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monday

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LDP supporters given six months to register

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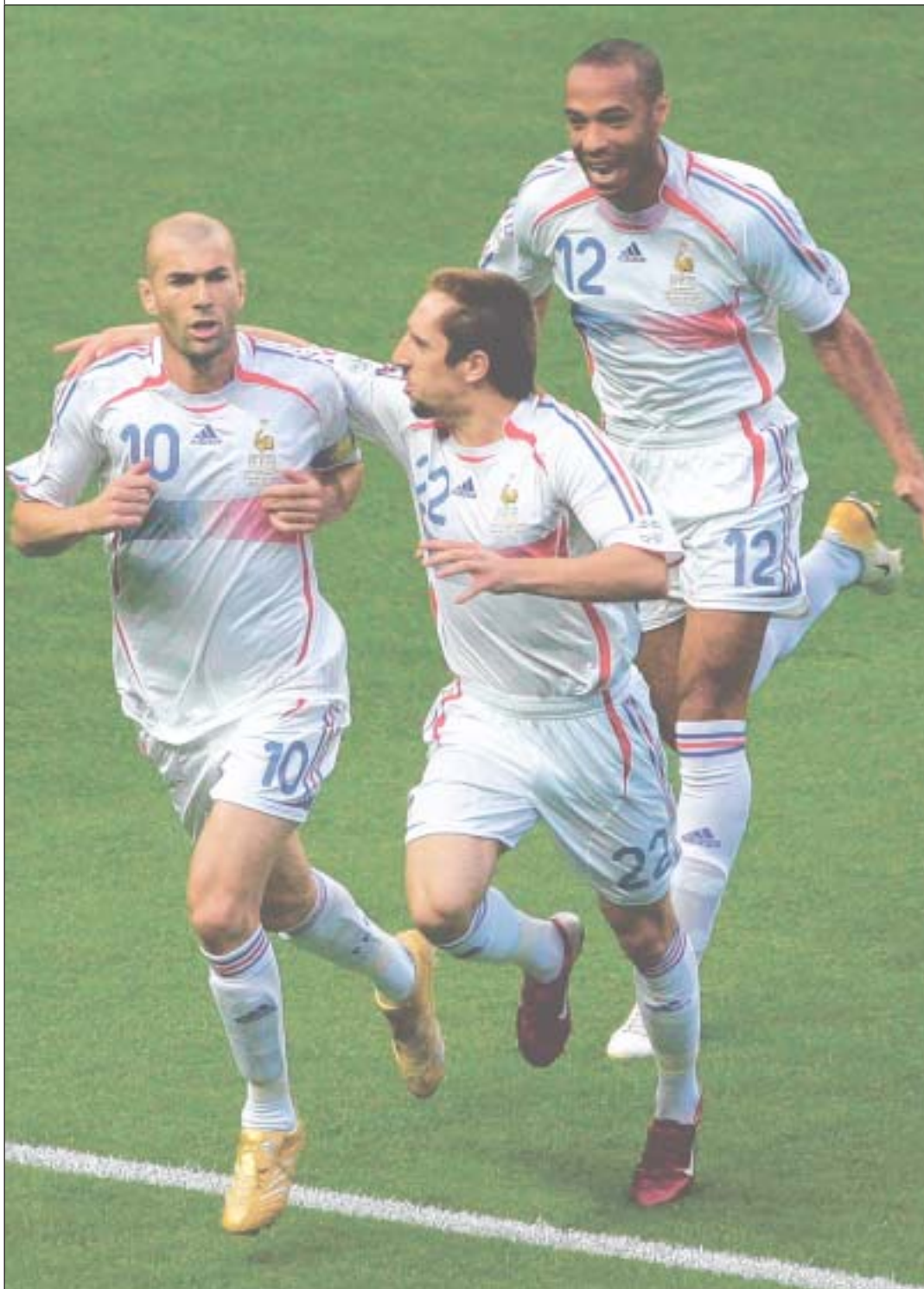
Private cars blamed for congestion

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Career civil servants locked out of PS jobs

FINAL CLASH



Photo/AP

France's Zinedine Zidane (10) celebrates after scoring the opening goal with teammates Franck Ribery (22) and Thierry Henry in the World Cup final between Italy and France at the Olympic Stadium in Berlin, yesterday. Stories and more pictures in *Football Monday* magazine inside.

Key posts taken over by service outsiders

By NATION Team

Recruitment of permanent secretaries from the private sector, universities and international organisations is stifling civil servants' career progression, it can be revealed today.

Also, retention of permanent secretaries who are past retirement age is holding back promotion of youthful and qualified civil servants, leading to disquiet in the Civil Service.

Out of the 36 permanent secretaries, 22 were appointed from out of the civil service to take charge of Government ministries or divisions.

Only 14 have risen to the top through the ranks.

At least 10 permanent secretaries have been poached from public universities and research institutions while seven others have been recruited from the private sector. Others were recruited from civil society and international organisations.

At least six of the current crop of PSs are beyond the 55-years mandatory retirement age.

They include the Head of Civil Service, Mr Francis Muthaura, Prof Karega Mutahi (Education), Mr Patrick Nyoike (Energy) and Mr Stanley Murage, who is President Kibaki's strategic policy adviser. Also past retirement age is Transport PS Gerishon Ikiara.

Six are beyond the 55-years mandatory retirement age

For those who have climbed the ladder through the service, the bulk have come from Foreign Affairs ministry, mostly former ambassadors. Six PSs are former diplomats and still carry the title 'ambassador'.

But even some of the former ambassadors were never career diplomats. They had got their appointments due to their political connections. But once their tenure was over, they were absorbed in the civil service, mainly appointed PSs.

Due to recruitment from outside and continued retention of old officers, many civil servants have been forced to mark time at particular positions for years. Other than the position of the Head of Civil Service and Secretary to the Cabinet, the position of PS is the apex in the career of all civil servants.

Cotu secretary-general Francis Atwoli criticised the system saying it had been responsible for the collapse of many state corporations.

He said Cotu favoured the previous system where civil servants went through the ranks climbing to the level of PS or Head of Civil Service. He called for the strengthening of the Kenya Institute of Administration (KIA) to enable it provide high level training to civil servants.

"Just as government recruits and trains members of the Provincial Administration, it must do the same for those it wants to run the civil service," Mr Atwoli said. In the December Cabinet reshuffle that followed the referendum vote, President Kibaki brought in the highest number of PSs from academia. They

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