

22nd–28th March, 2025

## Kenya Becomes the Latest Nation to Adopt SPAT



The Cabinet Secretary for Public Service and Human Capital Development, Hon. Justin Muturi, EGH, at the closing ceremony of SPAT capacity-building workshop at KSG Mombasa.

BY GLENN LUMITI

**K**enya has officially joined the ranks of Namibia, Tanzania, and South Africa in piloting the State Parties Assessment Tool (SPAT), a move meant to advance governance, accountability, and service provision across Africa. The adoption of this tool underscores Kenya's leadership in public service transformation, aligning with the African Charter on Values and Principles of Public Service and Administration.

The Cabinet Secretary for Public Service and Human

Capital Development, Hon. Justin Muturi was at the close of the four-day capacity-building workshop at Kenya School of Government, Mombasa, where government officials were trained to implement SPAT in their respective institutions. The workshop was supported by the African Union Commission (AUC) and brought together key public service stakeholders, including directors and heads of human resource management from various government ministries.

Hon. Muturi, while presiding over the workshop on the implementation of the SPAT on

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# Kenya Becomes the Latest Nation to Adopt SPAT



CS Hon. Justin Muturi, EGH (Centre), together with Principal Secretary for Public Service, Mr. Amos Gathecha (2nd right), Senior Director Academic Affairs Dr. Josephine Mwanzia and participants of the SPAT workshop.

March 20, 2025, at KSG Mombasa, remarked that this initiative is designed to enhance transparency, effectiveness, and accountability within government institutions.

“More than just a reporting mechanism; this tool is a game-changer on how we monitor, evaluate, and improve service. By adopting SPAT, Kenya is taking a bold step in aligning with global best practices, ensuring that public service is synonymous with integrity,” he stated.

He urged public servants to internalize and uphold the principles of the African Charter, which was adopted in 2011 and implemented in 2016. He further requested that the African Union Commission refine and digitalize the Tools to improve accessibility and enhance peer learning among member states.

Mr. Issaka Garba Abdou, African Union Commission, Head of Governance and Human Rights at the Department of Political Affairs, Peace, and Security, commended Kenya for its

proactive approach to piloting SPAT.

“Kenya’s leadership in this initiative reaffirms its obligation to uphold national values and governance standards. Discussions held here would contribute significantly to the tool’s effective rollout across the continent,” said Mr. Abdou.

The Principal Secretary for Public Service, Mr. Amos Gathecha, emphasized the importance of proactive implementation of SPAT, urging participants to create “champions” in their ministries to spearhead its adoption.

“The implementation of this ambitious performance tool hinges on the dedication of all of us driving this agenda forward through what we do the best; service delivery,” stated Mr. Gathecha.

Kenya has demonstrated notable leadership in advancing governance reforms within the African Union. The nation previously held the chairmanship

of the AU Ministerial Conference on Public Service and Administration and played a significant role in developing reporting guidelines for the African Charter.

According to Dr. Josephine Mwanzia, Senior Director for Academic Affairs at KSG, Kenya’s commitment to capacity development in public service is a crucial boost in supporting the implementation of public service values and administration reforms.

“We need a coordinated approach to capacity development in the service. The Kenya School of Government is dedicated to public service transformation aligned with governance best practices globally,” she stated.

It is anticipated that Kenya’s participation in SPAT, a continent initiative would serve as a benchmark for other AU member states, providing insights into the tool’s effectiveness in measuring public service performance.



# Hon. Kabogo delights in Digital and AI Skilling Centre



CS for ICT & the Digital Economy, Hon. William Kabogo, receiving a brief on the Africa Centre of Competence for Digital and AI Skilling from KSG Director General Prof. Nura Mohamed.

BY DOUGLAS MOCHAMA

The Cabinet Secretary for the Ministry of Information, Communications, and the Digital Economy, Hon. William Kabogo, has lauded the foresight in which an Africa Centre of Competence for Digital and AI Skilling was established at the Kenya School of Government (KSG) in Lower Kabete. Hon. Kabogo made this observation during the Countrywide Digital Innovation Network (CDIN) launching ceremony held on March 21, 2025 at KSG Lower Kabete.

