

OPENING REMARKS BY SAITOTI TOROME, CBS, PRINCIPAL SECRETARY, STATE DEPARTMENT FOR PLANNING, DURING AN INDUCTION WORKSHOP OF NEWLY RECRUITED ECONOMISTS II/STATISTICIANS II, HELD FROM 22ND TO 26TH NOVEMBER, 2021 AT KENYA SCHOOL OF GOVERNMENT –LOWER KABETE.

Hon. Eric Wafukho, Chief Administrative Secretary, National Treasury and Planning,

Mrs. Mary Kimonye, MBS, Principal Secretary, State Department for Public Service,

**Prof. Ludeki Chweya, CBS, Director General, Kenya Schools of
Government**

SECRETARY/CEO, Public Service Commission

Government Official present

All protocols observed

Ladies and Gentlemen

Good morning

**I take this opportunity to welcome you all to this workshop
whose main objective is to integrate the new**

Economists/Statisticians into the Public Service and show them the Government systems, procedures, culture, values and also familiarize them with the work environment and requirements.

This exercise was expected to have been conducted within three (3) months of your appointment as per the prevailing regulations, but due to the challenges posed by the COVID - 19 pandemic and Ministry of Health COVID protocol guidelines we were not able to.

The Planning function in Kenya dates back to the pre-independence period, when the Ministry of Finance and Development was created. On attainment of independence, the Ministry of Economic Planning and Development was created to spearhead development planning in Kenya.

The following are the main functions for the Economist Cadre in the public sector:

- i. Coordinating the formulation, implementation and review of national and sectoral development plans, policies and strategies;**
- ii. Developing and ensuring conformity to norms and**

- standards on development planning at both the national and county levels;**
- iii. Ensuring linkage between policies, plans and budgets; and**
 - iv. Tracking and reporting progress on implementation of the National Development Blueprints, policies, programmes and projects.**

Ladies and Gentlemen

As you are all aware, Over the years, the planning mandate has been executed either in a fully-fledged Ministry or in a

division of the Ministry responsible for Finance and Planning. In 2013, Planning became a State Department under the Ministry of Devolution and Planning and in 2018, it was moved to The National Treasury and Planning.

As a State Department, we have been and continue to endeavor to be a center of excellence in Development Planning for high quality of life for all in the Republic of Kenya through provision of leadership in National and Sectoral Planning for advancing Kenya's transformative agenda.

With the enhancement of the planning function through the Executive Order No.1 of May, 2020 there was need to review the structure and Staff Establishment of the State Department. It was also noted that there was need to revive and establish the National Planning offices at the county to provide a link between the National level planning and County level planning for effective service delivery to the citizens.

Ladies and Gentlemen

Over the years Career management in the civil service has been guided by schemes of service, which are mainly cadre-based and fragmented hence causing challenges in career

management and making it difficult to ensure equity amongst employees in similar cadres, Economists included. some of these challenges entail, the Job descriptions as contained in the Schemes of Service are general in scope and not clearly defined in most cases, Schemes of Service are rigid in terms of requirements for advancement, such as over-emphasis on academic qualifications as a basic requirement for promotion with little regard to performance and/or competencies among others.

In December, 2020 the State Department developed career progression guidelines for Economists/Statisticians profession which is expected to;

- a) Provide for a well-defined career structure which attracts, motivates and facilitates retention of suitably qualified and competent Economists.**

- b) Provide for clearly defined job descriptions and specifications with clear delineation of duties and responsibilities at all levels within the career structure which enables officers understand the requirements and demands of their jobs.**

- c) 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.**

- d) Incorporate human resource planning principles to address career progression and succession management and;**

e) Provide a mechanism for monitoring and evaluating career progression within the Economist career path.

As a result of the revised organizational structure, vacancies were created within the Economist Staff Establishment leading to advancement and recruitment of Economists/Statisticians.

Ladies and Gentlemen

Here you are, having competitively gone through the recruitment process and accepted to joined the Public Service among the many young Kenyans out there. I

therefore congratulate and welcome you to this workshop whose aim is to equip you on the following aspects:

- 1. Organization and structure of National and County Governments.**
- 2. Role of Economists in the Ministries, Departments and Agencies.**
- 3. Functions of the various Directorates and departments.**
- 4. Government Financial regulations.**
- 5. Ethics and protocol.**
- 6. National Values and Principles.**
- 7. Guidance and Counselling, among others**

With this in mind, it is my sincere hope that as you transact Government business and offer services in your respective Ministries, Departments and Agencies, remember to be transparent, accountable, uphold high moral standards, professional competence and relentlessly pursue timely attainment of targeted results at all levels through high level of coordination and networking for our collective attainment of our mandate.

Ladies and Gentlemen

I do take this opportunity to thank the Public Service Commission for considering and approving our recruitment

request, the National Treasury for fund allocation, Kenya School of Government for allowing us to conduct this exercise within your campus.

It is my sincere hope and expectation that at the end of this Induction Workshop you will come out more equipped to efficiently and effectively perform your duties.

THANK YOU.