions fairly readily identified.

Challenges such as poverty eradication, global warming, drug trafficking and international terrorism have been referred to by various scholars as wicked in character as there is neither agreement on their nature nor on possible solutions.

Wicked problems cut across boundaries and dichotomies. Tackling them therefore exceeds the problem-solving capabilities of any individual actor.

Wicked problems defy the conventional problem-solving approaches of both traditional Public Administration and New Public Management (NPM).

This view is supported by Brian Head and John Alford in their paper presented during the 12th Annual Conference in Brisbane from 26th – 28th March, titled “Wicked problems: the implications for public management” and published in 2008.

They argue that solving wicked problems is a big challenge to traditional public administration and calls for government’s ability to think out of the box.

Further, Tom Christensen and Per Lægreid in their article titled “The whole of Government approach to public sector reform,” and published in the Public Administration Review Journal volume 67 in 2007 argue that New Public Management (NPM) practices are ill-equipped (suited) to deal with wicked problems.

In addition, the silos approach as advanced by NPM model limits government’s ability to cope with



Dr. Gabriel Juma

wicked problems that transcend existing institutional structures.

Dealing with wicked problems calls for an integrated perspective. This view is supported by Philip Marcel Karee, John Alford, Martin Van der Steers and mark Van Twist, who in their article “Whole of Government in theory and practice” argue that many governments the world over have over the last fifteen years or so reacted to the need to deal with the challenges facing service delivery in a new manner that transcends traditional public administration and NPM by adopting the Whole-of-Government approaches (WoGA) to policy making.

Whole-of-Government approach model also known as Joined up Government seeks to produce connectedness and overcome fragmentation by aligning the activities of separate organizations towards particular goals of public policy.

However, very little research has been undertaken by scholars on exactly what the essence of providing public services in an integrated manner is, the successes and limitations.

A study on the adoption of the WoGA in Australia and the Netherlands revealed three interesting findings.

First, that political capital and organizational capacity is required in

order to connect the fragmented and institutionalized functional entities.

Secondly, that working together requires an agreed mandate from those with political or operational authority. Cooperating organizations should be able to accommodate certain trade-off between different interests designed to capitalize on interdependent specializations. Effective collaboration requires effort from all organizations, not only in bringing them together in one system but also in keeping them motivated and committed to the collaborative effort.

Finally, that connective Government should be about providing more value for money and improving quality of services.

The study concludes that Joined up Government remains work in progress and that collaborative efforts should be encouraged with the purpose of creating innovative ways of addressing urgent societal problems.

The study further recommends that for successful adoption of the model, there is need to synchronize the supporting functions of the organizations working together with each other; introduce/adopt systems that are resistant and flexible enough to accommodate unknown forms of cooperation; and realize that the cooperating organizations are different and hence seek to realize benefits through dovetailing those differences.

Christopher Pollit, in an article titled “Joined up Government: a Survey”, and published in the Political Studies Review in 2003 is of the view that WoG approach model, if well implemented can help many governments realize various goals such as stopping policies from undermining each other, making better use of resources, creating synergies by bringing different shareholders in a particular policy, field or network and offering citizens seamless rather than fragmented services.

## Capacity-building MDAs on Values, Principles, and Ethical requirements



PSC Deputy Director Compliance and Quality Assurance Dr. Gabriel Juma taking NACADA senior management staff through Values, Principles and Ethical requirements in Public Service session at Kenya Institute of Curriculum Development (KICD)

By Isaac Mugo

A capacity-building program was conducted in June 2021 to enlighten public servants and enhance their compliance with values, principles and ethical requirements in the public service.

The training was spearheaded by a team from the directorate of Compliance and Quality Assurance of the Public Service Commission.

On 2<sup>nd</sup> and 3<sup>rd</sup> June 2021, Mr. Wesley Kipngétich and Mr. Kihui Mugo facilitated a sensitization exercise on Kenya Medical Practitioners and Dentist Council in Hurlingham.

The training focused on the legal and policy provisions for the promotion of values and

principles, ethical standards in the public service including financial declaration procedures and values and principles reporting processes.

On 2<sup>nd</sup> and 4<sup>th</sup> June 2021, Dr. Gabriel Juma and Mr. Mugo trained the senior management of the National Campaign against Alcohol and Drug Abuse (NACADA) at the Kenya Institute of Curriculum Development (KICD).

The Training emphasized the need to ensure all members of staff are involved in the evaluation processes so as to ensure accurate and updated institutional data is promptly availed upon request.

