



REPUBLIC OF KENYA

THE BOMET COUNTY ASSEMBLY

Select Committee on Labour and Public Service

Report of the Committee on the statement raised by **Hon Augustine Kosgei** on the recently concluded recruitment by the County Government of Bomet on 19th October 2020

In the statement the Honorable Member, sorted to be informed on the following issues; -

1. A Comprehensive report by the County Public Service Board on the recruitments conducted by it from 1st January, 2020 to date.
 2. The report should entail the list of all the applicants, shortlisted candidates and eventually those who got employed and the positions they hold. Further the report should indicate the position applied for, their sub counties and wards.
 3. The report should further demonstrate whether the requirements of section 65 of the County Government Act, 2012 were met.
 4. The expenditure report of the County Public Service Board from 1st January, 2020 to date.
 5. The list of the panelists who conducted the interviews.
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April, 2020

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Mr Speaker Sir,

I beg to respond to a statement raised by Hon Augustine Kosgei on the recently concluded recruitment by the County Government of Bomet on 19th October 2020 as follows;

1.1. A comprehensive report by the County Public Service Board on the recruitments conducted by it from 1st January, 2020 to date.

1.1.1. Report on the recruitments of Universal Health Coverage Health programme paramedics in the ministry of health for Bomet County.

The public service board in its submission dated 17th November, 2020 stated that the public service commission (PSC) in conjunction with the ministry of health invited applications from suitably qualified candidates to fill 5,550 vacant post of paramedics on a three-year contract term and would serve in the respective 47 county governments. The paramedics were to ensure Kenya's commitment towards achieving UHC by the year 2022. The total number of slots allocated to Bomet County were 96, however, from the breakdown below, the total slots allocated per the distribution were 97.¹

S/N	POSITION	SLOTS
1.	V/NO. 18/2020: REGISTERED CLINICAL OFFICER III	9
2.	V/NO. 19/2020: REGISTERED NURSE III	35
3.	V/NO. 20/2020: PHARMACEUTICAL TECHNOLOGIST III	3
4.	V/NO. 21/2020: MEDICAL LABORATORY TECHNOLOGIST III	3
5.	V/NO. 22/2020: V/NO. 25/2020: COMMUNITY ORAL HEALTH OFFICER III	2
6.	V/NO. 23/2020: RADIOGRAPHER III	1
7.	V/NO. 24/2020:: ASSISTANT PUBLIC HEALTH OFFICER III	9
8.	V/NO. 25/2020:ENROLLED NURSE III	9
9.	V/NO. 26/2020: COMMUNITY HEALTH ASSISTANT III	26
	TOTAL	97

- a. The list of all the applicants², shortlisted candidates³ and those who got employed and the positions they hold including their sub-counties and the wards is hereby annexed to this report

¹ Page 3 of the report on the recruitment of UHC health programme paramedics in the MOH for Bomet County

² Annex 1 of the report on the recruitment of UHC health programme paramedics in the MOH for Bomet County

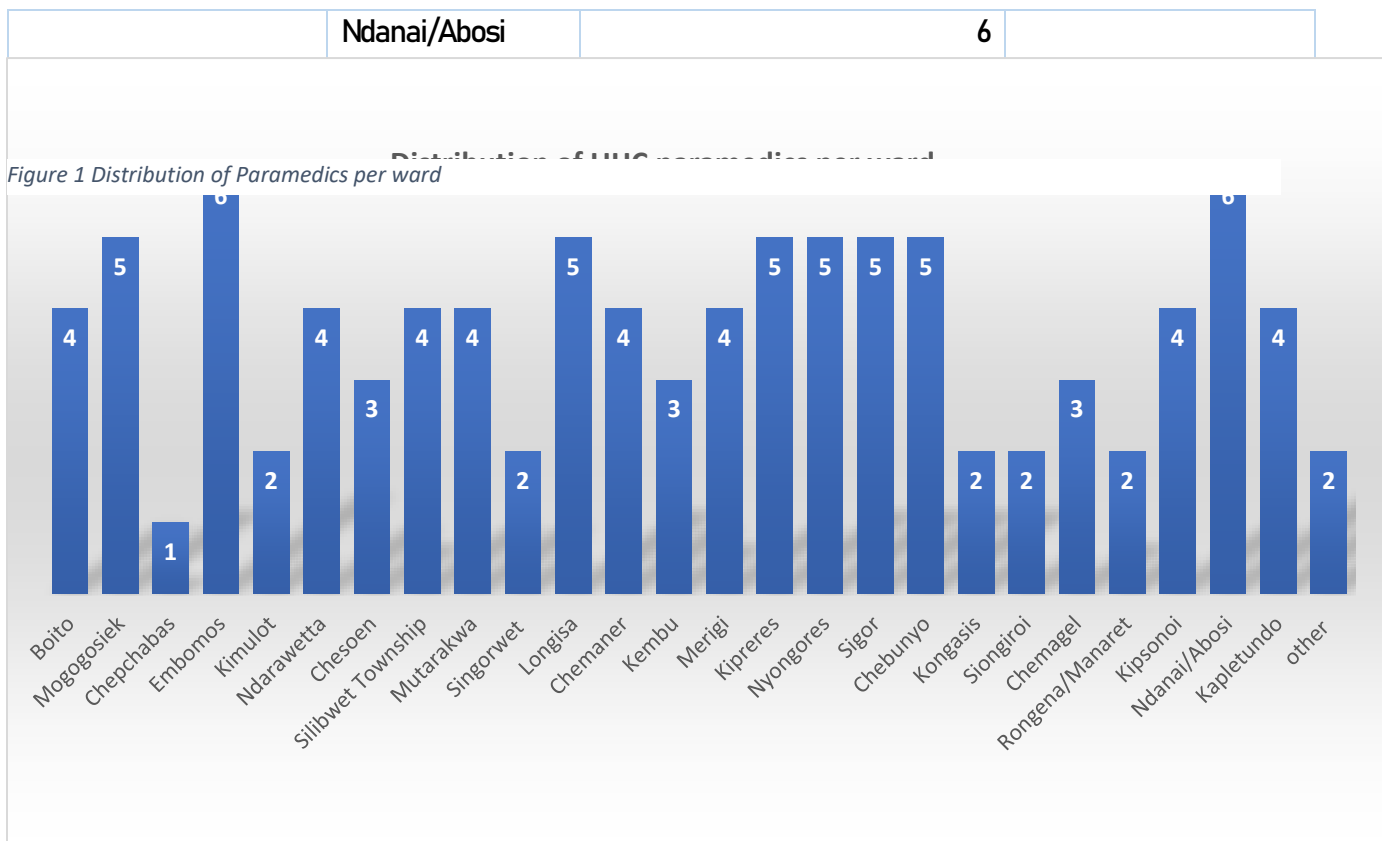
³ Page 4-16 of the report on the recruitment of UHC health programme paramedics in the MOH for Bomet County has indicated the shortlisted candidates

as Annex 1.

b. Analysis of the applicants who got employed is as follows;

