



## “We will focus on performance and productivity” Says Mr. Kirogo



PSC Chairperson Mr. Stephen Kirogo (Left) addressing the Parliamentary Committee on Administration and National Security at Harambee Plaza, Nairobi

By Badi Khamis

**P**ublic Service Commission Chairman Mr. Stephen Kirogo has reiterated the Commission’s commitment to ensure performance and productivity are mainstreamed in the entire public service.

Mr. Kirogo was speaking during presentation of PSC’s projected expenditure for the year 2019/2020 to the Parliamentary Administration and National Security Committee at the Harambee Plaza on 21<sup>st</sup> February 2019.

PSC CEO Dr. Alice Otwala outlined the numerous activities the Commission plans to undertake and asked the Hon. Paul Koinange-led committee for funds to enable the Commission to realize the set targets. According to Dr. Otwala, the Commission has put in place a framework which will look at areas where the Commission has over-delegated the oversight of performance management, and establish a Directorate

solemnly to oversee performance management in the entire public service. “Performance management is a role currently delegated in several government departments and hitherto we find it not well coordinated” said Dr. Otwala

The Commission also requested for funds to facilitate the completion and operationalization of the Enterprise Resource Planning (ERP) System. Dr. Otwala informed the committee that once the system is fully operational, it will connect the commission with all the MDA’s where correspondences will be real time, hence save time and enhance efficiency. ERP system will also facilitate in devising of a call center where citizens will be able to interact with the Commission and give feedback when they feel aggrieved or when they feel the services are not offered in the manner they ought to be, she added.

During the meeting

the Members of Parliament urged the commission to utilize other channels to advertise jobs from the current tradition of advertising exclusively on print media. According to the committee members, the shift will ensure many Kenyans get information conveniently. They further said the practice will ease the Commission’s quest of ensuring there is regional and ethnic balance in the public service.

In attendance during the meeting were Commissioners Dr. Joyce Nyabuti, Dr. Mary Mwiandi, Dr. Reuben Chirchir, Amb. Salma Ahmed, Mr. Andrew Muriuki and Ms. Joan Otieno; Vice Chairperson, Ms Charity Kisotu; Deputy Commission Secretary Mr. Simon Rotich; Director Finance and Planning Mr. Dismus Ogot; and Assistant Director Finance and Planning Ms. Rebeca Kiplagat.

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## HELB seeks to support employees' skills and career advancement



Former Education Cabinet Secretary (CS), Amb. Dr. Amina Mohamed (second right), Ministry of Education Prof. Collette Suda, CEO & Board Secretary CPA Charles Ringera, and Chairman HELB Board of Directors, Hon. Ekwee Ethuro, at the launch.

### By Habel Shiloli

**C**ivil Servants should take advantage of the *Civil Servant Training Revolving Fund* set aside by the Higher Education Loans Board (HELB), to advance their careers.

The then Cabinet Secretary (CS), Ministry of Education Amb. Dr. Amina Mohamed regretted that the uptake of the loan facility was very low.

“This fund is created to finance civil servants to pursue higher education in government priority areas... I therefore urge civil servants to take advantage of this kitty to advance their skills for service delivery,” she said.

The CS said this when she officially launched the *HELB Agenda 2019 – 2023 Strategic Plan* on 20<sup>th</sup> February 2019 in

Nairobi.

The fund is a special facility for civil servants in National Government, County Governments and National Police Service offered by HELB in collaboration with the Ministry of Public Service.

According to HELB, the amount awarded is between Kshs. 30,000 and Kshs. 500,000 at an interest of 4% per year, with prolonged repayment period of 72 months, through check off.

The kitty targets examinable short courses lasting at least three months and Postgraduate studies, particularly Masters and PhD.

Prospective borrowers are required to present an admission letter from a recognized university or training institution in Kenya; a

recommendation letter from the employer; a copy of three months latest pay slips with a net pay above one-third of basic pay, certified by the employer.

Other requirements include a copy of the national identity card, certified by a Commissioner of Oaths; a copy of KRA PIN, certified by a Commissioner of Oaths; a copy of national ID from two guarantors employed within civil service, certified by Commissioner of Oaths; and a recent colour passport-size photograph.

Repayment of the loan becomes due in one month after disbursement, and an annual ledger fee of Kshs. 1,000 is charged.

Other career enhancement loan facilities offered by the Board include *HELB Jielimishe Loan* and *KRA Staff Training Revolving Fund*.

*HELB Jielimishe Loan* target's anyone in employment seeking to pursue a Bachelor's Degree, Masters, PhD, Postgraduate Diploma and selected professional courses. Successful, prospective applicants will be funded up to Kshs. 600,000.

