



**MINISTRY OF LABOUR AND SOCIAL PROTECTION
OFFICE OF THE CHIEF ADMINISTRATIVE SECRETARY**

REMARKS BY ADMINISTRATIVE SECRETARY

HON. JACKSON M KALLA

**DURING THE 7TH ANNUAL HR CONGRESS
HELD AT SAROVA WHITESANDS,
MOMBASA**

18TH JUNE 2018

Cabinet Secretary Labour and Social Protection, Simon Chelugui

IHRM National Chairman, Mr. Joseph Onyango, MBS;

IHRM Council Members Present;

IHRM Executive Director CHRP Quresha Abdullahi;

Distinguished Delegates Ladies and Gentlemen;

Good Afternoon.

Sir, my work this afternoon is to welcome you to make you Key note address, however before I do that, allow me to make a few remarks.

Human resource professional play a very significant role in every organization, and it is sad to find some institution engaging people who are not professionally trained in HRM, managing HR function.

It is very important for all employers to realize the benefit of engaging qualified HR professionals to manage their HRM functions and IHRM should make all efforts to enforce this requirement.

As the global market changes, HR professionals have to consistently bear in mind the global drivers of change, especially those which have a direct bearing on skills development.

These include labour mobility, demographic changes, change in work organizations, technology and innovation, educational attainment, globalization and climate changes, and anticipate the effects they will have

in their organization. This call for modern HR to be guided by a lot of research.

Covid 19 has change the way we work, as we adapt to the NEW NORMAL, and get accustomed to **remote workplaces – work from home, virtual meetings, use of robotics and Artificial Intelligence (AI), paperless offices** HR professionals must step in the gap to assist all employees and business especially during this time.

To ensure there is a proper fit in employment for the business. Training and retraining, skilling and re-skilling of employees, and Provide employees with the necessary tools of work, will go a long way in reducing tensions and maintain the peace and stability.

Last, Sir let me urge HR professional that Psycho-social support for employees in very important especially now as we go through COVID-19 pandemic. This is because of the devastating impact the disease has on individuals.

It is now my honor and duty to incite you Sir to come and make your remarks,

Welcome