

PSC News

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

A record 8000 internship opportunities in the public service up for grabs



A section of Cohort V Interns during the opening session of the induction program at KICC in March 2023

By Ivan Katimi

The Public Service Commission has announced the recruitment of 8,000 new interns under the Public Service Internship Programme (PSIP) for the financial year 2023/2024. The Commission extended the application window to 23 August 2023 following increased demand for the opportunities.

To qualify, the applicants must have a Bachelor's degree in any discipline from a recognized university, have graduated not earlier than 2017 and be proficient in computer skills.

By close of the application period, 50,000 applications had been

received by the Commission for the positions.

Successful candidates are expected to join the programme in November 2023.

According to the Deputy Director HRMD Mr. Simon Mwangi, since the inception of the PSIP program, this is a record high for both applications and vacancies applied.

Successful candidates will be deployed to various government ministries, departments and agencies where they will be able to practice in their specific fields for a period of 12 months.

They will carry out specific tasks and responsibilities as mutually agreed upon and assigned

by the supervisors.

They will document relevant skills acquired in their areas of deployment and actively participate in any relevant mentorship activities and additional responsibilities designed for the programme.

They will be paid a monthly stipend at a rate determined by the government during their internship period as upkeep and will be eligible to get a certificate upon successful completion of their internship.

The Public Service Internship Programme (PSIP) is a government youth empowerment project that sets to give opportunities to graduates to sharpen their skills and gain experience as a stepping stone to the job market.



Inside this issue:

Amb. Salma Ahmed Calls for Standardized Human Resource Management Instruments at National and County Levels	2
New Guidelines on HR Management in State Corporations and Public Universities released	3
Cohort 5 of PSIP Interns attached to the Commission inducted	4
Clerical staff in MDAs set to sit for proficiency examination	4
Makueni County Public Service Board benchmarks with PSC	5
PSC gets an award at the ELRC 2023 Annual Symposium	6
Board trained on leadership development	7
Preparation commences for the 2022/2023 Values and Principles report	8
Preparation of PSC Annual Report 2021/2022 on course	9
PSELF Fellows Commemorate the Youth Day of Service	10
President nominates Mulele Igonga as next DPP	11
Charity Kisotu sworn in as a member of the JSC	12
Delegation from the Zimbabwean Public Service applauds PSC on technology	13
Good Governance Transparency and Accountability	14
PICTORIAL: Devolution Conference 2023 Held at the Eldoret Sports Club, Uasin Gishu County -15 to 19 July 2023	15
PSC IN PICTURES	16

Amb. Salma Ahmed calls for standardized human resource management instruments at National and County levels



PSC Commissioner Amb. Salma Ahmed in a panel discussion at the Eldoret Sports Club, during the Devolution Conference 2023 in Uasin Gishu County

By Tom Muema

Public Service Commission (PSC) Commissioner Amb. Salma Ahmed has called for the standardization of human resource management instruments at the National and County levels of governance.

Amb. Salma said this while participating in a round table discussion during the Devolution Conference 2023 at the Eldoret Sports Club, Uasin Gishu County on 16 August 2023.

The commissioner urged the County Public Service Boards (CPSB) to align their human resource management instruments with the guidelines provided by the Public Service Commission.

“To address the human capital challenge, it is important for County Public Service Boards and national governments to ensure they embrace uniform norms and standards. That is currently lacking,” said Amb. Salma .

She noted that the Public Service Commission has already published HR guidelines that the County Public Service Boards leadership can reference in developing human resource management instruments in the devolved units.

“I urge the County Public Service Boards to take advantage of the information available on the PSC website,

that can help them in streamlining and developing HR manuals to strengthen Human Resource Management in their respective counties,” said the Commissioner .

The devolution conference 2023 themed “10 years of devolution; Present and the future” was held at the Eldoret Sports Club in Uasin Gishu County from 15 to 19 August 2023, bringing together thousands of dignitaries, delegates and hundreds of exhibitors.

The Public Service Commission was among the top exhibitors at the five-day event that was officially opened by President William Ruto.

New Guidelines on HR Management in State Corporations and Public Universities released



PSC CEO Dr. Simon Rotich

By Browne Kutswa

Public Service Commission has issued new guidelines on human resource management in state corporations and public universities.

In a circular signed by CEO Dr. Simon Rotich and addressed to all Authorised Officers, Vice Chancellors of public universities and CEOs of state corporations, the Commission cautioned that any HR instruments released for implementation without prior approval by the Commission will be considered null and void in line with the court decisions.