*KRA Staff Training Revolving Fund* targets KRA staff who wish to study at the Kenya School of Revenue Administration (KESRA) and any recognized Kenyan University for Masters and PhD, and other courses approved by the employer. Funding for this facility goes up to Kshs. 500,000

## Interviews to fill 120 nurses' posts concluded

By Badi Khamis

The Public Service Commission concluded interviews to fill 120 nurses' posts advertised in October last year. The advertisement attracted a total of 2254 applicants. 442 candidates

were shortlisted, including 311 females and 131 males. Successful candidates will be posted to Mathari National Teaching and Referral Hospital. The Interviews started on 22<sup>nd</sup> February and ended on 1<sup>st</sup> March 2019.

Duties and responsibilities of the Successful candidates who will work under supervision of a senior officer will entail assessing, planning, implementing nursing interventions and evaluating patient's outcomes.

They will also provide appropriate healthcare service including integrated management of childhood illnesses, immunization, ante-natal care and delivery.

The nurses will additionally provide health education and counselling to patients and clients appropriately.

The recruitment is aimed at boosting affordable health care as one of the government's Big 4 agenda targeted for achievement by the year 2022.



*Mathari National Teaching and Referral Hospital entrance*

## PSC invited to contribute to the Building Bridges Initiative

By Habel Shiloli

The Public Service Commission was accorded an opportunity to give inputs for the Building Bridges Initiative (BBI) in February 2019.

The *Building Bridges to Unity Advisory Taskforce* composed of 14 members was established by President Uhuru Kenyatta through gazette notice Vol. CXX—No. 64 NAIROBI, 31st May, 2018.

The notice read in part “It is notified for the general information of the Public that H. E. Hon. Uhuru Kenyatta, President and Commander-in-Chief of the Kenya Defence

Forces has established a Taskforce to be known as the Building Bridges to Unity Advisory Taskforce.”

Through the notice, the task force was given three mandates.

First was to “evaluate the national challenges outlined in the Joint Communiqué of 'Building Bridges to a New Kenyan Nation, and having done so, make practical recommendations and reform proposals that build lasting unity.”

It was also required to “outline the policy, administrative reform proposals, and implementation modalities for each identified challenge area.”

Finally, the task force was expected to “conduct consultations with citizens, faith based sector, cultural leaders, the private sector and experts at both county and national levels.”

Inputs required from the Public Service Commission were in line with the second mandate of the task force. It

It is expected that the proposals that were sourced from all directorates will, if adopted go a long way in improving service delivery of the commission, and improve the entire public service portfolio.



## PSC CEO nominated to National Police Service Commission.

By Badi Khamis

The Public Service Commission CEO, Dr. Alice Otwala has been nominated to the National Police Service Commission as a Commissioner. The nominations were done on 20<sup>th</sup> February 2019 by President Uhuru Kenyatta.

Dr. Otwala who underwent vetting by Parliament on 28<sup>th</sup> February 2019 was among the candidates interviewed by a selection panel from 28<sup>th</sup> January 2019 to 1<sup>st</sup> February 2019.

Other Nominees were Eliud Kinuthia who was nominated for the position of chairperson, Lilian Kiamba, Eusibius Laibuta, Naftali Kipchirchir and John ole Mayaki were members nominees.

Once approved by Parliament, the nominees will serve a six-year nonrenewable term.

Dr. Otwala takes with her a wealth of knowledge and hands-on experience of Public Administration. She has served the government for 35 years, having ascended from an Assistant Secretary to the Secretary and Chief Executive Officer of Public Service Commission.

Her stint in the public service has seen her serve in different government Ministries and departments including Trade, East African Community, Foreign Affairs, Agriculture, Office of the President and the Public Service Commission.

It is during her tenure as the CEO of the PSC, that the commission underwent restructuring, and enhancement of



*Dr. Alice Otwala - Nominee to National Police Service Commission*

terms and condition of service for the Commission's secretariat staff done.

Dr. Otwala now joins other former PSC staff who have been appointed to higher management positions in the public service.

The immediate former PSC Chairperson Prof Margaret Kobia was appointed Cabinet Secretary in the Ministry of Public Service, Youth and Gender Affairs by President Uhuru Kenyatta.

Justice Byram Ongaya once served as Commission's Director of Legal Services before his appointment as the Labour and Employment Judge.

Mary Maungu Former

Deputy Director HRM at PSC was appointed to the position of Secretary for Human Resource Management in the Ministry of Public Service, Youth and Gender Affairs.

Mr Joseph Onyango who was formerly the Director, Establishment and Management Consultancy Services at PSC is now the Chief Executive Officer National Police Service Commission.

Ms. Prudence Waithera was appointed Chief Executive Officer of Laikipia County Revenue Board after serving as Principal ICT Officer at the Public Service Commission.

