

**STATEMENT BY THE PRINCIPAL SECRETARY, STATE DEPARTMENT FOR PLANNING, SAITOTI TOROME, CBS, DURING THE OPENING SESSION OF THE CAREER PROGRESSION GUIDELINES' RETREAT FOR ECONOMIST/STATISTICIAN CADRE, KALRO NAIVASHA, MONDAY, 7<sup>TH</sup> SEPTEMBER, 2020.**

- I take this opportunity to thank all members of staff present as we begin this noble cause of developing Career Progression Guidelines for the Economist/Statistician cadre. I also acknowledge the presence of Technical Officers from the Public Service Commission and the State Department for Public Service who will be playing crucial roles during this Retreat.
- I wish also to thank most sincerely the Public Service Commission for accepting our recent proposal to promote Economists. Although not all Economists got the promotion, a big percentage was promoted thus boosting the morale of our officers both at the Headquarters and in line Ministries. We will continue to engage with the Public Service Commission on positions that are yet to be filled as well as on the proposal to increase the positions at the top level.
- Further, I wish to acknowledge the role played by the State Department for Public Service during development of the Schemes of Service for Economists/Statisticians as well as now as we embark on development of the Career Progression Guidelines.
- It is worth noting that the Career Progression Guideline being developed will be an important Human Resource Management tool that facilitates recruitment, retention, development, training and promotion of the Economist/Statistician cadre.
- The Guidelines upon finalization and approval by Public Service Commission will be expected to replace the existing Schemes of Service that have been guiding career management for Economists/Statisticians over the years.

- As you may be aware, we are responsible for spearheading the Economic Planning Function in the Public Service which broadly entails provision of advisory services on National Economic Policy and Planning stipulated in the Fourth Schedule of the Constitution.
- The key activities under the Economic Planning Function include the following:
  - Formulation, review and implementation of economic planning policies, strategies and programmes including the Medium Term Plans of Kenya Vision 2030;
  - Formulation, review and implementation of the National Integrated Monitoring and Evaluation System (NIMES);
  - Development and review of guidelines for preparation and review of various County Development Plans and the Ministerial Strategic Plans;
  - Tracking and reporting on the implementation of Kenya Vision 2030 and the global Sustainable Development Goals; and
  - Tracking the implementation of Kenya's regional economic integration agenda, decisions and resolutions.
- Other activities include:
  - Co-convening various sectors in the annual budgetary preparation process of the Medium Term Expenditure Framework (MTEF); and
  - Coordinating the planning, monitoring, evaluation and reporting of the national government functions at the regional and county level; and
  - Institutionalizing Knowledge Management for socio-economic
  - development.
- It is worth noting that since 1970/71 the Ndegwa Commission created thirteen (13) Job Groups ranging from Job Group A to Q and over the years the various schemes of service have been noted to have limitations such as:
  - Inflexibility in terms of requirements with over emphasis on basic academic and professional qualifications with little regard to performance;

- An elongated grading structure which created ambiguity in job descriptions and specifications;
  - The requirement of three years' experience within the elongated structure made it difficult for an officer to climb within the career path to the highest terminal grade within a reasonable period in service;
  - No clear linkage between an officer's performance and his/her career advancement;
  - Ad hoc revision of schemes of service;
  - Lack of a mechanism for monitoring the implementation of the schemes of service; and
  - Too many cadres with some performing related functions which lead to a multiplicity of schemes of service with similar job functions, duties and responsibilities.
- The Public Service Commission recently reviewed the grading structure which had a 21-tier structure ranging from Job Group 'A' to 'V'. The current Master grading structure for the Civil Service consists of 17 grades which start from Public Service Grade PSG 1 (the highest grade) to PSG 17 (the lowest grade).
  - The Career Progression Guidelines For the Economists/Statisticians therefore will:
    - (i) Provide for a well-defined career structure which will attract, motivate and facilitate retention of suitably qualified and competent Economist/Statisticians;
    - (ii) Provide for clearly defined job descriptions and specifications with clear delineation of duties and responsibilities at all levels within the career structure which will enable officers understand the requirements and demands of their jobs;

- (iii) Establish standards for recruitment, training and advancement within the career structure on the basis of professional qualifications, knowledge of the job, experience, competence, merit and ability as reflected in work performance and results;
  - (iv) Incorporation of Human Resource Planning Principles to address career progression and succession management; and
  - (v) Provide a Mechanism for monitoring and evaluating career progression within the Economist/statistician cadre.
- It is my sincere hope and expectation that by the end of this retreat, we will have the much required Career Progression guidelines to enable us begin the process of filling in the existing vacancies more particularly in the counties.
  - With this few remarks, I now declare this workshop officially open and wish all of you fruit deliberations.