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## **REPUBLIC OF KENYA**

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### **PARLIAMENT**

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#### **NATIONAL ASSEMBLY BILLS**

*(Bill No. 63 of 2022)*

### **THE PUBLIC SERVICE INTERNSHIP BILL, 2022**

(A Bill published in the Kenya Gazette Supplement No. 203 of 2022 and passed by the National Assembly, with amendments, on Wednesday 3<sup>rd</sup> December, 2025)

**N.A. /B/No. 63/2025**

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**THE PUBLIC SERVICE INTERNSHIP BILL  
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## THE PUBLIC SERVICE INTERNSHIP BILL

### A bill for

AN ACT of Parliament to make provision for internship of college and university graduates in the public sector; to provide for hands-on training and acquisition of skills by graduates; and for connected purposes

ENACTED by the Parliament of Kenya, as follows—

### PART I—PRELIMINARY

1. This Act may be cited as the Public Service Internship Act, 2025.

Short title.

2. In this Act, unless the context otherwise requires—

Interpretation.

“Cabinet Secretary” means the Cabinet Secretary for the time being responsible for matters relating to public service;

“full time basis” means the maximum number of hours in a week, as stipulated by an employer;

“graduate” means a person who has successfully completed a course of study or training and has been awarded a degree, diploma or certificate;

“intern” means an unemployed person with relevant qualifications who has entered into a contract with a government organization for a period not exceeding twelve months with the intent of acquiring relevant work experience for registration with respective professional bodies and to increase chances of employability and the person may be offering service on a full time basis.

“internship” means a programme meant to provide unemployed graduates with opportunities for hands-on training or experience for skills acquisition to enhance employability or fulfill the legal requirement for professional registration;

“mentor” means a competent person who provides practical training and facilitates other forms of training to interns;

“monitoring and evaluation” means the mechanisms put in place to ensure adherence to quality, standards,

cost effectiveness and relevance of an internship programme;

“public office” has the meaning assigned to it in Article 260 of the Constitution;

“public service” has the meaning assigned to it in Article 260 of the Constitution;

“public service institution” means any public office in the national government;

“supervisor” means an employee under whom an intern is placed for purposes of allocating work to them and overseeing their work performance; and

“youth” has the meaning assigned to it in Article 260 of the Constitution.

**3. The objectives of this Act shall be to—**

Objectives of the Act.

- (a) preserve human dignity as set out under Article 19 of the Constitution through the realization of the economic and social rights under Article 43 (1) of the Constitution;
- (b) enhance youth development and employability by creating clear linkages between education, training and work;
- (c) ensure a well-structured and coordinated internship programme;
- (d) provide guidelines and standards applicable to all interns within the public service;
- (e) ensure effectiveness and efficiency in implementation and management of internship programmes;
- (f) provide guidelines for monitoring, evaluation and reporting for improvement and sustainability of internship programmes within the public service;
- (g) provide mechanisms for interns to acquire experience in their fields of study;
- (h) provide interns with requisite experience in their

fields of practice; and

(i) provide interns with requisite experience in their fields of practice to meet the requirements for registration by a professional regulatory authority.

4. The principles that shall govern internship management in the public service shall be—

(a) to promote sustainable development;

(b) promotion of equity and fairness by ensuring inclusivity and accessibility of opportunities to interns from diverse backgrounds;

(c) transparent recruitment and selection procedures;

(d) professionalism in ensuring that interns are provided with and acquire the practical experience required for their professional and career development;

(e) professionalism in ensuring that interns are provided with and acquire the practical experience in the codes of conduct that apply to their professional and career development;

(f) efficiency of the internship programmes on the basis of cost-effectiveness;

(g) relevance, fit for purpose and quality supervision through ensuring provision of appropriate and relevant work experience that is commensurate with the qualifications of an intern; and

(h) adherence to government or public agency programmes and activities.

5.(1) This Act shall apply to every public office as defined in Article 260 of the Constitution.

Application.

(2) This Act shall apply to the following categories of persons eligible for internship—

(a) unemployed graduates with appropriate skills who require practical hands-on experience to improve their chances of employment;

- (b) graduates with professional qualifications who are required by their professional bodies to undertake internship as a pre-condition for registration; or
- (c) any person who has successfully completed a course of training under the Technical and Vocational Education and Training Act.

Cap.210A.

## **PART II—RECRUITMENT OF INTERNS**

**6.** (1) A person in charge of a public service institution shall identify and declare all internship opportunities available within the public service institution.

Declaration of  
internship  
opportunities.

(2) A person in charge of a public service institution shall advertise the internship opportunities referred to in subsection (1) in the website of the public service institution and in at least two newspapers of nationwide circulation.

(3) The advertisement specified in subsection (2) shall contain all relevant information pertaining to the internship, including—

- (a) the areas of specialization required;
- (b) total number of interns required;
- (c) duration of the internship; and
- (d) deadline for submission of applications.

(4) A person in charge of a public service institution shall conduct the recruitment of interns or may delegate the function of recruitment of interns to any of its members, officer, body or authority.