# Tenets of Personal Responsibility

By Juma Gabriel

**M**y article in *PSC News Issue No. 3/2019* titled “Personal Responsibility begins with you” concluded that life is full of choices.

It revealed that what we make of our choices determines our life experiences; that our choices have consequences, which more often than not, we are responsible for.

The article further stressed that the outcome of our lives is a product of our decisions, which are our personal responsibility.

Brendon Burchard, an American motivational writer in an article “Power of Personal Responsibility,” [brendon.com/blog/the-power-of-personal-responsibility](http://brendon.com/blog/the-power-of-personal-responsibility), argues that life blooms when we take responsibility for our full human experience.

He identifies five key tenets of personal responsibility which every individual should desire to have.

The first is being motivated and purposeful in life by having a goal in life, and important questions would include “*What is your purpose in life? What do you want to be?*” He says we should be responsible for our aim, ambition, desires, goals and dreams;

Next is being attentive to our life’s aspirations and



Gabriel Juma

goals and remaining focused to our aspirations by refusing the destructions of the world;

Thirdly is being able to generate a positive energy attitude. He says having an open and positive attitude allows us to learn and connect to other people.

“Psychologists tell us that we can change our attitude by controlling our thoughts and directing them in a new, positive, healthy and social way. Therefore, having a positive attitude is a matter of choice;” he says.

Fourth is being able to take control of our emotions and the affections we have for others. He notes that it takes a lot of responsibility to allow us to love instead of closing people out;

Next is being able to control our actions because they add to our character and destiny. He says who we become in life is because of

our disciplined actions;

Finally, Burchard says, being able to control our actions and guide them towards healthy and positive outcomes gives us extraordinary confidence and sense of progress.

The opposite of responsibility is irresponsibility. An irresponsible person is subject to anger, hostility, fear, resentment, doubt and all sorts of negative emotions.

We must always remember that we are solely responsible for our lives, our successes and failures, happiness and unhappiness, present and future.

Socrates Law of causality states that for every effect in our lives there is a cause.

In the next article, we will look at personal responsibility at the work place.

**“Everything you do is based on the choices you make. It’s not your parents, your past relationships, your job, the economy, the weather, an argument or your age that is to blame. You and only you are responsible for every decision and choice you make. Period.**

**” - Wayne Dyer**

## African Community of Practice on Managing for Development Results

The African Community of Practice on Managing for Development Results (AfCoP) held its 9<sup>th</sup> General Assembly in Abidjan, bringing together close to 200 delegates from all over Africa, and representatives of major international development institutions.

The theme for this year's General Assembly was therefore, "Successful Transition to a MfDR Leading Institution in Africa".

The primary objective of AfCoP is enhancing the capacity of its members in MfDR by establishing a platform to exchange experiences and knowledge among development practitioners across Africa.

With an initial membership of thirty people, AfCoP has grown into a dynamic community of over 5,000 members from 41 African countries and around the world.

The Community was launched in February 2007 at the third International Roundtable on Managing for Development Results in Hanoi, Vietnam and was established in response to a call by African governments and practitioners to share lessons learned and good practice in Managing for Development Results (MfDR) in Africa.

Dr. Sylvester Obong'o, Deputy Director Research and Policy Analysis at the Public Service Commission is a founder member of the



*Dr. Sylvester Obong'o (right) with fellow participants at the 9<sup>th</sup> Annual General Meeting in Abidjan – Cote D'Ivoire 27<sup>th</sup> February to 1<sup>st</sup> March, 2019*

Community and an Executive Council Member. He sits in the Council of Elders' Council as a founder member.

He says although membership to the Community has been free and all their activities and capacity building initiatives funded by the African Development Bank, this may change as the Community transitions into an independent organization.

"Membership to the organization offers an opportunity for professional network and sharing of experiences on MfDR implementation in Africa," he says

Dr. Obong'o says the Community's website- [www.AfriK4R.org](http://www.AfriK4R.org) has resources on principles, practices and experiences on implementation of Managing for Development Results, Results Based

Management and even Rapid Results Approach.

"I would therefore, encourage PSC staff members to join the Community using the [www.AfriK4R.org](http://www.AfriK4R.org) website and in case of any clarifications, can contact me!" he says

Dr. Obong'o says MfDR principles move the Results Agenda in public service beyond Results Based Management.

"They also ensure that development, public service delivery focuses on the citizens and that citizens are involved in all phases of development planning, implementation and evaluation," he says

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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, EBS	-	Commissioner
Amb. Salma Ahmed	-	Commissioner
Mr Andrew Muriuki	-	Commissioner
Ms Joan Otieno	-	Commissioner

### Secretary/Chief Executive

Dr. Alice A. Otwala, (Mrs) CBS