

**PARLIAMENT OF KENYA
THE SENATE**

SENATE BILLS DIGEST

**THE PUBLIC SERVICE INTERNSHIP BILL, 2022
(NATIONAL ASSEMBLY BILLS NO. 63 OF 2022)**

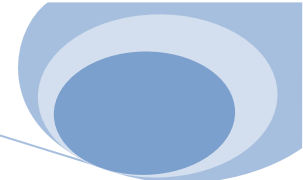
Sponsor:	Senate Majority Leader (<i>National Assembly Bill sponsored by Hon. Naisula Lesuada, MP</i>)
Committee referred to:	Standing Committee on Labour and Social Welfare
Type of Bill:	Ordinary Bill
Date of First Reading:	12 th February, 2026

1. Background

Article 43 of the Constitution of Kenya guarantees every person the right to economic and social rights, including accessible and adequate employment. Article 55 further requires the state to take measures, including affirmative action programmes to ensure the youth have access to employment. In addition, Article 19 enshrines human dignity as a fundamental value. The realisation of these constitutional provisions therefore requires deliberate interventions to enhance employability and ensure the youth are protected during any employment engagement.

Currently, Kenya lacks a comprehensive legal framework governing internship programs in the public sector. While various public institutions have offered ad hoc internship opportunities, there has been no standardized approaches to recruitment, compensation, and duration. This has resulted in inconsistencies within public service institutions with interns providing valuable services without adequate compensation or protection.

The Public Service Internship Bill, 2022 (National Assembly Bills No. 63 of 2022) was published in the Kenya Gazette Supplement No. 203 of 2022 and passed by the National Assembly, with amendments, on Wednesday, 3rd December, 2025. The Bill seeks to



establish a structured, equitable, and sustainable framework for internship programs across the public service in Kenya.

2. Purpose of the Bill

The Public Service Internship Bill, 2022 intends to—

- (a) make provision for internship of college and university graduates in the public sector;
- (b) provide for hands-on training and acquisition of skills by graduates;
- (c) preserve human dignity as set out under Article 19 of the Constitution through the realization of economic and social rights under Article 43(1);
- (d) enhance youth development and employability by creating clear linkages between education, training and work;
- (e) ensure a well-structured and coordinated internship programme; and
- (f) provide interns with requisite experience in their fields of practice to meet requirements for registration by professional regulatory authorities.

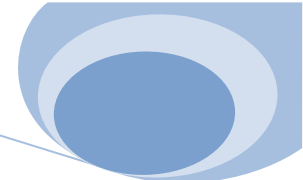
The implementation of the Bill will be guided by principles including promotion of sustainable development, equity and fairness, transparent recruitment procedures, professionalism, efficiency, relevance, quality supervision, and adherence to government programs.

3. Overview of the Bill

What are the key definitions in the Bill?

The Bill provides comprehensive definitions of key terms including:

- **Graduate** – means a person who has successfully completed a course of study or training and has been awarded a degree, diploma or certificate;
- **Intern** – means an unemployed person with relevant qualifications who has entered into a contract with a government organization for a period not exceeding twelve months with the intent of acquiring relevant work experience for registration with



respective professional bodies and to increase chances of employability, and the person may be offering service on a full-time basis;

- **Internship** – means a programme meant to provide unemployed graduates with opportunities for hands-on training or experience for skills acquisition to enhance employability or fulfil the legal requirement for professional registration;
- **Mentor** – means a competent person who provides practical training and facilitates other forms of training to interns;
- **Public service institution** – means any public office in the national government;
- **Supervisor** – means an employee under whom an intern is placed for purposes of allocating work to them and overseeing their work performance.

Who is eligible to participate in the internship programme?

The Bill applies to the following categories of persons:

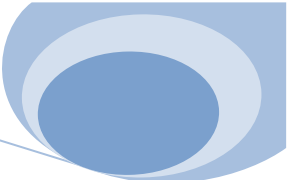
- (a) unemployed graduates with appropriate skills who require practical hands-on experience to improve their chances of employment;
- (b) graduates with professional qualifications who are required by their professional bodies to undertake internship as a pre-condition for registration; or
- (c) any person who has successfully completed a course of training under the Technical and Vocational Education and Training Act.

