



THE PUBLIC SERVICE HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT BILL, 2024

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**THE PUBLIC SERVICE HUMAN RESOURCE MANAGEMENT &
DEVELOPMENT BILL, 2024**

A Bill for—

AN ACT of Parliament to provide an overarching framework for the effective management and development of human resources by the national and county governments; to provide for the adoption and application of uniform norms and standards in public service in the country; to provide for the different responsibilities of public offices and other bodies in relation to human resources; and for connected purposes.

ENACTED by the Parliament of Kenya as follows—

PART I—PRELIMINARY PROVISIONS	
Short title.	1. This Act may be cited as the Public Service Human Resource Management and Development Act, 2024.
Interpretation.	2. In this Act, unless the context otherwise requires— “Authorised officer” with respect to this Act, means a person with the overall responsibility for performing human resource related functions in a public office; “Cabinet Secretary” means the Cabinet Secretary responsible for matters relating to public service; “common cadre” means a category of analogous public service positions whose post holders possess generic qualifications and competences and render management support to a line department in a public office; “human resource instruments” means the tools, methods, and practices used by organizations to manage their workforce effectively. These instruments help in various HR functions, including recruitment, performance management, employee engagement, and training; “human resource information services” means the systems and services that manage and streamline various human resource
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	<p>functions relating to the collection, storage and management of employee data that enable the human resource departments to automate processes and make informed decisions using technology;</p> <p>“human resource development” means the process of improving and developing the skills, knowledge, abilities and overall potential of employees within an organization by focusing on enhancing individual and organizational performance by investing in training, education and professional growth;</p> <p>“human resource management” means the strategic approach to managing an organization's people and it involves overseeing and coordinating all aspects of the employee lifecycle;</p> <p>“Ministry” means the Ministry for the time being responsible for public service;</p> <p>“public office” means an office within the public service whose remuneration and benefits are paid directly from the Consolidated Fund or through funds appropriated by Parliament;</p> <p>“Public Service management” means the administration and oversight of public sector organizations, which provide service on behalf of the government to the public. It focuses on ensuring that public resources are effectively utilized to deliver services;</p> <p>“Public Service development” means the continuous improvement and evolution of public services to better meet the needs of citizens and adapt to changing societal, economic and technological conditions by focusing on enhancing the capacity, efficiency and effectiveness of government institutions and the services they provide;</p> <p>“public service” means the collectivity of all individuals, other than State officers, performing a function within a State organ.</p>
Objects of the Act.	3. The objects of this Act is to—

	<p>(a) provide a legislative and institutional framework for the adoption of uniform norms and standards in the public service human resource at the national and county governments levels;</p> <p>(b) provide a predictable and sustainable framework for management and development of human resources in the Public Service; and</p> <p>(c) provide the functions of various offices in management and development of human resources in the public service.</p>
Guiding principles.	<p>4. The implementation of the human resource management and development norms and standards in this Act is anchored on the Values and Principles of Public Service provided for under Article 232 of the Constitution.</p>
Scope of the Act.	<p>5. This Act applies to public officers as defined under Article 260 of the Constitution.</p>
PART II— COMPOSITION OF THE PUBLIC SERVICE AND HUMAN RESOURCE COMMITTEES IN THE PUBLIC SERVICE	
Composition of the public service.	<p>6. The Public Service comprises of all persons duly appointed by a relevant appointing authority to hold or act in any public office.</p>
Human Resource Management and Development Programme.	<p>7. (1) The Cabinet Secretary shall, once in every five years, cause to be prepared a public service human resource management and development programme for approval by the Cabinet.</p>
	<p>(2) The public service human resource management and development programme shall outline specific public service sectoral human resource needs and in particular, outline—</p> <p>(a) the public services’ human resource management and development priorities for the next five years;</p> <p>(b) the human, fiscal, technical and infrastructural cost of achieving the priorities in (a);</p> <p>(c) the various strategies that will be put in place to implement the programme; and</p> <p>(d) any other detail that the Cabinet Secretary may determine.</p>
	<p>(3) All annual public service management and development programs prepared or implemented by public offices shall be based on the approved five year programme.</p>
	<p>(4) The Cabinet Secretary shall, within three months of approval</p>

