



Weekly Bulletin

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KSG SRBS Marks Significant Milestones



KSG SRBS Board of Trustees join the Chairman, Mr. Joseph Musyoki as he officially launches the Scheme's Strategic Plan, Whistleblower Policy, FAQs and the website.

BY BETH MUIGAI

The Kenya School of Government Staff Retirement Benefits Scheme (KSG SRBS) unveiled its Strategic Plan, Whistleblower Policy, Frequently Asked Questions, and Website on March 30, 2023, in a ceremony that was witnessed by members of staff from all KSG campuses. This momentous occasion marks a

significant milestone since the Scheme's establishment in 2003, during which it was referred to as the Kenya Institute of Administration Staff Retirement Benefits Scheme (KIA SRBS). At the time, the KIA SRBS functioned under defined benefits, where only the employer contributed to the Scheme. It was subsequently revised in 2009 to a defined contribution model, which

involved members also contributing to the Scheme.

During the launch, it was revealed that the current membership stands at 581 members whose contribution has grown from Ksh. 956 million in the Financial Year 2021/2022 to cross the one billion mark as at December of 2022. This has been achievable through the immeasurable support of KSG, who is the sponsor, as well as favorable fiscal conditions that have

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KSG SRBS Marks Significant Milestones

facilitated the increase in contribution; members are able to give a sizable share towards their savings.

The primary objective of the Scheme is to furnish pension and other benefits to members upon retirement and to extend financial support to dependents in the event of demise of a staff member while still in service.

The Strategic Plan explains a comprehensive 5-year structure that the Scheme aims to implement towards its mandate. First, the Scheme endeavors to guarantee the availability of consistent and sufficient resources to members upon their exit from service or in cases where their dependents necessitate it. To accomplish this objective, the Scheme intends to grow its assets, engage in prudent management, and conduct periodic assessments of risks.

In addition, the Scheme aspires to boost member satisfaction by frequently engaging in post-retirement strategies, provision of guidance on investment prospects, and sharing knowledge on financial wellness.

Moreover, there is an intention to strengthen corporate governance to

ensure optimal service delivery from the service providers as well as the trustees, to the ultimate profit of the members. This objective is to be achieved through the formulation of well-defined policies that encompass diverse areas of governance.

The Whistleblower Policy supports the Scheme's core values of integrity, responsiveness, commitment, and excellence in the delivery of its services. It provides a platform for members to express their grievances without apprehension of harassment or victimization and thus fostering a culture of transparency. The policy elucidates the process of reporting complaints, the manner in which investigations will be conducted, and how disclosures will be made. Such a policy is instrumental in averting false accusations against members who may be innocent. Furthermore, the Scheme pledges to uphold confidentiality, conduct thorough investigations, and produce reports that preserve anonymity.

The Frequently Asked Questions (FAQ) document serves to enlighten

members on the fundamental workings of the Scheme, centered on financial and other benefits. This publication provides concise and clear answers to inquiries that members frequently seek on issues such as investments, post-retirement benefits, and other gains provided by the Scheme.

KSG SRBS is under the leadership of a Board of Trustees, appointed by the School Council, together with campus representatives elected by members. The present Board of Trustees constitutes of a Chairperson- Mr. Joseph Musyoki, Trust Secretary-Prof. Nura Mohamed, two representatives from Lower Kabete- Ms. Everline Wahome and Mr. John Kirimi, one trustee representing the campuses- Mr. Mohamed Kalmay, Secretariat- Ms. Florence Wanguku and other designated members.

The Scheme pledges to continue in its provision of unparalleled services to its members, making certain that they make informed financial decisions that are gainful in the current and future times, offering investment training and guidance for members in different age groups facilitating a safe transition to retirement.



KSG Choir entertains members during an interlude of the Staff Retirement Benefits Scheme meeting at Lower Kabete. Other members at the campuses joined the meeting online.

KSG Mombasa hosts Burundi's ENA



Burundi delegates from the National School of Administration (ENA) accompanied by staff of KSG Mombasa Campus on a benchmarking visit. ENA intends to partner with KSG to their enhance leadership and management skills.

