



MINISTRY OF PUBLIC SERVICE, HUMAN CAPITAL
DEVELOPMENT AND SPECIAL PROGRAMMES

STATE DEPARTMENT FOR PUBLIC SERVICE AND HUMAN
CAPITAL DEVELOPMENT

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HR Professionals Urged to Uphold High Standards of Professionalism



Human Resource (HR) professionals have been urged to uphold the highest standards of integrity and adaptability as they navigate an increasingly complex and dynamic work environment.

Speaking at a national congress of HR practitioners, the Chief of Staff and Head of Public Service underscored the critical role of human capital governance in driving public sector transformation.

“Effective human capital governance is fundamental to enhancing accountability, transparency, and service delivery across the public sector. This, in turn, fuels sustainable national development,” he said.

Describing HR professionals as custodians of fairness and institutional ethics, he called for deeper integration of HR principles into the core of governance structures.

The Principal Secretary for the State Department for Public Service and Human Capital Development echoed this message, commending the dedication of HR professionals and urging them to remain resilient and inspired.

“It’s Aluta Continua,” she said. “In your quiet moments, I encourage you to listen to Miriam Makeba’s rendition of this phrase—it will give you the strength and oomph to carry on.”

The Deputy Head of Public Service also addressed the congress, highlighting the need for HR leaders to embrace rapid shifts in the workplace—including evolving labor laws, the rise of artificial intelligence, the growing emphasis on diversity and inclusion, and the expansion of remote work.

The congress convened hundreds of HR professionals from both the public and private sectors, providing a platform to reflect on the evolving role of the profession and chart a forward-looking agenda for human resource development in a digital age.



CS Ruku urges radical tech shift in HR to empower talent and drive growth



The Cabinet Secretary for Public Service, Human Capital Development and Special Programmes, Geoffrey Ruku, has called for a radical shift in the integration of technologies such as artificial intelligence and blockchain into human resource management practices, particularly in talent development, organisational culture, and performance management.

Speaking during the official opening of the 11th Annual National Human Resource Congress at the White Sands Hotel in Mombasa, CS Ruku said the HR profession is undergoing a fundamental transformation spurred by global disruptions, evolving workforce expectations, and accelerating technological change.

“The future of human resource management is experience-driven, not process-driven; predictive, not reactive; and powered by artificial intelligence rather than manual processes,” he noted.

Held under the theme **“Reimagining HR: Navigating Strategy, People & Technology,”** the congress brought together HR professionals, policymakers, CEOs, and key stakeholders from both public and private sectors to engage in dialogue and knowledge sharing on the future of HR practice.

CS Ruku stressed that HR must transition from being a traditional support function to a strategic enabler of institutional performance. He urged professionals to embrace data analytics, AI-powered tools, and automated systems to enhance recruitment, talent retention, performance tracking, and workforce planning.

“Automation will help both government and private organisations reduce inefficiencies, enhance decision-making, and better predict employee turnover,” he said.

In a strong call to action, the CS appealed to the private sector to collaborate with government in making internship opportunities more accessible and impactful for the youth.

“Kindly avail yourself for a roundtable meeting to deliberate on how we can make internships more robust through the private sector,” he urged.

“It is time for a national conversation on how to create meaningful internship opportunities. Youth empowerment must be a shared responsibility between the public and private sectors,” he added.

The Cabinet Secretary also emphasised the importance of embedding diversity, equity, and inclusivity in recruitment, leadership development, and performance management systems. He advocated for people-centric HR strategies that prioritise personalised learning, career development, and employee well-being.

CS Ruku commended the Institute of Human Resource Management (IHRM) for organising the congress and for playing a key role in guiding the evolution of HR in line with global trends.

He challenged participants at the congress to take an active role in leading the reimagining of HR as a critical driver of Kenya’s socio-economic transformation.

IHRM Congress in pictures...



Congratulations to Course 27 – Class of 2024/2025, National Defence College (NDC)



Principal Secretary Dr. Jane Imbunya joined H.E First Lady Mama Rachel Ruto for the graduation ceremony of Course 27 – Class of 2024/2025 at the National Defence College (NDC), where a total of 66 officers graduated from the National Defence College after completing an intensive year-long program.

The graduates included senior officers from the Kenya Defence Forces, various Ministries, Departments and Agencies (MDAs), as well as representatives from allied nations across Africa and Asia—reflecting the college’s growing international profile.

The 27th graduating cohort exemplifies the enduring mission of the NDC: to equip current and future leaders with the knowledge, foresight, and skills necessary to promote peace, security, and national development in an increasingly dynamic global environment.

Among the dignitaries in attendance were Deputy Head of Public Service Mr. Amos Gathecha; Cabinet Secretary for Defence Soipan Tuyu, Principal Secretary for Defence Dr. Patrick Mariru; and the Chief of Defence Forces (CDF), General Charles Muriu Kahariri, among other senior, government, political and military officials. The high-level attendance underscored the strategic significance of NDC as a center of excellence in preparing leaders for complex global and regional challenges.

