



EXECUTIVE OFFICE OF THE PRESIDENT
CHIEF OF STAFF AND HEAD OF THE PUBLIC SERVICE

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P.O. Box 40530-00100
Nairobi, Kenya

Ref. No. **OP/CAB.1/1**
and date

..... **8th July, 20.26**

Solicitor General

All Principal Secretaries

All Chairpersons of State Corporations
(Incorporated and Unincorporated)

All Chairpersons of Government Owned Enterprises

All Chief Executive Officers of State Corporations
(Incorporated and Unincorporated)

All Chief Executive Officers of Government Owned Enterprises

All Chairpersons and Chief Executive Officers of
Constitutional Commissions and Independent Offices

RE CALL FOR SUBMISSION OF ENTRIES FOR EVALUATION TOWARDS THE
EXECUTIVE OFFICE OF THE PRESIDENT PUBLIC SERVICE ANNUAL
RECOGNITION AWARDS (EOP-PSARA), 2026

DATE AWARDS CEREMONY ON FRIDAY, 4TH DECEMBER 2026

VENUE KAKAMEGA COUNTY (Exact Venue to be Communicated)

Following the December 2025 Public Service Recognitions Ceremony that took place during the 2025 End of Year Public Service Reflection Dinner, and Agenda Setting for 2026 Event, this Office received robust feedback both from public officers and entities that received various recognitions and from those that did not receive. However, overall, there has been a notable rejuvenation in the leadership of Public Entities from the commencement of this Year thus forming the basis for the Executive Office of the President to make the Award of Recognitions for the Public Service an Annual Event so as to publicly recognise and appreciate outstanding and exceptional efforts made by accounting officers, other cadres of public officers and public entities in the discharge of their mandates.

Thus, the processes and procedures for determining the public officers and entities due for recognition have been developed and collated, and are hereby attached to this communication for your informed participation. They have also been uploaded on the Website of the Chief of Staff and Head of the Public Service under the Downloads Tab available at <https://www.headofpublicservice.go.ke/downloads>.

Key Dates in relation to the Awards Ceremony are as follows:

i. Thursday, 3rd December 2026

- 8:30am – 4:30pm - Forum for Public Service Reflection on its performance during the Year 2026, and Agenda Setting for 2027;

ii. Friday, 4th December 2026

- 8:30am – 1:00pm - Visits to various National Government Project Sites in the Host and adjoining Counties; and
- 6:00pm – 10:00pm - The 2026 EOP-Public Service Annual Recognition Awards Ceremony.

Prior registration will be required for all invited guests of which further details will be provided to you in November 2026. The Programme will also be availed at the time.

The Contact Person for this exercise from this Office is: -

Dr. Linda Musumba, MBS

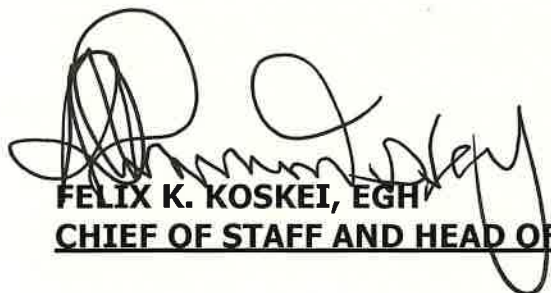
Head – Department of Audit, Legal and Regulatory Compliance

Tel. No. 020 2227411 Extn. 22078

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Email Address: alrcoffice@headofpublicservice.go.ke

Although the invitation to the physical EOP-PSARA Ceremony is limited only to the above referenced officers, Accounting Officers **must** ensure that this communication is disseminated to **all** your staff to ensure their participation in the category reserved for officers below the job groups of Accounting Officers.