**7.** (1) A person shall be eligible to be an intern if the person—

Eligibility for  
internship.

- (a) has completed the person's certificate, diploma or degree qualification from an institution recognized in Kenya; or
- (b) has not been exposed to work experience related to the person's area of study through internship under this Act.

(2) Despite subsection (1), a person shall be eligible for internship where the internship is a requirement for registration by the professional body regulating the person's profession.

(3) A person shall not be eligible for internship if the person—

- (a) has retired from formal employment on attaining the retirement age; or
- (b) has vacated formal employment through removal or by resignation.

8. For purposes of effectiveness of an internship programme, every public service institution shall—

- (a) set up internship management committees;
- (b) plan and budget for internship programmes;
- (c) identify and declare all internship opportunities available whenever they arise;
- (d) conduct the recruitment of interns on the basis of merit;
- (e) conduct regular induction programmes for supervisors and mentors involved in internship programmes;
- (f) provide the necessary facilities to enable interns to acquire the required skills and knowledge;
- (g) pay the prescribed stipends or remuneration to interns, in accordance with this Act, or in accordance with the structure of remuneration prescribed by the public service institution for interns who offer full time service;
- (h) appoint supervisors and mentors for the interns;
- (i) ensure that interns are properly engaged in relevant work assignments;
- (j) monitor and evaluate the progress of internship programmes in their organizations;
- (k) report to the Cabinet Secretary, on a quarterly basis, on internship programmes undertaken in the institution and any challenges experienced;

Roles and responsibilities of public service institutions.

(l) coordinate with an appropriate authority to monitor and supervise interns who are in service prior to registration by a regulatory body; and

(m) issue certificates of internship to interns upon successful completion of the internship programme.

**9.** Every intern engaged in the public service shall—

(a) abide by the rules and regulations of the public service institution;

(b) demonstrate commitment and willingness to fully and actively participate in the learning experiences of the internship programme;

(c) be deployed to any relevant office or work station within the public service institution where there may be an internship vacancy;

(d) complete assignments given by the mentor or supervisor;

(e) provide regular feedback to the appropriate regulatory authority in cases of preregistration interns;

(f) observe confidentiality of information and security of tools or equipment that are placed in the possession of the intern in the course of the internship programme;

(g) ensure a proper hand over of all materials and equipment belonging to the public service institution at the end of the internship period; and

(h) ensure clearance by the relevant authorities before leaving the internship station.

**10.** An intern engaged in the public service shall be eligible for—

(a) a monthly stipend and any other benefit as the Cabinet Secretary shall prescribe in regulations; or

(b) a monthly payment as a public service

Roles and responsibilities of interns.

Payment of stipend.

institution may prescribe for interns who offer full time service in line with the structure of compensation in the institution.

**11.** (1) Every intern engaged in the public service shall be entitled to the provision of a personal accident insurance cover by the relevant public service institution.

(2) The personal accident insurance cover provided in subsection (1) shall be valid for the duration of the internship period.

**12.** (1) In addition to the monthly stipend and insurance cover provided in sections 10 and 11 respectively, every intern engaged in the public service shall be entitled to—

- (a) sick leave as may be applicable in the prevailing regulations;
- (b) maternity or paternity leave;
- (c) leave days on a pro rata basis as shall be determined by the Cabinet Secretary; and
- (d) subsistence allowance as may be determined by the Cabinet Secretary from time to time.

(2) Despite the provisions of subsection (1), an intern shall not be eligible to receive pension or gratuity.

(3) Subsection (2) shall not apply to interns who offer full time service within the public service.

**13.** (1) An internship period shall be valid for any period as may be determined by a person in charge of a public service institution, but such internship period shall not exceed twelve months.

(2) Subsection (1) shall not apply where a regulatory authority prescribes an internship period that exceeds twelve months for an intern including a preregistration intern.

**14.** (1) An intern shall be liable to have his or her internship discontinued on the grounds of—

- (a) absence from the public service institution without permission or reasonable cause for a period exceeding seventy two hours;

Insurance.

Other entitlements of interns.

Duration of internship.

Termination of internship.

- (b) gross or disorderly conduct; or
- (c) commission of a criminal offence.

(2) An intern may terminate internship by submitting a thirty days' notice in writing to the person in charge of the public service institution.

### **PART III—PROVISIONS ON DELEGATED POWERS**

**15.** The Cabinet Secretary shall make regulations for the better carrying out of the provisions of this Act.

Regulations.

**16.** In recruiting candidates for employment, a public service institution shall consider a candidate's previous internship in the public service.

Internship to be considered in recruitment.

I certify that this printed impression is a true copy of the Bill passed by the National Assembly on Wednesday 3<sup>rd</sup> December, 2025.



*Clerk of the National Assembly*

Endorsed for presentation to the Senate in accordance with the provisions of Standing Order 142 of the National Assembly Standing Orders.



*Wofangula*  
*Speaker of the National Assembly*