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**PRINCIPAL SECRETARY, STATE DEPARTMENT FOR PUBLIC  
SERVICE, MR. AMOS GATHECHA, 'ndc' (K), EBS**

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**DURING THE FIRST (1<sup>ST</sup>) REGIONAL CONFERENCE ON THE  
AFRICA SCHOOL OF GOVERNMENT AT KSG MOMBASA**

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**22<sup>ND</sup> OCTOBER, 2024**

Chief of Staff and Head of Public Service; Mr. Felix Koskei

Cabinet Secretary, Ministry for Public Service and Human Capacity Development, Hon. Justin Muturi,

Principal Secretaries present;

The Chairperson of KSG Council, Justice (Rtd.) Charles Nyachae;

Members of KSG Council present;

Director General KSG, Prof. Nura Mohamed;

Directors-General of Schools of Government;

Government of Kenya officials;

Development Partners;

Distinguished guests, ladies and gentlemen;

I am honored to join you today, at this inaugural Schools of Government Conference at the Kenya School of Government, Mombasa.

I wish to extend my gratitude to the Cabinet Secretary Ministry for Public Service and Human Capacity Development, Hon. Justin Muturi, for gracing this event. Your presence here as Chief Guest stands a clear testimony that the Government is committed in the quest for transformation in the Public Service.

I wish to recognize the efforts that have been invested in this initiative to bring this Conference to fruition and I am delighted to commend the Director General of the Kenya School of Government, Prof. Nura Mohamed for leading this institution that has over the years continued to respond to capacity development needs across the Public Service in the country and beyond and has made this Conference possible.

*Ladies and gentlemen;*

The world is moving at a pace where only what adds value counts! As times change and resources become a challenge, it only makes sense to have a focused agenda for attaining inclusive and sustainable economic growth and development in our individual institutions, countries and whole of Africa as a continent.

I believe that this is what the Africa Union had in mind when it came up with the Africa Agenda 2063 mantra “The Africa We Want” and the theme this year “Educate and Skill Africa for the 21st Century”, both are embedded on good governance, democracy, and respect for human rights, justice and the rule of law.

Capacity building of public servants is a prerequisite for realization of this Agenda where African Governments must prioritize human capital development. We must agree that training forms our thinking and doing; and without training it would impossible to implement any government agenda.

*Ladies and gentlemen;*

As we gather here today, we take note of the theme of this Conference; **Advancing Africa's Public Service Excellence: United in Pursuit to Realize Capable Institutions and Transformed Leadership**. We are fortunate that majority of African Governments have established Management Development Institutes (MDIs)/ Schools of Government that have been mandated to build capacity of the public service in their respective countries.

This means that we are not short of capabilities. Heads of governments, ministers and senior public servants should have access to the latest practices in new public service management, institutional reforms, enabling policy environments.

MDIs/ Schools of Government are obligated to carry out their mandate and remain responsive to the unique circumstances in their individual countries. An essential part of these resources includes having a highly-skilled, agile, and adaptable public sector workforce that is also expected to support Government in implementation of various

public sector reforms, policy pronouncements, policies and directives that would result into public sector transformation.

*Ladies and gentlemen;*

The Africa Schools of Government Conference has been has brought forth from the need of a regional model for Schools of Government with a holistic approach to building capacity and seek to realize the Vision of the AU.

This means we have to assess the role of the MDIs in Africa by asking ourselves:

- i. Does it add value to have all African Countries establish MDIs/ Schools of Government?
- ii. Have existing MDIs/Schools of Government realized their mandates and are they properly focused? If not what is holding them back?
- iii. Do they have enabling legal instruments? Are they aligned to national capacity building frameworks?

- iv. Do all African Governments appreciate the role played by of MDIs/ Schools of Governments?

During this Conference, if these are realized then we should consider a unified African Approach in pursuit of excellence in public institutions and leadership. Further we should develop strategies to overcome challenges and barriers that we encounter as MDIs/ Schools of Government in realization of our mandates; we should embrace best practices to enhance the capacity building of public service; and create collaboration and linkages between African MDIs/ Schools of government for robust engagement and peer-to-peer learning for innovation and continuous training.

*Ladies and gentlemen;*

Even as we do this and carry on with our mandates as MDIs, we cannot ignore that fact that many in Africa experience considerable constraints that vary from the complexities

and scope of capacity development needs, national reform agenda, uncoordinated and fragmented approaches to capacity building including duplication of efforts and resources between various stakeholders within and outside the countries.

The delegates that have been gathered here representing Schools of Government, Independent Commissions, Regulatory and Enforcement Agencies, Devolved Governance Institutions, Higher Learning Institutions, Ministries and Agencies, Multilateral and Bilateral Development Agencies and Development and Governance Agencies have the capacity to create strategies and frameworks that respond to these and other emerging challenges.

*Ladies and gentlemen;*

You each have a role to play in policy formulation and implementation in your institutions, countries and you are now accountable for Africa. I urge you to make this

Conference count through your contributions and I congratulate you on this inaugural Schools of Governance Conference as you set standards of distinction in the region, the continent and globally as you serve transparently, professionally, diligently and selflessly.

*Ladies and gentlemen;*

During your excursions, as you visit Mombasa, let me remind you to enjoy the sights and sounds of the coastal city of Kenya. As you only learn also relax as you take in the hospitality of the people.

**Welcome to Mombasa and Welcome to Kenya!**

**Thank you.**