

18th -24th January, 2025

Setting the Agenda for 2025: Reflections from the KSG Faculty Convention



Principal Secretary, Ministry of Public Service and Human Capital Development Mr. Amos Gathecha and KSG Director General, Prof Nura Mohamed with Directors, faculty and research fellows during the Faculty Convention held at Matuga Campus.

BY KEFFAS MUTETHIA

As a hub of continuous learning and professional development, Kenya School of Government remains instrumental in shaping future leaders who would drive the envisioned transformation in Kenya through innovation, accountability, and service, the Principal Secretary for the State Department for Public Service, Mr. Amos Gathecha, has said.

Mr. Gathecha said that in recognition of the crucial role of building a public service that is both citizen-centered and future-ready through its flagship programmes, KSG is expected to equip the public service with the right tools to meet the needs of

the citizens effectively.

Indeed, he added that it is the collective responsibility of management and faculty members at the School to sustain this momentum, foster a culture of excellence, and collaboratively uphold this vital mandate.

The PS made these remarks during the closing ceremony of the faculty retreat held at the Matuga Campus to refocus faculty in tandem with the strategic direction adopted by the School. The retreat, which brought together dons from across the entire School, went off with a bang.

“This convention has reaffirmed the critical role of the Kenya School of Government in reforming the public service by nurturing excellence and advancing the nation’s

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Setting the Agenda for 2025: Reflections from the KSG Faculty Convention

development goals.” Said Mr. Gathecha, who also pledged the government support to strengthen the capacity of the School to deliver on her mandate.

The faculty retreat sought to harmonize the modus of operation, streamline faculty operations, and enhance communication and discourse amongst the dons by adopting a decent culture besides embracing a Kenya School of Government culture.

Addressing the retreat, KSG Director General Prof. Nura Mohamed termed the School dons architects of change who are relied upon to remodel the public service and create meaningful change where citizens will start picking the fruits of the country’s transformation.

“The size of our dreams must exceed our current capacity to achieve them,” he said, quoting Ellen Sirleaf, urging faculty to imagine and pursue bold, transformative change.

Prof. Mohamed elucidated the School’s focus on evaluations and harnessing objective feedback on the relevance, strengths, outcomes, and sustainability of impacts of the School’s training programmes to ensure that new



PS Amos Gathecha (left) and Director General Prof. Nura Mohamed in Matuga.

and regular programmes are fit for purpose to address present and specific skills and capability requirements of the public service.

He reminded the faculty that the mandate is not static but evolves to meet the needs of a dynamic world through the standardization of flagship courses and investment in knowledge management, policy briefs, and talent development as

critical tools for ensuring the continuity and resilience of the public service.

Senior Director of Academic Affairs, Dr. Josephine Mwanzia, stressed the importance of adaptability, particularly in the face of digital transformation and shifting workforce expectations, noting that traditional training methods are often insufficient to meet the needs of modern public service professionals.



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A section of KSG Directors at the Faculty Convention. From left to right: Drs. Ann Kang'ethe, Rukia Atikiya, Rachel Ngesa, Florence Kithinji and Prisca Oluoch.

"We engage with highly experienced professionals who seek practical, value-driven solutions," she explained.

Her counterpart, Dr. Tom Wanyama, Acting Senior Director of Finance and Administration, expressed deep appreciation for the faculty's dedication and highlighted the importance of lifting others as they rise.

"Greatness is achieved not in isolation but through lifting others as we climb," he said.

Resolutions

The event resolved for a more balanced approach to the core mandate so that research, consultancy, and advisory services are elevated to the same level as training, which has been taking the lion's share of the School's business. Under research and consultancy services, the faculty pledges to offer their diverse expertise to position KSG as a policy think-tank for government transformation.

Besides, greater attention will be accorded to the strategic foresight mechanisms to help redress future workforce requirements. In this regard, the faculty endorsed the need to establish a Center for Strategic

Foresight and Public Service Futures that will provide farsightedness and midwife solutions for areas not thought about previously.

On partnerships, the faculty reaffirmed the need to work closely with institutions such as the Public Service Commission (PSC), Head of Public Service, Ethics and Ant-Corruption Commission (EACC) to deliver demand-driven research aligned

with national development goals.