BY GLENN LUMITI

Kenya School of Government Mombasa Campus was host to a delegation from Burundi who were in Kenya for a benchmarking exercise. The team led by Dr. Arakaza Dionise, Director General of the National School of Administration (ENA) Burundi, is part of the team that is on a mission to strengthen the delivery of ENA through learning best practices to replicate from other Schools of Government in the region in their bid to rescale and upscale the Public Service in Burundi and beyond.

In his opening statement, Dr. Arakaza commended the Management of the School for its ability to govern an institution such as KSG.

"KSG is a well-managed institution, and we are confident of the insights what we will gather from here," he said.

Noting that the East African region has been at the forefront of developing its human capital to keep up with the dynamic world, Dr. Arakaza singled out Kenya School of Government as one of the core institutions that have been instrumental in achieving this

objective, adding that its reputation for producing highly skilled and competent graduates has not gone unnoticed hence its decision to settle on KSG as its gauging destination.

The two-day visit centred on understanding the structure adopted by KSG for effective management, the financial model adopted by the School, and the sustainability of courses, accreditation of courses, and impact assessment of the programs so that ENA Burundi could benefit from the experiences having explored the Campus facilities and interacting with staff.

Established in 1965, ENA Burundi participates in the implementation of national policy by providing professional training, development and continuing education of executives and agents of the public and also collaborates with the various public services in the identification of training needs. The similarities in functions, the two institutions identified possible areas of collaboration and mutual learning.

Dr. Arakaza shared that ENA Burundi embraces partnerships, as evidenced by the existing one with the National University of Burundi. A

partnership has enabled both institutions to share expertise and resources, leading to quality programs and training.

He rooted for a possible signing of an MOU with KSG to kick start the exchange program immediately saying that the move would enable students from ENA Burundi to benefit from the quality infrastructure and training opportunities at KSG Mombasa.

The School's focus on practical training is an area that ENA Burundi can learn from. The School offers practical training that equips the public service sector with the necessary skills to address the challenges facing the citizens. ENA Burundi can learn from the experience of providing practical training and implement the same in their training programs.

The benchmarking visit was a step in the right direction towards improving the quality of education and training provided by ENA Burundi. It is hoped that the partnership on the offing between ENA Burundi and KSG will be handy in the development of quality programs and training opportunities that will prepare students for leadership roles in their respective countries.

Bii banks on staff feedback to progress Baringo Campus

BY DOUGLAS MOCHAMA

Research has found that ignoring staff feedback could negatively affect their morale leading to high turnover, absenteeism, poor customer service and eventual collapse of the organization.

The report dubbed "The Heard and the Heard Nots" by the Workforce Institute UKG, is based on a global survey of 4,000 employees, managers and business leaders across 11 countries, examining how employees regard the way their superiors take their suggestions, some of the opportunities leaders miss when they fail to act on employee recommendations, and the need for organizations to reverse the trends and accommodate actionable views from their employee.

Although most employees feel generally heard, recent research reveals a lack of transparency, communication, trust, and the absence of strong organizational culture as the main barriers affecting the relationships between employees and their leaders when it comes to actioning change.

According to the research, 40% of employees surveyed say, their feedback was sought variedly, a fifth of them reporting that at times they were consulted during the scheduling of work and the establishment of safety mechanisms, but not when their organizations were working on other serious issues affecting their work such as inclusion, belonging diversity, and equity.

On the flip side, leaders that ignore the voice of their followers and fail to promote feedback in their teams miss a lot on communication, team interaction and productivity.

In recognition of communication as a vital aspect of human resource management, KSG Baringo Campus Director Dr. John Bii, on Tuesday, March 28, 2023, brought staff together, out of their routine to create a sense of unity and gratitude. He is keen on events and gatherings that enhance integration and synergy and allow staff voice their views on work processes.

"My singular goal is to establish a work culture and environment that lets you will feel comfortable and appreciated for what you contribute

to the overarching mandate of KSG," he said.

Dr. Bii outlined some fundamental rubrics that bind all staff as they discharge their duties and responsibilities. These include devising ways of changing what does not seem right and leading from where they are instead of waiting to be compelled to do their work.