Emphasizing the significant role of the Centre in driving digital transformation as a platform for training public servants, he pledged his commitment to ensuring that the government fully leverages this institution to advance digital penetration in public service.

"This state-of-the-art centre embodies KSG's commitment to providing an environment

conducive to learning, networking, and growth. We are therefore eager to utilize this institution in empowering the workforce with the necessary knowledge and skills to navigate this evolving landscape as we strive to cultivate a new generation of leaders capable of addressing the multifaceted challenges of governance in the 21st century," he stated.

During the launch of the CDIN, which seeks to enhance and amplify the impact of innovation hubs across Kenya and bring together members of the Association of Countrywide Innovation Hubs (ACIH), Hon. Kabogo underscored the importance of mutual collaboration between public and private sectors in fostering grassroots innovation, entrepreneurship, and digital transformation.

"I urge all stakeholders to fully embrace CDIN as a thriving ecosystem that supports digital transformation. Kenya has emerged as a regional leader in

emerging technologies such as Artificial Intelligence (AI), the Internet of Things (IoT), Cloud Computing, and Robotics. Through robust collaboration, we can unlock new opportunities and drive sustainable innovations," he remarked.

In alignment with the Digital Superhighway and Creative Economy pillar of the Bottom-Up Economic Transformation Agenda, the Republic of Kenya is making significant investments in Information and Communication Technology (ICT). This investment serves as a fundamental enabler for the other four pillars of the new economic strategy.

The launch of the Countrywide Digital Innovation Network signified a new chapter of commitment, partnerships, and access to opportunities among innovators.

Officiating at the forum, KSG Director General Prof. Nura Mohamed expressed admiration for the remarkable innovation, entrepreneurship, and creativity demonstrated by the youth.

"We are living in a connected world. Consequently, KSG has established a centre dedicated to digital skills retooling, which is accessible to both the public and private sectors through targeted training on smart technology and artificial intelligence," remarked Prof. Mohamed.

Among the partners during the launch of the CDIN included the Ministry of ICT, Konza Technopolis, the Kenya National Innovation Agency, the US Embassy, the Kenya Private Sector Alliance, Risa/FCDO, the UN Environment Programme, and Safaricom Foundation.

# KSG Explores Collaboration with Momodu Leadership Center

BY EPHLINE OKOTH

The Kenya School of Government (KSG) aims to enhance its collaborative efforts across Africa to fortify leadership transformation throughout the continent.

The School which has so far signed more than 25 memoranda of understanding with likeminded institutions in Africa, the latest being with the Egyptian National Institute for Governance and Sustainable Development, and Zambia's African Regional Labour Administration Centre, is set on a new robust collaboration with the Dele Momodu Leadership Center which is situated in Nigeria.

This was the focus of a meeting held at the School this week, where Prof. Nura Mohamed, KSG Director General hosted the founder of the Leadership Centre, Basorun Ayobamidele Abayomi Ojutelegan Ajani Momodu. He was accompanied by Dr. Wale Akinyemi, an Organizational Culture Expert, Author, and Transformational Leader, and Yemi Edun, Founder and Managing Director of Daniel Ford International. Mr. Momodu is the Chairman and Chief Executive Officer of Ovation Media Group, a platform that celebrates Africa's achievements, excellence, and the people.



KSG Director General Prof. Nura Mohamed receives a gift of a book by the founder of Dele Momodu Leadership Center, Mr. Basorun Ayobamidele.

The envisioned collaboration would emphasize governance and leadership development, youth empowerment, and cultural transformation. These areas are deemed crucial for fostering sustainable development and progress in the region.

Appreciating that there are variegated approaches to building the capacity of Africa's public officers, the meeting discussed the possible development of harmonized curricula that focus on addressing the specific needs of the continent, to generate homegrown solutions.

Prof. Mohamed emphasized the importance of cross-border collaborations in leadership development.