Since its establishment in 1997, the National Defence College, now a constituent college of the National Defence University Kenya (NDU-K) has continued to produce visionary leaders who have gone on to serve in critical roles in security, diplomacy, intelligence, and public administration both locally and internationally.

Dr. Jane Kere Imbunya serves as the Chairperson of the National Defence University Advisory Board.



The review of Human Resource Instruments for New Kenya Cooperative Creameries (NKCC)



As part of continuous efforts to strengthen Human Resource (HR) frameworks, officers from the Directorate of Management Consultancy Services within the State Department for Public Service and Human Capital Development undertook field visits to various New Kenya Cooperative Creameries (KCC) facilities to support the review and refinement of HR instruments.

Field Visit Highlights:

1. Sotik Factory

Officers engaged in comprehensive data collection exercises at the New KCC Sotik Factory to inform the review and enhancement of HR instruments.

2. Eldoret Factory

At the New KCC Eldoret Factory, similar data collection initiatives were conducted to support the evaluation and modernization of HR frameworks.

3. Naivasha Cooling Plant

The team also visited the New KCC Naivasha Cooling Plant, where data was gathered to facilitate the refinement of Human Resource instruments in alignment with institutional goals.

4. Miritini Factory – Mombasa

As part of a broader initiative to strengthen and streamline human resource practices within public sector institutions, officers from the Directorate of Management Consultancy Services visited the Managers Office at the New KCC Miritini Factory in Mombasa to continue data collection efforts for the review of HR instruments.

During the visit, the team also gained valuable insights into key production processes such as homogenization and pasteurization. This operational understanding is essential to ensuring that the HR instruments developed are practical, contextually informed, and aligned with real-time production environments.

These engagements contribute to the ongoing refinement of HR frameworks, reinforcing a commitment to responsive and effective human capital development across public institutions.



Review of organizational structure and staff establishment for the State Department for Correctional Services



A strategic review of the organizational structure and staff establishment for the State Department for Correctional Services was convened as part of ongoing efforts to enhance institutional performance and align human resource capacity with the dynamic needs of correctional services in Kenya.

The session was led by Dr. Salome M. Beacco, CBS, Principal Secretary, State Department for Correctional Services, and brought together key stakeholders from Management Consultancy Services, Kenya Prisons Service, Probation and Aftercare Services, as well as heads of divisions, sections, and units within the department.



The review highlighted the significance of adopting an integrated, multidisciplinary approach to correctional services—one that advances rehabilitation, reintegration, and community-based correction models. Stakeholders also emphasized the critical role of enhanced ICT systems, improved mental health support, and stronger community linkages in driving structural reforms. These efforts are designed to lay a solid foundation for long-term organizational advancement and improved service delivery across Kenya's correctional system.

Six Finalists Interviewed for Top Human Rights Post in Kenya



The Selection Panel responsible for appointing the Chairperson of the Kenya National Commission on Human Rights (KNCHR) successfully concluded interviews for six shortlisted candidates as part of a transparent, inclusive, and merit-based recruitment process.

Chaired by Dr. Irene C. Asienga, the Panel conducted interviews in Nairobi and reaffirmed its commitment to upholding the principles of integrity, fairness, and accountability throughout the selection process.

Constituted through an official Gazette Notice and formally inaugurated by the Cabinet Secretary for Public Service, Human Capital Development & Special Programs, the Panel was established to guide a competitive and credible recruitment exercise in accordance with relevant legal and constitutional frameworks.

The call for applications attracted a total of 17 applicants, from which six candidates were shortlisted based on strict eligibility criteria, including a minimum of 15 years' experience in law and human rights, a degree from a recognized university, and a demonstrated record of ethical leadership and professional integrity.

This selection process reflects the continued commitment to strengthening leadership at the KNCHR and advancing the protection and promotion of human rights in Kenya.

As part of its commitment to transparency and public confidence, the names and qualifications of the shortlisted candidates for the position of Chairperson of the Kenya National Commission on Human Rights (KNCHR) were published through an official Gazette Notice and featured in leading national newspapers.

The six candidates interviewed were:

- Victor Okoth – Nakuru County
- Selina Amsugut – Trans Nzoia County
- Claris Awour
- Edward Katama – Trans Nzoia County
- Duncan Oburu – Homa Bay County
- Michael Peter Otieno – Siaya County

Following final deliberations, the Selection Panel is mandated to forward the names of three nominees to the President, who will then appoint the next Chairperson from among those recommended.

The Kenya National Commission on Human Rights holds a central role in safeguarding and advancing human rights in the country.

The appointment of a capable, principled, and visionary Chairperson is vital to strengthening the Commission's capacity to fulfill its constitutional mandate and promote justice, dignity, and accountability for all.



