UNIVERSITY OF NAIROBI

REMARKS BY PROF. PETER M. F. MBITHI, VICE-CHANCELLOR, UNIVERSITY OF NAIROBI DURING THE 2018 DISTINGUISHED LONG SERVICE AND PERFORMANCE AWARDS CEREMONY HELD ON FRIDAY, DECEMBER 14, 2018 IN TAIFA HALL AT 9.00 A.M.
• Chair of Council, Prof. Julia Ojiambo

• Members of the Council, University of Nairobi

• Representative, Ministry of Education, State Department for University Education and Research

• Representative, Commission for University Education (CUE)

• Representative, Alumni Association
• Representative, Kenya Universities and Colleges Central Placement Service (KUCCPS)
• Representative, Higher Education Loans Board (HELB)
• Representative, National Commission for Science, Technology and Innovation (NACOSTI)
• Representative, Federation of Kenya Employers (FKE),
• Representative, Members of the Fourth Estate (Media)

• All Staff Union Executive Officials present

• Deputy Vice-Chancellors

• Principals of Colleges

• Deputy Principals of Colleges

• Deans/Directors of Faculties/Schools/Institutes/Centres

• Chairmen of Departments
• Staff

• Student Leaders

• Invited guests

• Ladies and gentlemen,
Good morning!

I wish to take this opportunity to welcome you all to this inaugural Staff Performance Awards ceremony.

I want to start by reinforcing what Management Guru Peter Drucker once said: ‘That what gets measured gets done, and what gets measured gets managed”

Performance measurement and reporting allows organizations like ours to align their resources to achieve their strategic goals with minimal stress.
The University of Nairobi has adopted a culture of Performance in which Staff performance is measured through annual appraisal system. To sustain high performance, it is critical to ensure that staffs are highly motivated through various methods including rewards and making the job tasks more challenging.

Today’s ceremony is therefore a form of acknowledgement that our staff is the most valuable component of our organization and whatever has a
value must be appreciated and rewarded. Whatever doesn’t have value depreciates and is disposed.

In today’s ceremony we will honor various staff-scholars, researchers and administrators for their sterling performance and distinguished long service to the University of Nairobi.
In the same breath, we will recognize and appreciate various departments and Units that have recorded remarkable scores in performance contracting during the financial year 2017/2018.

I take this opportunity to congratulate best performers. I hope you will continue doing better next year. Staying on top requires consistency and discipline.
Ladies and gentlemen,

For the last two consecutive years we have featured prominently at the highly Competitive Employer of the Year Awards EYA 2017 and EYA 2018.

In 2017 we were the overall second runners up and we also won in various categories namely:

1. Innovation and Productivity
2. Leadership and Governance
3. Corporate Performance
And in 2018, we won in the following categories:

1. Innovation & Productivity

2. Corporate Performance

3. Inclusivity and Diversity

The evaluation was done by PricewaterhouseCoopers (PwC) in both instances. The evaluation process is very rigorous and highly competitive. This is a pointer that our performance is indeed firmly grounded on good corporate governance principles.
and corporate strategy that is aligned to organizational values and culture that promote business to thrive.

On behalf of the Management, I wish to extend our appreciation to all other organs of governance of the University for the role they play in making the University of Nairobi an employer of choice in Kenya and in the region.
We appreciate the role of Council for its leadership and oversight to Management. We also appreciate the role of Senate for its leadership and oversight role in academic matters.

To all our esteemed stakeholders, including staff and students, we thank you for being loyal to the organization. Even when you exit UoN on age grounds always feel free and keep identifying with UoN.
You shall always find space to do other noble initiatives and keep our brand shinning.

To the awardees of various recognitions. Please continue to be good ambassadors of this University. The Win should not go into your heads least you become complacent. The Win is for your University. It is for your department. It is a reward for your team because you certainly don’t work alone.
Finally, the Management will continue to discharge its mandate in pursuit of excellence of employee satisfaction and enhance corporate performance. We shall continue to make deliberate efforts to improve employee morale in the University. This activity shall in future be an annual activity in our calendar.
Thank you very much and God bless you all!

PETER M.F MBITHI, PhD, EBS
VICE-CHANCELLOR
AND
PROFESSOR OF VETERINARY SURGERY