Table 1 Analysis of recruitment of UHC contract paramedics

Sub-County	Ward	Number of Employed applicants	Total per Sub-County
Konoin	Boito	4	18
	Mogogosiek	5	
	Chepchabas	1	
	Embomos	6	
	Kimulot	2	
Bomet Central	Ndarawetta	4	17
	Chesoen	3	
	Silibwet Township	4	
	Mutarakwa	4	
	Singorwet	2	
Bomet East	Longisa	5	21
	Chemaner	4	
	Kembu	3	
	Merigi	4	
	Kipreres	5	
Chepalungu	Nyongores	5	19
	Sigor	5	
	Chebunyo	5	
	Kongasis	2	
	Siongiroi	2	
Sotik	Chemagel	3	19
	Rongena/Manaret	2	
	Kipsonoi	4	



As seen in the above chart the number of UHC contract paramedics is fairly distributed per ward except for Chepchabas Ward who only had one paramedic. Embomos and Ndanai/Abosi wards had an advantage over the rest of the wards with each having 6 paramedics. Some wards also had two paramedics.

c. Whether the requirements of section 65 of the County Government Act, 2012 were met;

Section 65 of the County Government Act, 2012 states that;

(1) In selecting candidates for appointment, the County Public Service Board shall consider—

- (a) The standards, values and principles set out in Articles 10, 27(4), 56(c) and 232(1) of the Constitution;
- (b) The prescribed qualifications for holding or acting in the office;
- (c) The experience and achievements attained by the candidate;
- (d) The conduct of the candidate in view of any relevant code of conduct, ethics and integrity;
- (e) The need to ensure that at least thirty percent of the vacant posts at entry level are filled by candidates who are not from the dominant ethnic community in the county;

(f) The need for open and transparent recruitment of public servants; and

(g) Individual performance.

(2) In determining whether an appointment, promotion or re-designation has been undertaken in a fair and transparent manner, the overriding factors shall be merit, fair competition and representation of the diversity of the county.

Response.

The board through their report stated that in selecting the candidates for appointment, the board considered the following⁴;

- The standards, values and principles set out in Articles 10 (values and principles of governance, 27 (4) (freedom from discrimination) 56 (c) (Minorities and marginalized groups are provided special opportunities for access to employment (and 232 (1) (values and principles of public service) of the Constitution.
- The prescribed qualifications from the public service commission for the different cadres.
- The experience and achievements attained by the candidate.
- The conduct of the candidate in view of any relevant code of conduct, ethics and integrity.
- Consideration of the candidates who are not from the dominant ethnic community.
- The need for open and transparent recruitment
- Diversity within the region – appointments were distributed fairly among all the sub counties and wards.
- Individual performance during the interview -The pass mark was 60%

d. The list of the panelists who conducted the interviews.

The list of the panelist⁵ who conducted the interviews for the UHC Health programme paramedics are as follows;

⁴ Page 17 of the report on the recruitment of UHC health programme paramedics in the MOH for Bomet County marked as Annex 1

⁵ Page 16 of the report on the recruitment of UHC health programme paramedics in the MOH for Bomet County marked as Annex 1

INTERVIEW PANELISTS

The panelists were made up of the Board Members, Board Secretary and specialists from various Medical cadres as listed below:

S/N	NAME	DESIGNATION
1.	Eng.Alexander Ng'eno	CPSB- Board Chairman
2.	Milcen Sol	CPSB- V/ Chairman
3.	Justus Langat	CPSB- Member
4.	Caroline Cherotich	CPSB- Member
5.	Isaiah Byegon	CPSB- Member
6.	David Tuei	CPSB- Member
7.	Peter Kiprono Bii	CPSB-Board Secretary/CEO
8.	Kiplangat Rutto	Public Health Officer
9.	Alex K. Mutai	Health Records and Information Management Officer
10.	Tangus Benard	Sub County Medical Lab Technologist
11.	Magut Julius	Clinical Officer

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CONTRACT PARAMEDICS

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12. Richard Langat	Deputy Director -Medical services
13. Salina J. Kimwa	Ag. Assistant Director Nursing

1.1.2 Report on the recruitments of early childhood and Development Educations Assistants

- a. The list of all the applicants, shortlisted candidates and those who got employed and the positions they hold including the sub-counties and the wards is hereby annexed to this report as **Annex 2⁶**.
- b. Analysis of the applicants who got employed is as follows;

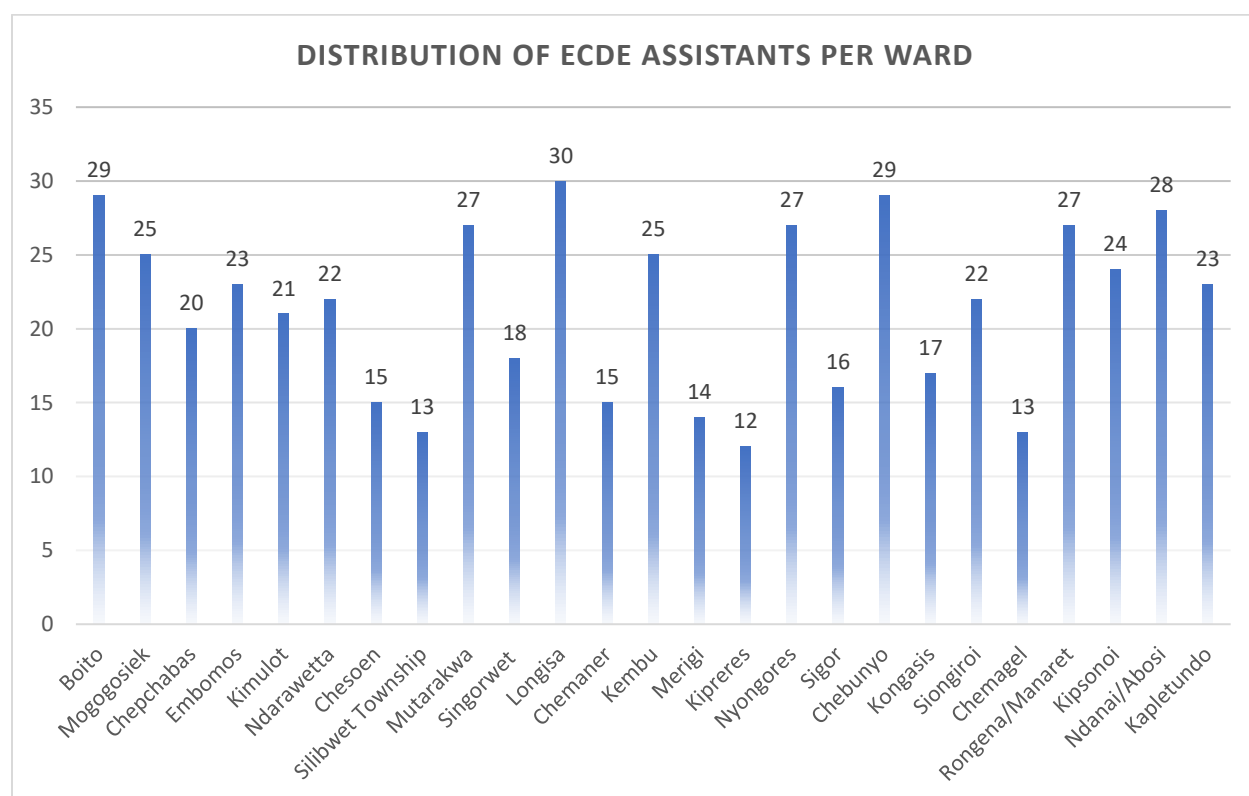
Table 2 Analysis of ECDE assistants who got employed

