

**SPEECH BY THE PRINCIPAL SECRETARY, STATE DEPARTMENT FOR PUBLIC SERVICE – MR. AMOS N. GATHECHA, DURING THE 5TH CHRP CERTIFICATION CEREMONY HELD AT BOMAS OF KENYA, NAIROBI ON 25<sup>TH</sup> OCTOBER, 2024.**

- The Chief Guest, Cabinet Secretary, Ministry of Public Service and Human Capital Development
- The Institute of Human Resource Management (IHRM) National Chairperson
- Human Resource Management Professional Examinations Board Chairperson (HRMPEB)
- Members of the Board Present
- The Acting Chief Executive Officer HRMPEB
- HRMPEB Secretariat
- Distinguished Guests present
- CHRP Finalists,
- Ladies and Gentlemen,

**Good morning.** Today marks a significant milestone, and I couldn't be more thrilled to share it with all of you. It is an immense honor to stand before you as we celebrate the certification of 708 CHRP finalists. This is no ordinary day; it is a momentous occasion for you, your families, friends, and everyone who has supported you on this journey as you transition from dedicated students to esteemed certified HR professionals.

**To our CHRP finalists,** I extend my heartfelt congratulations. You have made us all immensely proud, and today, you are not just receiving a certificate, but stepping into a role of significant influence. You have chosen to be a part of a profession that is crucial to the success of organizations across every industry. As Certified HR Professionals, you are the architects of workplace culture, the guardians of employee welfare, and the champions of organizational compliance. You hold the blueprint to cultivate environments where talent thrives, innovation flourishes, and ethical practices are upheld. Your leadership is the cornerstone of an organization's success, guiding it through challenges while ensuring its people are empowered and its values are preserved. This is your day, and it is a celebration of your perseverance, your focus, and your future contributions to the HR landscape

**Distinguished Guests,**

As the Principal Secretary in-charge of the State Department for Public Service, with HRMPEB being one of the State Corporations, I've had the privilege of witnessing its remarkable transformation. When I first assumed this role, I barely knew HRMPEB. But today, I can proudly say that its visibility, outreach initiatives, and program expansion have surged, reflecting a Board that is not only growing but thriving in its mission to elevate HR standards across the country.

I have witnessed the introduction of the Competency-Based Education and Training (CBET) curricula which aligns with the Government agenda of CBC and the revision of the CHRP curriculum, steps that have greatly enhanced

the relevance of HR education. These initiatives have not only aligned with the changing demands of the modern workplace but also placed HRMPEB on the path to becoming a leading HR certification body, not just in Kenya but across the globe.

### **Distinguished Guests,**

I want to assure HRMPEB of my full support as they continue growing in the HR landscape and overcoming challenges in enhancing HR competency in Kenya. Whether it's navigating financial hurdles, managing key stakeholders, or addressing internal HR issues, I am committed to walking this journey with them to ensure that the growth and impact of HRMPEB continue to be felt.

One important development I'm pleased to share is that the State Department for Public Service is working on integrating the **CHRP certification into the career progression frameworks** of the Human Resource cadre in the public service. This means that in the near future, the CHRP qualification will be a recognized standard for career advancement within government sectors. I believe this will serve as a major boost for the profession. A game changer to enable the HR profession to be where it belongs.

### **Distinguished Guests,**

While we celebrate the certification of 708 new CHRP professionals today, I must express a concern. Out of this group, only 159 are male. This disparity is significant, and it highlights the need for more men to embrace the CHRP

certification and step into leadership roles within the HR profession. Human Resource Management benefits from diverse perspectives, and we need to encourage more men to pursue this critical certification to ensure an all-rounded and inclusive workforce that drives organizational success.

As I look at the work HRMPEB is doing, I call upon other sister parastatals under the State Department for Public Service to collaborate more closely with HRMPEB. This has to start from home with IHRM, it is essential to ensure that you start **registering CHRP-compliant HR professionals**. This will not only raise the standards of HR practice but also ensure that we have competent, certified individuals driving the success of our organizations.

**To our CHRP finalists**, your role extends beyond routine HR tasks. You will shape company culture, nurture talent, and champion fairness and integrity, creating workplaces where employees feel valued and empowered. As HR professionals, you will influence organizational strategies, enhance employee satisfaction, and play a vital role in driving overall success. Let your CHRP count!

I strongly urge you to continue your learning journey. As they say Learning Never stops. The HR landscape is ever evolving, and staying ahead of industry trends is vital. Consider pursuing further certification, mentorship opportunities, and continuous professional development to maintain your competitive edge. **Taking up the CHRP program is not just about certification—it's about becoming a thought leader in HR.** You have

the opportunity to shape the future of work, and I have no doubt that you will rise to the challenge.

### **Distinguished Guests,**

Looking ahead, I challenge HRMPEB to continue innovating, improving stakeholder management, and developing programs that meet the demands of our fast-changing workforce. Innovation will not only enable the Board remain relevant and aligned with industry needs but also the much-needed resources to fund its programme in light of constricted funding from the exchequer. Nonetheless, I believe the best is yet to come, and I am confident that with the right support and collaboration, HRMPEB will not only lead in Kenya but also expand its influence internationally, setting the standard for HR competency worldwide.

### **Ladies and gentlemen,**

In this moment of celebration, as I conclude, I would like to extend my heartfelt gratitude to the parents, spouses, guardians, friends, and colleagues who have supported our finalists on this journey. Your unwavering encouragement and understanding have been invaluable, especially as we know that adult learning can be challenging while balancing family, work, and other commitments. Your presence here today is a testament to the collaborative effort that has made this achievement possible. Thank you for walking alongside our finalists every step of the way!

I further extend my heartfelt thanks to the entire **HRMPEB team** starting with the Board, Secretariat, Training Institutions, Contracted Professionals

and all other stakeholders for your hard work and commitment to advancing HR competency in Kenya. Your dedication is what made today possible, and I know that with your continued efforts, we will see HRMPEB soar to even greater heights.

**Thank you very much, and may God bless you all!**