"Leadership transformation in our continent requires deliberate partnerships that bring together expertise, experience, and mentorship. By working with the Dele Momodu Leadership Center, we aim to harmonize approaches and create impactful programs that empower public servants on good governance and transformational leadership," he stated.

Mr. Momodu echoed this sentiment, highlighting the role of leadership in shaping Africa's future, and further stressing the importance of building the capacity of young people.

"It is important to champion culture change in



## KSG Explores Collaboration with Momodu Leadership Center

Africa's public service. Case studies on successes and excellence by Africans can be used as learning tools and replicated across the continent," said the journalist, publisher, and motivational speaker."

"Our commitment is also to build the capacity of young people as visionary leaders who understand governance and

drive Africa's development agenda. Collaborating with the School offers a significant opportunity to expand programs designed to effect positive change across the continent."

Dr. Akinyemi, speaking at the meeting, affirmed that cross-pollination of ideas is important for the continent.

"A true privilege to witness the beginning of something great. I have always believed that to harness the greatness of the continent we need to deliberately initiate cross-pollination of ideas and bring the best of the coasts together to execute these ideas," he noted.

## Systems Audit: Strengthening Systems for Excellence

BY KEFFAS MUTEHIA

**I**nternal audit is a fundamental part of continuous improvement and adherence to international quality standards. As an institution dedicated to public service training, KSG operates under ISO 9001:2015 Quality Management System (QMS), which provides a structured framework for ensuring compliance with best practices. The School follows audit processes religiously as it endeavors to realize improvement on its internal processes; and ongoing journey toward recertification by the Kenya Bureau of Standards (KEBS), reaffirming its dedication to quality and service excellence.

Recently, KSG Matuga completed its ISO Internal Audit, which was commendably led by Mr. Daniel Ngeti as the lead ISO auditor.

While the audit covered a wide range of institutional processes, the primary focus was to establish whether documentation, service quality, and internal procedures



Ag. Matuga Campus Deputy Director, Mr. Dennis Marube, with members of staff of the Campus at the closing of the Internal Audit .

complied with the ISO 9001:2015 Standard.

While officiating at the closing of the audit, Ag. DDL Dr. Dennis Marube appropriately highlighted that quality assurance represents a continuous commitment rather than a singular event. He emphasized that ISO certification transcends compliance with regulatory mandates; it is integral to fostering an ethos that ultimately benefits the School and its diverse stakeholders.

As this year's internal audit at Matuga Campus closes, the

subsequent step involves analyzing the findings presented in the audit report and implementing the necessary corrective actions. The findings would provide a framework for assessing the School's strengths and identifying areas requiring improvement, thereby facilitating the official external audit conducted by the Kenya Bureau of Standards (KEBS).

# The Post Retirement Medical Fund (PRMF)



*Ms. Everline Wahome  
KSG Deputy Director Finance and  
Administration*

**D**id you know that members of the pension scheme upon retirement lose their medical insurance offered by their previous employers? Furthermore, medical insurance providers are often reluctant to provide medical cover to retirees, or if do they provide the premium is often very expensive. And with the advancement of age, most retirees' health starts to weaken, exposing them to expensive medical schemes that had not been planned for in most cases.

In order to help employees spread the cost of medical care after retirement age the Government of Kenya introduced a Post-Retirement Medical Fund (PRMF) which came into effect in October 2018 to provide medical benefits to

individuals looking to save towards their medical cover upon retirement. Further, the Government of Kenya introduced an allowable amount of Kshs.15,000 per month to those who contribute towards PRMF to promote savings towards medical fund.

Post retirement medical contributions are voluntary and are governed under the Post Retirement Medical Funds regulations. Contributors are however not allowed to access the benefits whilst in employment and only acquire access upon retirement or if the member becomes incapacitated due to ill health.

