

# The CPST News

Training for quality governance

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## The CPST Conducts PSC Mandatory Promotional Course II

As part of implementing its strategic pillar No. 2 that espouses commitment to excellence in service delivery, the Parliamentary Service Commission (PSC) introduced four mandatory courses for its staff at all cadres for purposes of securing as part of requirements for a promotion. These courses conducted by the CPST are also intended to ensure continuous improvement in service delivery besides providing staff an opportunity to grow their career.

The CPST conducted Foundations of Legislative Practices and Procedures from 2<sup>nd</sup> to 14<sup>th</sup> December 2019 in Naivasha. This course is one of the four PSC mandatory courses and is commonly referred to as Mandatory promotional Course II.

*Continued on page 2*

### Training of for Kilifi County Assembly

The CPST conducted training for three Administrative Committees of Kilifi County Assembly from 25<sup>th</sup> to 29<sup>th</sup> November 2019 in Malindi.

This training arose as a result of adoption of a new Human Resource Manual by Kilifi County Assembly Service Board.

*Continued on page 2*

### The Executive Director makes a presentation at the Bureau of Speakers meeting in Kampala

The Executive Director of the CPST Prof. Nyokabi Kamau attended a meeting of the Bureau of Speakers of national legislatures of the East African Community partner states held in Kampala. On Tuesday 10<sup>th</sup> December 2019, Prof. Nyokabi briefed the Bureau on the on progress already made by the Parliament of Kenya since its decision that EAPI should be housed by the Parliament of Kenya at the CPST pending a final decision of the Council of Ministers.

Among the notable progress made include formal launch of EAPI at the CPST ground on 1<sup>st</sup> March 2019, full payment of EAPI annual subscriptions to East African Legislative Assembly.

*Continued on page 2*



Prof. Nyokabi Kamau, the Executive Director of the CPST with members of the PSC Examination Board in Naivasha



Marking underway by examiners led by the Chairman of the PSC Examination Board Dr. Johnson Okello

### Continued from page 2

Other notable progress was approval by the Commission for commencement of development of modern facilities for CPST in Karen, infrastructure that has already been made available for use by EAPI and continued development of additional curriculum. The Bureau of Speakers was impressed by this progress by the Parliament of Kenya. The CPST hopes that this progress will catalyse much awaited decision by the Council of Ministers to approve that that EAPI be hosted at the CPST.

### (Continued from page 1)

The Mandatory Promotional Course II is meant for staff from PSC scale 6 to 8. The course mainly focused on areas critical to effective operations of both Houses of Parliament. The course also focused on topical issues touching on the well being of staff in order to propel their career growth. Among areas covered include staff pension, rights and obligations of staff, and PSC human resource policies, practices and procedures. In order to ensure better staff welfare, issues of personal financial management were also taught.

The other critical area emphasised in this course included constitutionalism and constitutional amendments. Participants were also taken through legislative procedures and practice where the manner in which legislative business is introduced, conducted and concluded by either the National Assembly or the Senate were taught. Operations of Parliamentary Committees was also taught.

A total of 36 staff participated in this two-weeks course. At the end of the course, all participants sat six examination papers conducted by the PSC Examination Board appointed by the Commission.

It was a pleasure for the CPST to implement this resolution of the Commission. We look forward to the impact of this training on staff performance in a positive manner.

We hope to see the knowledge gained by the 36 participants will transform each staff and lead to better management of personal affairs and improvements in service delivery for the Parliamentary Service Commission.

### Continued from page 1

Members of Committees on Staff Advisory, Performance Management and Training and Development of the County Assembly of Kilifi were inducted on this new human resource policy document by the CPST from 25<sup>th</sup> to 29<sup>th</sup> November 2019 in Malindi town. The aim of this induction was to ensure better handing of staff matters and execution of the mandate of these Committees in the year 2020.

Speaking at the workshop, Mr. Harrison Chizambo, the Director of Human Resource Management at Kilifi County Assembly thanked the CPST for their capacity building support for their County Assembly. He indicated that the training was important to enable the Committees discharge their mandates effectively. He also indicated that since the CPST continues to deliver high quality training, the County Assembly of Kilifi will continue to engage it in its future capacity building needs.



