

PS SPEECH DURING THE INDUCTION OF NEWLY EMPLOYED CLERICAL OFFICERS II, CSG 13 HELD AT KITUI MULTIPURPOSE DEVELOPMENT CENTRE ON 21ST MAY, 2025.

Ladies and Gentlemen,

It is with great pleasure and a deep sense of pride that I stand before you today to mark this significant occasion, where we have gathered to induct the newly appointed Clerical Officers from different Ministries and Departments. This is an important moment for all of us, as we celebrate the induction of the new Officers who have joined the Public Service. It is both a privilege and an honor to welcome each and every one of you to this esteemed Institution.

Today is not just about a ceremony, it is about laying the foundation for your journey as public servants. As we look forward to building a competent, effective, and responsive public service, it is crucial that we equip you with the right knowledge, skills, and attitudes. This induction is an essential first step in your professional development and sets the tone for the services that you will continue to provide to the citizens of this Country.

Ladies and Gentlemen,

The induction process is a fundamental part of ensuring that all new officers are well-prepared to step into their roles within the Ministries and State Departments. It is much more than a simple formality. It is a mandatory, structured process that must take place within the first three months of an officer's appointment, as outlined in the Human Resource Development Policy for the Public Service (June 2015). Through this program, you will gain a deeper understanding of the Ministry's/State Department's operational framework, the broader goals of the government and the policies and procedures that will govern your work.

At the heart of this induction program is the opportunity for you to familiarize yourselves with policies, codes of conduct, and ethical guidelines that govern public service government's Mission, Vision 2030, the Bottom-Up Economic Transformation Agenda and the Medium-Term Plans (MTPs). This is an invaluable opportunity to understand how your role fits into the larger picture

of national development and how you will be contributing to our collective progress.

Ladies and Gentlemen,

As you progress through this induction, we have clear expectations for the outcomes:

- You will gain a comprehensive understanding of your roles and responsibilities within government operations;
- You will enhance your professional competence, enabling you to serve the public more effectively; and
- You will be integrated into the culture of public service, fostering teamwork, ethical behavior and a commitment to the greater good.

These outcomes will not only improve the quality of service delivery but will also play a significant role in achieving the national objectives outlined in the development plans.

Ladies and Gentlemen,

I would like to take this opportunity to express our gratitude to the various individuals and departments who have made this induction possible. A special thank you goes to the Human Resource Development Directorate, Human Resource Management Services and the State Departments that covered your Daily Subsistence Allowances. We also acknowledge the Ministry's efforts in ensuring that the necessary resources are available for this crucial program.

A very special thank you goes to Harambee Sacco for your continued support and collaboration in making this training a reality.

This Sacco is about empowering members to experience more joy of saving, having peace of mind because they are confident to face financial uncertainties, satisfaction and fulfilment because they are part of a SACCO that cares and provides them with opportunities for advancement and personal growth.

Ladies and Gentlemen,

In conclusion, as you are beginning this journey with us today, I urge you to approach this training with dedication, enthusiasm, and a willingness to learn. You are embarking on a path that is not only about fulfilling your professional duties but also about contributing to the growth and development of the nation. As public servants, we have a shared responsibility to build a stronger, more inclusive, and more effective public service.

We are hopeful that after this training, we are going to see the positive impact that each of you will make in your roles. I have no doubt that with your commitment, you will be invaluable assets to the Ministry and to the Country.

I wish you all the very best as you begin this important phase of your career. Together, we will work towards a brighter future for all.

Thank you.