In addition, upon retirement the retiree may also transfer a portion of not more than 10% of

the accrued benefits (total pension contribution) and or additional voluntary pension contribution that the member has been contributing while in service and transfer to the medical cover provider to cater for medical expenses that may arise after retirement. These measures that the Government of Kenya has introduced with regard to medical for retirees are to ensure that the Senior Citizens age gracefully and with dignity.

If you have questions or need guidance on the post-retirement medical fund, consider speaking with a financial advisor or a benefits coordinator. You may also learn more from reading the "Retirement Benefits (Post Retirement Medical Fund) guidelines No.192 of 2018.



Stock Image



# What she had to say



Ms. Purity Koima, a County Executive Committee Member in charge of Education and Technical Training in Elgeyo Marakwet County participated in the Senior Management Course at the Kenya School of Government (KSG), Baringo Campus.

Of the course and her experience at KSG, she says; “We often take a long time to make decisions, but now I have a better understanding of how to approach decision-making efficiently. Motivation also came out strongly during the course and I hope to apply the insights to my team members, especially Early Childhood Development (ECD) teachers, who often feel excluded from the opportunities that could grow them personally and professionally.

We arrived at KSG as strangers, but by the end of the course, we had developed a deep camaraderie. We did everything as a team; we even had a planned visit to the Baringo County Governor, Hon. Benjamin Cheboi. As a class, we organized road trips together on weekends. The lecturers continuously provided us with opportunity to share our experiences, and through this exchange, we gained valuable perspectives from one another.” - *By Elias Makokha*

## Baringo Campus Celebrate Q3 Birthdays



Baringo Campus staff take part in a cake cutting ceremony to celebrate the birthdays of those born in the months of January, February and March. The Kenya School of Government endeavors to keep its tradition to appreciate officers as part of its staff welfare.



# Government Analytics Training in DC



Senior ICT Officer and Data Analyst, Aggrey Busolo was among 33 public servants selected by the World Bank to participate in the Government Analytics Fellowship 2025. The Fellowship aims to empower public servants to leverage government-held data resources, enhancing public administration efficiency through data-driven decision-making. The Program runs for 6 months with a 2-week in person training from March 18 to March 27 2025 at the World Bank Headquarters in Washington DC.

Aggrey Busolo represents the Republic of Kenya and the Kenya School of Government.



# This week Across our Campuses



Head of Customer Service Excellence and faculty member Ms. Susan Chesang presents certificates to the graduates of the Retirement Planning Course that was conducted at the Lower Kabete Campus.



KSG Embu Campus Administrative staff in a team-building exercise intended to improve collaboration and communication amongst colleagues. The session, which was also a staff welfare initiative, included various activities that encouraged synergy, problem-solving, and bonding and enhance the overall work environment promoting a sense of unity within the Campus community. Every department across the School is required to hold a team building activity to aid in the successful execution of their work-plans through cohesion and lessons learnt through the exercises.



# This week Across our Campuses



KSG Embu collaborated with Lions Club International and the Lions School of Embu to mark this year's International Day of Forests by planting trees on Friday, March 21, 2025, at the grounds of the Lions School Embu. This event brought together staff from KSG and pupils from the Lions School.

This activity was not only for purposes of a sense of community and environmental stewardship among the participants but also aligned with ambitious 10 year goal of planting 15 billion trees by 2032 contributing significantly to the restoration of Kenya's forests and enhancing the country's efforts in climate change adaptation and resilience. The event raised awareness about sustaining ecosystems and supporting biodiversity.



KSG Mombasa staff participated in a team-building exercise designed to cultivate a supportive work culture. The activities focused on improving communication, trust, and problem-solving skills among employees. Through engaging tasks and interactive challenges, staff members strengthened their relationships, for a more cohesive and motivated workforce. The exercise also encouraged open dialogue ensuring a positive and inclusive work environment. By promoting unity and shared goals, the initiative aimed to boost morale and overall productivity. It is anticipated that staff members left the session feeling more connected and inspired to contribute positively to the Campus and the School at large.



# Ending the week in style!



## **A Refreshed Team is a Productive Team!**

On Friday, March 21, 2025, staff drawn from Administration Services Department at Lower Kabete had their turn to participate in their team building session.