Sub-County	Ward	Total	Total Per Sub-County
Konoin	Boito	29	118
	Mogogosiek	25	
	Chepchabas	20	
	Embomos	23	
	Kimulot	21	
Bomet Central	Ndarawetta	22	95
	Chesoan	15	
	Silibwet Township	13	
	Mutarakwa	27	
	Singorwet	18	
Bomet East	Longisa	30	96
	Chemaner	15	
	Kembu	25	
	Merigi	14	
	Kipreres	12	
Chepalungu	Nyongores	27	112
	Sigor	16	
	Chebunyo	29	
	Kongasis	17	
	Siongiroi	22	
Sotik	Chemagel	13	114

⁶ Page 5 of the report on the recruitments of ECDE Assistants

	Rongena/Manaret	27	
	Kipsonoi	24	
	Ndanai/Abosi	28	
	Kapletundo	23	

Figure 2 Distribution of ECDE assistants per ward



As seen in the above chart the number of ECDE assistants are fairly distributed per ward. The number of ECDE assistants employed vary from ward to ward. Kiprerres ward had 12 ECDE assistants employed whereas Longisa ward had 30 ECDE assistants. The variance could be attributed to distinct needs of every ward and the variance in number of ECDE centres per ward.

c. Whether the requirements of section 65 of the County Government Act, 2012 were met;

Section 65 of the County Government Act, 2012 states that;

(1) In selecting candidates for appointment, the County Public Service Board shall consider—

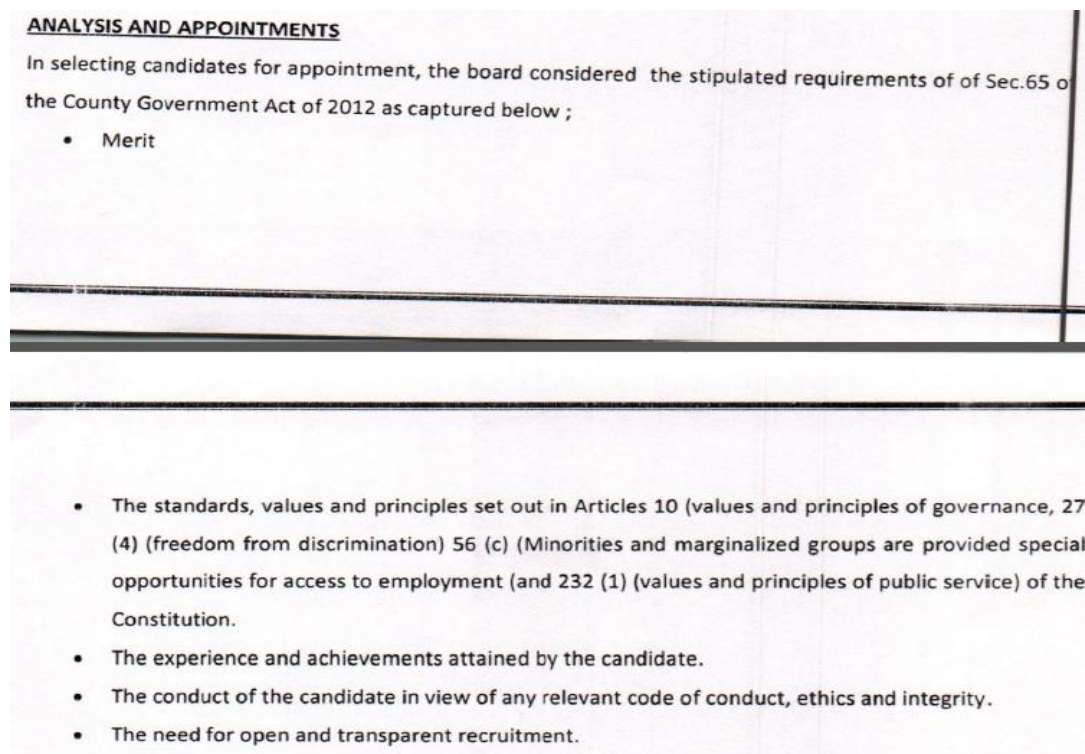
(a) the standards, values and principles set out in Articles 10, 27(4), 56(c) and 232(1) of the Constitution;

- (b) the prescribed qualifications for holding or acting in the office;
- (c) the experience and achievements attained by the candidate;
- (d) the conduct of the candidate in view of any relevant code of conduct, ethics and integrity;
- (e) the need to ensure that at least thirty percent of the vacant posts at entry level are filled by candidates who are not from the dominant ethnic community in the county;
- (f) the need for open and transparent recruitment of public servants; and
- (g) individual performance.

(2) In determining whether an appointment, promotion or re-designation has been undertaken in a fair and transparent manner, the overriding factors shall be merit, fair competition and representation of the diversity of the county

Response.

The board through their report stated that in selecting the candidates for appointment, the board considered the following⁷;



⁷ Page 1 of the report on the recruitments of ECDE Assistants

d. The list of the panelists who conducted the interviews

The list of the panelist who conducted the interviews for the ECDE Education Assistants are as follows;

INTERVIEW PANELIST

S/N	NAME	DESIGNATION
1.	Eng. Alexander Ng'eno	CPSB- Board Chairman
2.	Milcen Soi	CPSB- V/ Chairman
3.	Justus Langat	CPSB- Member
4.	Caroline Cherotich	CPSB- Member
5.	Isaiah Byegon	CPSB- Member
6.	David Tuei	CPSB- Member
7.	Cosmas Korir	Department of Education
8.	Alfred Korir	Department of Education
9.	Anthony Rono	Department of Education
10.	Victolyne Rotich	Department of Education
11.	Vivian Chebet	Department Of Education
12.	Jane Rotich	Department of Education

1.1.3. Report on the recruitments of universal health coverage health programme phase II paramedics in the Ministry of Health for Bomet County

The recruitment of paramedics was undertaken for the second phase through an advertisement dated 4th April, 2020. A total number of 1,651 were received and out of which 261 applicants were shortlisted. The number of slots allocated to Bomet County were 94 however from the breakdown below, the total slots allocated as per the distribution schedule were 95 as follows⁸;

S/N	POSITION	SLOTS
1	Kenya Registered Community Health Nurse III /Registered Nurse III	11
2	Registered Clinical Officer III	9
3	Enrolled Nurse III	15
4	Assistant Occupational Therapist III	1
5	Orthopaedic Trauma Technician III	1
6	Medical Laboratory Technologist III	10
7	Assistant Health Records and Information Management Officer III	15
8	Nutrition and Dietetics Technologist III	3
9	Nutrition and Dietetics Technician III	1
10	Radiographer III	8
11	Community Health Extension Worker	14
12	Assistant Physiotherapist III	2
13	Pharmaceutical Technologist III	5

- a. The list of all the applicants, shortlisted candidates and those who got employed and the positions they hold including the sub-counties and the wards is hereby annexed to this report as **Annex 3**

⁸ Page 2 of the report on recruitments of UHC paramedics phase II marked as annex 3

b. Analysis of the applicants who got employed is as follows;

It is worth noting that the report on the recruitment of UHC paramedics for phase II has not indicated the wards of the applicants who eventually got employed. Therefore, it is difficult to undertake the analysis of the applicants who got employed according to their wards and sub-counties.

