



# THE KENYA GAZETTE

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## THE COMMISSIONS OF INQUIRY ACT

(Cap. 102)

### COMMISSION OF INQUIRY (PUBLIC SERVICE STRUCTURE AND REMUNERATION COMMISSION)

WHEREAS the Government deems it is in the public interest to inquire into matters affecting the Structure and Remuneration of the Public Service including the daily paid workers, teachers, Local Government staff, Police and Prisons, Judiciary and Statutory Boards but excluding the Armed Forces and expatriate officers:

Now, therefore, in exercise of the powers conferred by the Commissions of Inquiry Act (Cap. 102), I, Jomo Kenyatta, the President of the Republic of Kenya and Commander-in-Chief of the Armed Forces, hereby make the following Order:—

1. There is hereby appointed a commission consisting of the following members:—

- (a) D. N. Ndegwa, C.B.S., M.A., Governor of the Central Bank of Kenya.
- (b) J. K. Gecau, M.A., Company Director, B.A.T. Kenya Ltd.
- (c) D. A. Omari, B.A., Company Director.
- (d) Prof. S. H. Ominde, Professor of Geography and Dean of the Faculty of Arts, University College, Nairobi.
- (e) P. M. Mwangola, Regional Manager (Kenya), East African Railways Corporation.
- (f) J. Oyugi, B.A., Personnel and Public Relations Manager, Kenya Shell Ltd.
- (g) R. Ridley, Businessman.

2. D. N. Ndegwa shall be the Chairman of the Commission.

3. (1) The terms of reference of the Commission are:—

- (a) To investigate the organization and structure of the Public Services and to recommend reforms wherever desirable.
- (b) To investigate the remuneration and conditions of service of all grades of the Public Services and to recommend what changes may be necessary.

(c) To examine methods of recruitment and conditions of employment and provide for retention in the services of properly qualified personnel with adequate superannuation arrangements which allow mobility between public and private sectors.

(d) To inquire into any other matters which appear to the Commission to relate to the foregoing and which in the opinion of the Commission ought in the public interest to be inquired into.

(2) In presenting its recommendations the Commission shall pay special regard to:—

- (a) The need to establish a structure and co-ordinated authority for the Civil Service which meets the requirements of an effective machinery of Government.
- (b) The need to improve efficiency and economy in administration.
- (c) The need to devise salary structures for the Public Service consonant with the capacity of the country to pay, but paying particular attention to each of the services.
- (d) The need to devise new conditions of service appropriate to each of the Public Services.

4. In carrying out its duties and responsibilities the Commission may co-opt any member of the public and appoint consultants in such terms as the Commission may deem fit.

5. The Commission shall, in reporting its findings, embody in the report a full statement of the reasons which led it to those findings.

6. The Commission shall make its report to the Government as early as possible.

7. K. Mwendwa, Chief Education Officer, and M. J. Njenga, Assistant Director of Personnel, shall be joint secretaries to the Commission.

8. The Commissioner of Police shall detail police officers to attend upon members of the Commission and to perform such functions relating to the Commission as the Commission shall direct.

9. This Order shall come into force on 15th January 1970.

JOMO KENYATTA,  
*President.*