	of the programme, prescribe Guidelines for the effective adoption and implementation of the public service development and management programme by public offices.
Central Human Resource Management Posting Committee.	8. (1) There is established the Central Human Resource Management Posting Committee in the national government as a standing committee for deployment of senior officers.
	(2) The Central Human Resource Management Posting Committee shall, in the performance of its function, consult with the Public Service Commission.
	(2) The Committee shall comprise of— <ul style="list-style-type: none"> (a) the Head of Public Service, who shall be the chair of the Committee; (b) the Principal Secretary responsible for matters relating to Public Service, who shall be the Secretary to the Committee; (c) the Principal Secretary responsible for matters relating to Internal Security; (d) the Principal Secretary responsible for matters relating to Foreign Affairs; (e) the Principal Secretary responsible for matters relating to labour; (f) the Principal Secretary responsible for matters relating to the National Treasury; and (g) the Secretary/Chief Executive Officer of the Public Service Commission.
	(3) The Committee shall be responsible for the deployment of officers in prescribed civil service grades in the public service.
	(4) The Ministry responsible for matters relating to public service shall provide secretarial services to the Committee.
Human Resource Committees.	9. (1) An Authorised officer in a public office shall establish a Human Resource Management Advisory Committee, a Human Resource Development Committee and an Employee Performance Management Committee.
	(2) The Human Resource Management Advisory Committee shall provide appropriate advice to the Authorised officer in ensuring compliance with human resource management policies in the public service and shall in particular make recommendations to the Authorised officer on— <ul style="list-style-type: none"> (a) recruitment, selection, appointment, promotions,

	<p>confirmation in appointment and deployment of officers;</p> <p>(b) generating proposals on establishment and complement control;</p> <p>(c) payroll management;</p> <p>(d) promotion and implementation of values and principles of public service and ensuring compliance including administration of initial, biennial and final declaration of income, assets and liabilities for all public officers;</p> <p>(e) quarterly reports on the discharge of human resource function including the status of implementation of the recommendations contained in the annual report on the values and principles of the public service;</p> <p>(f) making recommendations for waiver of requirements for career progression guidelines;</p> <p>(g) making recommendations for review of grading and organization structures;</p> <p>(h) making recommendations for secondment, leave of absence, unpaid leave, transfer of service, retirement re-designation, engagement and renewal of contracts and nomination for national honours and awards; and</p> <p>(i) disciplinary control.</p>
	<p>(3) The Human Resource Development Committee shall, in the public office, be responsible for—</p> <p>(a) consideration and approval of the Public office's training objectives and staff development strategies;</p> <p>(b) forecasting and analysis of training needs, training impact assessment, skills gap analysis and audit, competency framework development and setting up a hierarchy of priorities within the overall training projections of the Public office;</p> <p>(c) ensuring optimum utilization of training resources;</p> <p>(d) coordination of induction training in the public service;</p> <p>(e) reviewing human resource development regulations, procedures and systems in the public service;</p> <p>(f) identification, selection and recommendation of suitable applicants for various training programmes organized locally and externally;</p> <p>(g) monitoring and evaluation of relevance of training programmes for Public Officers; and</p> <p>(h) maintaining the Public office's skills masterplan.</p>
	<p>(4) The Employee Performance Management Committee shall, in the public office, be responsible for—</p>

