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OFFICE OF THE PRESIDENT

ESTABLISHMENT OF A NATIONAL PERFORMANCE MANAGEMENT STEERING COMMITTEE

IT IS notified for information of the general public that the Minister of State for Public Service has established a Steering Committee in the Public Service to be known as the National Performance Management Steering Committee.

1. Membership of the Steering Committee:

The Steering Committee shall comprise the following persons—

Permanent Secretary, Ministry of Information and Communications—(*Chairman*);

Members:

Permanent Secretary, Ministry of Regional Development Authorities—(*Alternate Chairman*);
Permanent Secretary, Ministry of Finance;
Permanent Secretary, Ministry of State for Provincial Administration and Internal Security;
Permanent Secretary, Ministry of Planning and National Development;
Permanent Secretary/Secretary, Public Service Reform and Development Secretariat;
Permanent Secretary, Ministry of State for Public Service;
Permanent Secretary, Ministry of Local Government;
Permanent Secretary, Ministry of Agriculture;
Permanent Secretary, Ministry of Water and Irrigation;
Permanent Secretary, Ministry of Trade and Industry;
Secretary, Public Service Commission;
Inspector-General, State Corporations;
Solicitor-General;
Controller and Auditor-General.

2. Functions of the Steering Committee:

The functions of the Steering Committee shall be to—

- (a) advise on national target setting and consensus building in the Public Service on policy and programme priorities, within the national performance management framework;
- (b) strengthen the process of open and competitive identification and recruitment of Board members and Chief Executives of

State Corporations and other senior public servants and ensure that the Public Service mirrors the people of Kenya;

- (c) co-ordinate the development of the draft Public Service Results and Performance Management Bill;
- (d) provide leadership in the implementation of all capacity building programmes for change management and leadership for transforming the Public Service;
- (e) provide leadership and advice in the process of inculcating a performance-based culture in the Public Service through institutionalizing results based management at the national, provincial, district and lower levels of Government;
- (f) deliberate on and make recommendations on conflicts arising from policy and implementation of Government programmes;
- (g) draw lessons learnt and best practices to improve performance contracting;
- (h) provide leadership in the development and implementation of a competency-based, value-driven human resource development and management strategy;
- (i) co-ordinate the development and harmonization of performance management tools and instruments;
- (j) advise on integrated information, education and communication strategy for the Public Service;
- (k) provide overall monitoring and evaluation of institutional compliance within the performance management framework, for the achievement of results for Kenyans;
- (l) advise the Government on enabling institutional framework to facilitate achievement of targeted results for Kenyans;
- (m) explore opportunities for benchmarking and Government-to-Government Learning, to ensure continuous performance improvement in the Public Service; and
- (n) provide leadership in the development and implementation of a comprehensive citizen-focused Public Service reform and development strategy within the framework of Vision 2030.

3. Powers of the Steering Committee:

The Steering Committee shall have all the powers necessary for the proper discharge of its functions, and without prejudice to the generality of the foregoing, shall have power to—

- (a) regulate its meetings and its own procedures;
- (b) co-opt members as it shall deem appropriate;
- (c) extensively engage stakeholders.

4. Technical Task Force:

The Steering Committee shall be supported by a technical task force composed of the following persons:

The Economic Planning Secretary, Ministry of Planning and National Development—(*Chairman*);
 Representatives, Provincial Administration and Internal Security;
 Representative, Public Service Reform and Development Secretariat;
 Representative, Ministry of State for Public Service;
 Representative, Ministry of Local Government;
 Representative, Ministry of Information and Communications;
 Representative, Public Service Commission of Kenya;
 Representative, State Corporations;
 Representative, State Law Office;
 Representative, Kenya National Audit Office;
 Representative, Ministry of Labour and Human Resource Development;
 Representative, Federation of Kenya Employers;
 Representative, Central Organization of Trade Unions;
 Representative, Kenya Civil Servants Union;
 Representative, Maendeleo Ya Wanawake Organization;

Secretary, Pay Review Board;
 Harry Kaane (Prof.);
 Peter M. F. Mbithi (Prof.);
 Dorcas Selibwa;
 Zephaniah Avedi Buliva;
 Josephat Mwaura;
 Erastus Mwongera (Eng.).

5. Joint Secretaries:

The Joint Secretaries of the Steering Committee shall be—

James Waweru;
 Rose Akinyi Okoth; and
 Justus Nyamunga.

6. The Secretariat:

The Secretariat to the Steering Committee shall be—

The Public Service Reform and Development Secretariat based at the Office of the President, P.O. Box 30050-00100, Nairobi.

7. Reporting:

The Committee shall present its programme of work on 16th April, 2007 and deliver its first report to the Minister by 30th June, 2007.

Dated the 5th April, 2007.

MOSES E. AKARANGA,
 Minister of State for Public Service.