**c. Whether the requirements of section 65 of the County Government Act, 2012 were met;
Section 65 of the County Government Act, 2012 states that;**

(1) In selecting candidates for appointment, the County Public Service Board shall consider—

(a) the standards, values and principles set out in Articles 10, 27(4), 56(c) and 232(1) of the Constitution;

(b) the prescribed qualifications for holding or acting in the office;

(c) the experience and achievements attained by the candidate;

(d) the conduct of the candidate in view of any relevant code of conduct, ethics and integrity;

(e) the need to ensure that at least thirty percent of the vacant posts at entry level are filled by candidates who are not from the dominant ethnic community in the county;

(f) the need for open and transparent recruitment of public servants; and

(g) individual performance.

(2) In determining whether an appointment, promotion or re-designation has been undertaken in a fair and transparent manner, the overriding factors shall be merit, fair competition and representation of the diversity of the county.

Response.

The board through their report stated that in selecting the candidates for appointment, the board considered the following;

In selecting candidates for appointment, the board considered the following.

- Merit
- The standards, values and principles set out in Articles 10 (values and principles of governance, 27 (4) (freedom from discrimination) 56 (c) (Minorities and marginalized groups are provided special opportunities for access to employment (and 232 (1) (values and principles of public service) of the Constitution.
- The prescribed qualifications from the public service commission for the different cadres.
- The experience and achievements attained by the candidate.
- The conduct of the candidate in view of any relevant code of conduct, ethics and integrity.
- Consideration of the candidates who are not from the dominant ethnic community.
- The need for open and transparent recruitment
- Diversity within the region – appointments were distributed fairly among all the sub counties and wards.
- Individual performance during the interview -The pass mark was 60%

d. The list of the panelists who conducted the interviews

The list of the panelist who conducted the interviews for the Phase II of recruitment of paramedics for Bomet County were as follows;

S/N	NAME	DESIGNATION
1.	Eng.Alexander Ng'eno	CPSB- Board Chairman
2.	Milcen Soi	CPSB- V/ Chairman
3.	Justus Langat	CPSB- Member
4.	Caroline Cherotich	CPSB- Member
5.	Isaiah Byegon	CPSB- Member
6.	David Tuei	CPSB- Member

7.	Peter Kiprono Bii	CPSB-Board Secretary/CEO
8.	Kiplangat Rutto	Public Health Officer
9.	Alex K. Mutai	Health Records and Information Management Officer
10.	Tangus Benard	Sub County Medical Lab Technologist
11.	Magut Julius	Clinical Officer
12.	Richard Langat	Deputy Director -Medical services
13.	Salina J. Kimwa	Ag. Assistant Director Nursing

1.1.4. Report on the recruitment of paramedics in addition to the national government support on Covid-19 pandemic in the Ministry of Health for Bomet County.

According to the report submitted to the committee, the public service board invited applicants from suitably qualified candidates to fill (82) vacant position of paramedics on a three-month contract renewable on need basis⁹. The benefits of the said programme are mentioned as follows;

- To ensure that citizens have a quick access to palliative, curative and preventive health services
- Ensure that citizens get diagnosis services for common ailments and get treated.

The Board advertised for 82 vacant posts in the medical field in preparation to compact COVID-19 pandemic comprising of the following cadres;

s/no	Position	posts
1	Kenya Registered Community Health Nurse III	45
2	Registered Clinical Officer	4
3	Medical Laboratory Technologist III	4
4	Assistant Public health Officer III	12
5	Nutrition and Dietetic Officer III	6
6	Health Records and information Officer III	4
7	Psychological Counsellor	5
8	Caterers	2

A total number of 1,341 applicants were received and out of which 256 applicants were shortlisted.

- a. The list of all the applicants, shortlisted candidates and those who got employed and the positions they hold including the sub-counties and the wards is hereby annexed to this report as **Annex 4**.

⁹ Page 2 of the report on the recruitment of paramedics in addition to National Government support on Covid-19 pandemic in the MOH for Bomet County

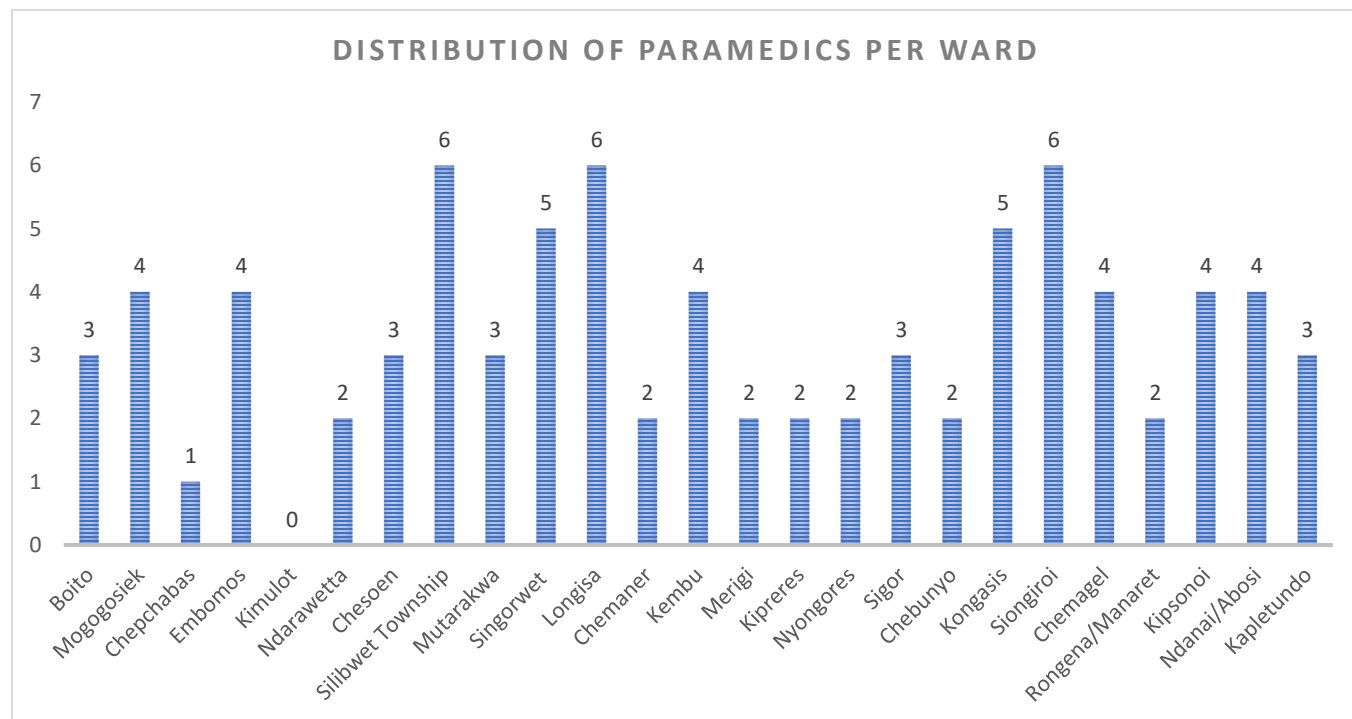
b. Analysis of the applicants who got employed is as follows;

