



WEEKLY

Bulletin

8th - 14th February, 2025

Onboarding Officers to Foster Professional Development



Dr. Ann Kang’ethe, Director KSG Embu with staff of the Campus together with participants of the Induction Program for Public Service Excellence from the President’s Award Kenya and the Sports, Arts and Social Development Fund. The weeklong training was held from February 3 to February 7, 2025.

BY CHRISTINE RWAMBA

The Kenya School of Government Embu Campus recently welcomed officers from the President’s Award Kenya and the Sports, Arts and Social Development Fund for a comprehensive Induction Program for Public Service. This program, which is aimed at empowering officers with essential competencies and

knowledge, especially for newly employed staff, underscored KSG’s mandate to support professional excellence and advance public service delivery.

Embu Campus Director, Dr. Ann Kangethe has stressed the transformative power of induction in shaping the careers of public servants. “Induction is not merely a formality but a significant phase in aligning professionals to the values and expectations of the public service. This program provides

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Onboarding Officers to Foster Professional Development



Margaret Kiogora, CEO, President's Award Kenya delivers her key note address at the opening ceremony for the Induction Program for Public Service Excellence at KSG Embu Campus.

the tools and frameworks that enable officers navigate their roles with assurance and a sense of purpose.” She also highlighted integrity of officers in the public service, as well as accountability and responsiveness as major key values in execution of duty.

Chief Executive Officer, of Presidents Award Kenya, Ms. Margaret Kiogora, is passionate about preparing professionals for their responsibility in an evolving socio-economic landscape. “An effective induction program is a bridge between knowledge and application. It builds individuals to adapt to new challenges,

integrate seamlessly into their organizations, and contribute meaningfully to national development,” she said.

The program brought together officers from diverse professions, including directors, administrators, procurement officers, ICT officers, and transport managers, bringing about an enriching learning environment for exchange of ideas and perspectives. KSG induction program offers relevant and accurate information on a wide array of content such as National Values and principles in the Public

Service, Performance Contracting and Discipline Procedures. These sessions are tailored to address the unique needs of professionals transitioning into new roles or embarking on fresh tasks.

Beyond the technical knowledge the program also addresses the importance of ethics, integrity, accountability, and adaptability in public service. It is key for the course participants to embrace a mindset of continuous improvement and collaboration, aligning their individual contributions with broader organizational and national goals.

A highlight of the program is the integration of content that supports the Bottom-up Economic Transformation Agenda. Sessions on the Government Communication and Service Charter should inspire attendees to envision themselves as key drivers of Kenya’s development agenda. The program’s holistic approach also anticipates producing motivated officers for tangible impact in their respective sectors by having capable, ethical, and visionary professionals. By bridging the gap between theory and practice, the program continues to shape the future of Kenya’s workforce, one officer at a time.

KSG & ICDL to agree on Digital Transformation



KSG Director Linkages and Collaborations, Dr. Prisca Oluoch with Mr. Peter Maina, ICDL-Africa Regional Manager.

BY GRACE NJOKI

A meeting was held between the Kenya School of Government and representatives from the International Computer Driving License (ICDL) Africa in a bid to strengthen digital literacy within the Kenyan public service. Dr. Prisca Oluoch, KSG's Director Linkages and Collaborations and ICDL-Africa Regional Manager, Mr. Peter Maina plan to lay down strategic initiatives by the two organizations that will enhance digital competencies of public sector employees, in line with Kenya's digital transformation agenda.

Primarily, the discussions focused on the possible accreditation of KSG as an official ICDL training and certification

center, enabling the School to offer ICDL programs tailored to specific needs and digital skills gaps, including data management, cybersecurity awareness, and the use of government e-services. It would also endeavor to ensure compliance with ICDL's international quality benchmarks in regards to Computer

Essentials, and Online Essentials.

The partnership intends to grow a digitally literate workforce capable of leveraging technology to greatly improve service delivery, boost productivity, and promote the effective use of government digital platforms.

