

**OPENING REMARKS BY PRINCIPAL SECRETARY, STATE DEPARTMENT
FOR PUBLIC SERVICE AND HUMAN CAPITAL DEVELOPMENT, DURING THE
CONSULTATIVE MEETING FOR HRM&D DIRECTORS IN MINISTRIES AND
STATE DEPARTMENTS HELD AT THE KENYA SCHOOL OF GOVERNMENT,
NAIROBI ON 22ND MAY, 2025**

- **The Chairman, PSC**
- **The Commissioners, PSC**
- **The Secretary/Chief Executive Officer, PSC**
- **The Director General, Kenya School of Government,**
- **HRM&D Directors**

- **Ladies and Gentlemen**

Good morning,

I am delighted to join you today, to officially open this consultative meeting for all HRM&D Directors. It is always a pleasure to gather with professionals who serve as the backbone of our public institutions — the people who ensure that systems run smoothly, talent is nurtured and service delivery is upheld. This gathering is not just a meeting; it is a reaffirmation of our shared commitment to strengthening human capital, which remains our most valuable resource in the public service.

Human Resource personnel are key in shaping the delivery trajectory of services in modern organizations while Directors of Human Resource Management and Development play an important role in galvanizing the efforts, values and productivity of employees to facilitate delivery of effective and efficient services. This meeting intends to complement the said efforts and encourage sharing of best practices, views, and proposals for improved service delivery in your various Ministries and State Departments.

Ladies and Gentlemen

I understand that discussions during this meeting will primarily address critical issues of mutual concern to the Public Service Commission and the Ministries, Departments, and Agencies. Additionally, this forum presents a timely and valuable opportunity to formally engage with the newly appointed Commissioners of the Public Service Commission, fostering collaboration and alignment on key human resource priorities.

The role of the HR profession has shifted over the years alongside the many technology and workplace changes that public service has endured. To create value for your Ministry or State Department and thrive within your roles, Human Resource Management personnel need strong organizational and management abilities; clear communication skills; initiative and drive; discretion and accountability. For you to meet diversity management in your daily activities, it is important that integrity and honesty are observed. As HR personnel handling

day-to-day management for all staff cadres, you are the “eyes and ears” of your Ministry or State Department. You must at all times be privy to unique and

powerful insights about the institution’s culture, performance and future direction. As Kenyans, it is important to note that patriotism and a spirit of national unity are enshrined in our Constitution and therefore need to be practiced at all times. Our patriotism is also called for especially in issues of confidentiality and protection of the offices we hold. It is a requirement of us to be impartial, compassionate and empathetic as we offer our services to the public.

As I conclude, **Ladies and Gentlemen**, allow me to emphasize that Human Resource professionals must be continually retooled and upskilled to remain

relevant in an evolving work environment. Your primary responsibility is to inspire and motivate the workforce — not to frustrate them. Be fair, just and extremely objective in all your dealings. Your office remains beyond reproach, for you are the custodians of human capital and the keepers of vital records and credentials. You are entrusted with reviewing workforce statistics to offer timely, relevant and evidence-based advisory on promotions, succession planning and

disciplinary matters. This duty must be executed with unwavering professionalism and ethical standards.

Finally, I wish to sincerely commend the Public Service Commission for initiating this noble and timely engagement, and to thank the Kenya School of Government for graciously hosting this important meeting. I also appreciate the leadership of your respective institutions for facilitating your participation. Once again, I extend a warm welcome to each of you and wish you productive and insightful deliberations.

With these remarks, I now take this opportunity to declare the meeting officially opened.

Thank you, and God bless you all.