



MINISTRY OF LABOUR AND SOCIAL PROTECTION
OFFICE OF THE CABINET SECRETARY

**OPENING REMARKS BY CABINET SECRETARY, SIMON
CHELUGUI,**

DURING

**THE OFFICIAL LAUNCH OF THE STRATEGIC PLANS OF
THE INSTITUTE OF HUMAN RESOURCE MANAGEMENT
(IHRM)**

AND

**THE HUMAN RESOURCE MANAGEMENT PROFESSIONALS
EXAMINATION BOARD (HRMPEB)**

27TH OCTOBER, 2020

AT SAWELA LODGES, NAIVASHA

The Chairperson of the Institute of Human Resource Management (IHRM), Mr. Joseph Onyango

Chairperson of Human Resources Management Professional Examinations Board (HRMPEB), Ms. Sharon Chesire

Honourable Council Members of the Institute and the Professional Examinations Board,

Distinguished Members of the Human Resource Management Profession

Representatives from other professional societies

Members of the Fourth Estate who have joined us here today

Distinguished Guests

Ladies and Gentlemen

It is my pleasure to be here with you today during this official launch of the Strategic Plans of both the Institute of Human Resources Management (IHRM) and Human Resource Management Professionals Board (HRMPEB) Plan for the 2020-2023 period. This, I am informed, is the second Strategic Plan prepared since enactment of the Human Resources Management Professionals Act. On this account, I wish to commend the leadership of the Institute and for good governance within the professional society.

This launch is a mark of professionalism in the conduct of the affairs of the Institute while it leads the drive for full recognition of management of human resources as a specialized area of knowledge, skills, training and competency. Human Resource Management, is unique profession and a crucial lever for mobilization of other resources for production of goods and services but also

stands firm to advancing the prioritization of labour as the most important factor of production and remains keen on its welfare in all productive human activities.

On this notion and premise, Human Resource Management professionals have their rightful place in decision making processes for both production and corporate affairs.

Ladies and Gentlemen,

I take note of the chosen theme of the Strategic Plan, as “Transformation of the Institute to better serve members’ professional and welfare needs”. This theme demonstrates the Institute’s determination to expand its space in business management platforms and to improve services to its membership and I can

only urge the leadership to maintain this vision. Many societies today have lost focus and veered off the foundational goals, which is to promote the welfare of members and advance the trade or occupation. As government we urge for fidelity to the profession and the law and encourage you to focus on building a vibrant professional society. This can only be achieved if you place the membership issues at the centre of the affairs, continuously strive to improve the management structures.

Ladies and Gentlemen,

I am aware that the Institute's Strategic Plan is drawn around the legal mandate set out in the Human Resources Management Professionals Act NO. 52 of 2010 and intends to realize the goals through:

- i. Regulating the practice, competence, and professional conduct of HR Professionals;

- ii. Registration of persons who meet the required professional and ethical standards;
- iii. Promotion and protection of the welfare and interests of the HR
- iv. Profession; and
- v. Engagement in Public Policy formulation to offer advisory services to the Government on HR Management, Labour policies and Professional Standards.

Similarly, the HRMPEB, the Strategic Plan 2020 -2025 aimed at transforming the Board into a Centre of excellence for the development of human resource management professions both locally and regionally. It is commendable that it adopted an innovative approach towards the implementation of its mandate, which lend it recognition as a reference point in the human resource profession

and maintained focus on improvement of the Board's operational framework, growth and expansion of its products and services activities to serve the continuously changing needs of all its stakeholders.

As government we support the need to deliver credible examinations, creation of partnerships and linkages globally, standardization of accreditation requirements and recognition of CHRP examinations locally and internationally. This is crucial in maintaining integrity of the professionals but also global competitiveness.

Ladies and Gentlemen,

Allow me to state that all the declared objectives laid out in the Plan are good however, the Institute needs to address prevailing difficulties and challenges encountered in the practice of the profession. Which include common Inability to attract and retain top talent within organizations

- a. Inability to attract and retain top talent within organizations
- b. Maintenance of health and safety at the workplace.
- c. Fostering a culture of continuous learning
- d. Foster in a culture of social dialogue and conflict management

The ultimate challenge for HR professional is to understand the business or corporate landscape of the future. As industries evolve, new generations enter the workforce, and globalization creates increased competition, it will be human resources issues that will make or break a company. Thus, HR professionals must remain relevant and continuously identify and address human resources challenges. It behoves the professionals to come up with effective and viable strategies to ensure corporate leaders masters will empower their greatest asset, their people towards sustainable success.

Ladies and Gentlemen,

We must remember that Employees are seeking positions that not only offer appropriate financial compensation, but also environments that enable them to find strong cultural fits. They want a work culture that make them engaged, fulfilled and feel valued. HR professionals must therefore support workers adjust and remain productive for the Nation to remain competitive in a dynamic global market especially after the effect of Covid-19 pandemic.

Ladies and Gentlemen,

The changing business environment, precipitated by rapid advancement and use of technology in production of goods and services, increasing use of Artificial Intelligence (AI) and the onset of COVID-19 has occasioned many changes in the world of work and anticipated change in work norms, now referred to as “New Normal”. These have occasioned much inconvenience to labour and business, which require swift and skilful intervention to balance rights and interest of both sides. Everyone is working up to the HR professionals to lead in maintain the balance and peace between parties. The use of Alternative Disputes Resolution (ADR) in addressing issues of conflict is particularly emphasized. This is because of its flexibility and minimal cost as compared to litigation. Above all it preserves relations which is not always the outcome when parties go to court.

As a Ministry we are in the process of setting up various Wages Councils to assist with negotiation and determination of minimum terms of employment for workers in the oil and gas extraction, textiles, mining, floriculture among others and which we look forward to receiving invaluable contribution.

Ladies and Gentlemen,

The rapidly growing digital technologies have transformed economies and our daily social activities in an unprecedented pace and dimensions. Kenya has embarked on a digital transformation journey to ensure that we maximize on the opportunities for advancing sustainable economic development.

We urge the Institute and affiliates to remain committed to supporting government in national human resource planning and development as well as in its appropriation. HR professionals have the expertise and collaboration with the Ministry is critical in order to obtain a manpower balance in the economy.

On the same footing HR professionals must promote cooperation between workers, employers and trade unions, in adherence to the provisions of the law to ensure harmony in the labour market.

Ladies and Gentlemen,

To this end we take pride in the success in the digital economy arena - The Ajira Digital Program is an online jobs platform, Government initiative driven by Ministry of ICT, to enable youth access online employment opportunities. The overall objective of the project is to make Kenya freelance hub and the global destination by the year 2022. The Constituents of the Ajira Digital Program are designed to address the challenges that thwart the youth on profiting from digital job opportunities. We urge that you make good use of this opportunity.

Ladies and Gentlemen,

Finally, it is my hope that the roll out of this strategic plan and even in the conference beginning tomorrow, members of the profession will be able to take this opportunity to share experiences and challenges encountered by stakeholders in implementing this initiative. Such experiences can provide inputs in initiating. I therefore call upon all of you to engage in an interactive and productive exchange of views and ideas during this virtual meeting.

As I close, let me assure the Institute my Ministry remains committed to the joint initiative in promoting ethical practice in management of human resource and is a most reliable partner in pushing for its agenda across industries and on this note look forward to joining you in your next endeavour. We stand ready to deploy resources available to support your course as it compliments ours.

With these many remarks I now wish you a productive and successful three great years of implementation of your strategic plans.

Thank you and God bless you