	<p>(a) consider and moderate individual performance scores and make recommendations to Authorized Officer;</p> <p>(b) make recommendations to the Authorized Officer on rewards or sanctions to be imposed on any employee; and</p> <p>(c) make recommendations on planned performance improvement for an employee.</p>
	<p>(5) The Cabinet Secretary shall prescribe Guidelines for the setting up and management of the committees established under this section.</p>
<p>PART III—PUBLIC SERVICE HUMAN RESOURCE NORMS AND STANDARDS</p>	
Functions of the Ministry.	<p>10. (1) The Ministry responsible for matters relating to public service shall establish norms and standards for uniform management and development of the public service human resource in Kenya.</p>
	<p>(2) The Cabinet Secretary shall, in accordance with this Part, publish policies and guidelines outlining the norms and standards for the public service human resource in Kenya.</p>
	<p>(3) Public offices in both levels of Government shall adhere to and uphold the norms and standards of public service as may from time to time be published in accordance with subsection (2).</p>
Promotion of professionalism in the public service.	<p>11. (1) The Ministry responsible for public service shall ensure promotion of professionalism in the public service by—</p> <p>(a) requiring public service employees to be registered and certified members of good standing of recognized professional bodies or associations, where applicable; and</p> <p>prescribing standards and practicing instructions for service delivery for all cadres.</p>
	<p>(2) The Ministry responsible for matters related to the public service shall in consultation with relevant recognized professional bodies develop a framework for—</p> <p>(a) the recognition of professional qualifications in the public service;</p> <p>(b) progressive acquisition of professional qualifications for Public Service employees already in employment; and</p> <p>continuous professional development for the different categories of practitioners in accordance with emerging regional and global trends.</p>

Human Resource Planning.	12. (1) Human Resource Planning shall be the basis for Human Resource Management, staff Development and succession management in the Public Service.
	(2) Public offices shall prepare Human Resource plans which are aligned to the National and County Integrated Development Plans which shall be reviewed regularly to address emerging issues.
	(3) Staff Recruitment Plans shall be linked to the overall Budget Plans of each organization.
Organisational Structure and Staffing.	13. Public offices shall develop an organizational structure based on a clear functional analysis in accordance with the Constitution and any other enabling legislation.
Recruitment and Selection.	14. (1) Authorised officers in public offices shall ensure that appointments, including acting appointments, promotions and re-designations are made based on existence of vacancies in the approved establishment and in accordance with the career guidelines.
	(2) An Authorised officer shall ensure that— (a) employment in the respective public office does not exceed the approved staff establishment; and (b) public offices abide by entry points based on recognized academic qualifications, professional qualifications and experience for various cadres as defined in the career guidelines.
Staff deployment.	15. (1) An officer shall be deployed to a substantive position by the respective Authorized Officer on the basis of approved and authorized establishment, qualifications, skills and competencies.
Secondment and transfers.	16. (1) The Cabinet Secretary in consultation with the Public Service Commission, the County Public Service Boards and the County Assembly Service Boards, shall develop Regulations for the transfer of Public Service employees between the two levels of government and amongst county governments to promote efficiency, productivity and cohesion in the Public Service.
	(2) There is established the intergovernmental committee on transfers that shall comprise of— (a) the Principal Secretary for matters related to public service, who shall be the chairperson; (b) the Principal Secretary for matters related to devolution;