"Do not dishonour the organization you work for by portraying it negatively; instead, make intentional problem-solving interventions to protect its image," he asserted as he urged the staff to seek innovative ways of making the targets successful.

"These get together occasions will make us as mortar and bricks. It should also enable us to create a positive mindset to focus on the mission and vision of the School," he said.

On Thursday, March 30, 2023, the staff assembled for another occasion to celebrate the birthdays of January, February, and March-born staff. The week proved to be the opportune time for the Director to integrate with the staff following his recent positing as the Campus as team leader.



Baringo Campus Director Dr. John Bii (Center) with his team after a staff address that was held in an endeavor to build synergy and create a conducive working environment.

Commit Your Energies to the Line of Work



KSG Director Finance and Administration Prof. Nura Mohamed at a graduation ceremony for officers attending training programs at the Mombasa Campus.

BY GLENN LUMITI

Public service is a duty that can give one chance to make a mark, but for others, it is an occasion that can quickly wither out and dissipate because they failed to practice their profession when they had a chance.

Kenya School of Government Director, Finance and Administration Prof. Nura Mohamed recently asked public officers to ponder carefully about their conduct in the public service and reflect on what value they add to their respective organizations.

Delivering his keynote address to the graduating officers at Mombasa Campus, Prof. Mohamed urged them to reflect and imagine how humanity would judge their conduct when they exit.

"What legacy would you leave behind? Did you act honorably during your tenure, and whose hearts did you touch? What memories will you leave, and for what reasons will the people still remember you when you leave work?" posed Prof. Nura.

According to him, legacy is the footprint one leaves behind, which can be described as the beneficial things one helped establish in their organization for the sake of humanity. He urged the officers to think about what they wanted to be remembered for and strive to work to actualize that dream and inspire

their colleagues to make positive contributions at the work.

"Consider loving life as the first stage in living your legacy. You need to realize that existence itself is a gift. When you truly love who you are, you will be able to set ambitious goals to maximize the short time you have to impact the organization. Therefore, be grateful for your existence and love it for what it is. Life is a gift that should be valued and honored," added the DFA.

Prof. Mohamed emphasized to the graduates on the importance of self-belief to achieve their goals; on ignoring negativity and focusing on moving forward.

"Utilize your competency, commit your energies to the line of work and take responsibility for your progress. You are in an institution for a session, and it is up to you to make the most of that time and opportunity to do what you were hired for."

The Director compelled the graduates to reflect on the investment they had made in developing their capacity that should reflect in changing their lives professionally, mentally and socially, inspiring those in their spaces.

"Consider loving life as the first stage in living your legacy. You need to realize that existence itself is a gift."

Prof. Nura Mohamed, Ph.D, EBS

Double win for Ogopa, Ogopalets in 5-0 victory

BY SHARON NGINA AND
BRIAN OLOO

It was an exciting moment for KGS's women's football team, Ogopalets, when they vanquished their opponents Dessert Venom FC on Sunday, March 26, 2023, at Ruiru Sports Academy in Ruiru, in a match that ended 5-0.

The much-anticipated match saw fans of both teams packing the stands, eager to cheer on their favourites as the debutantes stepped onto the field. The game was intense throughout as both teams battled for control of the ball.

Despite Dessert Venom's valiant efforts, Ogopalets' skilled players managed to break through the defence and score their first goal thanks to an impressive shot by striker Elizabeth Kioko. The first half ended with Ogopalets in the lead, with Kioko adding another goal shortly before halftime.

As the second half began, Ogopalets seemed rejuvenated and determined to dominate the game. Midfielder Ann Waithera scored the third goal just ten minutes in, with winger Ivy Ivayo following up with a fourth goal shortly after. Fans roared with every goal as Dessert Venom struggled to keep up with Ogopalets' pace. In the final minutes of the game, defender, Teresa Caleb scored a fifth goal from a penalty, bringing the final score to 5-0 in Ogopalets' favour. The match was a triumphant debut for the women's team, leaving fans buzzing with excitement.