Table 3 Analysis of Paramedics per Ward and Sub-County

Sub-County	Ward	Total per ward	Total per Sub-County
Konoin	Boito	3	12
	Mogogosiek	4	
	Chepchabas	1	
	Embomos	4	
	Kimulot	0	
Bomet Central	Ndarawetta	2	19
	Chesoen	3	
	Silibwet Township	6	
	Mutarakwa	3	
	Singorwet	5	
Bomet East	Longisa	6	16
	Chemaner	2	
	Kembu	4	
	Merigi	2	
	Kipreres	2	
Chapalungu	Nyongores	2	18
	Sigor	3	
	Chebunyo	2	
	Kongasis	5	
	Siongiroi	6	
Sotik	Chemagel	4	17
	Rongena/Manaret	2	
	Kipsonoi	4	
	Ndanai/Abosi	4	

	Kapletundo	3	
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Figure 3 Distribution per ward



From the above, it is worth noting that no applicant from Kimulot ward was finally employed by the board. Chepchabas ward also had one paramedic employed. The chart above however indicates that there is relative distribution of paramedics in various wards. Most wards had two paramedics employed and some wards also had more than two paramedics employed.

c. Whether the requirements of section 65 of the County Government Act, 2012 were met;

Section 65 of the County Government Act, 2012 states that;

- (1) In selecting candidates for appointment, the County Public Service Board shall consider—
- (a) the standards, values and principles set out in Articles 10, 27(4), 56(c) and 232(1) of the Constitution;
 - (b) the prescribed qualifications for holding or acting in the office;
 - (c) the experience and achievements attained by the candidate;
 - (d) the conduct of the candidate in view of any relevant code of conduct, ethics and integrity;

(e) the need to ensure that at least thirty percent of the vacant posts at entry level are filled by candidates who are not from the dominant ethnic community in the county;

(f) the need for open and transparent recruitment of public servants; and

(g) individual performance.

(2) In determining whether an appointment, promotion or re-designation has been undertaken in a fair and transparent manner, the overriding factors shall be merit, fair competition and representation of the diversity of the county

Response

The board through their report stated that in selecting the candidates for appointment, the board considered the following¹⁰;

After the interviews were done, selection of successful candidates was done and the board considered the following: -

- Merit
- The conduct of the candidate in view of code of conduct, ethics and integrity
- The need for open and transparent process
- Diversity across the wards
- The experienced and achievements attained by the candidate
- Individual performance during the interview

d. The list of the panelist who conducted the interviews

The list of the panelist who conducted the interviews for the recruitment of paramedics in addition to the national government support on Covid-19 are as follows¹¹;

¹⁰ Page 13 of the report on the recruitment of paramedics in addition to National Government support on Covid-19 pandemic in the MOH for Bomet County

¹¹ Page 12 of the report on the recruitment of paramedics in addition to National Government support on Covid-19 pandemic in the MOH for Bomet County

S/N	Name	Designation
1.	Eng. Ng'eno Alexander	Board Chair
2.	Milcen Soi	Vice Chair
3.	Justus langat	Member
4.	David Tuei	Member
5.	Isaiah Byegon	Member
6.	Caroline Cherotich	Member
7.	Peter Kiprono Bii	Board Secretary/CEO
8.	Salina J. Kimwa	Ag. ADN
9.	Richard K Langat	D/Director Health
10.	Kiplangat Ruttoh	SCPHO
11.	Julius Magut	Rco i/c

1.1.5. Report on the recruitment of medical officers and specialist for Bomet County

According to the submitted report, the county government of Bomet through the public service board invited applicants from suitably qualified candidates to fill the following vacancies in the department of medical services as follows¹²;

	POSITION	NUMBER OF APPLICANTS
1.	Medical officers	10
2.	Ophthalmologist	1
3.	Pharmacists	3
4.	Obstetrician/Gynecologist	1
5.	Pediatrician	1
6.	General Surgeon	1
	TOTAL	17

An advertisement was made on 31st January 2020 and at the close of advertisement a total of 299 applications were received out of which 53 applicants were shortlisted as shown in the table below;

¹² Page 3 of the report on the recruitment of medical officers and specialists for Bomet County

	POSITION	NUMBER OF APPLICANTS	NUMBER OF SHORTLISTED
1.	Medical officers	206	30
2.	Ophthalmologist	1	1
3.	Pharmacists	85	15

4.	Obstetrician/Gynecologist	2	2
5.	Pediatrician	2	2
6.	General Surgeon	3	3
	TOTAL		53

- a. The list of all the applicants, shortlisted candidates and those who got employed and the positions they hold including the sub-counties and the wards is hereby annexed to this report as **Annex 5**.
- b. **Section 65 of the County Government Act, 2012 states that;**
 - (1) In selecting candidates for appointment, the County Public Service Board shall consider—
 - (a) the standards, values and principles set out in Articles 10, 27(4), 56(c) and 232(1) of the Constitution;

- (b) the prescribed qualifications for holding or acting in the office;
- (c) the experience and achievements attained by the candidate;
- (d) the conduct of the candidate in view of any relevant code of conduct, ethics and integrity;
- (e) the need to ensure that at least thirty percent of the vacant posts at entry level are filled by candidates who are not from the dominant ethnic community in the county;
- (f) the need for open and transparent recruitment of public servants; and
- (g) individual performance.

(2) In determining whether an appointment, promotion or re-designation has been undertaken in a fair and transparent manner, the overriding factors shall be merit, fair competition and representation of the diversity of the county

Response

The report as submitted by the public service board did not indicate how the above requirements were met.

c. The list of the panelist who conducted the interviews

The list of the panelist who conducted the interviews for the recruitment of medical officers and specialists for Bomet County;

S/N	NAME	DESIGNATION
1.	Eng.Alexander Ng'eno	CPSB- Board Chairman
2.	Milcen Soi	CPSB- V/ Chairman
3.	Justus Langat	CPSB- Member
4.	Caroline Cherotich	CPSB- Member
5.	Isaiah Byegon	CPSB- Member
6.	David Tuei	CPSB- Member
7.	Dr. Shanize Kenduiywa	Medical Officer -Longisa County Referral Hospital
8.	Dr. Essau Langat	Medical Officer- Chepalungu Sub-County
9.	Dr. Birech	Medical Superintendent - Longisa County Referral Hospital
10.	Dr. Lewenei	Gynecologist - Longisa County Referral Hospital

11.	Dr. Jackson Lubayo	County Pharmacist
12.	Dr. Leonard Mutai	County Medical Director

1.1.6. Report on recruitment of various positions in the department of roads public works and transport

According to the report submitted to the committee, the board advertised for various vacancies in the department of Roads, Public Works and Transport on 28th April 2020. Interviews were conducted from 7th September 2020 to 21st September 2020 through the following means;

- Aptitude test
- Practical
- Oral interviews

The total applicants were 3,126 out of which 356 applicants were shortlisted.