KSG and ICDL also plan on formalizing the partnership for sustainability and scalability of the initiative across different public institutions to promote the adoption of e-government services, invest in training, and knowledge-sharing essential to cultivating a new generation of officers who are built to address the multifaceted demands brought about digital transformation in the 21st century.

Other KSG representatives at the meeting were Mr. Nathan Karanja and Ms. Grace Njoki.



Dr. Prisca Oluoch (2nd left), Mr. Nathan Karanja and Ms. Grace Njoki all from KSG, Mr. Peter Maina, (extreme right) and Mr. Sunday representatives of ICDL.

About Your Benefits in the Social Security Reserve



*Ms. Everline Wahome
Deputy Director Finance and
Administration*

The National Social Security Fund (NSSF) was established in 1965 through an Act of Parliament Cap 258 of the Laws of Kenya, to provide basic financial security benefits to Kenyans upon retirement.

The Fund offers social protection to all registered members and ultimately pays out benefits to eligible members or dependents.

The NSSF Act, 2013 was ratified to replace the older NSSF Act (Cap 258) to improve retirement benefits for Kenyan workers. The previous contribution structure, which had remained unchanged for years, was deemed inadequate in providing sufficient retirement benefits. Most of the members who contribute to the NSSF Pension fund may not be aware of the benefits granted in the NSSF Act, 2013.

You would be interested to know the benefits granted to all members who contribute to the Social Security Fund:

•**Retirement Pension:** This is paid to a member who has attained pensionable age or a member who has opted for early retirement having attained the age of fifty years.

•**Survivors' Pension** is paid to the dependants in case the member dies before pensionable age and was contributing to the Pension Fund at the time of his/her death. The dependants will, however, benefit from this pension if the member had made contributions for not less than 36 months before his/ her death.

•**Invalidity Pension** is paid to a member who suffers permanent total physical or mental disability as certified by a medical board. It should be noted though that this pension is paid to the member if he or she had made not less than 36 monthly contributions immediately preceding the date of the invalidity.

•**The Emigration Benefit** is for a member who migrates from

Kenya to a country without any present intention of returning to reside in Kenya. The amount payable to the member is equal to the amount indicated in the pension fund statement.

•**The Funeral Grant:** This is a grant of Kshs.10,000 that is paid to the next of kin upon the death of a member to defray funeral expenses. This funeral grant will be paid if a claim is submitted within 60 days from the date of the death of the member. The NSSF Act states that the next of kin shall be the surviving spouse, or in the case of an unmarried person, the father or mother, brother or sister or person responsible for the payment of funeral expenses.

As a member you may want to pay a visit to the NSSF offices to obtain a statement of your contributions to ensure that the deductions have been posted accordingly.

And for more information, take time to read the National Social Security Fund Act No. 45 of 2013.



Stock image

Mombasa Campus Bids Farewell to Staff on Transfer

BY GLENN LUMITI

Once in a while, organizations conduct transfer of employees across institutions as a strategic tool to adjust workforce, operational efficiency, employee preference, and also increase job satisfaction. Transfers also help employees gain diverse experiences, and contribute to different organizational settings. While transfers can be challenging due to the need to adapt to new environments, they also open doors for personal and professional advancement. The Kenya School of Government is one such institution that has Campuses in Baringo, Embu, Lower Kabete, Matuga and Mombasa and recently deployed officers across these institutions.

At the Mombasa Campus, the recent transfers were met with both nostalgia and excitement as colleagues prepared for their new roles. Staff came together to bid farewell to these colleagues who would be relocating to other campuses across the country.



Wycliffe Ouma

Among those deployed was Mr. Ouma Wycliffe, who has

been a dedicated part of the School's Hospitality Department for nearly two decades. Having joined the institution in 2005, Mr. Ouma has witnessed extensive transformation over the years. Admittedly, his time at Mombasa Campus has in many ways, been extremely memorable.