A person is eligible if they:

- (a) have completed their certificate, diploma or degree qualification from an institution recognized in Kenya;
- (b) have not been exposed to work experience related to their area of study through internship under this Act; or
- (c) require the internship for registration by the professional body regulating the person's profession.

Persons are ineligible if they:

- (a) have retired from formal employment on attaining the retirement age; or

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- (b) have vacated formal employment through removal or by resignation.

How will internship opportunities be advertised and how will interns be recruited?

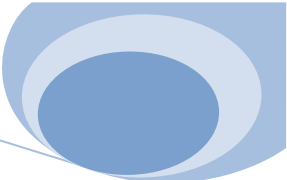
The Bill establishes a transparent recruitment process:

- (a) a person in charge of a public service institution shall identify and declare all internship opportunities available within the institution;
- (b) the institution shall advertise the opportunities on its website and in at least two newspapers of nationwide circulation;
- (c) the advertisement shall contain relevant information including areas of specialization required, total number of interns required, duration of the internship, and deadline for submission of applications.

What are the responsibilities of public service institutions?

For effectiveness of internship programmes, every public service institution shall:

- (a) set up internship management committees;
- (b) plan and budget for internship programmes;
- (c) identify and declare all internship opportunities available whenever they arise;
- (d) conduct the recruitment of interns on the basis of merit;
- (e) conduct regular induction programmes for supervisors and mentors involved in internship programmes;
- (f) provide the necessary facilities to enable interns to acquire the required skills and knowledge;
- (g) pay the prescribed stipends or remuneration to interns, in accordance with this Act, or in accordance with the structure of remuneration prescribed by the institution for interns who offer full time service;
- (h) appoint supervisors and mentors for the interns;
- (i) ensure that interns are properly engaged in relevant work assignments;
- (j) monitor and evaluate the progress of internship programmes in their organizations;

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- (k) report to the Cabinet Secretary, on a quarterly basis, on internship programmes undertaken in the institution and any challenges experienced;
 - (l) coordinate with an appropriate authority to monitor and supervise interns who are in service prior to registration by a regulatory body; and
 - (m) issue certificates of internship to interns upon successful completion of the internship programme.

What are the responsibilities of interns?

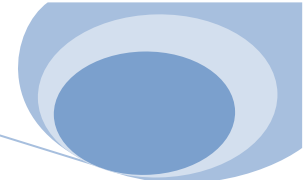
Every intern engaged in the public service shall:

- (a) abide by the rules and regulations of the public service institution;
- (b) demonstrate commitment and willingness to fully and actively participate in the learning experiences of the internship programme;
- (c) be deployed to any relevant office or workstation within the public service institution where there may be an internship vacancy;
- (d) complete assignments given by the mentor or supervisor;
- (e) provide regular feedback to the appropriate regulatory authority in cases of pre-registration interns;
- (f) observe confidentiality of information and security of tools or equipment that are placed in the possession of the intern in the course of the internship programme;
- (g) ensure a proper hand over of all materials and equipment belonging to the public service institution at the end of the internship period; and
- (h) ensure clearance by the relevant authorities before leaving the internship station.

What compensation and benefits are interns entitled to?

An intern engaged in the public service shall be eligible for:

- (a) **Monthly stipend:** a monthly stipend and any other benefit as the Cabinet Secretary shall prescribe in regulations, or a monthly payment as a public service institution may prescribe for interns who offer full time service in line with the structure of compensation in the institution;



- (b) **Personal accident insurance cover:** provided by the relevant public service institution and valid for the duration of the internship period;
- (c) **Sick leave:** as may be applicable in the prevailing regulations;
- (d) **Maternity or paternity leave;**
- (e) **Leave days:** on a pro rata basis as shall be determined by the Cabinet Secretary; and
- (f) **Subsistence allowance:** as may be determined by the Cabinet Secretary from time to time.

