



Weekly Bulletin

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Championing Mental Health Awareness: KSG Holds National Symposium



Mr. Andrew Rori, Mombasa Campus Deputy Director addresses members of staff during a symposium on mental health awareness.

BY GLENN LUMITI

The Kenya School of Government Mombasa Campus has held a symposium on mental health, with deep appreciation and understanding that awareness is quite significant to embracing and addressing mental health challenges that abound thereby addressing, among others, stigmatization.

The forum brought together experts and well-

wishers on matters of mental health from various government departments and institutions from the Coast region to enhance the understanding of members of staff on the issue that has been noted to increase in the country.

Speaking at the sensitization forum, Dr. Lawrence Wanderi Ag. Chief Executive Officer of Mathari National Teaching and Referral Hospital provided insights regarding Universal Health Coverage, one of the Big 4 Agenda

targets that is currently under implementation in the country. In his presentation, Dr. Wanderi singled out mental health wellness as significant to the well-being of everyone in the society.

"Universal Health Care (UHC) aims to effectively ensure all Kenyans have access to quality healthcare without the risk of financial hardship," he shared, noting that through UHC, Kenyans would easily access a health package that addresses their health needs. UHC would also enable essential health interventions

Inside this issue:

Auditors ensure organizational safety,	3
Dkt Letanguleahimiza umuhimu wa kuwekeza kwa minajili ya maisha ya kustaafu	5
Weekly Activities	7
Humor and Quote	8
Weekly Programs	9

Championing Mental Health Awareness: KSG Holds National Symposium

to be provided across the nation including the hard-to-reach areas, special focus of the program being placed on the poor and vulnerable persons in society.

Although UHC has not been implemented fully, the attempts by Government to make this a national drive have seen more people address diseases that were once a huge burden to everyone across the globe. Besides, the introduction of UHC has also been fundamental in resource sharing which automatically becomes appropriate due to the adequacy levels exhibited when distributing these services.

Mrs. Rosemary Kaberenge, Assistant Director Psychological Services, Public Service highlighted that emotional intelligence is crucial in the life of people which helps in matters of mental health.

"Emotional intelligence is the ability to perceive, control and evaluate emotions," she said, adding "There are various levels of emotional intelligence that are important. The first step involves perceiving emotions which entails understanding non-verbal

signals of a person such as facial expressions."

According to Mrs. Kaberenge, emotional intelligence at the workplace ensures that when there is a disagreement, the concerned parties take time before making a suitable decision.

"This makes it easy to solve conflicts. Your mind has to be trained to embrace the values of thinking first, before making any decision," she said.

Mrs. Justina Mwikya, Director Human Resource, Mombasa County expressed her gratitude to KSG Mombasa for hosting an event that brought together experts in the field of mental health, pointing out that it had taken place at an important moment as Kenya, as a country, is pushing for the institutionalization of UHC.

She indicated that mental health at the workplace is a crucial prospect that human resource managers are striving to deal with.

She thus stated: "HR leaders have named mental wellbeing as their third

biggest problem behind retaining talent and labor shortage. The employee's state of mind is important and plays a crucial role in establishing positive relationships as well as the context of efficiency."

To Mr. Yusuf Abdi, Chief Disability Officer, in Charge of the Coast Region, the concepts of mental health at the workplace are important and should never be taken for granted. He highlighted the causes of various mental health issues at the workplace such as inadequate health and safety policies as well as low levels of support from management and colleagues. Also, inflexible working hours and harassment were highlighted as key factors that contribute to mental health issues in the workplace.

"The symposium was excellent and informative," said Dr. Tom Wanyama, the Campus Director.

He commended the speakers for their thorough research and educational presentations. Additionally, he thought that such training would assist staff in embracing the concept of togetherness and living as a family.



Dr. Tom Wanyama, Mombasa Campus Director, gives his remarks during the symposium on mental health awareness.

Kemboi: Auditors ensure organizational safety



Mr. Eliud Kemboi
Head of Internal Audit at KSG

In most organizations, auditors are not the most popular people as they are viewed as those who dig into the books to find mistakes and report on them. As such, majority of employees seldom look forward to the auditing period which typically comes at the end of a Financial Year.

Mr. Eliud Kemboi, Head of Internal Audit at Kenya School of Government demystifies the role of auditors.