Clerical officers inducted on Public Service operations

**BY SHIRLEEN KAVINYA
AND NGUTHU WAMBUA
(KNA)**

Over 300 clerical officers appointed recently have been inducted on public service operations and public servant's code of ethics for their enhanced efficiency and professionalism within the public service.

Principal Secretary for Public Service and Human Capital Development, Dr Jane Imbunya, while pre-

siding over the induction programme held at Kitui Multi-Purpose Center underscored the government's commitment to fostering a competent and ethical workforce.

The Principal Secretary further emphasized the critical role of a firm human capital citing that it's an intangible asset that drives productivity, innovation, and economic growth of a nation while also improving service delivery to the people.

"It is important to have continuous training and professional development of the clerical officers, as they serve as the backbone of administrative functions in various government departments. Public Service is not just about employment; it is about dedication, integrity and commitment to excellence," said Dr Imbunya.

The induction program designed to familiarize the officers with government policies, ethical standards and operational procedures,

included session on records management, financial accountability and customer service.

Trainers from public Service Commission and the Kenya School of Government provided insights into best practices, ensuring that the officers are well equipped to handle their responsibilities effectively.

The key focus of the event was the need for ethical governance and merit-based recruitment. Officials insisted the gov-

ernment's stance on transparency and accountability, urging the new officers to uphold the highest standards of professionalism.

"Your role is pivotal in ensuring seamless operations within your designate government institutions. Efficiency and integrity must be at the core of your service," the PS emphasized.

The induction also provided an opportunity for the new officers to interact with experienced professionals, fostering mentorship and

knowledge-sharing. Participants expressed enthusiasm about the training and acknowledged its relevance in preparing them for their duties.

While speaking to KNA, the inductees appreciated that the program has equipped them with necessary skills for their enhanced service delivery and also gave them a clear understanding of their responsibilities and the expectations as public servants.



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HAPPY MADARAKA DAY

1 June

On this Madaraka Day, Kenya celebrates its Blue Economy as a transformative engine for jobs, food security, and sustainable growth—turning our waters into waves of prosperity for all.



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REPUBLIC OF KENYA

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**HAPPY
MADARAKA
DAY**



Dr. Jane Kere Ihmbunya (PhD)

**Principal Secretary,
State Department for Public Service and
Human Capital Development**



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AFRICA
**PUBLIC
SERVICE
DAY 2025**

THEME :

**“ENHANCING THE AGILITY AND RESILIENCE OF PUBLIC
INSTITUTIONS TO ACHIEVE EQUITABLE GOVERNANCE
AND RAPIDLY ADDRESS HISTORICAL SERVICE DELIVERY
GAPS.”**



Save the Dates:
**June, 10 - 12th
2025**



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UPCOMING EVENT



*Africa Public Sector Human Resources
Practitioners Network (Kenya Chapter)*

Presents

1ST APS-HRPNet(Kenya Chapter) CONFERENCE

**Theme: Harnessing Human Capital for Continental
Greatness - Kenya's HR Mandate in the
Africa Renaissance**

**TUESDAY TO THURSDAY
17TH TO 19TH JUNE**

Cost: 45,500 PP
(VAT inclusive)

**@ Kenya School of Government,
Mombasa Campus**

Speaker

Dr. Jane Kere Imbunya
PRINCIPAL SECRETARY
PUBLIC SERVICE, HUMAN CAPITAL DEVELOPMENT
& PATRON, APS-HRPNET KENYAN CHAPTER

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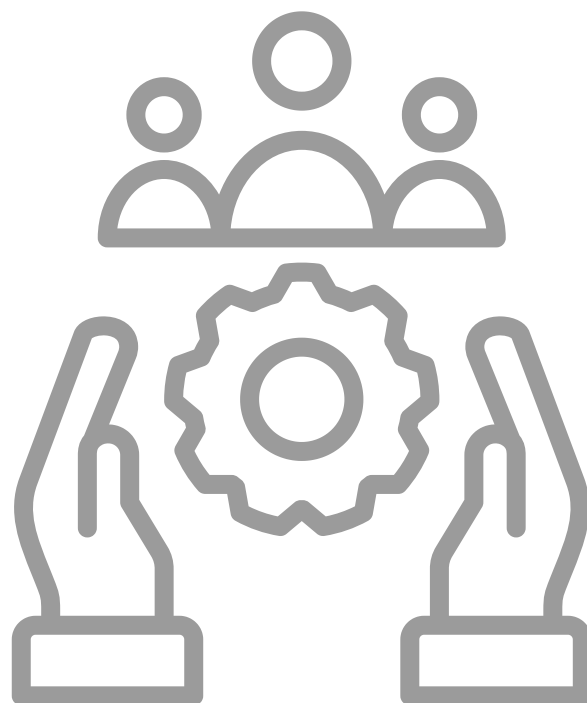
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