	<ul style="list-style-type: none">(c) a representative of the Head of Public Service;(d) the Chief Executive Officer of the Public Service Commission;(e) the chairperson of caucus of chairpersons of County Public Service Board, who shall be the secretary;(f) the chairperson of the caucus of chairpersons of County Assembly Service Boards;(g) the Chairperson of the Committee on Public Service of the Council of Governors.
	(3) Transfers from the national government to county government or from the county government to the national government or from one county government to another county government shall be effected subject to the needs of the Service, existence of a vacancy and officer's request.
	(4) The Ministry responsible for matters related to public service shall provide secretariat services to the Committee.
	(5) The Committee shall be responsible for developing policies, strategies and action plans to facilitate seamless management of transfers and secondment between the two levels of government and amongst county governments.
Remuneration and Benefits.	<p>17. (1) The Ministry responsible for Public Service shall, in accordance with Article 230(4)(b) and in consultation with The National Treasury and Salaries and Remuneration Commission—</p> <ul style="list-style-type: none">(a) propose reviews for salaries and remuneration for public officers other than state officers;(b) ensure implementation of the recommendations of the Salaries and Remuneration Commission that have been based on job evaluations, productivity measurement and the grading structures; and(c) designate hardship areas for the purpose of hardship allowance for public officers.
	(2) The Ministry responsible for public service shall promote fairness and equity in remuneration of public officers.
Training and Development.	<p>18. Training in the public offices shall be based solely on Training Needs Assessment, Skills Gap Analysis and Competency assessment.</p>
Performance Management.	<p>19. The Ministry responsible for matters related to Public Service shall develop a framework for the development, implementation, monitoring and evaluation of an appropriate performance management model for the Public Service.</p>

Payroll Management.	<p>20. (1) The Ministry responsible for matters related to public service shall, in consultation with the National Treasury, develop and implement a policy and framework for seamless—</p> <ul style="list-style-type: none"> (i) remittance of public service employees' contributions to the pension accounts; and (ii) automatic transition of public service employees from the active payroll to the pension payroll.
	(2) Authorized deductions from employees' remuneration shall be remitted with respective institution within reasonable time to ensure employee is not adversely affected.
	(3) Public offices shall be required to undertake quarterly payroll data cleansing and submit reports to the Ministry.
Employee health and compensation in the public service.	<p>21. The Ministry responsible for matters related to Public Service shall—</p> <ul style="list-style-type: none"> (a) develop a framework for implementation, monitoring and review of the medical scheme, group life, last expense, group personal accidents and work injury benefits in the Public Service; (b) establish and coordinate the provision of establish and coordinate the provision of medical insurance cover, Group Life, Last Expense, Group Personal Accident, Work Injury Benefits Covers and welfare benefits for the Public Service include post-retirement medical scheme.
Staff discipline and disciplinary procedures.	<p>22. Public Offices shall—</p> <ul style="list-style-type: none"> (a) ensure that disciplinary control is guided by the principles of the rules of natural justice and fair administrative action, which should be expeditious, efficient, lawful, reasonable and procedurally fair; and (b) establish effective mechanisms and procedures for disciplinary control and handling of employee grievances which may include alternative interventions in the disciplinary process.
Collective bargaining in the public service.	<p>23. (1) The Ministry responsible for matters related to the Public Service shall publish policies and Guidelines on Collective Bargaining Agreements for the Public Service.</p>
	<p>(2) The policies and Guidelines on Collective Bargaining Agreements shall provide—</p> <ul style="list-style-type: none"> (a) a harmonized and institutionalized negotiation mechanism for collective bargaining in the public service; and

	(b) a mechanism for monitoring, evaluating and reporting on the implementation of the policies and Guidelines.
Work environment and welfare.	<p>24. Public offices shall—</p> <p>(a) provide a conducive work environment that guarantees safety and health as prescribed in law; and</p> <p>(b) promote staff welfare and wellness programmes for enhanced organizational and individual performance and productivity.</p>
Retirement and exit benefits.	<p>25. Public offices shall establish and manage contributory pension schemes in accordance with the existing national policies and legislation.</p>
PART IV—PUBLIC SERVICE ORGANIZATION DESIGN AND CAREER MANAGEMENT	
Organisational structures, staff establishment, grading structures and career guidelines in the Public Service.	<p>26. (1) The Ministry responsible for matters related to Public Service shall—</p> <p>(a) re-align functions and structures of national government Ministries after the issuing of Executive Orders;</p> <p>(b) develop a framework for development of organizational structures, grading structures and staff establishment for public offices;</p> <p>(c) develop a framework for development of career guidelines in the Public Service;</p> <p>(d) provide technical assistance in the development and review of organizational structures, staff establishment, grading structures and career guidelines in the Public Service;</p> <p>(e) monitor and evaluate implementation of the organizational structures, staff establishment, grading structures and career guidelines in the Public Service.</p>
	(2) The Cabinet Secretary prescribe Regulations for the better carrying into effect of this regulation.
PART V— PUBLIC SERVICE HUMAN RESOURCE DEVELOPMENT	
Management of training in the public service.	<p>27. (1) The Ministry responsible for matters related to Public Service shall develop and regularly review the human resource development policy for the public service.</p>

