



MINISTRY OF PUBLIC SERVICE, HUMAN CAPITAL
DEVELOPMENT AND SPECIAL PROGRAMMES

STATE DEPARTMENT FOR PUBLIC SERVICE AND HUMAN
CAPITAL DEVELOPMENT

THE SDPS WEEKLY BULLETIN

24 April 2025



mps.go.ke

A New Chapter Begins: Dr. Imbunya Takes the Helm



Dr. Jane Kere Imbunya officially assumed office on Tuesday 22 April 2025 as the Principal Secretary for the State Department for Public Service and Human Capital Development, taking over from the outgoing PS and current Deputy Head of Public Service, Mr. Amos Gathecha, CBS.

Held at Harambee House in Nairobi, the handover ceremony was attended by Chief Executive Officers of Semi-Autonomous Government Agencies (SAGAs), Heads of Departments, and senior officials from across the State Department.

Dr. Imbunya, an accomplished academic and former Dean of the School of Education and Social Sciences at Kaimosi Friends University (KAFU), assumes her new role with a mandate to steer the department into an era of transformation anchored in innovation and inclusion.

In her first address as Principal Secretary, she emphasized her commitment to collaborative leadership and inclusive policy-making. “We must co-create solutions that elevate our public service,” she stated. “Every voice must be heard, every idea respected—because that’s how we ensure every Kenyan feels the positive impact of our work.”

She further underscored the importance of mental wellness and work-life balance in the public service, advocating for holistic employee support. “Taking care of ourselves, our work, and our families without compromising any of them is essential for seamless and sustainable service delivery to Kenyans,” she emphasized.

PS Dr. Imbunya comes in at a time where there’s a lot of ongoing works as echoed by Mr. Gathecha, “there are many things that are pending especially on the Human Resource Management and Development Bill awaiting to be tabled in parliament after cabinet’s approval, Human Resource Information System (HRIS) a critical system developed by our own staff through a multi agency. We have already started using HRIS and the payroll is already working, the staff establishment, organisational structure, training, intergration module with other state organastion which is keen to the President.”

He also steered the commercialisation of the National Youth Service (NYS), aligning with President William Ruto’s directive to expand NYS recruitment from 5,000 to 100,000 by 2028 and position the institution for financial self-sustainability.

On matters of employee well-being, he revealed that more than 16,000 civil servants accessed counseling services in 2024 alone —highlighting the growing demand for mental health support in the public sector.

In his final remarks, Mr. Gathecha called on all CEOs, directors, and departmental heads to offer their full support to Dr. Imbunya.

“This is a moment of continuity, not closure,” he said. “I urge every leader present to walk closely with the new Principal Secretary as we advance the Department’s strategic agenda for a stronger, more people-centered public service.”

PS Imbunya Leads Strategic Engagements to Advance Public Service Reform



Principal Secretary for Public Service and Human Capital Development, Dr. Jane Kere Imbunya, on Thursday this week led a series of strategic engagements aimed at reinforcing Kenya's public service delivery and human capital development agenda.

The day began with a courtesy visit to the Kenya School of Government (KSG), where she was warmly received by Director General Prof. Nura Mohamed and his team. The visit offered Dr. Kere an opportunity to explore the School's robust infrastructure and innovative training programs designed to build the capacity of public servants.

She commended the strides being made at KSG through specialized institutes such as the Security Management Institute, the Institute for Gender and Social Development, the e-Learning Development Institute, the Regional Centre for AI Skills, and the Centre for Customer Service Excellence, describing them as pivotal to the transformation of public service.

Later in the day, Dr. Kere visited the Institute of Human Resource Management (IHRM), a key stakeholder in professionalizing the public service. Discussions focused on strengthening partnerships to better prepare the workforce for current and future challenges through continuous professional development and strategic capacity building.

