

**SPEECH FOR THE PRINCIPAL SECRETARY, MINISTRY OF PUBLIC SERVICE AND HUMAN CAPITAL DEVELOPMENT DURING THE OFFICIAL CLOSING OF THE TRAINING OF TRAINERS (ToTs) PROGRAMME ON THE PAYROLL MODULE IN THE HRIS-KE SYSTEM HELD AT KSG, EMBU – 13<sup>TH</sup> SEPTEMBER, 2024**

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*The Director, Kenya School of Government – Embu Campus*

*Course Co-ordinators*

*Members of the Inter-Agency Technical Team, HRIS-Ke*

*ToT Graduands*

*Ladies and Gentlemen*

*Good afternoon,*

I am pleased to join you this afternoon as you mark this important milestone of completion of the ToT Programme on the Payroll Module of the Human Resource Information System – Kenya (HRIS-Ke)

I have been informed that for the last two weeks, you have committed yourselves to the training programme and have all attained the required learning outcomes which will enable you impart the necessary knowledge, skills and competencies in the roll out of the new system.

I therefore congratulate you for this commendable achievement.

*Ladies and Gentlemen,*

It is important to note that the training you have undergone is critical in ensuring that this new system is smoothly implemented across the Ministries, Departments, County Governments and Agencies (MDCAs).

One of the primary objectives of the Payroll Module is to address the long-standing challenges we have faced in managing payroll and the wage bill within the public sector. In the past, fragmented systems and manual processes have led to inefficiencies, inaccuracies, and even the potential for errors in salary payments and personnel records. These challenges have not

only slowed down operations but have also posed significant risks in terms of transparency and accountability.

With the HRIS-Ke Payroll Module, we now have a web-based, unified system that will streamline payroll management by creating a standardized, automated process. This system will integrate all public servants under one payroll, providing each employee with a unique Unified Payroll Number (UPN). By doing this, we will eliminate irregular payments in the payroll, avoid duplication of payments and ensure that all personnel emoluments are accurately tracked and audited.

The system will also allow us to better manage and monitor the wage bill and provide real-time data on payroll expenditures and auditing. This real-time auditing capability is crucial in enhancing transparency and ensuring that every shilling of the public wage bill is accounted for. The result will be a more transparent, efficient, and accountable payroll system that meets the high standards expected in the Public Service.

*Ladies and Gentlemen,*

I delighted to inform you that this initiative enjoys the full support of His Excellency, the President of the Republic of Kenya. The President's vision for a more efficient, transparent, and accountable public service aligns directly with the objectives of the HRIS-Ke system. His Excellency has been a strong advocate for leveraging technology to enhance service delivery, and this system is a clear example of that commitment.

With the President's backing, we are confident that the HRIS-Ke system will transform public service management, ensuring that we operate with the highest standards of efficiency and transparency.

As trainers, you are at the heart of this transformation, and your expertise will be essential to building capacity in payroll management across the Public Service. Your efforts will ensure a smooth transition to the new payroll system.

*Distinguished Guests,*

I am pleased to note that you will be involved in the training of end users during the forthcoming training of system end users in Ministries, Departments and County Governments which is scheduled to commence towards the end of this month.

I also encourage you to make yourselves available whenever the need to enhance capacity in payroll management arises as we roll out the HRIS-Ke in the Public Service. In addition, you will be expected to provide the necessary support to the system users to ensure that any emerging issues are addressed swiftly and effectively.

***Ladies and Gentlemen,***

The benefits of the HRIS-K system go beyond payroll management. This platform will enable us to consolidate and integrate human resource data from across the Public Service, providing a single, centralized source of information. This will not only make HR processes more efficient but will also enhance decision-making by providing accurate data for analysis and planning.

The system's real-time data integration and auditing capabilities mean that we can address issues as they arise and maintain the highest standards of transparency and accountability. This is a monumental step forward in terms of public service delivery.

As we move forward with the implementation of this system, we must foster a culture of continuous improvement. I encourage you to provide regular feedback on the system's performance and any challenges you or your colleagues may encounter to improve the functionalities of the system.

Your input will be invaluable in refining and improving the system as we move through its various stages of rollout. This will ensure that the HRIS-Ke system continues to evolve and meet the changing needs of the Public Service.

***Ladies and Gentlemen,***

I would also like to take this moment to thank the facilitators and the organizing team for their invaluable contribution to this training. Your guidance and expertise have equipped these trainers with the skills they

need to drive change. Your dedication to this program has ensured its success, and we are all grateful for your efforts.

As you return to your respective MDCAs, I encourage you to fully embrace your role as champions of the HRIS-K system. Your work will lead to long-term positive change in the Public Service and I have no doubt that you will undertake your roles as trainers effectively.

*As I conclude,*

I wish to thank you all once again for your hard work, dedication and commitment to excellence. You have taken an important step towards transforming the Public Service, and I have full confidence that you will continue to impact positively in transforming the Public Service. I also wish to express my gratitude to our development partners, the World Bank and our host, the Kenya School of Government, Embu.

*Finally,*

I wish you success as you implement this new system and continue to serve our nation with integrity and dedication. I therefore declare this ToT programme officially closed and pray that you travel back safely to your respective destinations.

**Thank you and May God Bless You!**