	<p>(2) The Ministry responsible for matters related to Public Service shall, with respect to management of training in the public service—</p> <ul style="list-style-type: none"> (a) coordinate the implementation of human resource development policy; (b) mobilize resources for training and capacity building in liaison with development partners and other stakeholders; (c) support training, capacity building and technical assistance; (d) approve foreign training and capacity building initiatives in the Public Service; (e) develop and review training bonding policy and guidelines; and (f) monitor and evaluate the implementation of the training bonding policy and guidelines.
	<p>(3) The human resource development policy in sub-section (1) shall be informed by the human resource management and development program developed under section 9 of this Act.</p>
Skills Gap Assessment, Training Needs Assessment and Competency Development in the public service.	<p>28. (1) The Ministry responsible for matters related to public service shall develop guidelines for undertaking Skills Gap Assessment, Training Needs Assessment and Competency Assessment for the entire Public Service.</p>
	<p>(2) The Ministry responsible for matters related to Public Service shall provide technical assistance and advice to public offices on—</p> <ul style="list-style-type: none"> (a) the development of skills gap assessment; (b) the development of training needs assessment, training plans and training projection; (c) development to competency framework for the public service; (d) the development and maintenance of skills inventory for the public service; (e) developing and reviewing the masterplan for scarce and high priority skills in the public service; and (f) the periodic monitoring, review and evaluation of the training needs assessment and training projection manuals.
	<p>(3) The Ministry responsible for matters related to Public Service shall monitor and annually, report on the evaluation and audit of the impact of human resource development in the Public Service.</p>
The Public Service Training Revolving Fund.	<p>29. (1) There is established the Public Service Training Revolving Fund.</p>
	<p>(2) The Cabinet Secretary for the National Treasury shall, in</p>

	accordance with section 24(4) of the Public Finance Management Act, 2012, prescribe Regulations for the management and administration of the Fund.
	(3) The objective of the Fund is to provide loans to public service employees at subsidized interest rates for short and long term training programs to promote academic and professional development of the public service.
	(4) The source of funds for the Fund shall include— (a) two <i>per centum</i> of the recurrent budget of public offices; (b) donations and grants; (c) any income accrued out of beneficial interest of the Fund; and (d) any other lawful source.
Internships and Volunteer service.	30. The Ministry responsible for matters related to Public Service shall, with respect to the internship and volunteer service in the public service— (a) develop and review an internship and volunteer policy; (b) prescribe norms and standards for internship and volunteer service; (c) coordinate implementation of internship and volunteer service; (d) monitor and evaluate implementation of internship and volunteer service; and (e) ensure that internship vacancies are filled competitively.
PART VI— HUMAN RESOURCE INFORMATION SERVICES	
Human Resource Information Services.	31. (1) The Ministry responsible for matters related to public service shall— (a) develop, implement and review policies, strategies, guidelines and standards on human resource information services; (b) provide technical support in Human Resource Information Services to the public service; (c) develop, implement, monitor and evaluate, and review a unified Human Resource Information System in the public service; (d) maintain custody of the Unified Human Resource Information System in the Public Service. (e) undertake quarterly payroll audits in public offices; (f) develop, maintain and review a secure and reliable Unified Payroll Number Allocation and Management facility for