The event also celebrated the achievements of the faculty, with testimonials of successful projects and programs that have made tangible impacts on public service delivery. These stories served as a reminder of the vital role in shaping Kenya's governance landscape, sparking renewed energy and commitment toward excellence.



Eng. Joseph Ndung'u, Director eLDi, (2nd left) with some of the faculty from the different KSG campuses.

KSG at the NCGG Training in India



A team of senior officers from Kenya, headed by Attorney General Ms. Dorcas Oduor, attended a special capacity building programme on Leadership and National Transformation for Senior Civil Servants. This training program was organized by the School in collaboration with National Centre for Good Governance (NCGG). KSG was represented by Dr. Prisca Oluoch, Director Linkages and Collaborations, Mr. Humphrey Mokaya, Director, Security Management Institute and Ms. Vera Obonyo, Deputy Director, eLearning and Development Institute. More information on this training will be made available in our next issue.

CONGRATULATIONS DR. WANYAMA!



Left: Dr. Tom Wanyama, Ag. Senior Director Finance and Administration presents a copy of his book titled "From Dealers to Leaders: Facilitating Africa's Leap from Poverty to Prosperity through Genuine Leadership" to the Director General Prof. Nura Mohamed.

Right: Ms. Lynette Otwor, Director, Institute of Gender and Social Development congratulates Dr. Wanyama on his great achievement.

A New Dawn for KSG: Staff Congregate for Prayer to Usher in 2025



Ms. Lisper Murugi leads staff of Lower Kabete in presentation of a song during the Campus wide prayers held on January 15, 2025.

BY BULLETIN TEAM

As the dawn of 2025 unfolded, on Wednesday, January 15, a prayer session to usher in the New Year was organized across the Kenya School of Government Campuses.



Rev. Samuel Muniyiri of the Anglican Church of Kenya.

This Thanksgiving and Prayer Day sought to give gratitude and set a positive tone for the months ahead.

In Lower Kabete the event provided the staff an ideal moment to reflect and realign priorities, reassess goals, and rekindle the School's focus.

Themed "Guided by Grace, United by Service," the staff who were the congregants of the Prayer Day received spiritual nourishment from Sheikh Ramadhan Mohammed of Kabete Mosque and Rev. Samuel Muniyiri of the Anglican Church of Kenya.

By organizing the dedication event simultaneously across the Campuses the School sought to set a positive tone for the year ahead.

Director General, Prof. Nura Mohamed, in leading the staff on the occasion remained upbeat that this is a year of renewed hope,

strategic planning, and revitalized dedication for KSG as it seeks to exceed its mandate of serving the Public Service now and in the future.

In Matuga Campus, the theme was "Walking with God." Mr. Daniel Ngeti, the Campus Librarian delivered a sermon from Galatians 6:9 and Hebrews 6:10.

In his message, Mr. Ngeti emphasized, "Those who begin with God will end with God,"

During the session, Acting Director Dr. Florence Kithinji highlighted the transformative power of faith and dedication in personal and professional endeavors.

Dr. Kithinji urged the KSG community to draw strength and inspiration from their faith as they pursue excellence in public service.

Gracing the event at Embu

A New Dawn for KSG: Staff Congregate for Prayer to usher in 2025



Sheikh Ramadhan Mohammed of Kabete Mosque

Campus Bishop Stephen Njoroge, of the Deliverance Church of Kenya, urged the congregation to embrace a Christ-like mindset, one that inspires favor, personal growth, and divine blessings. He challenged individuals to confront three key enemies of progress which are the blame game, the comfort zone, and passive faith.

Bishop Njoroge explained that collaborating more, learning from mistakes, and supporting one another through challenges are key for the School fraternity to achieve their goals together.

In her address, KSG Embu Campus Director Dr. Ann Kang'ethe said that in 2025, the campus must embrace creative disruptions, harness the limitless potential of teamwork, and raise its standards to new levels.

The event also celebrated the staff members who had demonstrated exceptional commitment to academic

growth. As such, certificates were presented to those who had acquired additional qualifications.

