



**OFFICE OF THE PRIME CABINET SECRETARY
OFFICE OF THE PRINCIPAL SECRETARY**

**REMARKS BY THE PRINCIPAL SECRETARY STATE
DEPARTMENT FOR PARLIAMENTARY AFFAIRS CPA Ms.
AURELIA RONO DURING THE INDUCTION COURSE FOR THE
HUMAN RESOURCE MANAGEMENT ADVISORY COMMITTEE
HELD ON THURSDAY, 28TH SEPTEMBER, 2023 AT KENYA
SCHOOL OF GOVERNMENT, MOMBASA**

The Facilitator, Kenya School of Government
Human Resource Management Advisory Committee Members
The Secretariat
Ladies and Gentlemen,
Good Morning

I am delighted to be with you today at this important induction training program for the members of the Human Resource Management Advisory Committee (HRMAC) and Secretariat of the State Department.

First and foremost, I extend my congratulations to each one of you on your appointments as members of the HRMAC. I would also like to extend

my congratulations to co-opted members and the secretariat. All of you bear significant responsibilities, and this marks a milestone in your journey of public service.

This induction course has been thoughtfully designed to equip you and the secretariat with the essential skills and knowledge required to fulfil the functions and mandates of the committee. As per the delegated instruments issued by the Public Service Commission, you will be responsible for guiding our department on HR matters.

As you are now aware, HR is pivotal because it is responsible for the most important part of any organization—its people. The role of HR is to ensure that the right people are in the right jobs, are motivated and developed, and contribute to the achievement of the organization's goals.

Furthermore, the course delves into topics such as recruitment and selection processes, staff training and development, public service values, and integrity. It also covers disciplinary and grievance handling procedures, employment laws, labour relations, and union engagement.

In the realm of management, it has been rightly observed that Management is doing things right; leadership is doing the right things. Your roles in HRMAC encompass both management and leadership aspects, as you guide our department in doing the right things and doing them right.

Succession planning and management, performance management, staff welfare, health, and safety are also addressed. Additionally, the importance of management communication within the department is highlighted. The course concludes with a session on debriefing, evaluation, and closure.

I want to express my appreciation for your active participation and unwavering commitment throughout this program. It has been a privilege to guide you on your journey into the HRMAC.

Please remember that the knowledge and skills you've acquired are not just for your personal growth but for the greater good of our department. The HRMAC plays a significant role in shaping HR policies and practices, and your collective expertise will undoubtedly enhance the success of our organization.

I encourage you to maintain open lines of communication, collaborate effectively, and always uphold the values of integrity and transparency in your advisory roles. Your work will be instrumental in fostering a productive and harmonious work environment for our dedicated civil servants.

As you embark on this new chapter, understand that your efforts in HRM will leave a lasting impact on our department's success. Your commitment to excellence and dedication to the principles of public service values and integrity will guide us toward a brighter future.

By the end of this exercise, I am confident that your objectives will be fully met, and you will be better equipped with the skills and knowledge needed to execute your duties effectively and improve staff welfare in the State Department.

I would like to express my gratitude to the administration of the Kenya School of Government for their unwavering dedication and commitment in delivering and facilitating this entire course. Your expertise and technical guidance are highly valued and appreciated.

As we approach the conclusion of this induction program, I encourage you to reflect on your role within the HRMAC and the knowledge you've

gained. To facilitate this reflection, I would like to pose two questions for your consideration:

How do you envision applying the principles and insights you've acquired during this training in your day-to-day advisory role within the HRMAC?

In what ways can the HRMAC contribute to enhancing the overall effectiveness and employee satisfaction within the State Department for Parliamentary Affairs?

These questions are meant to stimulate thought and discussion as you move forward in your roles. They highlight the importance of translating knowledge into action and leveraging the HRMAC's collective expertise for the betterment of our department.

In conclusion, I extend my best wishes to each and every one of you as you progress through the remainder of the course. Thank you for your dedication, and may your journey within the HRMAC be filled with success and meaningful contributions.

ASANTE SANA, and MAY GOD BLESS YOU ALL.