	<p>the public service;</p> <p>(g) coordinate development and review of Payroll Check-off facilities for use by Third Party organizations;</p> <p>(h) implement centrally the reviewed terms and conditions of service through the unified human resource information system; and</p> <p>(i) provide a framework for all public service employees to have integrated data for human resource.</p>
	<p>(2) Public offices shall subscribe to the Unified Human Resource Information System developed and maintained by the Ministry.</p>
PART VII—PUBLIC SECTOR TRANSFORMATION AND REFORMS	
Public Transformation and Reforms.	<p>32. The Ministry responsible for matters related to Public Service shall—</p> <p>(a) coordinate public sector reforms;</p> <p>(b) coordinate the adoption and use of Result Based Management tools (RBM) in the public service;</p> <p>(c) provide technical assistance in business process re-engineering for the Public Service;</p> <p>(d) ensure that re-engineered processes continuously improve service delivery;</p> <p>(e) inculcate Change Management, Values and Ethics in the public service;;</p> <p>(f) develop knowledge transfer mechanisms in the public service;</p> <p>(g) lead information, education and communication dissemination on public sector transformation and reforms; and</p> <p>(h) develop Operational Standards, monitor and evaluate the impact of transformation policies and programmes, both at the national and county governments.</p>
Research and innovation in public service.	<p>33. The Ministry responsible for matters related to Public Service shall promote an innovation culture in the Public Service, and in particular may—</p> <p>(a) formulate, interpret, review and implement policies, norms, guidelines and strategies on research, service delivery innovation and knowledge management;</p> <p>(b) coordinate and evaluate research and innovation for enhanced Public Service delivery;</p> <p>(c) develop, implement and review recognition and awards</p>

	<p>scheme for innovators;</p> <p>(d) coordinate surveys and design of programs to improve service delivery; and</p> <p>(e) coordinate the submission, adjudication, documentation, showcasing and publication of successful innovations.</p>
PART VIII—MISCELLANEOUS PROVISIONS	
Provision of technical assistance to public offices.	34. The Ministry responsible for matters related to the public service shall provide technical support and advice to all public offices in the development and review of human resource instruments and information services as provided for under this Act or Regulations.
Report on public service management.	35. (1) The Cabinet Secretary shall, in consultation with the Head of Public Service, within a period of four months after the end of each financial year, submit to the President an annual report detailing generally the performance of the public service.
	<p>(2) An annual report submitted under subsection (1) shall include—</p> <p>(a) Performance of the Public Service;</p> <p>(b) Public Sector Reforms and Transformation;</p> <p>(c) Research, Development and Public Service Delivery Innovations; and</p> <p>(d) Human Resource Development in the Public Service.</p>
Statutory Instruments.	36. The Cabinet Secretary may, in relation to the functions of the Ministry responsible for matters related to public service, make regulations for the better implementation of this Act.
	<p>(2) Without prejudice to the generality of subsection (1) , the Cabinet Secretary may make regulations on—</p> <p>(a) Government Human Resource Information</p> <p>(b) Systems and Services;</p> <p>(c) Internship and Volunteer for the Public Service;</p> <p>(d) Government Payroll Standards; and</p> <p>(e) Human Resource Development in the Public Service.</p>
Compliance with this Act.	37. (1) Authorised officers in all public offices shall ensure compliance with the provisions of this Act, regulations or any other policy or Guidelines issued under this Act.
	<p>(2) A person who unlawfully fails to comply with the provisions of this Act, regulations or any other policy or Guidelines issued under</p>

	this Act commits an offence and is liable, on conviction, to imprisonment for a term not exceeding two years, or a fine not exceeding one million shillings, or both.
False returns.	38. A person who makes, either knowingly or recklessly, any statement which is false in any material particular in any return, claim or other document which is required or authorized to be made for the purposes of this Act, commits an offence and is liable on conviction to imprisonment for a term not exceeding two years, or a fine not exceeding one million shillings, or to both.
Consequential amendments.	39. The written law specified in the first column of the Second Schedule is amended in the provisions set out in the second column of that Schedule in the manner set out in the third column.