Following the ladies' game, their male counterparts, Ogopa FC, took it



Ogopa FC's Captain Antony Mwanjala (in red) during the match against Rhino Kamangu FC

to the pitch against Rhino Kamangu in the same stadium. The men secured another impressive thrashing Rhino Kamangu FC 5-0, giving them their third win and clean sheet in a row, having won away by a solitary goal against Playmaster Lions in their previous game. The game staged at the University of Nairobi, School of Business Grounds, did not disappoint as the Scholars served the Ogopa fans with a spectacular display of football.

Coach Wise deployed his trademark 4-3-3 formation as he sought to control proceedings from the midfield through Roro, Anderson, and Ken. The scholars began well with some magical touches and movement as they aimed to assert their dominance in the game. The first chance of the game was conjured by Daniel Ekai on the left wing. The brilliant winger drifted past the opposing fullback before checking on

the right and unleashing a thunderous shot that flew past the goalkeeper and into the bottom right corner to put Ogopa in front.

Rhino Kamangu FC attempted to respond by pressing high up the pitch to restore parity. Ogopa capitalized on this opportunity, launching counter-attacks to establish a comfortable lead. The slippery playing surface due to the previous night's rain hampered Ogopa's trademark and sleek passing rhythm, but this did not dampen the players' spirits as they kept the ball well. The first half ended 1-0 in favour of the Scholars.

The second half began with Ogopa creating a golden chance straight from the kick-off that couldn't be converted by Collins Mkauta. Five minutes later, Ken Maina scored a second goal from a corner, doubling Ogopa's advantage. Captain Antony Mwanjala then took

Double win for Ogopa, Ogopalets in 5-0 victory



The Ogopalets squad after their match against Desert Venon where they emerged winners.

matters into his own hands, going past defenders seamlessly before being brought down illegally by an opposition defender. Collins Mkauta stepped up and coolly converted the spot-kick to put the game to bed.

Coach Wise made several changes, resting Mkauta for Douglas Mbugua and Ken Maina for Nathan Luttah. After a beautiful 1-2 with Geoffrey Gavole, Douglas's impact was quickly noticed as he took down an opponent.

This time, Anderson Kamau took the penalty kick and placed the ball in the upper right corner to make the score 4-0. Ogopa striker Derrick Kaunda grabbed the fifth goal with a thunderous strike from 13 yards out. Ogopa's defence restricted the opponents to a single shot off-target in the entire 90 mins.

Since losing away to Mwiki United, Ogopa has won 3 games in a row while keeping a clean sheet in

three out of four matches. The team has scored 12 goals, averaging 3 goals per game. Ogopa's captain, Antony Mwanjala, thanked the team management for their support and the players for their commitment as they seek to put the last season's disappointments to bed. The team's marvelous performance was also applauded by the coach, who emphasized the pertinence of hard work, discipline, and humility.

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Weekly Activities in Summary



A time of celebration; Dr. John Bii leads Baringo Campus in song and dance for staff born in the months of January, February, and March.



Workers' representatives, and industrial relations practitioners including trade unions, human resource and line managers, senior managers, mediators, conflict management specialists, and labor inspectors convened at KSG Mombasa Campus. The weeklong program in Collective Bargaining in the Public Service cemented their knowledge in among other areas, understanding the rights of the workers and approaches to managing conflicts between employers and workers.

Weekly Activities in Summary



Interior and National Administration Principal Administrative Secretary Ms. Anne Ng'etich visited KSG Mombasa Campus and presided over the closing ceremony of a workshop for the State Department of Interior. Ms. Ng'etich was received by the Campus Director, Dr. Tom Wanyama.



The 7th Cohort of the Kenya Coordinated Boarder Management Program for officers manning Kenya's entry and exit points build their capacity on security and border management. The two weeks course will culminate on Friday April 7, 2023 .