"Mombasa Campus has been more than just a workplace for me; it has been family. The hospitality, the friendships, and the support I received here have been unparalleled. I leave with a heart full of gratitude and wonderful recollections," Mr. Ouma shared.

Mr. Zablon Amanaka's journey



Zablon Amanaka

at Mombasa Campus began during the final years of the Government Training Institute (GTI) before its transition to the Kenya School of Government (KSG). He speaks of the strong bonds he has forged with colleagues and clients alike, making Mombasa a "home away from home."

"When I first arrived here, I never imagined how attached I would become to this place. The sense of belonging, the teamwork, and the friendships are priceless. It is bittersweet to leave, but I take

with me lessons and memories that will last a lifetime," he said.

A remarkable story was shared by Mr. Justus Muthini, who joined Mombasa Campus in 2010 as a waiter and through



Justus Muthini

sheer determination and encouragement from colleagues he steadily climbed the ranks to become a procurement officer.

"I started very low, thanks to the steadfast support of my teammates and mentors, I have grown personally and professionally. I went from attaining a certificate to a diploma, and eventually earned a degree in procurement. This Campus has been my training ground, and I will always cherish it," Mr. Muthini remarked proudly.

Mr. Reuben Chepyator stated, "The encounters and lessons I have learned here have shaped me in ways I could never have imagined. The collaboration, guidance, and support I received have been instrumental in my development. I extend my deepest gratitude to the Mombasa Campus community."

On her part, Ms. Millicent Oirere who has moved to Lower

Mombasa Campus Bids Farewell to Staff on Transfer



Reuben Chepyator

Kabete Campus conveyed her gratitude, "Being part of this

Campus has been incredible. I have grown, learned, and built lasting connections that I will always hold dear. I am excited for this new chapter but will deeply miss the Mombasa Campus family," she shared.

The five staff members will embark on new journeys at different campuses. Mr. Ouma Wycliffe, Mr. Justus Muthini and Ms. Oirere will be joining Lower Kabete Campus, while Mr. Reuben Chepyator and Mr. Zablon Amanaka will be moving to Baringo Campus.

The event was not just a farewell but a celebration of their work, achievements, and the impact on their colleagues and



Millicent Oirere

clientele of the School. The entire Campus community extends their best wishes and looks forward to hearing about their future accomplishments.



KSG Mombasa staff at the farewell celebration.

Reflections of My Management Course Experience



*Ms. Sophy Chebon Kimchong
Senior Administration Officer at the
Office of the Governor County
Government of Bungoma*

What an enriching 6-hour journey from Bungoma to Kabarnet! Traveling through the lush green Western Kenya, passing vibrant towns of Webuye to the City of Champions Eldoret. Transitioning to the home of Champions, the meandering road from Iten with the serene beauty of the highlands and the panoramic views of escarpments. The views gave a majestic sight at Cheploch Gorge, the natural landmark showcasing the wonders of God's creation, with it is towering cliffs and emerald-green waters cutting between Elgeyo Marakwet and Baringo Counties.

Reaching KSG Baringo Campus during my Senior Management Course training, I

had a highly engaging and insightful experience. The lecturers, drawing from their extensive public service backgrounds, used real-life examples to bring the course content to life. This practical approach helped me relate theoretical concepts to management challenges and solutions. It was a great way to understand the complexities of leadership and decision-making within public service, and it deepened my appreciation for the dynamics of managing in such environments. The training was both informative and motivating, preparing me for the demands of senior management roles.

As a Senior Administration Officer and Environmental Safeguards focal person in KISIP 2 Projects, this training was pivotal in strengthening my leadership, governance, and technical capacities.

One of the course's most impactful aspects was the enhancement of my strategic leadership and administrative skills. The training equipped me to effectively manage resources, coordinate complex projects, and align organizational goals with actionable strategies. These lessons are invaluable in my dual role, where balancing administrative excellence and environmental safeguards is critical.