"Any newly developed or reviewed human resource management instruments or proposals for establishment of

new offices or abolition of offices should comply with the guidelines and be submitted to the Commission for consideration and approval," the circular reads.

The new guidelines come against the background of court decisions that affirmed the role of the Commission in the management of the human resource in state corporations and public universities.

They are also in accordance with article 234 of the Constitution that outlines the mandate and powers of the Commission on human resource management in the public service.

The guidelines were

developed through a participatory process that incorporated views from various stakeholders.

The guidelines are available on the Commission website www.publicservice.go.ke

"Any newly developed or reviewed human resource management instruments or proposals for establishment of new offices or abolition of offices should comply with the guidelines and be submitted to the Commission for consideration and approval,"

Cohort 5 of PSIP Interns attached to the Commission inducted



Senior Human Resource Officer Faith Chemtai facilitates a session on the importance of internship during the PSIP induction at the Commission House

By Virginia Asievera

The Public Service Commission has concluded a two-day induction programme for 30 interns attached to the Commission under the Public Service Internship Program (PSIP).

The induction took place at the Commission House from 24 to 25 August 2023.

In her opening remarks, the PSC's Acting Deputy Director for Human Resource Management and Development Ms. Caroline Kiget urged the interns to take the opportunity to learn from their

mentors and seniors as it is critical for their career growth.

"The PSIP program will shape your career path and change your life for better if you take the opportunity seriously and be eager to learn from your seniors," said Ms. Kiget.

The induction aims at introducing the interns to the public service and educating them on the Commission's mandate, policies, procedures, culture, mission, and vision.

The comprehensive induction programme took the interns through Governance & Structure of Government; The Mandate and

Functions of the Commission/Legal Framework; PSC Vision, Mission, Core Values, Strategy and Organizational Structure; Records Management & Documentation Security; ICT and Cyber Security; Values & Principles, Code of Conduct and Ethics; Public Financial Management Act; Communication Skills, Customer care and Office etiquette; PSIP Welfare and Benefits; Human Resource Management Issues; and Staff Wellness Programmes at PSC

The programme facilitators were drawn from various directorates in the Commission.

Clerical staff in MDAs set to sit for proficiency examination

By Pauline Muriuki

The Public Service Commission is set to administer proficiency examination for clerical officers in public service from 28 to 31 August 2023.

A total of 431 candidates registered for the examination in nine centres across the country with the Nairobi centre leading at 140 candidates. The Embu centre followed with 61 candidates, Eldoret 52, Nakuru

41, Garissa 39, Mombasa 31, Kakamega 29, Kisumu 27 and Nyeri 11.

Officials identified by the respective County Directors of Education will invigilate the examination in collaboration with officers from the Public Service Commission. Commissioners have been deployed to each of the centres to oversee the exercise.

Makueni County Public Service Board benchmarks with PSC



PSC CEO Dr Simon Rotich chairing a board session with members of the Makueni County Public Service Board (CPSB) during a benchmarking visit to the Commission

By Badi Khamis

Members of the Makueni County Public Service Board (CPSB) visited the Public Service Commission (PSC) on 26 July 2023 to benchmark on the Human Resource Management function.

The six-member team led by the Board Chairperson Dr. Nicodemus Muteti familiarized with the PSC's Board Management Services System, Performance Management System, Recruitment and Selection System and the Compliance & Quality Assurance System.

PSC's CEO Dr. Simon Rotich who welcomed the team at Commission House said it is

part of the Commission's mandate to build the capacity of the County Public Service Boards.

PSC's Director of Performance and Service Delivery Transformation (P&SDT) Dr. Sylvester Obong'o led the PSC technical team in engaging with the Makueni CPSB team.

Dr. Muteti in his closing remarks commended the PSC's technical team for digitalizing job applications process and making it convenient for all citizens to access such great opportunities.

He acknowledged that his team had learnt a lot on how to deal with challenges in the human resource management

and development in public service and will implement the strategies to improve the Makueni County Public Service Board.

Others in the delegation included Ms. Redempta Kavindu, the CEO of the Makueni County Public Service Board and Board members Mr. Christopher Masila, Dr. Margaret Musyoka, Dr. Jacinta Kinyili and Prof. Benard Kivunge.

