

## **INVITATION TO SUBMIT MEMORANDA ON THE POLICY ON CAREER PROGRESSION FOR THE PUBLIC SERVICE**

The State Department for Parliamentary Affairs wishes to draw the attention of stakeholders and members of the public to a call for submission of memoranda issued by the Public Service Commission (PSC) on the *Draft Policy on Career Progression for the Public Service*.

The Commission, established under Article 233 of the Constitution of Kenya, has initiated the development of this policy for purposes of providing a comprehensive and structured framework for the career advancement of public servants. The Policy aims to modernize human capital planning in the public service by shifting from stagnation-prone, tenure-based promotions to performance-driven, skill-mapped career paths. Its core objective is to establish clear, transparent, and merit-based career pathways that motivate employees, enhance their skills, and improve service delivery across the public service.

On a progressive note, the policy is a strategic administrative intervention towards advancing the Bottom-Up Economic Transformation Agenda (BETA). By promoting education and training, a key enabler of BETA, the Policy enhances national posterity measures by fostering a competent, motivated, and professional public service workforce capable of effectively delivering the government's development agenda. The Policy also promotes training on the *Code of Conduct in the Public Service*, reinforcing accountability, professionalism, and adherence to the rule of law, thereby advancing good governance, another key enabler of BETA. The Policy is therefore central to the ongoing public sector reforms aimed at transforming the public service into a more efficient, effective, and citizen-centric institution.

The Draft Policy is accessible through the Commission's website at <https://www.publicservice.go.ke>. Written memoranda should be submitted via post to P.O. Box 30095-00100 Nairobi, or by hand delivery to Commission House, Harambee Avenue, Nairobi and/or via email to [psck@publicservice.go.ke](mailto:psck@publicservice.go.ke) by 5:00 p.m., on or before 13<sup>th</sup> July 2026.

***Please refer to the attached notice for further guidance on how to participate. Your participation is essential in ensuring effective and inclusive governance.***



# **PUBLIC SERVICE COMMISSION**

## **Our Vision**

*"A citizen-centric public service".*

## **Our Mission**

*"To reform and transform the public service for efficient and effective service delivery"*

## **INVITATION TO SUBMIT MEMORANDA: POLICY ON CAREER PROGRESSION FOR THE PUBLIC SERVICE**

The Public Service Commission is established under Article 233 of the Constitution of Kenya.

The Commission has embarked on the development of Policy on Career Progression for the Public Service.

The Commission invites stakeholders to submit memoranda on the draft Policy which can be accessed through the Commission's website: <https://www.publicservice.go.ke>.

The memoranda should be received by the undersigned on or before **13<sup>th</sup> July, 2026 by 5.00 p.m.** through any of the following channels:

- (i) Hand delivered to Commission House, Harambee Avenue, Nairobi;
- (ii) P.O. Box 30095-00100 Nairobi; and
- (iii) Email: [psck@publicservice.go.ke](mailto:psck@publicservice.go.ke).

**The Secretary/CEO**  
**Public Service Commission**  
**Commission House, Harambee Avenue**  
**P.O. Box 30095 – 00100**  
**NAIROBI**