- a. The list of all the applicants, shortlisted candidates and those who got employed and the positions they hold including the sub-counties and the wards is hereby annexed to this report as **Annex 6**;

In summary, the following candidates were successful¹³;

1. DIRECTOR ROADS						
S/N	Name	ID/Passport	Gender	P.W.D	County	Sub County
1.	Kipkemoi Ng'eno	23479083	Male	No	Bomet	Chepalungu
PUBLIC WORKS						
2. DIRECTOR PUBLIC WORKS						
S/N	Name	ID/Passport	Gender	P.W.D	County	Sub County
1.	Geoffrey Cheruiyot Kimutai	14599714	Male	No	Bomet	Chepalungu
3. FLEET/TRANSPORT MANAGER						
S/N	Name	ID/Passport	Gender	P.W.D	County	Sub County
1.	Kipkorir Mutai	22535192	Male	No	Bomet	Sotik

¹³ Page 3 of the report on recruitment of various positions in the department of roads public works and transport

b. Section 65 of the County Government Act, 2012 states that;

(1) In selecting candidates for appointment, the County Public Service Board shall consider—

(a) the standards, values and principles set out in Articles 10, 27(4), 56(c) and 232(1) of the Constitution;

(b) the prescribed qualifications for holding or acting in the office;

(c) the experience and achievements attained by the candidate;

(d) the conduct of the candidate in view of any relevant code of conduct, ethics and integrity;

(e) the need to ensure that at least thirty percent of the vacant posts at entry level are filled by candidates who are not from the dominant ethnic community in the county;

(f) the need for open and transparent recruitment of public servants; and

(g) individual performance.

(2) In determining whether an appointment, promotion or re-designation has been undertaken in a fair and transparent manner, the overriding factors shall be merit, fair competition and representation of the diversity of the county.

Response.

The report as submitted by the public service board did not indicate how the above requirements were met.

c. The list of the panelist who conducted the interviews.

The list of the panelist who conducted the interviews for the department of roads, public works and transport are as follows¹⁴;

¹⁴ Page 3-4 of the report on recruitment of various positions in the department of roads public works and transport

4. INTERVIEW PANELISTS

a. Internal

S/N	NAME	DESIGNATION
1.	Eng.Alexander Ng'eno	CPSB- Board Chairman
2.	Milcen Soi	CPSB- V/ Chairman
3.	Justus Langat	CPSB- Member
4.	Caroline Cherotich	CPSB- Member
5.	Isaiah Byegon	CPSB- Member
6.	David Tuei	CPSB- Member
7.	Peter Bii	Secretary to the Board

b. In attendance

S/N	NAME	Designation
1.	Joseph Terer	CECM- Transport, Roads and Public works(Bomet County)

c. External

The following were invited to conduct practical interviews for:

ii. Plant Operators

S/N	NAME	Designation
1.	Edwin Siele	District mechanical and transport officer(Bomet)
2.	Elijah Kiptoo	Ministry of transport and infrastructure(National)
3.	Martin Obiria	Ministry of transport and infrastructure(National)
4.	Nelson Mbuthia	Ministry of transport and infrastructure(National)
5.	Abigael Kosgei	Ministry of transport and infrastructure(National)

The plant operators listed above issued the practical to the plant operators

1.1.7. The report on the recruitment of paramedics interns in the ministry of health for Bomet County.

According to the submission from the public service board, internship programme is a Government initiative designed to offer the opportunity for college graduates to acquire and develop valuable technical and professional skills while gaining work experience to certify the requirements for registration by various professional bodies.

Therefore, the public service commission (PSC) in conjunction with the ministry of health invited applications from suitably qualified candidates to fill 3,795 internship posts within health facilities in the 47 County Governments. Bomet County was given 63 slots comprising of the following cadres. It is important to note that the number of slots allocated were 63 but from the breakdown below the total slots are 64¹⁵.

¹⁵ Page 1 of the report on the recruitment of paramedic interns in the ministry of health for Bomet County

S/N	POSITION	SLOTS
1.	V/NO. COU/INT/1/2020: REGISTERED CLINICAL OFFICER III	15
2.	V/NO. COU/INT/2/2020: MEDICAL LABORATORY TECHNOLOGIST III	2
3.	V/NO. COU/INT/3/2020: MEDICAL LABORATORY TECHNICIAN III	1

4.	V/NO. COU/INT/4/2020: NUTRITION AND DIETETICS TECHNOLOGIST III	1
5.	V/NO. COU/INT/5/2020: NUTRITION AND DIETETICS TECHNICIAN III	1
6.	V/NO. COU/INT/6/2020: NUTRITION AND DIETETICS OFFICER INTERN	1
7.	V/NO. COU/INT/7/2020: ASSISTANT HEALTH RECORDS AND INFORMATION MANAGEMENT OFFICER III	1
8.	/NO. COU/INT/8/2020: HEALTH RECORDS AND INFORMATION MANAGEMENT ASSISTANT III INTERN	2
9.	V/NO. COU/INT/9/2020: ASSISTANT PUBLIC HEALTH OFFICER III	7
10.	V/NO. COU/INT/10/2020: ENROLLED NURSE III INTERN	8
11.	V/NO. COU/INT/11/2020: REGISTERED NURSE III INTERN	8
12.	V/NO. 12/2020: COMMUNITY ORAL HEALTH OFFICER III INTERN	3
13.	V/NO. COU/INT/12/2020: ASSISTANT PHYSIOTHERAPIST III	2
14.	V/NO. COU/INT/13/2020: PHYSIOTHERAPIST INTERN	1
15.	V/NO. COU/INT/14/2020: MEDICAL SOCIAL WORKER III	2
16.	V/NO. COU/INT/16/2020: PHARMACEUTICAL TECHNOLOGIST III	3
17.	V/NO. COU/INT/17/2020: ASSISTANT OCCUPATIONAL THERAPIST III	2
18.	V/NO. COU/INT/18/2020: ORTHOPEDIC TECHNOLOGIST	2
19.	V/NO. COU/INT/19/2020: RADIOGRAPHER III	1
20.	V/NO. COU/INT/20/2020: ORTHOPEDIC TRAUMA TECHNOLOGIST III	1
21.	V/NO. COU/INT/21/2020: ORTHOPEDIC TRAUMA TECHNICIAN III	0
	TOTAL	64

The board advertised for the positions on behalf of the county on 3rd January 2020 and at the close of the advertisement, the board received a total of 339 applicants out of which 165 applicants were shortlisted.