In a show of inter-agency collaboration, the PS also joined her counterpart, Dr. Raymond Omollo, Principal Secretary for Internal Security, along with senior security officials including the Inspector General of Police, the Commissioner General of Prisons, and the Director General of the National Youth Service (NYS), for a National Steering Committee meeting to review progress on implementing the Maraga Taskforce recommendations.

Dr. Kere highlighted the progress made, reporting that nearly 50 percent of the proposed reforms have already been implemented — a reflection of the government's resolve to restore public trust in institutions such as the National Police Service, Kenya Prisons Service, and NYS.

"The government is working tirelessly to rebuild public confidence in our institutions. The reforms are well underway, and the results are already taking shape," she said.

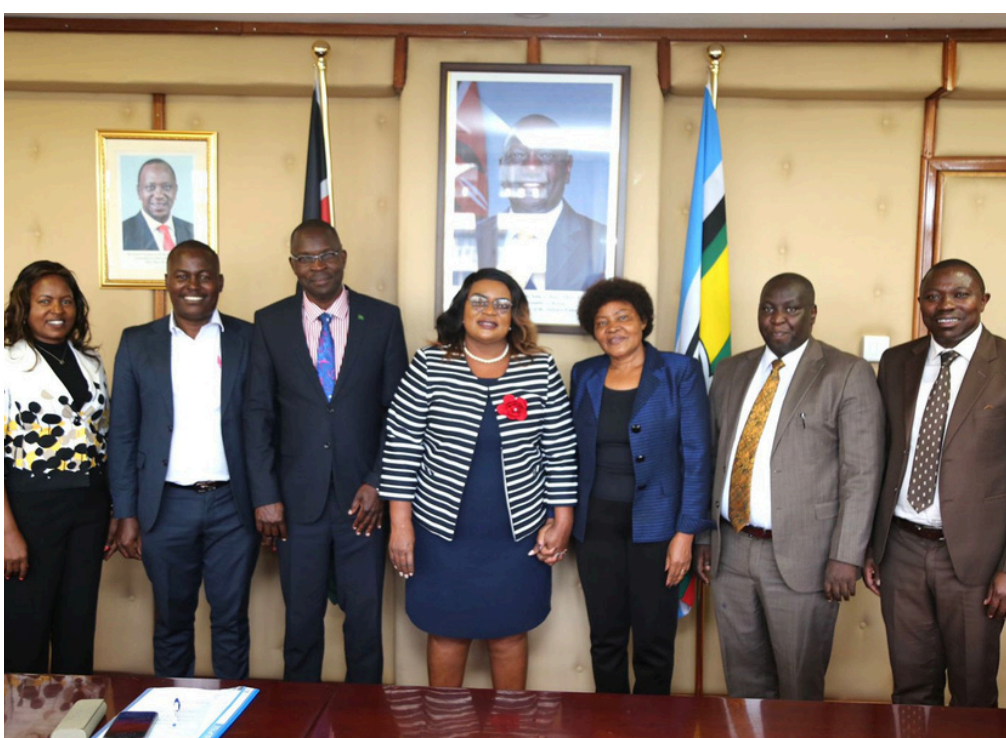
The day's engagements reaffirmed the Ministry's commitment to a responsive, transparent, and transformative public service that meets the needs of Kenyans.



Government Advances Payroll Reforms with HRIS-Ke Integration

The signing of the HRIS-Ke Payroll Integration Report with key government systems—including IFMIS, KRA, CBK, SHIF/SHA, NSSF, and HELB—was officially conducted at the 5th Floor Boardroom, Harambee House.

The milestone event was witnessed by the Principal Secretary, State Department for Public Service and Human Capital Development, Dr. Jane K. Imbunya, marking a significant step towards enhanced efficiency, transparency, and interoperability in public sector payroll management.



Public Service Counselling and Wellness Policy, 2024

Introduction

Kenya faces rising mental health challenges—anxiety, depression, and substance use are leading concerns. A 2017 baseline survey showed only 39.8% psychological health among public servants. The policy aims to enhance mental wellness and productivity across the Public Service.

Why this Policy?