In part one of this two-part series, Mr. Kemboi delves deep into the role of auditors, the challenges and how they counter the risks that they are exposed to.

Briefly explain what Internal Audit is and who an auditor is:

Audit as a field is divided into internal and external audits. While external audit focuses on the financial aspects, internal audit, which is our focus today, is concerned with reviews of the entire organization. Internal audit is an independent, objective and an assuring activity that is

designed to improve organizational operations. The practice is not just reviewing the books but the organization as a whole.

Auditing had for a long time been seen as "police" work, a process to be feared, but now, it has been embraced for partnership and value addition to organization operations, internal controls and risk management. Ultimately an organization is able to achieve its mandate.

An auditor is one who performs an audit and therefore has to have undergone training in the field and has to be qualified to conduct all the activities that concern the career. Professionally, an auditor should at least be an accountant and should have a global certification for audit called Certified Internal Auditor (CIA) or Certified Information System Auditor (CISA) certification. Finally, the individual could pursue the Certified Fraud Examiner (CFE) certification which is documented evidence of expertise and experience, representing a high level of skill, knowledge, and professionalism.

What steps are followed to prepare for and perform an internal audit?

The Internal Audit Department at the School conducts its activities across all the campuses. Normally we formulate an Annual Audit Work Plan that should have the factual results which will be used in writing a report at the end of every audit activity. The work plan must be approved before kicking off the process.

A schedule notifies the various campuses when the audit will take place. There was a time when auditors would make impromptu and surprise visits to institutions

which added to the dislike of the process. These days there is advance notice for preparation of necessary documents.

While conducting the exercise, the parties involved are taken through the program, and clarification given for every documentation provided.

A draft report is then generated and forwarded to the Audit and Council Committee and administratively to the Accounting Officer or the Chief Executive Officer (CEO). This is to ensure independence of the function is guaranteed. It should entail the key areas to be reviewed in the course of the Financial Year presented during quarterly meetings to the Committee.

At the end of it, you generate the draft report submitted for managerial comments and finally a meeting is held for a consensus to resolve any disagreement.

The 5Cs in audit reporting include: Criteria, Condition, Consequence, Cause and Corrective action.

Criteria enable the auditor to know the basis of the findings i.e. where they should start and how to go about it. This starts from the Constitution of Kenya, regulations and policies that govern the organization.

The second is a Condition that requires compliance with the International Professional Practices Framework (IPPF), which is a global body that formulates the guidelines that should be considered by organizations. For example, you should be able to return the imprest seven days after the activity. This is applied in the Public Finance Management (PFM) Regulations.

The third 'C' is Consequence which is the risk implication. If we as auditors do not comply with the law and regulations then we are to

Kemboi: Auditors ensure organizational safety

be charged by facing penalties and paying a fine of the prevailing interest rates.

Cause is the fourth C. When doing the Corrective action which is the final 'C', an auditor should be in a position to explain a deviation. Examples can be poor supervision or reluctance by employees or perhaps an issue with the governing policy. Corrective action therefore is the act of taking responsibility where a mistake happened during the audit process and ensuring the root cause does not reoccur. This can be done by giving recommendations such as enhancing

motivating employees and formulating a policy and doing consultations.

What is the code of ethics that Internal Auditor must abide by?

The code of ethics which we adhere to includes integrity, objectivity, competence and confidentiality.

As an auditor, integrity must be practiced through actions such as refusing bribe taking.

Objectivity is a key area in report writing. In cases where we find ourselves in a compromising situation, we can opt out of the audit, and choose to conduct the exercise in another organization to ensure impartiality.

Additionally, an auditor must illustrate competence; are you able to complete review of what you have chosen to audit by the end of the day? Auditors should remember that there is also a mandate where you are allowed to outsource, through the committee, public entities that have experience in audit if you feel that the workload is too much.

Lastly, confidentiality, the ability to keep secrets; as an auditor you are not allowed to use any information that will incriminate the organization in any way.

Compiled by Beth Muigai and Caroline Mulinge



Productivity Measurement and Improvement

Human resource directors and managers,
development officers and quality
assurance officers.

Date: September 12-23, 2022

Campus: Lower Kabete



Dkt. Letangule ahimiza umuhimu wa kuwekeza kwa minajili ya maisha ya kustaafu



Maelezo: Mkurugezi wa Bewa la Baringo Dkt. Solomon Letangule alipokuwa akiwahutubia washiriki wa programu ya mafunzo kuhusu mipango ya kustaafu.