As indicated in the report, it is worth noting that the positions for Oral Health Officer III was not filled because there was no successful candidate for the position. Further, the positions for

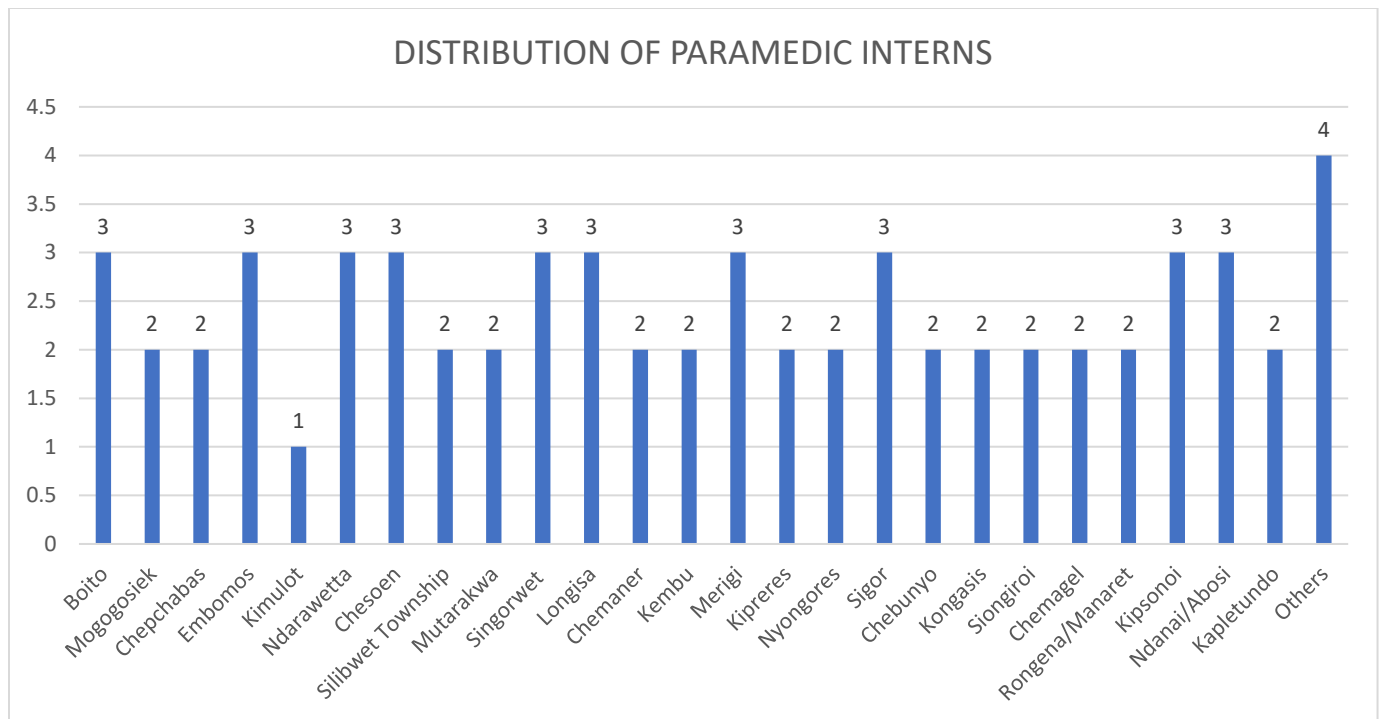
physiotherapist have not been availed according to the report.

- a. The list of all the applicants, shortlisted candidates and those who got employed and the positions they hold including the sub-counties and the wards is hereby annexed to this report as **Annex 7**;
- b. Analysis of the interns who were given opportunities is as follows;

Table 4 Distribution of Paramedic interns

Sub-County	Ward	Total per ward	Total per Sub-County
Konoin	Boito	3	12
	Mogogosiek	2	
	Chepchabas	2	
	Embomos	3	
	Kimulot	1	
Bomet Central	Ndarawetta	3	19
	Chesoan	3	
	Silibwet Township	2	
	Mutarakwa	2	
	Singorwet	3	
Bomet East	Longisa	3	16
	Chemaner	2	
	Kembu	2	
	Merigi	3	
	Kipreres	2	
Chapalungu	Nyongores	2	18
	Sigor	3	
	Chebunyo	2	
	Kongasis	2	
	Siongiroi	2	
Sotik	Chemagel	2	17
	Rongena/Manaret	2	
	Kipsonoi	3	
	Ndanai/Abosi	3	
	Kapletundo	2	
Others	Others	4	4

Figure 4 Distribution of paramedic interns per wards



As seen in the above chart the distribution of paramedic interns per ward is fairly evenly distributed except for Kimulot ward which only had one successful intern.

c. Section 65 of the County Government Act, 2012 states that;

- (l) In selecting candidates for appointment, the County Public Service Board shall consider—
 - (a) the standards, values and principles set out in Articles 10, 27(4), 56(c) and 232(1) of the Constitution;
 - (b) the prescribed qualifications for holding or acting in the office;
 - (c) the experience and achievements attained by the candidate;
 - (d) the conduct of the candidate in view of any relevant code of conduct, ethics and integrity;
 - (e) the need to ensure that at least thirty percent of the vacant posts at entry level are filled by candidates who are not from the dominant ethnic community in the county;
 - (f) the need for open and transparent recruitment of public servants; and
 - (g) individual performance.

(2) In determining whether an appointment, promotion or re-designation has been undertaken in a fair and transparent manner, the overriding factors shall be merit, fair competition and representation of the diversity of the county.

Response.

The board through their report stated that in selecting the candidates for appointment, the board considered the following¹⁶.

In selecting candidates for appointment, the board considered the following.

- The standards, values and principles set out in Articles 10 (values and principles of governance, 27 (4) (freedom from discrimination) 56 (c) (Minorities and marginalized groups are provided special opportunities for access to employment (and 232 (1) (values and principles of public service) of the Constitution.
- The prescribed qualifications from the public service commission for the different cadres.
- The experience and achievements attained by the candidate.
- The conduct of the candidate in view of any relevant code of conduct, ethics and integrity.
- Consideration of the candidates who are not from the dominant ethnic community.
- The need for open and transparent recruitment
- Diversity within the region – appointments were distributed fairly among all the sub counties and wards.
- Individual performance during the interview -The pass mark was 55%

The following candidates met all the requirements to be appointed as paramedic interns for the different cadres as captured below.

d. The list of the panelist who conducted the interviews.