Article 234 (2)(i) mandates the Public Service Commission to hear and determine appeals in respect of county governments' public service.

PSC gets an award at the ELRC 2023 Annual Symposium



Deputy Director Ethics & Governance Wesley Kipng'etich displays a certificate awarded to the Commission during the Employment and Labour Relations Court (ELRC) Annual Symposium. Standing next to him is ELRC Principal Judge Justice Byram Ongaya

By Tom Muema

The Public Service Commission (PSC) emerged the Third Best exhibitor in showcasing their mandate during this year's Employment and Labour Relations Court (ELRC) Annual Symposium.

The four-day Symposium, which was held at the Kenyatta International Convention Center (KICC) from 17 to 20 July 2023 brought together over 30 public and private sector institutions.

It was themed: *The Place of Employment and Labour Relations Court in Social Transformation through Access to Justice in Kenya*

and coincided with the celebration of 10 years of judicial service delivery to Kenyans.

While Presenting the Award to the PSC team, the ELRC Principal Judge Justice Byram Ongaya, noted that the Commission team excelled in putting together an exhibition booth that conclusively resonated with the theme and the event of the day.

“Those who visited the PSC Exhibition booth can agree that the team did an exemplary job, not only in the setup but satisfactorily responded to the questions raised by the

participants,” said Justice Ongaya.

The Employment and Labour Relations Court emerged as the Second Best exhibitor, and Kenya Law Reports as the Best Overall stand winner.

The Employment and Labour Relations Court is established under Article 162 (2) (a) of the Constitution of Kenya 2010.

It is operationalised under the Employment and Labour Relations Court Act No. 20 of 2011. The ELRC is a specialised court with the status of the High Court.

Board trained on leadership development

By Badi Khamis

A training program on Leadership Development was held in Nakuru County under the sponsorship of the Commonwealth Fund for Technical Cooperation (CFTC) for the Commission Board.

The four-day programme, which started on 27 to 30 June 2023 at Sarova Woodlands Hotel sought to capacity build the Commission to provide leadership towards ensuring public servants' resilience during disruptive situations.

The lead facilitator, Dr. Roger Koranteng, an Adviser and Head of Public Sector Governance observed that integrative leadership skills allow the public sector leaders to respond to new and diverse ethical issues promptly.

“Leadership skills facilitate the public sector leaders to distinguish between ethical and unethical acts,” he stated.

He added that public sector leaders require various technical, conceptual and interpersonal skills and other skills like emotional and social intelligence to enable them to diffuse and establish core ethical values in the organization.

Dr. Koranteng noted that effective leadership is integral to organizational effectiveness. Effective leaders create positive organizational

cultures, strengthen motivation, clarify mission and organizational objectives, and steer organizations to more productive and high-performing outcomes.

Speaking at the end of the programme, PSC Chairperson Amb Anthony Muchiri said that the programme provided the participants with invaluable competencies, skills, and knowledge based on best practices in managing and leading the Public Service Commission and the larger public service in Kenya.

“We are all obliged to practice the values more rigorously and mentoring and sensitizing others about them” he stated.

The program's objectives were to help build a broader strategic mindset, improve innovation and performance, and

ensure resilience and sustainability; take a holistic approach to ethical values and institutionalise integrity in the management and decision-making in the public service, and strengthen all aspects of corporate governance.

The co-facilitator at the training was Mr. Dunstan Maina, Public Administration Adviser, Public Sector Governance Unit, Commonwealth Secretariat, London, UK.



From right– Amb Anthony Muchiri and the lead facilitator Dr. Roger Koranteng, issuing certificate of participation to Vice Chairperson CPA Charity Kisotu

“Leadership skills facilitate the public sector leaders to distinguish between ethical and unethical acts”

Preparation commences for the 2022/2023 Values and Principles report



Commissioner Dr. Reuben Chirchir (fourth right) addressing the task team charged with preparation of 2022/2023 report on the status of public service compliance with Values and Principles of Public Service as Commissioners Dr. Mary Mwiandi and Dr. Joyce Nyabuti (second and third right respectively) listen on.

By Habel Shiloli

Over 2,000 participants from public institutions under the purview of the Public Service Commission have been sensitized on the evaluation process for the 2022/2023 status of public service compliance with Values and Principles in Articles 10 and 232 of the Constitution.

The webinars to sensitize the officers ran from 22 to 25 August 2023.