As someone responsible for ensuring environmental safeguards in the KISIP 2 Projects, I gained insights into integrating climate resilience and sustainable practices into project implementation—lessons that will enhance my contributions to sustainable urban

development.

Additionally, the opportunity to network with fellow professionals provided fresh perspectives on governance and public administration. These connections will undoubtedly inspire continued growth and collaboration.

We also had the opportunity to explore some of the region's attractions, such as Lake Baringo and the County Reptile Park. This provided firsthand insight into the region's unique environmental and ecological challenges. It allowed us to witness the impact of climate change, explore local wildlife and conservation efforts, and gain a deeper appreciation for the resilience of communities in the face of environmental change. It also highlighted the need for sustainable practices and environmental stewardship to preserve these valuable natural resources for future generations.

As I return to my duties, I am determined to apply these learnings to enhance service delivery, strengthen environmental safeguards, and contribute to the success of KISIP 2 Projects. This experience has further ignited my passion for leadership, environmental stewardship, and sustainable development.

I am deeply grateful to the Kenya School of Government for offering such a comprehensive and impactful program, and I am confident the lessons learned will continue to shape my journey as a leader and a steward of change.

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March 24-28 **Knowledge Management**

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May 19-30 **Designing and Developing eLearning programs**

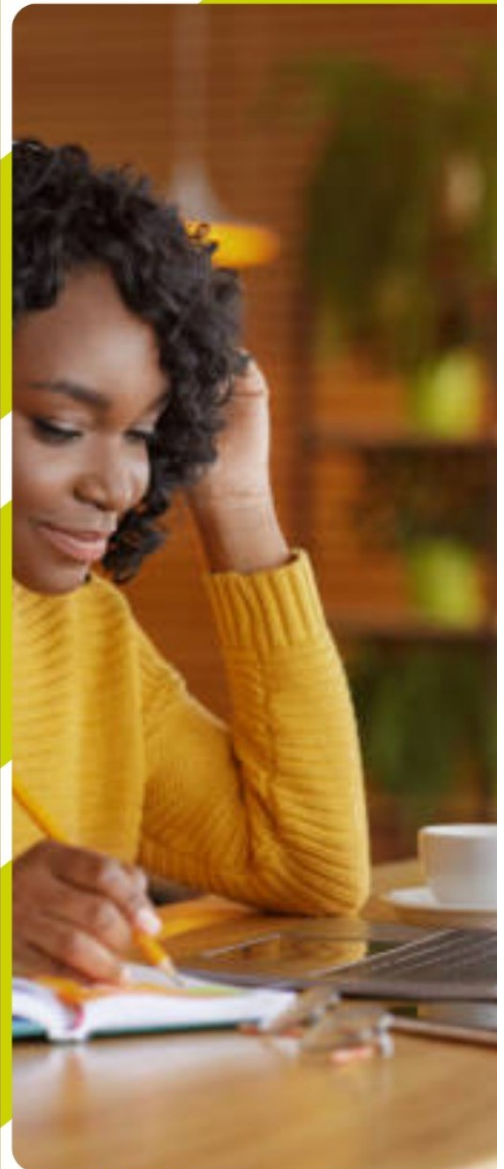
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COAST YOUTH SUMMIT

