

# **SPEECH BY THE HEAD OF PUBLIC SERVICE AND SECRETARY TO THE CABINET DURING THE RELEASE OF JOB EVALUATION RESULTS FOR PUBLIC SERVICE AT KENYA INTERNATIONAL CONVENTION CENTER - 11<sup>TH</sup> NOVEMBER, 2016**

---

**Ladies and gentlemen,**

Today we are gathered here to receive the results of the Job Evaluation which was undertaken by the Salaries and Remuneration Commission with the aim of knowing the worth of jobs in the public sector. It is a well-known fact that for a very long time public service officers were not clear on the real worth of their jobs and often negotiation for salaries was based on whims and not research based. This gave room for unstructured and ad hoc determination of remuneration which resulted in skewed salary structures. The morale and capacity of public officers to perform their duties and implementation of national policies that would benefit the citizens of this country was compromised as a result of this disparity.

The worth of jobs will enable government to determine pay to each job grade and ensure there is equity and fairness in remuneration. Teachers, doctors, nurses, police, civil service provide critical service to the nation and the people of Kenya and should therefore be fairly remunerated. But this should be based on a scientific study that will clearly spell out their worth.

It is on this note that I would like to thank the SRC for the good work and being at the forefront in public wage management. As a Government, we support your efforts to look at the expectations of public sector employees by making them more productive and results oriented and that they are compensated appropriately to nurture creativity, development and productivity. I have no doubt that the results being released today shall address these issues.

In order to move forward and compete with other developing countries like Singapore, and Malaysia, the public servants in Kenya should place loyalty to the Constitution, the laws, the needs of the public and ethical principles above personal or private gain. A disciplined society that respects the rule of law and prescribed code of conduct thrives.

**Ladies and gentlemen:**

The Constitution of Kenya has been lauded as one of the most progressive in the world. It established the Salaries and Remuneration Commission, whose constitutional mandate is unique and all encompassing, unlike other Commissions in the world, whose mandate

are limited. The mandates bestowed upon SRC to set and regularly review the remuneration and benefits for state officers; and advise the national and county government on remuneration and benefit of public officers are powerful provisions. Alongside the Principles it gives SRC power to address a host of issues that have far reaching impact on the growth and development of Kenya.

The Commission is expected to ensure that the Government expenditure on public wage bill is affordable and fiscally sustainable. We are all aware that at present the public wage bill at both levels of Government is in excess of the ceiling set by the Public Finance Management Act (2012). This means that the budgetary allocation for development expenditure has been lower than the allocation for recurrent expenditure - which mostly goes towards the payment of salaries and allowances of civil servants/government officials.

The rate at which the public sector wage bill has skyrocketed threatens to stifle government's normal operations and consequently, economic growth. Most importantly the high public sector wage bill crowds out necessary public investment in capital projects and the social services. This all the more reason that we all need to support the SRC's initiative to address the sustainability of the public wage bill.

### **Ladies and Gentlemen:**

Over the years the Government has emerged as the employer of choice. The question we need to ask ourselves are we attracting people with the right skills? Considering the fact that there has been quite a big growth in the population and demands for quality services. Of greatest concern, is Kenyans are demanding for better goods and services from the government, in return for the taxes they pay. This demands that we have the right people with right skills set to provide efficient and effective services. The Government will continue to support the initiative by agencies like SRC, Public Service Commission and other employing agencies to develop the capacity of the public officers in the performance of their duties.

On that note I wish to urge all employing agencies to invest on productivity and performance. We need to take a leaf from countries like Malaysia who have developed productivity improvement programmes to equip workers with skills that enhance productivity among other initiatives such as reducing wastage in all sectors and adequate use of scarce resources. We are living in a competitive global economy where the country is facing intense competition from the neighbouring countries for foreign direct investment. Unless we invest in our human resource and transform the potential talented, innovative and hardworking people into productive workers we are in danger of losing opportunities for investment.

There is need to strengthen the culture of competency based performance in the public sector with the aim of rewarding high achievers and sanctioning non performers, this will strengthen performance and make Kenya an economic giant in the region. Results based management therefore would be used as a management strategy by which all vision 2030 would be achieved which will bring about desirable long term impacts to the country.

There is need to Develop a National Master Plan for development of high priority and scarce skills and redeployment of the skills within government for posterity and increased productivity in the public sector.

We are living in a different era where fairness and transparency has become an important feature in our public affairs and governance. Indeed the past years, prior to the promulgation of the Constitution it was not usual practice to reveal the salary of the President. But today the salary of state officers is in public domain, it is a measure of how far we have progressed in our public affairs. I am glad to note that SRC has in carrying out the job evaluation put the highest premium on transparency. We all need to be prudent and accountable to the scarce resources that we hold in trust on behalf of the public.

The Constitution established Government agencies purely for purposes of efficiency and accountability. These agencies complement each other and need to work together, and in close consultation in discharging their duties. I will urge these agencies without fear or favour as they continue to meet the aspiration of this nation and the ideals that are captured in Kenya's Constitution. The close cooperation that we witnessed during the job evaluation exercise is a good example of how much we can benefit by working in harmony and as a unit. This is aptly captured by the successful conclusion of the recent CBA negotiation between Teachers Service Commission and the teachers union. Had it not been for close cooperation between the various agencies today the country would have been having sleepless night due to teachers strike. Let us not lose sight that when all is said and done- We are one nation. Let us work as a unit.

With those remarks, ladies and gentlemen, I wish to declare the results of the job evaluation for public service officially released.

God bless you.

Mr. Joseph Kinyua

**Head of Public Service & Secretary to the Cabinet**