## The CPST hosts a delegation from the Parliament of Zimbabwe

On Thursday 24th October 2019, the CPST hosted a delegation of Members of the Portfolio Committee on Primary and Secondary Education of the Zimbabwe Parliament its Karen Campus. The delegation led its Chairperson, the Hon. Pricilah Misihairabwi, M.P. was in Kenya for a benchmarking visit to learn more on the best practices in implementing free basic education. This visit was occasioned by the recent enacted a piece of legislation requiring the Government of Zimbabwe to provide free basic education to her citizens.

The Executive Director of the CPST Prof. Nyokabi Kamau informed the delegation on the role of the Centre in driving capacity building for Members and staff of the Parliament of Kenya. She further requested the delegation to request the leadership of the Parliament of Zimbabwe to consider using the CPST for solve her capacity building needs, including how to better oversight implementation of free basic education by the Government of Zimbabwe based on the Kenyan experience.

The Hon. Misihairabwi thanked the CPST for hosting the Committee. She further expressed the gratitude of members of her delegation for the information and best practices shared by the CPST. She pointed out that Zimbabwe had a lot to learn from Kenya's experience in implementing free education programmes for over 15 years. She concluded by promising to request the Parliament Zimbabwe to consider the CPST for her capacity building needs.

## Training for Taita Taveta County Assembly

Twenty-seven Members and seven staff from Committees of Taita Taveta County Assembly were trained on committee planning and management from Thursday 28th to Saturday 30th September 2019. This training was occasioned by the need for a mid-term review of activities of Committees of the County Assembly.

In his remarks at the training, the Speaker the County Assembly of Taita Taveta noted the good work Committees of Taita Taveta County Assembly had done. He further noted that this training had been organised as apart of need for continuous improvement.

At this training, Taita Taveta County Assembly committed to strengthen its Committee system in order to ensure effective service delivery. Among the areas of improvement include continuous performance evaluation, strengthening of the monitoring and evaluation framework and effective planning and budgeting at committee level.

It is the hope of the CPST that Taita Taveta County Assembly will implement these resolutions in order to better serve the people of Taita Taveta County through a vibrant Committee system.



Part of participants from Taita Taveta County who attended training on effective management of Committee

## Human Resources Management and Administration in the Legislature

A Manual of the Centre for Parliamentary Studies and Training



### *Kwale County Assembly service Board trained on Corporate Governance*

The County Assembly Service Board (CASB) of Kwale County was trained on corporate governance by the CPST. This training was requested by the Kwale County Assembly for the CPST to support CASB in developing a framework for reviewing its strategic plan and the human resource manual following reconstitution of CASB.

The Speaker of Kwale County Assembly Hon. Sammy Ruwa officially opened this training. In his remarks, he pointed out the critical nature of these two policy documents to the success of the County Assembly. He also The Speaker also appreciated the CPST for its continued provision of quality training.

The Speaker requested the CPST to mount a similar training for senior management of the County Assembly. The CPST look forward to honouring this request at the time convenient for the County Assembly.

### *CPST Conducts Training Committees of Baringo County Assembly*

The CPST conducted a workshop for the Catering and Health Services Committee of the County Assembly of Baringo from 18<sup>th</sup> to 22<sup>nd</sup> November 2019 in Nairobi. The main objective of the workshop was to help the County Assembly of Baringo to find ways and means of improving catering and health service at the based on experiences of the Kenyan Parliament.

The Participants were taken through the These Regulations may be cited as the Public Finance (Parliamentary Catering Fund) Regulations, 2019 of 1<sup>st</sup> July 2019, their impact, experiences and important lessons for Baringo County Assembly. Issues relating to fund administration and continuous improvement programmes were also discussed.

Speaking at the workshop, the Chairman of the Committee Hon. Charles Kimitei Bowen noted that the Baringo Catering Fund had expanded greatly since its establishment bringing with it some challenges. In order to ensure continuous improvement, a lot can be learnt from the wealth of experience of the Catering Department of the Kenyan Parliament. He further thanked the CPST for their effective training and promised to continue engaging the CPST for their future capacity building needs.

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### CPST Vision

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### CPST Mission

To enhance Capacity, Create New and Relevant Knowledge for Members and Staff of Parliament, Legislative Assemblies and the Public