While officially opening the webinars, PSC Chairperson Amb. Anthony Muchiri underscored the importance of the sessions meant to usher in the eleventh cycle of the reporting on values and principles.

“You are all aware that the survey we are flagging off today will culminate into the preparation of the annual statutory report provided for in Article 234 (2)(h) of the Constitution, which will be submitted to the President and Parliament by 31 December 2023,” he said.

He noted that the Constitution required that officers promote the

values and principles in Articles 10 and 232 both at the individual level and at the institutional level.

Earlier, from 7 to 10 August 2023, the lead Commissioners for the report preparation, Dr. Reuben Chirchir, Dr. Joyce Nyabuti and Dr. Mary Mwiandi guided the inter-departmental technical team to finalize the data collection tool in an exercise that began last month.

The technical team disseminated the data collection tool during the webinar. Heads of HR and technical officers handling governance and ethics issues in the respective institutions were part of the participants in the webinar.

The institutions that are targeted for evaluation fall under six categories namely, the Commissions and Independent Offices; Ministries and State Departments; Statutory Commissions and Authorities; State Corporations and SAGAs;

Public Universities; and TVET Institutions.

The findings of the report will be useful in generating policy recommendations that will not only guide MDAs in implementing proposed intervention measures, but will also inform the 2023/24 evaluation cycle.

Data collection for this year’s report will also capture feedback from the citizens across the country who are the ultimate consumers of government services.

The webinars attracted 301 participants from Constitutional Commissions and Independent Authorities; Statutory Commissions and Authorities; Ministries and State Departments, 801 participants from State Corporations and SAGAs, while Public Universities and TVETs were 201 and 745 participants respectively.

Preparation of PSC Annual Report 2021/2022 on course



Director Performance & Service Delivery Transformation Dr Sylvester Obong'o (standing) with members of the Annual Report task team during a meeting to fine-tune the document

By Pauline Muriuki

The preparation of the Public Service Commission Annual Report for the year 2022/2023 has entered advanced stages of completion.

The interdepartmental team tasked to prepare the report is working under the oversight of Commissioners Amb. Salma Ahmed and Dr. Joyce Nyabuti to ensure that the report is ready for submission to the President and Parliament by 30 September 2023.

Article 254 (1) of the Constitution requires “each Independent Commission to submit a report to the President and Parliament on the activities and

financial statement for each financial year.”

Section 90 of the Public Service Commission Act, 2017 also provides that every September, after the end of each financial year, the Public Service Commission shall present its Annual Report to the President and Parliament.

Further, it is a requirement of Regulation 76 of the Public Service Commission Regulations to publish the Annual Report in the Kenya Gazette within 14 days of the submission deadline.

The Commission’s Chief Executive Dr. Simon Rotich appointed the technical task team with representation from

all the Commission’s Directorates. The team is led by Dr. Sylvester Obong’o, Director, Performance Management & Service Delivery Transformation and Mr. Browne Kutswa, the Deputy Director, Public Communication.

The team’s action plan included the development of a data collection tool, which the directorates used as a guide to submit data for the report compilation.

Once the draft report is finalized, it will be presented to Commission Board for approval before publication and dissemination.

PSELF Fellows Commemorate the Youth Day of Service

By Stephanie Ndiku

The first and second cohorts of the Public Service Emerging Leaders Fellowship (PSELF) programme planted 500 trees on 12 August 2023 in Kajiado County to celebrate the Youth Day of Service (YDOS).

The Fellows planted the trees across two establishments namely the Napenda Kuishi Rehabilitation Centre and the

Ongata Rongai Sub-County Hospital. The event coincided with UN International Youth Day observed annually on August 12.

The YDOS stands as week-long continental initiative, guided by the initiative of young individuals, working to harness the energy, innovation and voices of Africa's emerging generations in order to achieve the objectives set forth by the Sustainable Development Goals (SDGs).

At the heart of the YDOS lies the aspiration to foster and inspire a culture of volunteerism and community engagement among young men and women throughout Africa, with the ultimate aim of effectively realizing the SDGs.

In line with the theme of the 2023 International Youth Day which emphasizes 'Green Skills for Youth: Towards a Sustainable



PSELF fellows planting trees during the UN International Youth Day on 12th August 2023

World', the Fellows aimed to commemorate the event by planting trees.

This resonated with the broader global shift toward environmental sustainability and a climate-friendly planet, necessitating conscious and deliberate efforts.

