



REPUBLIC OF KENYA

OFFICE OF THE CABINET SECRETARY

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**CABINET SECRETARY,
MINISTRY OF LABOR AND SOCIAL PROTECTION**

DURING THE INAGULATION OF THE 3RD NITA BOARD

**AT NSSF BUILDING BLOCK "A" 7TH FLOOR
BOARD ROOM**

OCTOBER 14TH 2020

The Chief Administrative Secretary, Ministry Of Labour and Social Protection; Hon. Patrick Ole Ntutu;

The Principal Secretary, State Department for Labour; Eng Peter Tum;

The Chairman, the National Industrial Training Board, Dr. Kamau Gachigi;

Members of the National Industrial Training Authority Board present;

The acting Director General, Mr. Stephen Ogenga,

Other Ministry Staff

Good Afternoon

It is my pleasure to welcome you to the ministry .The National Industrial Training Authority (NITA) as established on 14th November 2011 through the industrial training (amendment) act, 2011 is one of our principal saga with the mandate and functions of the authority as provided for under **section 3a** of the industrial training act.

To achieve its mission of “a globally competitive and adequate workforce for industrial development” and to be able to “to regulate and facilitate quality industrial training for enhanced productivity”, NITA is over sighted by the National Industrial Training Board (NITB).

We further note that the industrial training act, cap 237, established the National Industrial Training Board as the apex body with the first board running a between May 2012, to may, 2016. The second board was appointed on June, 2016 to august 2020.

On 8th September 2020, through a gazette notice no. 6954 i appointed six (6) board members of the 3rd board effective 24th august 2020 comprising

3 members each from FKE and COTU respectively. The ministry also appointed board members representing both the ministry of labour and social protection and the ministry of education. We are here today to inaugurate the 3rd NIT board.

As an apex body of NITA, the board is bestowed with such powers as provided for under section 4a of the industrial training act. In particular, the board have power to;

- Control, supervise and administer the assets of the authority in a manner that best promotes the purposes for which the authority is established;
- Determine the provision to be made for capital and recurrent expenditure and for reserves of the authority;
- Receive any grants, gifts, donations or endowments on behalf of the authority and make legitimate disbursements therefrom;
- Open a bank account or bank accounts for the funds of the authority;
- Administer training levy funds;
- Invest any funds of the authority not immediately required for the purposes of the authority; and
- Set terms and conditions of service for employees of the authority.

In performing the above functions you are expected to conform to the requirements of; the constitution of Kenya, industrial training act cap 237, State corporations advisory committee act, employment act, the public finance management act and all other relevant acts and regulations

In addition, the board will conform to the requirements of mwongozo, NITA strategic plan 2018-2022, the approved NITA board calendar, the NITA transformation agenda which is being processed into a cabinet memo and all other relevant policy documents. To conform to mwongozo, the board will operate through key committees which i believe have been finalized to commence work as follows;

- Finance & Industrial Training Levy Committee (FLAC);
- Audit & Risk Management Committee (ARMC);
- Industrial Training and Strategy Committee (ITSC); And
- The Human Resource, Governance and Administration Committee (HRGA)

Further, the board may establish an adhoc committee for special functions such as the current adhoc committee that is handling the Kenya youth employment and opportunities project (KYEOP).

Cap 237 under section 4j also allows the board to establish training committees. In august 2020, i inaugurated nine (9) sector training committees (STCS) which trust are now fully operational to complement board functions.

I expect that the board will derive its responsibilities from the board charter which gives guidance for its operations. In addition, the board defined the functions of each of its committees. Ultimately, the basic responsibility of the board is to exercise their best judgment and to act in

a manner that they reasonably believe to be in the best interest of the authority and its stakeholders.

In discharging that obligation, the members should be entitled to rely on the honesty and integrity of the authority's management, staff and its external professional advisors and auditors.

In furtherance of your responsibilities, the board will be expected to;

- Review, evaluate and approve, on a regular basis, long-term plans for the authority;
- Review, evaluate and approve the authority's budget and financial forecasts;
- Review, evaluate and approve major resource allocations and capital investments;
- Ensure that the procurement process is cost-effective and delivers value for money;
- Review and approve the operating and financial results of the authority;
- Ensure effective, accurate, timely and transparent disclosure of pertinent information on the authority's operations and performance
- Ensure that effective processes and systems of risk management and internal controls are in place;
- Review, evaluate and approve the overall structure for the authority, the assignment of senior management responsibilities and plans for senior management development and succession;
- Review, evaluate and approve the remuneration structure of the authority amongst other duties.

In addition, individual board members have a responsibility to;

- Exercise the highest degree of care, skill and diligence in discharging their duties;
- Act in the best interest of the authority and not for any other purpose;
- Act honestly at all times and must not place themselves in a situation where the personal interests conflict with those of the authority;
- Exercise independent judgment;
- Devote sufficient time to carry out their responsibilities, regularly update their knowledge and enhance their skills;
- Promote and protect the image of the authority;
- Owe their duty to the authority and;
- Owe the authority the duty to hold in confidence all information available to them by virtue of their position as a board member.

NITA is coming from a transition in which it has had challenges in some governance areas mainly in human resource and administration. It's a preliminary duty of this board to ensure that the authority is adequately and efficiently stabilized to fill in both management and other staffing positions.

We as the Ministry have approved four key NITA human resource instruments;

- Organization structure
- Staff establishment
- NITA career guidelines
- Human Resource Policy and Procedures Manual.

I expect the board to provide leadership in operationalizing the above human resource instruments.

We are also aware that the NITA grant from the national treasury is getting limited and policy changes have been developed to improve the efficiency of levy collection. It is my expectation that the board will support the authority through strong partnerships with the industry and local, regional and international partners for resource mobilization and technology transfer.

You can be assured that I will give you all the support you need to ensure that a strong policy environment is sustained. I look forward to a very transformative NITA through this third board.

With this I declare the 3rd National Industrial Training Board duly inaugurated and wish you all the best during your term.

God bless you.