Ag. Senior Director Finance & Administration, Dr. Tom Wanyama, joined the team encouraging them to form bonds that would go a long way in ensuring delightful work experiences at the School. His sentiments were echoed by Assistant Director Administration Services, Ms. Agnes Laikera, who reiterated that such engagements make the place of work a home away from home.



## Leadership Lesson

### When placed in command, take charge

A leader should not wait for instructions or hesitate in decision-making. Instead, they should own their role, make informed choices, and ensure that their team is effectively guided toward the mission's success.

~Norman Schwarzkopf

*Have your say*



Lima Lokitolo Junior

Indeed Kenya School of Government is impactful and instrumental. They actually provide timely services.

### *Humour*



### *Word of the Week*

9 - Surat Al-Baqarah, verse 153

O believers! Seek comfort in patience and prayer. Allah is truly with those who are patient.



**Baringo Campus**

Senior Management Course No. 205/2025	10th February-2nd May, 2025
Strategic Leadership Development Program No. 458/2025 (Online)	20th January-28th March, 2025
Strategic Leadership Development Programme No.464/2025	24th February -4th April, 2025
Senior Management Course No.204/2025	3rd-28th March,2025

**Matuga Campus**

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 -28th March, 2025

**Mombasa Campus**

Strategic Leadership Development Program No. 457/2025	17th February – 25th April, 2025
Senior Management Course No. 194/2025	17th February – 11th April, 2025
Senior Management Course No/195/2025	3rd - 28th March,2025
Records Management Course	2rd - 28th March,2025
Strategic Leadership Development Progarm	17th March - 25 April, 2025
Transformative Leadership Course	24th - 28th March,2025
Finance for Non Finance(CEMASTE A)	24th - 28th March,2025
Seminar Public Sector Accounting Standards Board	24th - 28th March,2025
Seminar Kenyatta International Convention Center	24th - 28th March,2025
Seminar Taita Taveta National Polytechnic	20th - 22nd March ,2025