The Fellows intend to play a sustained role in fostering green spaces, thereby contributing to the overarching goal of achieving a sustainable world.

Recent years have witnessed growing concerns about climate change, leading governments and non-governmental entities to collaborate on combating its causes through various initiatives aimed at promoting a sustainable environment.

During the Youth Day of Service celebration, the PSELF fellows expressed their desire to

support the President's initiative to plant 15 billion trees by the year 2032.

Father Maurizo Binaghi, responsible for the Napenda Kuishi Rehabilitation Centre in Kajiado, emphasized that achieving this goal necessitates collective effort, encouraging all to participate by planting a tree each month.

The Fellows comprise public servants drawn from diverse government institutions and ministries, all participating in a mentorship program that seeks to nurture leaders capable of initiating positive changes within the government to enhance service delivery in the public sector.

President nominates Mulele Igonga as next DPP



Members of the selection panel tasked to recruit the Director of Public Prosecution in a group photo with the PSC board

By Virginia Asievera

President William Ruto has nominated Renson Mulele Igonga as the new Director of Public Prosecution (DPP).

The President presented the nominee to National Assembly for approval.

The selection panel for nominees for the DPP position shortlisted 15 candidates for the position. Mulele Igonga was selected from the list through a competitive vetting process carried out by the selection panel at the Public Service Commission House.

The interview process took two days, and concluded on 2 August 2023.

Mulele is set to replace former DPP Noordin Haji who was sworn in by the President as Director General of National Intelligence Service (NIS). Igonga has served as the Assistant Director of Public Prosecution before his nomination.

The persons interested in the DPP position were required to have at least 10 years' experience as a Superior Court Judge or professional magistrates with a law degree or an advocate of the High Court with other more requirements listed in the job advertisement by PSC.

The DPP's core functions as stipulated in the Constitution include the power to direct the Inspector-General of the National Police Service to investigate any information or allegation of criminal conduct and the Inspector-General shall comply with any such direction.

In exercising the powers conferred by the constitution the Director of Public Prosecutions shall have regard to the public interest, the interests of the administration of justice and the need to prevent and avoid abuse of the legal process.

The President appointed a seven-member team on 20 June 2023 to select the nominees for the Director of Public Prosecution position.

The seven-member selection panel sworn in on 26 August 2023 at the Public Service Commission House was chaired by Shadrack Mose- Office of Attorney General, Francis Atwoli - Secretary General of Central Organization of Trade Unions (COTU), Mary Kimonye – Office of the President, Mary Adhiambo Maungu – Ministry responsible for Public Service, Rosin Sprouts-Kenya National Commission for Human Rights, Richard Onsongo – Law Society of Kenya, Twalib Mbarak- Anti Corruption Commission.

The Public Service Commission Amb. Anthony Muchiri presided over the swearing in of selected panel urged the panel to ensure a fair and transparent recruitment process.

Charity Kisotu sworn in as a member of the JSC

By Badi Khamis

PSC Vice Chairperson CPA Charity Kisotu took oath of office as a member of the Judicial Service Commission (JSC) on 31 July 2023.

This followed her nomination by the PSC Chairperson Amb. Anthony Muchiri vide Gazette Notice no 9574 of 19 July 2023 as a representative of the Public Service Commission on the JSC.

In her acceptance remarks, Ms. Kisotu

stated that she will execute her duties at the JSC within the confines of the Constitution and the law and provide the link between the Public Service Commission and the Judicial Service Commission.

“I believe that my work in the public service and my experience at the Public Service Commission places me in a position to add value to the Judicial Service Commission in the management of human resources of both judicial and non-judicial staff.”

Chief Justice Martha Koome who presided over the swearing-in ceremony said that the sole function of JSC as per the Constitution is to facilitate the realization of the right to access justice by all.

“I am certain that you will play a valuable role in

encouraging the promotion of the Constitution's values,” she said.

The oath of office was administered by the Chief Registrar of the Judiciary Hon. Anne Amadi and witnessed by Amb. Muchiri, Commissioners Dr. Mary Mwiandi, Dr. Reuben Chirchir, Amb. Patrick Wamoto, Mr. Andrew Muriuki and CEO Dr. Simon Rotich.

Others were the JSC Commissioners, PSC Secretariat staff and family members of Ms Kisotu among others.

The Judicial Service Commission comprises the Chief Justice as the Chairperson; One Supreme Court judge elected by the judges of the Supreme Court; One Court of Appeal judge elected by the judges of the Court of Appeal; and One High Court judge.