Dr. Kang'ethe encouraged staff to view their achievements as stepping stones to greater contributions within the institution and beyond. She emphasized that the skills and knowledge gained by individuals strengthen the campus's collective mission, driving forward its vision of excellence in public service training and capacity building.

Elsewhere in Baringo, Pastor David Kiprono, delivered a sermon from the timeless Proverbs 16:3, the Biblical verse that gave an apt spiritual dimension to the event, encouraging all to embrace the transformative power of involving God in all they do.

He added that dedicating all

aspects of life and actions to God ensures the stability and success of those plans, according to His will.

Campus Director Dr. John Bii quoted from Hebrews 11 on journeying with faith and believing that God controls our plans.

In Mombasa Campus, Sheikh Omar Buya focused on unity, humility, and gratitude. His audience comprised Muslims and Christians. The Sheikh emphasized the shared purpose of serving and abiding by God across religions. He urged the attendees to always be thankful for life and the ability to navigate its complexities.

"God has given you wisdom, skills, and opportunities. Some have not been as fortunate, yet here you are, blessed with resources, knowledge, and the ability to thrive," he said.



Rev. Canon Richard Otieno, on the podium, and Sheikh Omar Buya ministered to Mombasa Campus staff. With them is Dr. Rukia Atikya, Ag. Director of the Campus.

A New Dawn for KSG: Staff Congregate for Prayer to usher in 2025



Mombasa choir worship in song.

Still, in the Mombasa prayer session, Reverend Canon Richard Otieno delivered a heartfelt message urging attendees to remain steadfast and draw strength from God in the face of life's challenges.

“Continue to fight.

Sometimes things are heavy, but we fight forward.”

As the ceremony concluded, the School rooted for unity and synergy. The School is poised to do more and greater things. These include strategic partnerships, financial buoyance and well-

motivated and rejuvenated staff improved business, and greater impact on the governance space through training, consultancy, and research.



Congregants at the prayer meeting at the Matuga Campus.

A New Dawn for KSG: Staff Congregate in Prayer to usher in 2025



Embu Campus Prayer Day- *Top Left:* Dr. Ann Kang'ethe gives her welcoming remarks. *Bottom left:* Bishop Stephen Njoroge, of the Deliverance Church of Kenya. *Bottom right:* a candle is lit at the event, a symbol of holy illumination of the spirit of truth



Baringo Campus staff in praise and prayer mode. *Top right:* Director, Dr. John Bii, *Centre:* Mr. John Napoo, *Top left:* Pastor David Kiprono who delivered the spiritual message.

Changes to the Retirement Benefits Industry



*Ms. Everline Wahome
Deputy Director Finance and
Administration*

Tax deductions - a key concept in financial planning. It is important to understand the deductions on your pay slip and how they apply to your situation in order to optimize your plans.

This article by **Ms. Everline Wahome** will highlight recent tax laws updates by the Government to help you stay compliant and

maximize your tax position.

The Government of Kenya introduced reforms to the retirement benefit industry through the Tax Laws (Amendment Act) 2024. These changes were introduced to align to the current economic realities, ease healthcare burdens and empower retirees.

The following amendments took effect on December 27, 2024:

1. Tax deductible contribution increased from Kshs.20,000 per month to Kshs.30,000 per month: This means that pension contribution of up to Ksh30,000 per month is tax free. One main benefit from these changes includes less deduction from Pay As You Earn (PAYE). It also encourages long term savings.

2. Introduction of tax deductible amount of up to Kshs.15,000 per month for contributions to post-retirement medical funds. According to this amendment, if a member of a pension scheme contributes towards a post-retirement medical fund of up to Kshs.15,000, this amount will be tax free. The intention is to encourage

savings towards healthcare, reducing financial strain on retirees, increasing net salaries and promote sustainable health care planning within retirement schemes.

3. Pension benefits paid by registered pension schemes are now tax free to members who have attained the retirement age, individuals who have withdrawn due to ill health and members who have withdrawn from being a member of the pension scheme after contributing for 20 years. The purpose of this amendment is to promote long term savings and promote financial freedom for retirees.