NA DOUGLAS MOCHAMA

Upweke, mafadhaiko, mapato yaliyopungua, na kuhimili mahitaji mengi kutoka kwa jamii ni baadhi ya changamoto zinazoweza kuwaadhirii wastaifu ambao hawajitayarishi vyema katika siku zao rasmi za kazi. Kujitayarisha kwa ajili ya kustaafu ni muhimu wakati tu mtu anapata kazi. Hii ni kwa sababu kuondoka katika ajira rasmi hutokea katika umri ambao mtu ni mnyonge kukabiliana na maradi na kushindwa kuijusisha na shughuli ngumu kutokana na uzee.

Wakati nchi inaendelea kushuhudia wastaifu ambao bado wanaouiga mtindo waliokuwa nao kazini pamoja na kutowajulisha wenzi wao kuwa

wamestaafu, umuhimu wa kuwapa afisa maarifa juu ya mipango ya kustaafu hauwezi kupuuuzwa.

Hivi majuzi Chuo Cha Mafunzo ya Serikali cha Kenya (KSG) kiliandaa programu ya mafunzo kuhusu mipango ya kustaafu (Retirement Planning) yakilenga maafisa kutoka Kaunti ya Kericho. Wakati wa hotuba yake, mkurugenzi wa Bewa la Baringo, Dkt. Solomon Letangule alisema kuwa baadhi ya wastaifu bado wanataka kuzurura ofisi walizofanya kazi kana kwamba bado wanafanya kazi.

"Imebainika kuwa wastaafu wengi hufariki mara tu baada ya kustaafu jambo linalohusiana na kutojiandaa vyewa juu ya maisha ya kustaafu." Bw. Letangule alisema.

Mafunzo ya kustaafu katika KSG, yameundwa kukuza ujuzi na maarifa mionganini mwa wafanyakazi wa umma kuwezesha mpito laini kutoka maisha rasmi ya ajira hadi maisha katika kustaafu.

"Kozi hii inakuza maarifa kuhusu changamoto zinazoweza kuwaadhirii wastaifu na kuwaandaa jinsi ya kuwasiliana na jamii. Itakusaidia kuelewa jinsi ya kusimamia mambo yako pindi utakapo staafu." Aliwaeleza afisa hao ambao wanatazamia kustaafu hivi karibuni.

Alisisitiza haja ya maafisa wa serikali kuhudhuria kozi hiyo katika siku zao za kwanza katika utumishi wa umma kwani yangewaandaa maafisa mapema wakati bado wana muda wa kutosha wa kutekeleza ujuzi na maarifa ya kustaafu.

Inafadhaisha jinsi wafanyakazi

Dkt. Letangule ahimiza umuhimu wa kwa minajili ya maisha ya kustaafu

wengi hufikiria kupanga juu ya kustaafu pindi tu wanakaribia kutoka kwa ajira rasmi. Vijana wengi hudhani mipango hiyo ni ya wazee peke yao. Labda kwa sababu huo ndio umekuwa utamaduni. Na huku ni kupanga katika nyanja zote; afya, kifedha, kijamii na hata kiroho.

"Usiwa fanaye watu kukuchukia na kukutenga wakati unawahitaji. Unavyojihuisha na wenzako huamua uhusiano wako na wao wakati ujao. Usiishi kama kwamba ulijumba, boresha uhusiano wako na wenzako na Mungu pia." Dkt. Letangule aliwakumbusha.

Kozi hiyo huwakumbusha washiriki kuchunguza maisha kiafya. "Zawadi kuu zaidi unayoweza kuwa nayo ni afya njema na hii itategemea jinsi unavyojitunza sasa. Kama wataalam wasemavyo, afya ni mali na ni lazima kwa hivyo uilinde," alisisitiza Dkt Letangule.

Aliwataka washiriki wa kozi hiyo kutafakari mipango endelevu ya matibabu itakayo wafaidi siku za usoni watakapostaifu.

"Ni vizuri kuweka akiba na kuwekeza ili uwe imara kifedha. Hata hivyo unapaswa kukumbuka kila wakati kuwa na

uhusiano mwema na wenzako. Kwa hivyo, inakupasa kuwa na uhusiano mwema kijamii, utulivu wa kifedha na kuwa imara kiroho na kiafya," alishauri Dkt. Letangule.

