



REPUBLIC OF KENYA

PRESS STATEMENT

JOINT PRESS STATEMENT ON CAPACITY ASSESSMENT AND RATIONALIZATION OF THE PUBLIC SERVICE AT NATIONAL AND COUNTY GOVERNMENTS

Introduction

The National and County Governments are keen on establishing an efficient and effective Public Service that will enhance service delivery to the citizens at both levels of government. This objective is in compliance with the provisions of the Constitution of Kenya 2010 which created two tiers of government: national and county governments and put emphasis on service delivery as a right to the citizens. The establishment of forty-seven (47) county governments, devolution of functions and resources to county governments and reduction in number of Ministries/Departments from forty-four (44) to (eighteen) 18 were part of the process to reform the public service to make it more efficient and effective.

The current dispensation has made it imperative to realign structures, processes, programmes, institutions and staffing to core mandates of the Governments at the national and county level, so as to ensure a responsive Public Service that meets the expectations of Kenyans. To achieve this, the National and County Governments in a Co-ordination Summit meeting held in June, 2013 agreed to undertake a joint capacity assessment and rationalization programme for both the national and county public service.

The programme will be conducted through an inter-governmental framework on the basis of consultation, collaboration and cooperation amongst all stakeholders. Already preliminary activities on the programme have commenced which include gazettelement of the institutional framework for the implementation of the joint programme and operationalization of a secretariat. The programme is expected to be finalized in the financial year 2014/2015.

Objective of the Programme

The objective of the programme is to undertake strategic reviews of the organizational structures, functions and staffing of the national and county public service against their respective mandates. The rationalization exercise will involve carrying out capacity assessment, restructuring, undertaking human resource and skills audit, staff redeployment and transfers, where necessary after capturing and analyzing biometric data. It will entail realigning the current public service delivery models and structures to meet the constitutional requirements and citizen expectations for transformed government services.

Ultimately, the implementation of the programme will facilitate efficient and effective utilization of the resources and build on the ongoing reform agenda of transforming the Public Service. This will lead to a highly responsive, professional and productive service capable of facilitating achievement of the Governments' commitments to the people of Kenya and facilitate the realization of the Kenya Vision 2030.

Scope of the Programme

Initially, the programme will cover the public service at the National and County levels of government. Currently, a similar process is on-going in the State Corporations and the process will be extended to the rest of the public service in subsequent phases.

Administration of the Programme

Successful implementation of the programme will require effective coordination, participation and support of key stakeholders. To this end, a clear institutional framework has been put in place to facilitate a structured engagement and decision making.

The Government would like to assure the public servants in particular and the public in general that the exercise will be undertaken with utmost professionalism. Due diligence will be done to ensure that the exercise complies with all the necessary legal and constitutional provisions. A communication strategy has been developed to continuously inform stakeholders on the progress of the programme on regular basis throughout the implementation. A redress mechanism has been established for public servants or any other stakeholders aggrieved by the programme. A sensitization programme will also be rolled out which will cover all public servants at both levels of Government. This will be done with the spirit of involving all the public in this noble exercise of transforming our public service for a better Kenya.

Conclusion

It is reiterated that this exercise is meant to enhance service delivery in the Public Service for the benefit of Kenyans. We therefore urge all the stakeholders to support the programme meant to realize a highly responsive, professional and productive public service. A circular informing public servants at both levels of government about the programme has been issued.

Enquires on the programme can be directed to: The Secretariat, Capacity Assessment and Rationalization Programme of the Public Service, Directorate of Public Service Management, Ministry of Devolution and Planning, P. O. Box 30050-00100, Nairobi; email: pas.publicservice@kenya.go.ke; tel: 020-2227411 ext: 22527.

Together we shall make Kenya a better place in the spirit of "**Huduma Bora ni Haki Yako**"

Anne Waiguru, OGW
Cabinet Secretary,
Ministry of Devolution and Planning

.....date: 14/7/14

Hon. James Ongwae, CBS, EBS, OGW
Chairman – Human Resource
and Social Welfare Committee,
Council of Governors

.....date: 14.7.2014

Prof. Margaret Kobia, CBS
Chairperson,
Public Service Commission

.....date: 14.7.2014

Sarah Serem, EBS
Chairperson,
Salaries and Remuneration Commission

.....date: 14.7.2014

Kinuthia Wamwangi, EBS
Chairperson,
Transition Authority

.....date: 14.07.2014

Tom Odege
Secretary General,
Union of Kenya Civil Servants

.....date: 14/7/14