FELIX K. KOSKEI, EGH
CHIEF OF STAFF AND HEAD OF THE PUBLIC SERVICE

Encl. Guidelines for the Participation of Public Officers and Entities in the 2026 EOP-PSARA

Copy to: Dr. Christopher K. Wanjau, PhD., MBS
Chief of Staff
Office of the Deputy President
Harambee House Annex
NAIROBI

Kindly bring this information to the
attention of H.E the Deputy President

Mr. Joseph N. Busiega, MBS, 'ndc' (K)
Chief of staff
Office of the Prime Cabinet Secretary
NAIROBI

Kindly bring this information to the
attention of H.E the Prime Cabinet
Secretary

All Cabinet Secretaries

Hon. Josphat K. Nanok, EGH
Deputy Chief of Staff
State Affairs
Executive Office of the President
NAIROBI

Mr. Amos N. Gathecha, CBS, 'ndc' (K)
Deputy Head of the Public Service
Executive Office of the President
NAIROBI

Mr. Arthur A. Osiya, CBS
Principal Administrative Secretary
Executive Office of the President
NAIROBI

Hon. Katoo Ole Metito, PhD., EGH
Comptroller of State House
State House
NAIROBI

Mr. Simon Gikuru
Deputy Comptroller of State House
State House
NAIROBI

FCS Simon Indimuli, OGW, MBS
Secretary/CEO
State Corporations Advisory Committee
NAIROBI

Mr. James Warui
Ag. Inspector General
State Corporations
NAIROBI

Note to attend



**EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF THE CHIEF OF STAFF AND HEAD OF THE PUBLIC SERVICE**

**THE EXECUTIVE OFFICE OF THE PRESIDENT
PUBLIC SERVICE ANNUAL RECOGNITION AWARDS (EOP-PSARA)**

1. About the Executive Office of the President - Public Service Annual Recognition Awards (EOP-PSARA)

The EOP-PSARA, which is now in its second cycle, celebrates the exceptional and outstanding efforts of Public Officers and Public Entities across all levels of all State Departments and State Agencies (Incorporated and Un-incorporated) of National Government in the delivery of services to the public. In particular, the EOP-PSARA recognises and celebrates the wellspring of inspirational individuals and innovative programmes and projects within the public service with a specific focus on the following aspects:

- i. implementation of the constitutional values and principles of public service;**
- ii. improvement of performance and efficiency to optimal levels by public entities;**
- iii. premier service delivery to the public qualitatively, quantitatively and timeously by public entities;**
- iv. the demonstration of prudent, responsible, transparent, accountable, and effective use and management of public resources by public entities; and**
- v. creative problem solving and unique solution finding.**

Thus, all public entities of the National Government are invited to submit their entries for this prestigious award of recognitions ceremony and showcase their exemplary efforts and achievements in delivering on the promises of this Administration to the public.

2. Purpose of the EOP-PSARA

The EOP-PSARA brings together the best, most innovative and efficient performers from Kenya's public sector with a view to creating a public sector in which public officers and public entities can excel and compare favourably, if not better than the best in the rest of the world. In light of this, the purpose of the EOP-PSARA is:

- i. to recognise and reward excellence;
- ii. to inculcate and nurture best practice across the public service through leadership, innovation, sharing, and learning;
- iii. to establish a culture in which excellence, ingenuity, accountability and transformational leadership become the defining characteristics of Kenya's Public Service;
- iv. to foster constructive competition amongst public entities and learn from the best;
- v. to create uniformity in standards and service delivery throughout Kenya's public service;
- vi. to promote the birthing, fresh thinking and cutting edge design of new paradigms and dimensions with regard to problem-solving and solution finding i.e. thinking against and/or without the box; and
- vii. to create a network of public excellence thereby establishing a learning platform for emulation by public entities aspiring for recognition in subsequent EOP-PSARA ceremonies.
- viii. to identify, document and replicate innovations and best practices capable of accelerating national transformation and improving the quality of life of citizens

3. Theme for the 2026 EOP-PSARA

The theme for the 2026 EOP-PSARA, which is self-explanatory, is **"Transforming Kenya through Visible, Impactful and Sustainable Interventions"**.

All submissions of entries for evaluation towards the 2026 EOP-PSARA should therefore be in alignment with the above theme.