- 1.Address growing mental health concerns.
- 2. Align with new legal/policy reforms.
- 3. Improve service delivery through holistic staff wellness.
- 4. Promote sustainability in mental health interventions.

Policy Objectives

- 1.Standardize workplace counselling and wellness services.
- 2.Operationalize these services across public institutions.
- 3.Coordinate policy implementation through structured frameworks.

Legal and Policy Foundation

Anchored in:

- 1.Constitution of Kenya (2010) – Right to health, non-discrimination.
- 2.Mental Health Act (2022), Counsellors and Psychologists Act (2014).
- 3.ILO Conventions on safe, supportive workplaces.
- 4.National Guidelines on Mental Wellness (2023), HIV/AIDS policies.

Guiding Principles

For Practitioners:

- Informed consent & confidentiality.
- Rights-based, professional, inclusive care.
- Strict adherence to ethical codes and record management.
- Special consideration for vulnerable/special populations.

For Stakeholders:

- Evidence-based approaches.
- Culturally sensitive implementation.

Operational Guidelines

- Counselling units to be established in all Ministries, Counties, Departments, and Agencies (MCDAs).
- Free access to services for public servants and their nuclear families.
- Services delivered by registered and licensed professionals.

Who Does What?

ROLE	KEY RESPONSIBILITIES
MPS & HCD	Lead implementation, training, M&E, establish Psychological Assessment Centre
MoH	License practitioners, handle referrals
CSs & Governors	Integrate wellness targets in performance contracts
CEOs/ Accounting Officers	Resource allocation, policy rollout, reporting
Supervisors	Identify, refer, support
Counsellors	Service provision, reporting, research
Mental Health Champions	Early detection, referral, awareness
Public Servants	Engage in wellness, seek support proactively

Monitoring and Review

- 1.Quarterly reports from MCDAs to MPS & HCD.
- 2. Annual wellness progress reports disseminated.
- 3. Policy reviewed every 5 years or as needed, informed by evaluation findings.

KBC

Aa

NEWSTendersCareersRadio ServicesSports

Home » Blog » Dr. Imbunya takes over as PS, pledges in...

Local NewsNEWS

Dr. Imbunya takes over as PS, pledges inclusive, people-centered public service

fXWhatsAppEmailLinkPrintMore

3 Min Read

By Christine Muchira • April 22, 2025 •



Citizen Digital

LIVE TVLIVE RADIO

Jane Imbunya takes over as PS for Public Service

By Benjamin Muriuki

Published on: April 22, 2025 02:57 (EAT)

fTwitterTelegramWhatsAppLinkedIn



CAPITAL BUSINESS


AFRICA

Dr. Imbunya Takes Over As PS In Public Service Shake-Up

By CORRESPONDENT

Published 4 hours ago

fTwitterFacebookEmail



fTwitterPrivacy & Cookies Policy

capitalfm.co.ke

The Eastleigh Voice

your platform, your voice

Renewed hope for stalled reforms in Public Service docket after latest leadership changes



Dr.Jane Kere Imbunya taking over as as the Principal Secretary, State Department for Public Service and Human Capital Development from Amos Gathecha on April 22, 2025. (Photo: Handout)

By Barack Oduor • Tuesday, April 22, 2025

NIPASHE BIZ

Kenya's Timely & credible news

NEWS

Dr. Jane Imbunya Takes Over as Principal Secretary for Public Service and Human Capital Development

Anne Muigai • 8 minutes ago • 1 minute read



Wednesday, April 23, 2025

THE-STAR.CO.KE

NEWS BUSINESS

GOVERNMENT PLAN

NYS commercialisation to cost an initial Sh4bn

This is according to the government amid approval delays by the Attorney General



Public Service Principal Secretary Jane Imbunya //JACKTONE LAWI

JACKTONE LAWI
@jacktonelawi

COMMERCIALISATION of the National Youth Service will require a seed capital of Sh4 billion, according to the Deputy Head of Public Service Amos Gathecha.