The list of the panelist who conducted the interviews for the recruitment of paramedic interns in the ministry of health for Bomet county is as follows¹⁷;

¹⁶ Page 11 of the report on the recruitment of paramedic interns in the ministry of health for Bomet County

¹⁷ Page 11 of the report on the recruitment of paramedic interns in the ministry of health for Bomet County

S/N	NAME	DESIGNATION
1.	Eng.Alexander Ng'eno	CPSB- Board Chairman
2.	Milcen Soi	CPSB- V/ Chairman
3.	Justus Langat	CPSB- Member
4.	Caroline Cherotich	CPSB- Member
5.	Isaiah Byegon	CPSB- Member
6.	David Tuei	CPSB- Member
7.	Kiplangat Rutto	Public Health officer
8.	Byegon Collins	Health Records and information management officer
9.	Tangus Benard	Sub county medical lab Technologist
10.	Magut Julius	Clinical Officer
11.	Richard Langat	Deputy Director -Medical services

1.1.8. Report on the recruitment of public service board secretariat and County Director, Human Resource Management and Development;

The board advertised to fill the vacancies of Assistant Director, Human Resource Management and Administration, Legal Officer 1 and Accountant 1 on 20th March 2020 on the board website and the print media. In the advertisement was also a vacancy for the position of county director, human resource management and development.¹⁸

At the close of the advert on March 18th 2020 a total of 123 application were received as seen below¹⁹;

S/N	Position	No. of applicants	No. of applicants
1.	Accountant I	47	47
2.	Legal Officer I	48	48
3.	Assistant Director HR and Administration	20	20
4.	County Director Human Resource Management	8	8

The report indicated that the position of the County Director, Human Resource Management and Administration was unresponsive and therefore that was need to readvertised.

- a. The list of all the applicants, shortlisted candidates and those who got employed and the positions they hold including the sub-counties and the wards is hereby annexed to this report as **Annex 8**;
- b. **Section 65 of the County Government Act, 2012 states that;**
 - (l) In selecting candidates for appointment, the County Public Service Board shall consider—
 - (a) the standards, values and principles set out in Articles 10, 27(4), 56(c) and 232(1) of the Constitution;
 - (b) the prescribed qualifications for holding or acting in the office;
 - (c) the experience and achievements attained by the candidate;
 - (d) the conduct of the candidate in view of any relevant code of conduct, ethics and integrity;

¹⁸ Page 2 of the Report on the recruitment of public service board secretariat and County Director, Human Resource Management and Development

¹⁹ Page 3 of the Report on the recruitment of public service board secretariat and County Director, Human Resource Management and Development

- (e) the need to ensure that at least thirty percent of the vacant posts at entry level are filled by candidates who are not from the dominant ethnic community in the county;
- (f) the need for open and transparent recruitment of public servants; and
- (g) individual performance.

(2) In determining whether an appointment, promotion or re-designation has been undertaken in a fair and transparent manner, the overriding factors shall be merit, fair competition and representation of the diversity of the county

Response

The public service board's report did not indicate whether the above requirements was met.

c. The list of the panelist who conducted the interviews.

The list of the panelist who conducted the interviews for the recruitment of public service board secretariat and county director, human resource management and development is as follows²⁰;

INTERVIEW PANELIST

S/N	NAME	DESIGNATION
1.	Eng. Alexander Ng'eno	CPSB- Board Chairman
2.	Milcen Soi	CPSB- V/ Chairman
3.	Justus Langat	CPSB- Member
4.	Caroline Cherotich	CPSB- Member
5.	Isaiah Byegon	CPSB- Member
6.	David Tuei	CPSB- Member
	IN ATTENDACE	
7.	Mrs Stella Langat	County Secretary and Head of County Public Service
8.	Advocate Kenneth Langat	Bomet County Assembly

1.1.9. Report on the recruitments of chief officers for department of lands, housing and urban planning, finance and public service for Bomet county.

The board advertised for the position on 4th April 2020 and at a close of the advertisement, the board received a total of 301 applicants which were distributed across cadres as follows;

²⁰ Page 10 of the Report on the recruitment of public service board secretariat and County Director, Human Resource Management and Development

1. Chief Officer- Lands, Housing and Urban Planning-75 applicants
2. Chief Officer-Finance-84 applicants
3. Chief Officer-Public Service-142 applicants

Total of 301 applicants applied.

It is however important to note that the interviews for Chief Officer Lands, Housing and Urban Planning were postponed till conclusion of a pending case in court challenging its legibility.

- a. The list of all the applicants, shortlisted candidates and those who got employed and the positions they hold including the sub-counties and the wards is hereby annexed to this report as **Annex 9**;
- b. The summary of the three candidates that met all the requirements to be appointed as chief officers is as follows;

POSITION: CHIEF OFFICER FINANCE

No	Names	ID/Passport	Gender	County
1	Thomas Korir Kibet	13886693	M	Bomet
2	Stella Chemutai	24586523	F	Bomet
3	Benard Cheruiyot Kibett	23534261	M	Bomet

POSITION: CO PUBLIC SERVICE

No	Names	ID/Passport	Gender	County
1	Margaret Siele Cheptoo	10771695	F	Bomet
2	Gideon Yegon Kipkemoi	23534614	M	Bomet
3	Jackson Kipkorir Langat	1794330	M	Bomet

c. Section 65 of the County Government Act, 2012 states that;

(1) In selecting candidates for appointment, the County Public Service Board shall consider—

(a) the standards, values and principles set out in Articles 10, 27(4), 56(c) and 232(1) of the Constitution;

(b) the prescribed qualifications for holding or acting in the office;

(c) the experience and achievements attained by the candidate;

(d) the conduct of the candidate in view of any relevant code of conduct, ethics and integrity;

(e) the need to ensure that at least thirty percent of the vacant posts at entry level are filled by candidates who are not from the dominant ethnic community in the county;

(f) the need for open and transparent recruitment of public servants; and

(g) individual performance.

(2) In determining whether an appointment, promotion or re-designation has been undertaken in a fair and transparent manner, the overriding factors shall be merit, fair competition and representation of the diversity of the county.

Response.

According to the report the board considered the following conditions;

In selecting candidates for appointment, the board considered the following.

- The standards, values and principles set out in Articles 10 (values and principles of governance, 27 (4) (freedom from discrimination) 56 (c) (Minorities and marginalized groups are provided special opportunities for access to employment (and 232 (1) (values and principles of public service) of the Constitution.
- The prescribed qualifications from the public service commission for the different cadres.
- The experience and achievements attained by the candidate.
- The conduct of the candidate in view of any relevant code of conduct, ethics and integrity.
- Consideration of the candidates who are not from the dominant ethnic community.

- The need for open and transparent recruitment
- Diversity within the region – appointments were distributed fairly among all the sub counties and wards.

The following candidates three for each post met all the requirements to be appointed as Chief Officers in order of performance in the interview.

d. The list of the panelist who conducted the interviews.

The list of the panelist who conducted the interviews for the recruitment of chief officers for department of Lands, Housing & Urban Planning, Finance and Public Service for Bomet County is as follows;

INTERVIEW PANELISTS

The panelists were made up of the Board Members, Board Secretary and specialists from various Medical cadres as listed below:

S/No.	NAME	DESIGNATION
1.	Eng. Alexander Ng'eno	CPSB- Board Chairman
2.	Milcen Soi	CPSB- V/ Chairman
3.	Justus Langat	CPSB- Member
4.	Caroline Cherotich	CPSB- Member
5.	Isaiah Byegon	CPSB- Member
6.	David Tuei	CPSB- Member
7.	Peter Kiprono Bii	CPSB-Board Secretary/CEO

In attendance

1	Stella Langat	County Secretary
2	CPA Andrew Sigei	CECM, Finance