Important note: An intern shall not be eligible to receive pension or gratuity. However, this shall not apply to interns who offer full time service within the public service.

What is the duration of internship?

An internship period shall be valid for any period as may be determined by a person in charge of a public service institution, but such internship period shall not exceed twelve months. This provision shall not apply where a regulatory authority prescribes an internship period that exceeds twelve months for an intern including a pre-registration intern.

Under what circumstances can an internship be terminated?

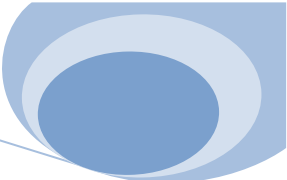
An intern shall be liable to have his or her internship discontinued on the grounds of:

- (a) absence from the public service institution without permission or reasonable cause for a period exceeding seventy-two hours;
- (b) gross or disorderly conduct; or
- (c) commission of a criminal offence.

An intern may also terminate internship by submitting a thirty days' notice in writing to the person in charge of the public service institution.

How will internship experience be considered in future recruitment?

In recruiting candidates for employment, a public service institution shall consider a candidate's previous internship in the public service. This provision creates a pathway from



internship to permanent employment and recognizes the value of internship experience gained in the public sector.

What powers are delegated under the Bill?

The Bill delegates legislative powers to the Cabinet Secretary to make regulations for the better carrying out of the provisions of this Act. This includes authority to prescribe:

- (a) the amount of monthly stipends and other benefits for interns;
- (b) the structure of leave days on a pro rata basis;
- (c) subsistence allowances;
- (d) standards for monitoring and evaluation of internship programmes; and
- (e) any other matters necessary for the effective implementation of the Act.

4. Way Forward

What next?

Pursuant to standing order 145(5) of the Senate Standing Orders, the Standing Committee on Labour and Social Welfare shall facilitate public participation and shall take into account the views and recommendations of the public when the Committee submits its report to the Senate.

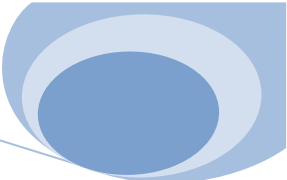
What is expected of the members of public?

The members of the public are expected to present their views to the Senate Standing Committee on Labour and Social Welfare for its consideration.

What is expected once the Bill becomes law?

Once enacted into law, the following actions are expected:

- (a) the Cabinet Secretary shall develop and publish regulations to operationalize the Act, including prescribing stipend amounts, allowances, and other implementation details;
- (b) all public service institutions shall establish internship management committees;

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- (c) public service institutions shall budget for internship programmes in subsequent financial years;
 - (d) institutions shall begin advertising internship opportunities through official websites and national newspapers;
 - (e) a coordinated monitoring and reporting system shall be established to ensure quality and accountability.

Next steps

The Bill was passed by the National Assembly on 3rd December, 2025 with amendments. It has been endorsed for presentation to the Senate in accordance with the provisions of Standing Order 142 of the National Assembly Standing Orders.

The Bill was read a First Time in the Senate on 12th February, 2026. Pursuant to standing order 148(1) of the Senate Standing Orders, the Committee is required to submit its report to the Senate within thirty (30) calendar days of the committal of the Bill to the Committee, therefore, by 13th March 2026.

If both Houses approve the Bill (with any necessary mediation in case of differences), it will be presented to the President for assent. Upon Presidential Assent, the Act will be published in the Kenya Gazette and shall come into force on the date specified in the Act or upon publication.

Any comments on the Bill may be submitted to the Office of the Clerk of the Senate, 1st Floor, Main Parliament Buildings, Nairobi, Kenya, through P.O. Box 41842-00100, Nairobi, Kenya or email: clerk.senate@parliament.go.ke and copied to labourcomm.senate@parliament.go.ke.

Note:

1. The Digest reflects the Bill as passed by the National Assembly and does not cover any subsequent amendments to the Bill.
2. The Digest does not have any official legal status.