FIRST SCHEDULE

(Section 6 (f))

COMMON CADRE LIST

No.	Common cadres in the public service
1.	Administrative Officers
2.	Human Resource Management and Development Officers
3.	Human Resource Management and Development Assistants
4.	Accountants
5.	Finance Officers
6.	State Counsels
7.	Supply Chain Management Officers
8.	ICT Officers
9.	Public Communication Officers
10.	Economists/Statisticians
11.	Internal Auditors
12.	Information Officers
13.	Psychological Counseling Officers
14.	Records Management Officers
15.	Office Administrative Services Personnel
16.	Clerical Officers
17.	Civilian Security Personnel
18.	Receptionists
19.	Drivers
20.	Hospitality Officers
21.	Waiters
22.	Gardeners
23.	Cooks
24.	Office Assistants

SECOND SCHEDULE

(Section 41)

CONSEQUENTIAL AMENDMENTS

Name of Act	Section	Amendment
Public Service Commission Act, 2017	56(1)	Delete paragraphs (a), (b), (c), (d), (g), (h) and (i)
	57(1)	Delete the words “management of policies” appearing immediately after

the words “includes the”

MEMORANDUM OF OBJECTS AND REASONS

The principal object of this Bill is to provide an overarching framework for the effective management and development of human resources in the public service at both the national and county levels of government. The Bill seeks to enhance professionalism, standardization and efficiency in public service delivery by codifying the roles, responsibilities and functions of various public offices and committees involved in human resource management and development.

Part I of the Bill contains the preliminary provisions, including the short title, interpretation of key terms, and the objects and principles that will guide the implementation of the Act. It also outlines the scope of the Act, ensuring clarity in its application across the public service.

Part II provides for the adoption and enforcement of uniform norms and standards in the management of human resources in the public service. It includes provisions on critical aspects such as recruitment, remuneration, performance management, training, staff discipline and retirement benefits to ensure consistency and equity across the public sector.

Part III addresses public service organizational design and career management by providing guidelines for organizational structures, staff establishment, grading systems and career progression frameworks.

Part IV focuses on human resource development, emphasizing training management, skills development and the establishment of mechanisms such as the Public Service Training Revolving Fund to support competency building.

Part V introduces the use of Human Resource Information Services to enhance data-driven decision-making and operational efficiency in public service human resource management.

Part VI emphasizes public sector transformation, reforms and innovation by promoting research and continuous improvement within the public service.

Part VII contains miscellaneous provisions, including the requirement for compliance with the Act, and reporting obligations on public service management. It also introduces penalties for non-compliance, such as the submission of false returns.

The **First Schedule** provides a common cadre list to guide human resource management, while the **Second Schedule** outlines consequential amendments to ensure alignment of existing laws with this Act.

The enactment of this Bill is expected to:

1. Standardize human resource management practices across the national and county governments.
2. Enhance professionalism, efficiency and equity in public service delivery.
3. Promote innovation, accountability and transformative reforms in human resource management.

Statement on the delegation of legislative powers and limitation of fundamental rights and freedoms

This Bill delegates legislative powers only to the extent of giving effect to the provisions of this Act. The delegation of powers however does not limit fundamental rights and freedoms.

Statement on how the Bill concerns county governments.

The Bill does not concern county governments in terms of Article 110(1)(a) of the Constitution in that it does not contain provisions that affect the functions and powers of the county governments as set out in the Fourth Schedule to the Constitution.

Statement that the Bill is not a money Bill within the meaning of Article 114 of the Constitution.

This Bill is not a money Bill within the meaning of Article 114 of the Constitution.

Dated the December, 2024.

JUSTIN B. N. MUTURI, EGH

CABINET SECRETARY,

**MINISTRY OF PUBLIC SERVICE
AND HUMAN CAPITAL DEVELOPMENT**