PSC Vice Chairperson CPA Charity Kisotu is sworn in as a member of the Judicial Service Commission at the Supreme Court on 31st July 2023

Others include one magistrate; one woman and one man elected by the members of the Association of Judges and Magistrates; and The Attorney-General.

The membership also includes two advocates, a woman and a man, each of whom has at least fifteen years' experience, elected by the members of the statutory body responsible for the professional regulation of advocates; and one person nominated by the Public Service Commission.

It also includes one woman and one man to represent the public, not being lawyers, appointed by the President with the approval of the National Assembly.

The Chief Registrar of the Judiciary serves as the Secretary to the JSC.

Delegation from the Zimbabwean public service applauds PSC on technology



PSC Commissioner Amb. Salma Ahmed (seated in the middle) in a group photo with the Zimbabwean Public Service Delegation who visited the Commission on a benchmarking tour on 5th July 2023.

By Tom Muema

The Zimbabwean Public Service Commissioner Rosemary Mukogo has commended the PSC, Kenya, for leading the way in leveraging technology to ensure quality and efficient service delivery.

Speaking during a benchmarking tour at the Commission House on 5 July 2023, Ms. Mukogo noted that the Zimbabwean government is keen to learn from the Public Service Commission.

"PSC Kenya has made tremendous strides in embedding technology in

implementation of its mandate, and we are delighted for this opportunity to learn from you," said Ms. Mukogo.

While addressing the team from Zimbabwe, Commissioner Amb. Salma Ahmed called for strengthening of the partnership between Kenya and Zimbabwe on strategic and technical levels.

"Our two countries share a common history and similar aspiration for development and prosperity," said Amb. Salma.

The benchmarking trip provided an avenue for sharing ideas and the two countries'

progress in improving service delivery through technology.

Accompanying Ms. Mukogo were Simon Masanga, Permanent Secretary, Ministry of Public Service, Labor, and Social Welfare; Walter Mpandawana, Head, Human Capital Development and Management; Albert Chikondo, Head of Implementation, Monitoring and Evaluation, Office of the President and Cabinet.

Others were Muruel Makoni, Noah Munyoro, Ackim Maravira, Florence Sithole, Sibonile Malumeja, Tafadzwa Mucheuki and Robert Masaya.

Good Governance Transparency and Accountability

By Juma Gabriel, PhD, MKIM

The 2021/2022 Values and Principles Evaluation Report sought to establish the measures public organizations had put in place to promote good governance, transparency and accountability.

Findings revealed that 3,962 civil proceedings were filed against public institutions out of which 874 cases, judgments were delivered, 2,930 were pending while status of one 158 cases could not be established.

The high number of litigations against public institutions is an indicator of poor governance. In addition, the awards against public institutions constituted 87% of total awards compared to awards in favour of public institutions (18%). Majority of the awards against public institutions was related to contracts.

The Leadership and Integrity Act, 2012 provides for the management of gifts. The Leadership and Integrity Regulations limit the value of gifts an officer can receive and require that gifts received must be declared. Further officers are barred from receiving gifts in the nature of intoxicating substances. Findings revealed that 866 gifts were received and declared by public officers in 80 institutions. Similarly, 664 gifts were given out by 78 institutions. Some institutions gave out shopping vouchers, others recorded having received cash gifts while others gave out alcoholic drinks. The report recommended that institutions be discouraged from giving and receiving gifts in form of alcohol or cash gifts and the law be reviewed to set a ceiling on the value of gifts given out by public institutions.

Similarly, public officers are expected to declare conflict of interest as and when they arise. Article 73(2) (c) (ii) of the Constitution provides for the declaration of any personal interest that may conflict with public body. Sections 12 of the Public Officer



Dr. Gabriel Juma

Ethics Act, 2003 and the Leadership and Integrity Act, 2012 set out measures for mitigating conflict of interest which include the declaration of interest, maintenance of conflict-of-interest registers and exemption of the persons affected from taking part in the deliberations.

The interest to be declared is for the affected officer, his or her family members and business associates. Management of conflict of interest is vital in good governance and maintenance of public trust. 88 cases of conflicts of interest were reported in 25 institutions. The low number of institutions reporting conflicts of interest may be a pointer to failure to report and manage conflicts of interest, an indicator of poor governance.