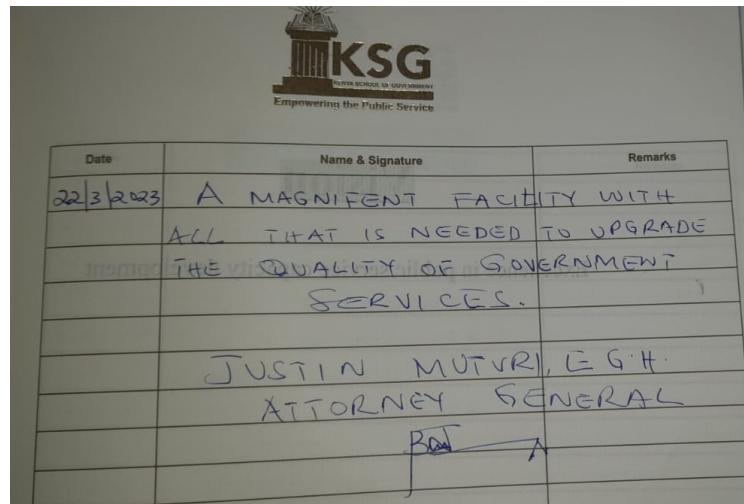
Leadership Lesson

A leader is a reflection of a society that one leads

I always believe that ultimately, if people are paying attention, then we get good government and good leadership. And when we get lazy, as a democracy and civically start taking shortcuts, then it results in bad government and politics.

— U.S. President Barack Obama

Have Your Say



Humor of the week



Quote of the Week

“Leadership is not about a title or a designation. It is about impact, influence, and inspiration”

— Robin S. Sharma, Canadian writer and motivational speaker

Baringo Campus

Strategic Leadership Development Program	3rd April - 12th May, 2023
Senior Management Course	3rd - 28th April, 2023
Supervisory Skills Development Course	3rd - 14th April, 2023
Public Relations and Customer Care	3rd - 17th April, 2023
Induction Course County Government of Trans Nzoia	3rd - 7th April, 2023
County Government of Nyandarua Workshop	3rd - 7th April, 2023

Embu Campus

Senior Management Course No.185 /2023	13th February - 7th April, 2023
Strategic Leadership Development Program No. 349/2023	6th March -28th April, 2023
Project Planning and Management PPM 10/2023	3rd - 28th April, 2023
Senior Management Course outreach SMC186/2023	3rd - 28th April, 2023
State Department for Petroleum	27th March - 7th April, 2023
The President's Award Kenya Workshop	31st March - 2nd April, 2023
Kenya Vision 2030 Workshop	3rd - 6th April, 2023

Matuga Campus

Strategic Leadership Development Program No. 348/2023	6th March - 14th April, 2023
Senior Management Course No.115/2023	27th March - 21st April, 2023
Senior Management Course No. 113/2023 30th	30th January 14th April, 2023

Mombasa Campus

Strategic Leadership Development Program No. 351/2023	20th March - 28th April, 2023
Induction Program for County Chief Officers-Samburu County	3rd - 7th April, 2023
Finance for Non-Finance Leaders Program- KEPHIS	3rd - 7th April, 2023
Senior Management Course No. 164/2023	3rd - 28th April, 2023
Management Course for Office Administrators	3rd - 28th April, 2023
Management Skills Course	3rd - 28th April, 2023
NHIF Workshop	4th April, 2023
KENTRADE Workshop	3rd April, 2023

Lower Kabete

Kenya Coordinated Boarder Management Program (SMI)	27th March - 7th April ,2023
Strategic Leadership Development Program No.350/2023	13th March- 21st April, 2023
Strategic Leadership Development Program No.346/2023	13th March-19th May 2023
Strategic Leadership Development Programme 352/2023	27th Mar -May 5th 2023
Senior Management Course No.397/ 2023	3rd-28th April ,2023
Public relations and Customer Care course	3rd-14th April, 2023
Supervisory Skills Development Course	3rd-14th April, 2023
Conduct of Meetings and Minute Writing Course No. 37/2023	3rd-7th April, 2023
Fraud Investigation, Detection and prevention	3rd-7th April, 2023
Senior Management Course No.398/2023	3rd-28th April, 2023
Induction program for public sector boards	4th-6th April, 2023
Data Protection	3rd-7th April, 2023
Office of The Deputy President	4th April, 2023
World Food Program Workshop	2nd-6th April, 2023
Midrift hurinet Workshop	5th-6th April, 2023
Office of Data Protection	27th - 31st March 2023
National Police Service Commission	4th April, 2023

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