4. Guidelines for Submission of Entries

i. Core Criteria:

These criteria are applicable to every award category, in addition to the category specific criteria outlined thereto. Note that it is not mandatory for a public officer or entity to have achieved **all** the core criteria in order to submit an entry for evaluation:

- a. Promotion and Demonstration of Constitutional Values and Principles of Public Service;
- b. Attainment of Exceptional and Extra Ordinary Standards that are Above and Beyond the Expectations of the Normal Job Role;
- c. Visible, Tangible and Measurable Benefits for Target Beneficiaries;
- d. Transformational and Impactful in the Changing of Behaviour, Lives, Livelihoods or Lifestyles for the Better;
- e. Attainment of Zero Fault Audit Status by the respective Public Entity in the most recently published Audit Report by the Auditor General;
- f. Evidence of vibrant Teamwork with a clear delineation of roles, targets and milestones and opportunity for mentorship of the Public Service leaders of tomorrow; and
- g. Recognition of Public Entities by Credible External Evaluators/Agencies both Locally and Internationally.

ii. **Categories and Specific Criteria for Recognition under the EOP-PSARA Annual Awards**

Public Officers and Public Entities may Submit Entries for Evaluation towards Qualification for Recognition under the following Categories

S/No.	Category of Award	Eligibility	Specific Criteria	Number to be Awarded
1.	THE PINNACLE EXCELLENCE AWARDS			
1.1	Presidential Recognition for Distinguished Leadership	All Principal Secretaries	i. Exceptional translation of the Vision of this Administration into meaningful policies, programmes and activities with measurable outcomes in line with this Administration's ideals and objectives as outlined in the Plan; ii. Unwavering fidelity in the delivery of the mandate of the State Department within the agreed performance targets and timelines; [The Chief of Staff and Head of the Public Service will chair the Panel that will develop a shortlist of five Principal Secretaries for consideration by H.E the President in the determination of the PS to be awarded]	One (1) PS
1.2	Prime Cabinet Secretary Public Service Award for Excellence in Leadership	All Chief Executive Officers of Public Entities	Principled and Transformational stewardship of the Agency leading to: i. exceptional corporate governance; ii. visible premier service delivery; iii. demonstrable and measurable change and impact [The Chief of Staff and Head of the Public Service will chair the Panel that will develop a shortlist of ten (10) CEOs for consideration by H.E the Prime Cabinet Secretary in the determination of the three CEOs to be awarded]	Three (3) CEOs in the descending order of: i. Gold ii. Silver iii. Bronze

S/No.	Category of Award	Eligibility	Specific Criteria	Number to be Awarded
2.	AWARDS FOR FISCAL PRUDENCE, FINANCIAL STEWARDSHIP AND ACCOUNTABILITY			
2.1	Achievement of Zero Fault Audit Status Consecutively for the Preceding Two Financial Years i.e. FY 2023/2024, and 2024/2025	All Accounting Officers of all Accounting Units at all Levels of National Government	The Zero Fault Audit Status has to have been captured in the published Auditor General's Reports for the Years in question.	Predetermined by the already available Auditor General's Reports for the Financial Years in question.
2.2	Excellence in Public Financial Management, Compliance and Accountability	Members of the Public Finance Management Standing Committees (PFMCs) at all levels of National Government.	i. Submission of an initiative, reform or intervention conceived and implemented by the PFMCS within the life of this Administration; ii. Clear description of the financial management, compliance, accountability or governance challenge in achieving strict accountability that the initiative, reform or intervention sought to address; iii. Clear description of the strategy, framework, mechanism or approach adopted by the PFMCs to address the challenge; iv. Demonstrable evidence of improved compliance with Public Finance Management laws, regulations, policies, circulars and Government directives; v. Demonstrable evidence of strengthened fiscal discipline, accountability, transparency and prudent management of public resources;	Three (3) Teams of PFMSCs in descending order of: i. Gold ii. Silver iii. Bronze

S/No.	Category of Award	Eligibility	Specific Criteria	Number to be Awarded
			vi. Clear and measurable impact of the intervention on the public entity's service delivery outcomes; vii. Evidence of sustainability and institutionalisation of the initiative, reform or intervention within the public entity.	
3.	AWARDS FOR THE EFFECTIVE AND DEMONSTRABLE TRANSFORMATION OF BEHAVIOUR, LIVES, LIVELIHOODS OR LIFESTYLES FOR THE BETTER:			
3.1	Through Creative Problem Solving and Unique Solution Finding	i. All Principal Secretaries ii. All CEOs	i. Submission of a programme or a project commenced and completed within the life of this Administration; ii. Clear description of the target beneficiaries; iii. Clear statement of the nature of the problem that there was to be solved; iv. Clear details of the creative approach used to solve the problem and the unique solution applied thereto; v. Visible and measurable impact of transformation of behaviour, lives, livelihoods or lifestyle of the target beneficiaries; and vi. Evidence of the sustainability of the solution	i. Cohort One Three (3) Principal Secretaries in the descending order of: i. Gold ii. Silver iii. Bronze ii. Cohort Two Three (3) CEOs in the descending order of: i. Gold ii. Silver iii. Bronze