Theme

**A GENERATION AT
RISK: CONFRONTING
THE CHALLENGE OF
YOUTH
UNEMPLOYMENT**

8am - 4pm
FEBRUARY 13, 2025
KSG MOMBASA AUDITORIUM



For More Information

Florence Bwire

florence.bwire@ksg.ac.ke

0722459134

Hamad Tenguri

lavishhat@gmail.com

0725467417

Our Partners

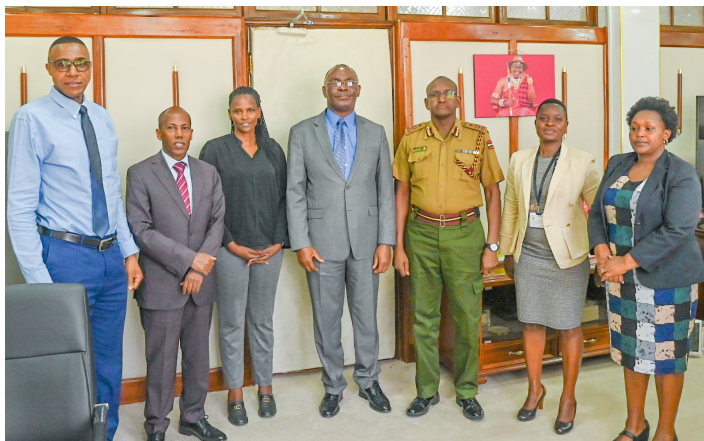


Weekly activities across our campuses



The Kenya School of Government, through the Institute for Gender and Social Development, in partnership with Beyond Zero, held a stakeholder roundtable meeting in preparation of an upcoming Women's Conference; a precursor to the International Women's Day is celebrated on March 8. The Women's Conference organized by KSG and Beyond Zero themed Bridging Generations: Advancing Gender Equality, Harnessing Innovation will take place at Lower Kabete. KSG Director General, Prof. Nura Mohamed emphasized that gender equality is not automatic but requires intentional and continuous effort, stating, "Gender equality does not happen par chance—it is something we must actively aim for taking into consideration the space, time and empowerment of women of all ages."

Weekly activities across our campus



KSG Director General, Prof. Nura Mohamed, in the company of the Director Security Management Institute, Mr. Humphrey Mokaya, and Head of Centre for Customer Service Excellence Ms. Susan Chesang, met with the Secretary of Administration, National Police Service Ms. Bernice Sialaal Lemedeket to deliberate on matters Customer Service Excellence for the entire police service. It is anticipated that once the Customer Service Excellence training is rolled out, the police officers will advance their skills and competencies for customer-centric, efficient governance and preservation of a quality police service.



Representatives of KYMCA: Hon. Juddy Kengo, Hamad Tenguri, Chief Whip of KYMCA Coast Region Youth Bunge, and Mkasi Athuman, Youth Leader and Founder of Mkasi Foundation Kenya in Kwale County together with Ms. Florence Bwire of the Kenya School of Government at the preparations of the upcoming Youth Summit that will be held at the Mombasa Campus on February 13, 2025.



Retirement Planning Program participants, Matuga Campus visit the stunning Diani beaches as part of their training.

Leadership Lesson

Leaders should be approachable and relatable. They need to understand the experiences, challenges, and feelings of the people they lead. This connection builds trust, respect, and a sense of belonging within the team.

JOHN C. MAXWELL

Have your say



Gladys Boyani
1 review

KSG is not just about academic learning; it is a crucial platform for networking, exchanging ideas, and gaining essential perspectives on governance and leadership. With its serene **environment**, expert facilitation, and diverse participants, KSG guarantees a transformative experience.

Word of the Week

Whatever you do, work at it with all your heart, as working for the Lord, not for human masters.

Colossians 3:23

Matuga Campus

Diploma in Public Administration No. 2/2024	30th September, 2024 to 28th February, 2025
Strategic Leadership Development Program NO. 462/2025	3rd February - 11th April, 2025
Senior Management Course NO. 134/2025	3rd February - 28th March, 2025
Supervisory Skills Development Course NO. 23/2025	3rd February - 28th, 2025