According to the 2022 Corruption Perception Index report Kenya ranked position 128 out of 180 countries. The perceived level of corruption in the public sector was 30% compared to Singapore that had a score of 85%. This is a clear indication that the country was grappling with serious corruption problem. Similarly, on Good Governance indicators Kenya was ranked 82nd out of 104 countries compared to Singapore that was ranked third.

The case of Singapore is a good example of how support from the country's top leadership can transform a country from a high to a low corruption environment. Singapore stands out as a

country that has successfully combated corruption since independence.

The drafters of the Constitution had hoped that creation of chapter six would lay a solid foundation for an accountable, trustworthy and ethical leadership. The chapter sought to address public accountability and governance deficits manifested over the preceding years. However, the enforcement of Chapter Six has faced significant setbacks that have contributed to undermining the hope that had been vested in its enactment. The Africa Centre for Open Governance in an Article titled Integrity In Leadership has singled lack of a mechanism to enforce the integrity provisions as one of the major hindrance to the implementation of Chapter six.

In support of this, Justice Aaron Ringera while delivering a public lecture at the University of Nairobi during the commemoration of the African Anti-Corruption Day in July 2023 pointed out that the country lagged behind on matters of societal integrity, that manifested in various ways. He singled out the lack of integrity as the greatest contributing factor to widespread corruption and unethical behaviour in both the public and private sector.

To tame corruption Justice Ringera proposed that ethical leadership be applied from the top levels of leadership to all cadres. In addition, persons entrusted with leadership responsibilities should lead by example and shape the ethical tone of their subordinates.

According to him leaders teach by example. "When leaders do the right thing their subordinates and ordinary citizens fall in line and march in step" he reiterated. This view is supported by renowned leadership author John Maxwell who argues that everything rises and falls on leadership.

The writer is a Deputy Directors in Compliance & Quality Assurance Department and can be reached on gjuma@publicservice.go.ke

PICTORIAL: Devolution Conference 2023 Held at the Eldoret Sports Club, Uasin Gishu County -15th to 19th July 2023



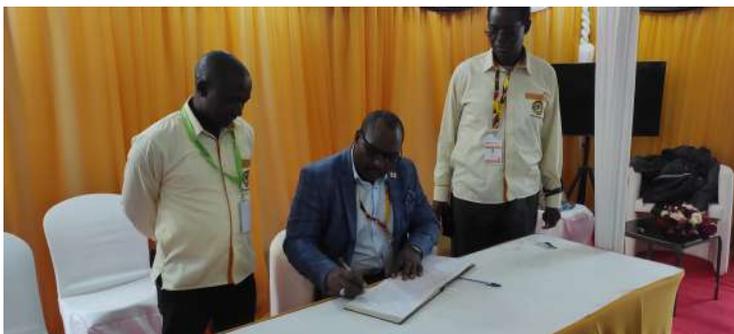
Commissioner Salma Ahmed (third right –seated in front) with fellow panelists during the devolution conference



PSC Team in the Commission Exhibition booth at the Devolution Conference in Eldoret.



Dr Rotich being briefed by Assistant Director CQA Mr Isaac Mugo



Commissioner Secretary Dr Simon Rotich signing the visitor's book in the Commission's booth at the Devolution Conference



Engineers Board of Kenya Chief Executive Officer (CEO). Eng. Margaret Ogai (Third Left) and Board Member Eng. Dr. Johnson Matu (fourth Left), in a group photo with the PSC exhibition team

PSC IN PICTURES



Commissioner Salma Ahmed addressing Zimbabwean Public Service Delegation who visited the Commission on a benchmarking tour on 5th July 2023.



Chief Justice Martha Koome signing Vice Chairperson's Orth documents immediately after her swearing in during her swearing –in ceremony at the Supreme Court



Chairperson Amb Anthonu Muchiri shaking hands with Makuani CPSB CEO Ms Redempta Kavindu during the benchmark visit by Makuani CPSB



From right- Commissioner Patrick Wamoto, VC Charity Kisotu, Chairperson Anthony Muchiri and Commissioner Andrew Muriuki share a light moment after the meeting with the officers from the Ministry of Health



(Left) PSC's staff Ms. Virginia Asievera responding to some of delegates who visited the PSC booth in Eldoret during the devolution Conference

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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 Directorates

- Recruitment and Selection
- Human Resource Management & Development
- 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

Commissioners

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

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Dr Simon K. Rotich, CBS