S/No.	Category of Award	Eligibility	Specific Criteria	Number to be Awarded
3.2	Through Effective Public Participation, Engagement and/or Sensitisation Initiatives	i. All Principal Secretaries ii. All CEOs	i. Submission of a programme or a project commenced and completed within the life of this Administration; ii. Clear description of the target beneficiaries; iii. Clear description of the objective of the public participation, engagement and/or sensitisation initiative; iv. Clear description of the design, plan and preparation for the achievement of the objectives in (iii) above; v. Clear description of the mode of execution of the design/plan; and vi. Visible and measurable impact of transformation of behaviour, lives, livelihoods or lifestyles based specifically on the achievement of the competent execution of the public participation, engagement and/or sensitisation initiative described above.	i. Cohort One Three (3) Principal Secretaries in the descending order of: i. Gold ii. Silver iii. Bronze ii. Cohort Two Three (3) CEOs in the descending order of: i. Gold ii. Silver iii. Bronze

S/No.	Category of Award	Eligibility	Specific Criteria	Number to be Awarded
4	AWARDS FOR MODES AND METHODS OF WORKING LEADING TO EFFECTIVE AND EFFICIENT PUBLIC SERVICE DELIVERY			
4.1	Through Exceptional Ingenuity and Innovation	Teams from State Departments and/or Agencies from any levels below the Job Groups of the Accounting Officers NB: - Accounting Officers at all levels are not eligible for this award even though they may be the overall supervisors of the respective teams entering their submissions for evaluation of this Award. - Multiple entries can be made by different teams illustrating different modes or methods of working within the same public entity. For example, entries can be received from the accounts department as well as ICT, procurement, human resources, etc.	- Submission of a programme or a project commenced and completed within the life of this Administration; - Clear description of the challenge that existed before in the State Department and/or Agency; - Clear description of the exceptionally ingenious mode or method of working deployed by the team(s); - Clear description of the tangible benefit accruing to the target beneficiary(s) as a result of the creativity, innovation and resourcefulness of the respective public entity; - Evidence of sustainability and institutionalisation of the mode or method of working within the public entity; and - Potential for replication of the mode or method of working within the public service	Three (3) Teams in descending order of: - Gold - Silver - Bronze

S/No.	Category of Award	Eligibility	Specific Criteria	Number to be Awarded
4.2	Through Strategic Collaborations and Synergies built between Various Public Entities	The Accounting Officers of the Two or More Collaborating Public Entities from across any and all levels of the Public Service	i. Submission of a programme or a project commenced and completed within the life of this Administration; ii. Clear description of the target beneficiaries; iii. Clear description of the objective of the collaboration/ pursuit of synergy building by the participating public entities; iv. Clear description of the design and plan for the achievement of the objectives in (iii) above by the participating public entities; v. Clear description of the mode of execution of the design/plan; vi. Clear description of the tangible benefit accruing to the target beneficiaries as a result of the strategic collaboration and synergy built between the respective public entities.	3 collaborating Teams in descending order of: i. Gold ii. Silver iii. Bronze

5. Timelines and Deadlines

i. Friday, 25th September 2026

The **Official Form for Submission of Entries** for use by Public Officers and Entities willing to participate in the EOP-PSARA, 2026 will be uploaded on the Website of the Chief of Staff and Head of the Public Service;

ii. Monday, 26th October 2026

All entries from willing participating Public Officers and Entities must be submitted to the Office of COS&HOPS using the designated email address that will be provided on the uploaded Official Form for Submission of Entries;

iii. Between Tuesday, 27th October 2026 and Friday, 20th November 2026

Screening, evaluation and judging of entries from the participating public officers and entities by the select team of judges drawn from the Government and Non-Government sectors will take place;

iv. Friday, 4th December 2026

EOP-PSARA, 2026 **Awards Ceremony** where winners and candidates for first and second runners-up positions will be honoured with certificates and trophies.

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