Lower Kabete

Strategic Leadership Development Program No. 453/2025	13th January - 21st March, 2025
Strategic Leadership Development Programme No. 461/2025	3rd February - 14th March, 2025
Senior Management Course Online No. 432/2025	3rd February- 28th March, 2025
National Treasury meetings-GIPE	11th - 17th February, 2025
Senior Management Course No.431 /2025	3rd-28th February, 2025
Protocol Etiquette and Events Management	10th-14th February, 2025
Induction Program for Newly Recruited Officers The National Treasury	10th-14th February, 2025
Financial Management for Devolved Projects	10th-14th February, 2025
Audit and Risk Oversight Program Pests Control Produce Board-CPF	11th-13th February, 2025

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Embu Campus

Strategic Leadership Development Program No. 453/2025	13th January- 21 February, 2025
Senior Management Course No.229/2025	27th January – 21st March, 2025
Strategic Leadership Development Program No. 459/2025	20th January – 4th April, 2025
Management Course for Office Administrators Online-State Department for Lands	27th January – 21st March, 2025
Retirement Planning Program	4th -- 10th February, 2025
Customer service induction workshop-(The Judiciary)	10th -- 14th February, 2025
Training of fire marshals-KSG Embu	10th – 14th February, 2025
Management Skills Course-The National treasury	3rd -- 28th February, 2025
Project Planning & Management	3rd -- 28th February, 2025
Project Monitoring, Evaluation & Reporting	3rd – 14th February 2025
Essential computer skills	20th January - 14th February,2025
Management Skills Course- The Judiciary	20th January- 14th March, 2025

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
Women Enterprise Fund	12th -13th February, 2025
Senior Management Course No.203/2025	3rd -28th February, 2025
State Department for Youth Affairs and Creative Economy	6th-15th 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
Management Course for Office Administrators	3rd - 28th February,2025
Senior Management No/193/2025	3rd - 28th February,2025
Public Relations and Customer care	3rd - 14th February,2025
Strategic Leadership Development Program	3rd February-14th March,2025
Supervisory Skills Development Course	10th - 21st February,2025
Report Writing Course	10th - 14th February,2025
Retirement Planning	10th - 14th February,2025
Audit and Risk OversightProgram	11th - 13th February,2025
Seminar/WorkshopKSG Mombasa Debate	13 February ,2025
Seminar/WorkshopNational Police Service Commission	6th - 9th February,2025

Editor

Faith Musoga

Sharon Ngina

Phyllies Muili

Bethsheba Bosibori

Denis Morison

Writers

Glenn Lumiti

Christine Rwamba

Tabitha Kemunto

Keffas Mutethia

Photographers

Walter Mikwa

Elias Makokha

Bosco Marangu

Sub Editor

Douglas Mochama

GET IN TOUCH WITH US

Kenya School of Government

P.O Box 23030-00604, Lower Kabete, Nairobi-Kenya

Telephone: +254-20-2043339/2043344/2375340

Website: www.ksg.ac.keEmail: directorgeneral@ksg.ac.keAdmissions: info@ksg.ac.ke**e-Learning and Development Institute**

P.O Box 30627 – 00100 Nairobi, Kenya

Tel: +254-20-3535873/4/+254-728-606991

Email: director.eldi@ksg.ac.keAdmissions: info.eldi@ksg.ac.ke**Baringo Campus**

P.O Box 91, Kabarnet-Kenya

Mobile: 0709252900

Email: director.baringo@ksg.ac.keadmission.baringo@ksg.ac.ke**Matuga Campus**

P.O Box 31-80406, Matuga

Cell: 0770 770 021

Email: director.matuga@ksg.ac.keadmissions.matuga@ksg.ac.ke**Embu Campus**

P.O Box 402-60100, Embu-Kenya

Tel: +254-(068) 231824/2231866/2231364

Cell: 0792718171

Email: director.embu@ksg.ac.keadmissions.embu@ksg.ac.ke**Mombasa Campus**

P.O Box 84027-80100, Mombasa

Tel: +254-743 178109/758 825085

E-mail: director.mombasa@ksg.ac.keadmissions.mombasa@ksg.ac.ke

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We welcome your feedback

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@KSGKenya



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