



REPUBLIC OF KENYA
MINISTRY OF PUBLIC SERVICE, GENDER,
SENIOR CITIZENS AFFAIRS AND SPECIAL PROGRAMMES
STATE DEPARTMENT FOR PUBLIC SERVICE

Telegraphic address: "Personnel", Nairobi
Telephone: Nairobi 227411
Telex: 23125
Fax: 2243620

When replying please quote

Ref. No. **MPSGSCA&SP/2**

P.O. BOX 30050-00100
NAIROBI
KENYA

30th June, 2022

All Principal Secretaries/Accounting Officers

DRAFT DIGNITY AT WORK POLICY FOR THE PUBLIC SERVICE

The State Department for Public Service has developed a Draft Dignity at Work Policy for the Public Service. The Policy is aimed at promoting a work environment that recognizes the right of employees to be treated with dignity, respect and is free from any form of discrimination, harassment and bullying.

The specific objectives of the Policy are to:

- i. Provide a framework for protecting and resolving issues related to employee dignity at the work place;
- ii. Prescribe a procedure for handling Dignity at Work related complaints;
- iii. Outline the roles and responsibilities of the various players at the work place in creating, promoting and maintaining a dignified work environment; and
- iv. Provide a structure for monitoring, evaluation and reporting of dignity at work related issues in the Public Service.

The purpose of writing is to request your Ministry/State Department to review the attached Draft Dignity at Work Policy for the Public Service and forward your comments (both in hard and soft copy) on or before **15th July, 2022**. The soft copy of the comments should be e-mailed to hrrmpolicy@psyg.go.ke.

The Draft Policy may also be accessed on Ministry of Public Service, Gender, Senior Citizens Affairs and Special Programmes website: www.psyg.go.ke

Mary W. Kimonye (Mrs.), CBS
PRINCIPALSECRETARY

Encl.

Copy to: **The Head of the Public Service**
Executive Office of the President
State House
NAIROBI

The Cabinet Secretary
Ministry of Public Service, Gender,
Senior Citizens Affairs & Special Programmes
NAIROBI