A similar training from 17<sup>th</sup> to 22<sup>nd</sup> June 2021 was conducted for the heads of divisions and units for

the Immigration Directorate at the Morendat Training Institute in Naivasha.

Dr. Juma and Mr. Mugo guided the sensitization sessions whose objectives were to appraise the senior management on the findings of the 2019/20 Values Report regarding the organization's performance.

Participants were also appraised on their role in the values and principles promotion and implementation process.

They were also urged to demonstrate high level commitment in the implementation of values and principles towards enhancing service delivery in the organization.

### The Public Service Commission Twitter handle is now verified



PSC @PSCKenya · 30m

UPDATE: Public Service Commission Twitter Handle is now Verified. #Verified #twitterverified

The official Public Service Commission twitter handle @PSCKenya has been verified with a Blue Badge following a successful application by the Commission. The blue verification badge on *Twitter* lets people know that an account of public interest is authentic. It is ideal for building credibility and trust from the public and the media. It will now be easy for the public and media to locate the commission's handle on *Twitter* and differentiate the real Commission handle from possible creation of fake and pseudo-PSC twitter accounts. *Twitter* is one of the most influential, trusted and popular social platforms around the globe.

## The gymnasium partially re-opens



*Fitness instructor Griffins Omondi (in green t-shirt) taking stock of gym equipment (file photo)*

### By Belinda Kemunto

**T**he PSC gymnasium is set to re-open on Monday 28<sup>th</sup> June 2021, after three months of closure that was done to minimize the risks of spreading Covid-19.

In a memo to the secretariat staff on Wednesday 16th June 2021, the CEO Mr. Simon Rotich said the gymnasium will “partially re-open under controlled and restricted arrangements.”

He said measures have been put in place to guarantee safety to the users of the gym, among them admitting only a maximum of four users per session to ensure compliance with the social-distance protocol.

Operating hours will also be restricted to the official working

days, with five sessions per day and an allowance of 15 minutes in between sessions to allow for disinfection and refreshing of the facility.

To facilitate management and restrictions on the numbers of users who will be accessing the gym during the sessions, a weekly schedule will be prepared where interested users will book slots in advance.

The memo further stated that all gym users, restricted to members of the PSC fraternity only, will register their identities, contact details, temperatures, date and the particular gym session before using the facility.

All users have been urged to comply and observe the basic health precautions while using the gym facility such as sanitizing

regularly, wearing face masks while inside the gym, and carrying and using their own personal attire.

Those with any slightest symptoms related to the Covid-19 pandemic have been urged to keep away from gym.

To ensure compliance, a team of four staff members has been appointed to oversee the safe resumption of services at the facility. They include Nelson Mithamo the team leader, Faith Anjili the alternate team leader and team members Jackson Onyango and Catherine Nyachomba.

***Ms Belinda Kemunto is a student on attachment in the Communication Unit***

## PSC IN PICTURES



Commissioner Amb Patrick Wamoto (Right) in the KTN studio during the interview on Public Service Day on 23rd June 2021



Commissioner Amb Patrick Wamoto (Right) during a courtesy call on the Standard Group CEO Mr. Orlando Lyomu (Left) on 23rd June 2021



Cabinet Secretary Amb Monica Juma (right) during her visit to the Commission on 16th June 2021, on her immediate right is Commissioner Amb Salama Ahmed and PSC Vice Chairperson Ms Charity Kisotu



Deputy Director ICT Mr. Harry Mwangi (in yellow t-shirt) making a point during the working retreat on HR Master Plan in Naivasha



Deputy Director Performance and Service Delivery Improvement Mr. Joshua Mwiranga making a presentation during the working retreat on HR Master Plan in Naivasha



Deputy Commission Secretary Corporate Services Mr. Remmy Mulati (L) presents monetary contributions to the Director Corporate Services Mr. Gerald Kuhaka who lost his mother in May 2021. Looking on is Deputy Director Corporate Services Mr. John Opondo

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### Vision

A Citizen-centric public service

### Mission

To reform and transform the public service for efficient service delivery

### Core Values

- Citizen Focus
- Professionalism
- Innovation
- Team-work

### Public Service Commission Directorate

- Recruitment and Selection
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- Establishment and Management Consultancy Services
- Performance and Service Delivery Improvement
- Board Management Services
- Compliance and Quality Assurance
- Finance and Planning
- Corporate Services
- Legal Services
- Internal Audit

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