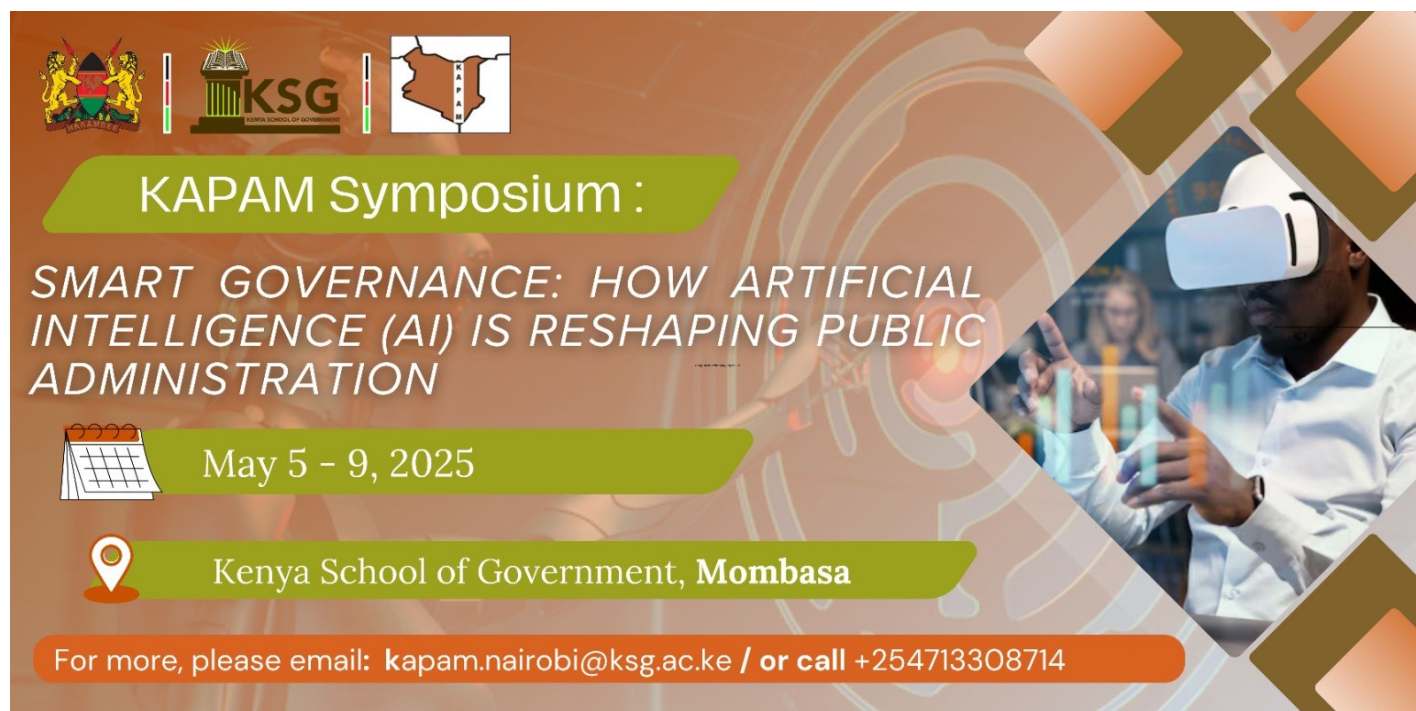
**Lower Kabete**

Strategic Leadership Development Program No 463/2025	17th February – 28th March,2025
Senior Management Course Online No. 432/2025	3rd February- 28th March,2025
Senior Management Course No.433/2025	3rd -28th March,2025
Supervisory Skills Development Course	17th-28th March, 2025
Finance for Non-Finance Managers	17th-28th March, 2025
eGP Workshop eLDi	17th-26th March, 2025
Conduct of Meetings and Minute Writing Course	24th-28th March,2025
Corporate Governance Program For Public Sector Board	24th-28th March,2025
TOT training for eGovernment Services	24th-28th March,2025
Finance for Non Finance Leaders Program for the Board CEMASTE A -CPF	24th-28th March,2025
National Integrity Academy	24th-26th March,2025
The National Assembly	24th-28th March,2025
Financial Investigations and Asset Recovery Course-NIA	24th-28th March, 2025
Office of the Prime Cabinet Secretary	26th March, 2025
National Police Service	26th March, 2025
Optimum Computer Systems Ltd	27th-28th March, 2025
Power of Mercy Committee	27th March, 2025

## Embu Campus


Strategic Leadership Development Program No. 459/2025	17th February – 25th April, 2025
Strategic Leadership Development Program No. 459/2025	20th January – 4th April, 2025
Essential Computer Skills	3rd March - 11th April, 2025
Senior Management Course No. 234/2025	17th March - 9th May, 2025
Strategic Leadership Development Program No. 468/2025	17th March- 23rd May, 2025
Strategic Leadership Development Program No. 465/2025	3rd March - 11th April, 2025
Senior Management Course No. 233/2025	3rd - 28th March, 2025
Management Skills Course	3rd - 28th March, 2025
Skills Enhancement Course	3rd - 28th March, 2025
Supervisory Skills Development Course	17th -28th March, 2025
Public Relations & Customer Care	17th -28th March, 2025


## Save the Date!



**KAPAM Symposium :**

**SMART GOVERNANCE: HOW ARTIFICIAL INTELLIGENCE (AI) IS RESHAPING PUBLIC ADMINISTRATION**

 **May 5 - 9, 2025**

 **Kenya School of Government, Mombasa**

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- Centre for Public Service Values, Ethics and Integrity
- Centre for Public Finance and Audit
- Centre for Leadership and Public Policy
- Centre for Advanced Training and Consultancy Services
- Centre for Research and Advisory Services
- Centre for Environmental Governance and Climate Change
- Centre for Customer Service Excellence
- e-Learning Development Institute
- Security Management Institute
- Institute for Gender and Social Development
- Institute for Devolution Studies

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