For more information refer to the Tax Laws (Amendment) Act 2024.

KSG staff retirement pension scheme members are reminded to visit the following site where members can access their member statements and update their biodata:

<https://kes-selfservice.zamaragroup.com/>

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 Lower Kabete

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Weekly Activities



Principal Secretary for the State Department for ICT and Digital Economy, Eng. John Kipchumba Tanui (Centre) met with the Director General of the Kenya School of Government, Prof. Nura Mohamed (2nd left), on January 16, 2025 to discuss KSG's role in operationalization of the Regional Centre of Competence for Digital and Artificial Intelligence (AI) Skilling that is hosted at the KSG Lower Kabete. Prof. Mohamed was accompanied by KSG's ICT Assistant Director Mr. John Kirimi, and Corporate Communications and Marketing Officers; Ms. Ephline Okoth and Ms. Sharon Kimuyu.

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 February 10-March 7 2025

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 Lower Kabete

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Leadership Lesson

In matters of style, swim with the current; in matters of principle, stand like a rock

The importance of maintaining steadfastness and unwavering commitment when it comes to our core values, beliefs, and ethical standards. Unlike style, which can be fluid and temporary, principles should remain firm, unyielding, and resolute, regardless of external pressures or challenges.

-Thomas Jefferson

Have your say



Naman Bosco

2 reviews · 2 photos



Great services. Precise delivery of the courses by the lecturer; very efficient systems like during registration; very kind and professional staff; very punctual sessions; and very nice food.

Word of the Week

John 15:5

I am the vine, ye are the branches: He that abideth in me, and I in him, the same bringeth forth much fruit: for without me, ye can do nothing

Baringo Campus

Strategic Leadership Development Programme No.455/2025	13th January-21st February, 2025
Senior Management Course No. 202/2025 (Online)	20th January-14th March,2025
Strategic Leadership Development Program No. 458/2025 (Online)	20th January-28th March, 2025
Senior Management Course No.201/2025	6th -31st January,2025
Public Relations and Customer Care Course	20th-31st January, 2025

Embu Campus

Diploma in Social Work No. No. 44/2023	6th March - 7th March, 2025
Senior Management Course No. 228/2025	6th-31st January,2025
Strategic Leadership Development Program No. 453/2025	13th January- 21 February, 2025
Supervisory Skills Development Course No. 109/2025	13th - 24th January, 2025
Public Relations & Customer Care No.71/2025	13th - 24th January, 2025

Matuga Campus

Strategic Leadership Development Program NO. 448/2024(online)	14th October,2024 - 17th January, 2025
Senior Management Course-Online No.131/2024(online)	28th October,2024 - 17th January, 2025
Diploma in Public Administration No. 2/2024	30th September, 2024 to 28th February, 2025
Senior Management Course No. 133/2025	13th January - 7th February, 2025

Mombasa Campus

Diploma in Public Administration	30th September 2024 - March,2025
Strategic Leadership Development Program	20th - 28th March, 2025
Strategic Leadership Development Program	20th - 28th February, 2025
Senior Management Course	20th - 14th March 2025
Supervisory Skills Development Course	20th - 14th February,2025
Huduma Kenya Secretariat	20th - 24th January,2025
Supervisory Skills Development Course	13th - 24th January, 2025
Senior Management Course	6th - 31st January, 2025

Lower Kabete

Strategic Leadership Development Program No. 453/2025	13th January - 21st March, 2025
Strategic Leadership Development Programme No. 452/2025	6th January-14th February,2025
Induction in the Public Service Nairobi County alcoholic Control Board	20th-24th January, 2025
Customer Service Excellence program for Front line officers-NACADA	20th-24th January, 2025
Climate Change Policy Planning and Budgeting-State Department for Roads	20th-31st January, 2025
Result Based Monitoring and Evaluation	20th-31st January, 2025
Supervisory Skills Development Course	20th-31st January, 2025
Conference -State Department for Roads	23rd-24th January, 2025
Ethics and Anti -Corruption Commission- (NIAca)	22nd January, 2025
Senior Management Course No. 430/2025	6th-31th January, 2025

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