The Public Service and Human Capital Development said it has already formed a commercial entity to review and align NYS services to the market needs.

The ministry, however noted that the office of the Attorney General is holding back approvals for the NYS Commercial Enterprises-the 'vehicle' through which the service will be rendered.

Speaking shortly after taking over the office from Gathecha who has been Acting, the new Public

Service Principal Secretary Jane Imbunya, said that commercialisation of the entity will require among others a restructuring of the services offered.

"For NYS the office will look at the training programme vis-à-vis the duration because there is the notion that everything is paramilitary, so we look at that and see how we can help each other, how do we ensure quality and relevance in the programmes," said Imbunya.

"I want the NYS Commandant General James Tembur to submit plans on digitisation of learning, what efforts are being put in place to ensure that you (NYS) have an Learning Management System in place."

During an NYS passing-out parade on March 3, 2023, the

president directed that the youth intake be increased from 10,000 to 100,000 annually and that the NYS become a self-sustaining government agency by the Financial Year 2027-2028.

However, the ministry argued that the current budget can only support 10,000 recruits.

Gathecha said to achieve this, the ministry has been working on establishing a commercial entity within NYS, with the process currently awaiting the Attorney-General's.

"This is an ambitious programme that requires close collaboration between the Ministry and various stakeholders. It's a priority that must be actualised urgently. The government has committed an initial Sh250 million in seed capital, with another tranche of the same amount expected upon registration," he said.

The PS take over several high-impact projects, as the government intensifies reforms across the sector.

Among the top priorities is the Kenya School of Government (KSG), which is currently grappling with over Sh1billion in unpaid training fees from various public institutions.

To address this, the ministry is considering a plan to ring-fence training funds and elevate KSG into a Centre of Excellence under the African Union framework.

Despite an ambitious goal to establish 290 Huduma Centres nationwide, only 58 have been completed to date.

"Construction is ongoing in re-

gions such as Kaloleni, Ganze, and Molo. A draft policy and bill proposing a "one-stop-shop" service model is now awaiting Cabinet approval," said Gathecha.

Meanwhile, public service insurance remains a concern. While the civil servant medical fund administered by the Social Health Authority (SHA) continues to function, group life and personal accident covers have been suspended due to unpaid premiums—a development that has sparked alarm among workers.

The outgoing PS said that to professionalise the civil service efforts have been channeled through the Institute of Human Resource Management (IHRM), which caters to both public and private sector HR professionals.

Although the institute received Sh50 million in the last supplementary budget, its long-term viability remains uncertain as the government seeks to reduce dependence on exchequer support.

(+) INSTANT ANALYSIS

NYS was established in 1964 through an Act of Parliament to train young people to be patriotic, self-reliant and self-disciplined. In 2019, it was transformed to a fully-fledged semi-autonomous state corporation. Before the late 1980s, students had to go through NYS before admission into universities.



EDITORIAL TEAM

Editor: Catherine Njoroge

Sub Editor: Gakenia Mwangi

Reporters: Erastus Muturi & Brian Kochwa

Creative Producer: Gakenia Mwangi

Photography: Brian Kochwa



MINISTRY OF PUBLIC SERVICE, HUMAN CAPITAL
DEVELOPMENT AND SPECIAL PROGRAMMES

STATE DEPARTMENT FOR PUBLIC SERVICE AND HUMAN
CAPITAL DEVELOPMENT

Want to reach us?

Physical location

Harambee House, Harambee Avenue,
Nairobi Kenya

Postal Address

P.O Box 30050-00100
Nairobi, Kenya

E-mail

comm@psyg.go.ke

Phone number

+254 20 2227411

Social Media Pages

Twitter: @SDPSKenya

Instagram: @sdpsKenya

TikTok: @sdpskenya

Facebook: State Department for Public Service

WhatsApp Channel: Ministry of Public Service and Human Capital
Development

Youtube: @SDPSKenya

Website: www.mps.go.ke

Thank you for reading!