

REMARKS BY MR STEPHEN KIROGO, CBS, CHAIRMAN PUBLIC SERVICE COMMISSION DURING THE SWEARING IN CEREMONY FOR THE INCOMING VICE CHAIRPERSON AND COMMISSIONERS AT THE SUPREME COURT ON THURSDAY 17TH JANUARY, 2019

The Hon. Chief Justice and President of the Supreme Court of Kenya, Hon. David Maraga;

The Chief Registrar Judiciary, Mrs. Anne Amadi;

The CEO/Secretary – PSC, Dr. Alice Otwala;

The Vice Chairperson and Commissioners of the Public Service Commission;

The Representative of the Head of the Public Service;

Ladies and Gentlemen,

On behalf of the staff Public Service Commission and on my own behalf, I wish to heartily congratulate each one of you for this well-deserved appointment to the positions of Vice Chairperson and Commissioners of the Public Service Commission. You must by now be aware that this is a very high calling which gives you an opportunity to serve at the apex of Government and by extension our society.

May I from the onset state that the citizens of this country expect a lot from you and will therefore be looking upon you to deal and resolve issues that are very dear to their hearts.

The country expects that during your tenure at the helm the Youth Unemployment Challenge, Poor Performance by the Public Service, Low Productivity and Entrenchment of High Ethical Standards will find solutions.

The current intention of the Government is to have in place a “**fit for purpose Public Service**”, which exhibits High Levels of Patriotism, Commitment, Diligence, Honesty and a High Performance Culture.

To achieve this, the Public Service must shift paradigm to:

- The Success of the Public Service should be reflected in the happiness of the Citizens
- Focus on the needs of the citizens where they will be First, Second and Third priority.
- The Public Service as an integral part of society where it should never be viewed as separate.
- Fully support the progress of the citizens the Government must automate to make public service available everywhere at any time of Day or Night.
- The quality of Public Services must also continuously improve in line with citizen needs.
- Innovation in the provision of Government services is the way to go. The improvement of efficiency, value of money e.t.c is a must.

Our focus should be incalculation of a high performance culture devoid of:

- **Excuses** – we must stop excuses. Excuses only give birth to regrets and frustrations.
- We cannot change our country for the better with excuses all the time.
- Real change can only happen when we stop excuses.

Delays

- We should eliminate procrastination – procrastination is a dream killer. It is the opportunity assassin.

Comfort Zones

Our comfort zones are great hindrance to change, **“someone said a comfort zone is a beautiful place but nothing ever grows there”**.

We must depart from our comfort zones so that we can create impact.

Attitude

Portray the Right Attitude

- Attitude can be our worst enemy.
- We are not Bosses but servants of the people.
- Civil Servant – serve with humility.
- “Your attitude is like a price tag. It shows how valuable you are”.

Values, Ethics and Integrity

Example of the Chinese wall - Build a moral wall around ourselves to make our country move forward economically, socially.

- Role of Innovation
- Focus on Key Results Areas
- Resource Utilization
- Human Resource in the Public Service. There are critical skills that are necessary for the country to move forward

Finally I wish you well in your new appointment and urge you to do your best to give results to Kenyans. I wish you God’s blessings as you embark on your new assignment.