Akatangulia kusema: "Ikiwa unaazimia mema siku za usoni, boresha utendakazi wako sasa. Ukitaka kuwa kiongozi basi ishi na kiuga mienendo ya viongozi, uwe mfano mwema, toa mchango wa kipekee kwa ustawi wa jamii, badilisha maisha ya wanyonge."



Public Service Doctrines and Professional Standards

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Ksh. 52,200
Non-Residential
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Date: August 22-26, 2022

Campus: Lower Kabete

Weekly Activities in Summary



KSG Director Finance and Administration Prof. Nura Mohamed (3rd L) and Embu Campus Director Dr. Ann Kang'ethe are joined by participants of the Strategic Leadership Development Program at for a photo at the sidelines of a training at the Campus.



Graduates of the Strategic Leadership Development Program (SLDP No. 361) plant commemorative trees at KSG Baringo Campus.



Course participants at Baringo Campus partake in the fascinating boat ride to explore and view aquatic animals such as the hippos, crocodiles, and fish in Lake Braingo.

Leadership Lesson

“Never doubt that a small group of thoughtful, concerned citizens can change the world. Indeed it is the only thing that ever has.”

- Margaret Mead

Have Your Say

Siraj Mohamed
I have done both SMC and SLDP which impacted my life enormously.
Like Reply 1 w   2

Humor of the week

When u need to turn into a store
but cars keep passing and the cars
behind you start honking



Quote of the Week

“Nearly all men can stand adversity, but if you want to test a man's character, give him power.”

Abraham Lincoln

UPCOMING AND ONGOING PROGRAMS

Baringo Campus

Senior Management Course No. 160	4th July- 29th July, 2022
Supervisory Skills Development	11th July- 22nd July, 2022
Public Relations and Customer Care	11th July- 22nd July, 2022
Senior Management Course No. 160	1st – 26th August, 2022
Supervisory Skills Development Course	18th - 29th July, 2022
Strategic Leadership Development Course	18th July- 26th August,2022
Ministry of Health Workshop	19th- 21st July, 2022
Skills Enhancement Course	1st – 5th August, 2022

Embu Campus

Senior Management Course (Online) No.169	30th May -22nd July, 2022
Strategic Leadership Development Program (Online) No. 315	6th June -29th July, 2022
Senior Management Course No. 170	27th June -22nd July, 2022
Senior Management Course Online No.171	27th June -19th August, 2022
Senior Management Course No.172	11th - 5th August, 2022
Proficiency Course for Clerical Officers No.1	18th - 29th July, 2022
Nairobi Metropolitan Service	18th- 22nd July, 2022
Commodities Fund workshop (IEBC)	19th - 22nd July, 2022
	19th - 22nd July, 2022

Matuga Campus

Integrated Environmental Impact Assessment & Audit in Development No. 1	4th - 22nd July, 2022
Integrated Environmental Impact Assessment & Audit in Development No. 1	11th - 29th July, 2022

Mombasa Campus

Senior Management Course No. 154	4th - 29th July, 2022
Strategic Leadership Development Program No.317	11th July- 19th August, 2022
Senior Management Course No.154	4th - 29th July, 2022
Strategic Leadership Development Program No. 317	11th July - 19th August,2022
Senior Management Course	18th July-9th September, 2022
Proficiency Course for Clerical Officers	18th - 29th July, 2022
Public Relations & Customer Care Course	18th - 29th July, 2022
Retirement Planning Course (KNH)	18th - 22nd July,2022
Workshop (KRA)	18th - 22nd July, 2022
Machakos County Government	18th - 22nd July, 2022

Lower Kabete

Senior Management Course No.386	4th-29th July, 2022
Strategic Leadership Development Program No.318	11th July- 19th August, 2022
Supervisory Skills Development Course No.114	11th -22nd July ,2022
Environment And Social Safeguard In Development Course	18th-29th July,2022
Project Development (Public Works)	18th-22nd July, 2022
National Government Affirmative action	18th-22nd July, 2022
Workshop (International Justice Mission)	20th-22nd July,2022
World Food Program	18th - 22nd July, 2022
University of Nairobi	10th- 29th July, 2022

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