

**SPEECH BY HON. JUSTIN B. N. MUTURI,
EGH, THE CABINET SECRETARY MINISTRY
OF PUBLIC SERVICE AND HUMAN CAPITAL
DEVELOPMENT AT THE 5th CERTIFIED
HUMAN RESOURCE PROFESSIONAL (CHRP)
CERTIFICATION CEREMONY HELD AT
BOMAS OF KENYA ON 25TH OCTOBER 2024**

- Mr. Amos N. Gathecha, EBS, Principal Secretary Public Service and Human Capital Development
- Mr. Dalmas Odero, Chairperson, Institute of Human Resource Management (IHRM) Council
- CS, Commissioner Sharon Kisire, Chairperson, Human Resource Management Professionals Examination Board (HRMPEB),
- Board of Directors, HRMPEB
- CHRP Quresha Abdullahi, Executive Director, IHRM
- CHRP Margaret Nguu, Acting CEO, HRMPEB

- Heads of Training Institutions
- Invited Guests
- CHRP Finalists
- Ladies and Gentlemen

Good morning

It is with immense pride and honor that I join you today in celebrating this significant milestone; the certification of seven hundred and eight (708) Certified Human Resource Professional (CHRP) finalists. This day is not only a testament to your perseverance, dedication, and hard work but also a recognition of the critical role you will play in shaping the future of Kenya's workforce. As Human Resource (HR) professionals, you will become stewards of organizational culture, champions of employee well-being, and key drivers of productivity and success.

I would like to extend my sincere gratitude to the HRMPEB Board for granting me the privilege to preside over this 5th Certification Ceremony. Your unwavering commitment to upholding the highest standards in HR practice is commendable.

A special thank you also goes out to our sponsors, training institutions, and stakeholders, whose support has made this day possible. Finally, to the finalists, their families, guardians, friends, and colleagues who have walked this journey with them; congratulations!

Ladies and gentlemen,

The certification you receive today is more than a credential, it is a gateway to influence, impact,

and transformation. As certified HR professionals, you are stepping into a world where your role is pivotal to the success of organizations across every sector. HR is no longer confined to administrative tasks; it is at the heart of strategic decision-making. You are the architects of organizational culture, the protectors of employee welfare, and the custodians of compliance and ethical standards.

As a government, we recognize the pivotal role that human resource professionals play in Kenya's socio-economic development. Human capital is our most valuable asset, and its management must be done with professionalism, integrity, and foresight. That is why the government has instituted several

policies and frameworks to enhance the role of HR in both public and private sectors.

The **HRMP Act of 2012** was a crucial milestone that formalized the HR profession by ensuring that only qualified individuals are entrusted with HR functions. This legislation is the backbone of our commitment to raising standards in human resource management, ensuring that those in HR leadership roles possess the skills and knowledge necessary to steer organizations towards success. Moving forward, we are committed to strengthening these policies and reinforcing the importance of the **CHRP certification**. We envision a future where only certified professionals handle critical HR functions, just as other professions like accounting among others do.

As part of our efforts to align HR practices with global standards, we are all working on integrating CHRP certification into the **schemes of service for Public servants.**

This will further professionalize HR functions in the public sector and entrench best practices that will be emulated by the private sector.

Ladies and gentlemen,

The government's support for the HR profession is rooted in a broader vision of national growth through the empowerment of our workforce. As a country, we are committed to optimizing the utilization of our human capital through several key strategies.

First, we will continue to **invest in competence development**. The job market is evolving rapidly, and our capacity building programs must evolve with it. We are dedicated to aligning education and training with the demands of the modern workplace to ensure that our workforce remains competitive and future-ready.

Secondly, we recognize the importance of **lifelong learning**. The world of work is changing at an unprecedented rate, and HR professionals must stay ahead of the curve. To this end we are promoting policies that facilitate continuous professional development and upskilling, ensuring that our workforce is equipped with the tools and knowledge needed to adapt to future challenges.

Thirdly, the government is committed to promoting **inclusive employment policies**. We must create a labor market that harnesses the potential of all citizens, regardless of gender, background, or ability. Equitable employment opportunities are not only a matter of justice but also a pathway to unlocking untapped talent and driving economic growth.

Finally, we are focused on improving the **workplace environment**. Innovation, productivity, and employee well-being are at the core of the government's strategy to create workplaces where people can thrive. Through policies that promote health and safety, work-life balance, and innovation, we aim to empower our human capital to be the engine

of Kenya's socio-economic transformation. We are depending on you, HR professionals to spearhead this.

Ladies and Gentlemen,

The government's commitment to human resource development is reflected in the **Human Resource Strategy Framework** for the public service which aims to redefine the management of human capital as a critical factor in improving the performance of the public service. We are aligning our HR practices with global trends, ensuring that Kenya remains competitive in the global economy.

To the CHRP finalists,

As you embark on this new chapter of your career, remember that you are not just managing people; you are shaping the future. Your work will influence the culture, values, and success of the organizations you serve. Conduct yourselves with integrity, uphold the highest ethical standards, and never lose sight of the fact that your work has a direct impact on the lives of others.

As HR professionals, you have a unique opportunity to make workplaces better, fairer, and more inclusive. You are the voice of reason, fairness, and equity in the workplace, and the responsibility you carry is immense. I urge you to continue learning, growing, and leading with purpose. Your journey has only just begun, and the future is bright.

Ladies and gentlemen,

As I conclude, I would like to once again thank everyone who has contributed to making this day possible. To the CHRP finalists, I wish you success and fulfillment in all your future endeavors. May you continue to excel and lead with vision, passion, and integrity.

Congratulations to this CHRP cohort.

Thank you, and may you go forth and make a lasting impact.