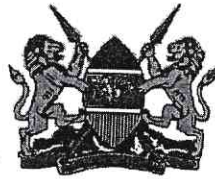


REPUBLIC OF KENYA



COUNTY GOVERNMENT OF BOMET

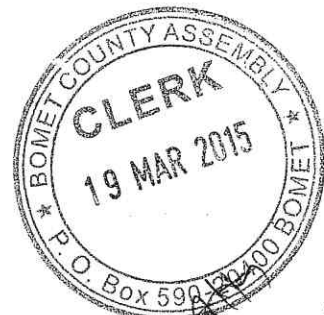
COUNTY ASSEMBLY



FIRST ASSEMBLY- THIRD SESSION

THE COUNTY ASSEMBLY COMMITTEE ON LABOUR AND PUBLIC
SERVICE REPORT ON
COUNTY PUBLIC SERVICE REPORT FOR THE YEAR ENDING 31ST
DECEMBER, 2014

19th MARCH, 2015



for Clerk
19/3/2015

Tabled on
19/3/2015
[Signature]

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PREFACE

1.0 Introduction

Mr. Speaker Sir,

The committee on Labour and Public Services is one of the sectoral committees established under the Standing Orders 193(1) and the Second Schedule to the Standing Orders.

1.1 Committee Membership

Mr. Speaker Sir,

The Committee on Labour and Public Services as currently constituted comprises of the following Honourable Members:-

1. Hon. Reuben Langat - Chairperson
2. Hon. Bency Too - Vice Chairperson
3. Hon. Aurelia Chepkirui - Member
4. Hon. Philip Siele - Member
5. Hon. Christopher Ngeno - Member
6. Hon. John Ngetich - Member
7. Hon. David Rotich Big Five - Member
8. Hon. Cecilia Towett - Member
9. Hon. Wilson Keter - Member

1.2 Mandate of the Committee

Mr. Speaker Sir,

The Sectoral Committee on Labour and Public Service derives its mandate from provisions of Standing order 193(5) which defines functions of the Committee as being:

- a) To investigate, inquire into, and report on all matters relating to the mandate, management, activities, administration, operations and estimates of the assigned departments;
- b) To study the programme and policy objectives of ministries and departments and the effectiveness of their implementation;
- c) To study and review all legislation referred to it;
- d) To study, assess and analyze the relative success of the departments measured by the results obtained as compared with their stated objectives;
- e) To investigate and inquire into all matters relating to the assigned departments as may be deemed necessary, and as may be referred to it by the House or a minister;
- f) To vet and report on all appointments where the Constitution or any law requires the County Assembly to approve, except those under Standing Order 187 (Committee on appointments); and
- g) To make reports and recommendations to the House as often as possible, including recommendations of proposed legislation.

1.3 County Public Service Board Annual Report

Mr. Speaker Sir,

Pursuant to the Standing Orders 190(3) all matters relating to Labour, county public service, trade union relations, manpower or human resource planning fall within the mandate of the Committee on Labour and Public Service.

Section 59(1) (d) provides that the functions of the County Public Service Board shall be, on behalf of the county Government, to – prepare regular reports for submission to the county assembly on execution of functions of the Board;

Mr. Speaker, Sir,

Vide a letter dated **5th January, 2015** the County Public Service Board (CPSB) Secretary forwarded to the Clerk of the Assembly the CPSB annual report for the period ending **31st December, 2014**. During a special sitting on the **26th January, 2015** the said report was tabled and thereafter committed to the Committee to deliberate on it and report to the House. Upon deliberating and interrogating the report submitted to it, the committee came up with a report.

It is therefore my pleasant duty and privilege, on behalf of the Committee on Labour and Public Service to table this report on the County Public Service Board Annual Report for the period ending **31st December, 2014** for debate, further consideration and adoption by the House.

Dated 19th March 2015



Hon. Rueben Langat

Chairperson, Committee on Labour and Public Service

(iii) persons with disabilities.

(2) The values and principles of public service apply to public service in—

(a) all State organs in both levels of government; and

(b) all State corporations.

It is therefore expected that the County Public Service Board should comply with the above stated values and principles of public service in exercising its mandate.

The Constitution, 2010 in **Article 235** (1) provides that a county government is responsible, within a framework of uniform norms and standards prescribed by an Act of Parliament, for—

a) establishing and abolishing offices in its public service;

b) appointing persons to hold or act in those offices, and confirming appointments; and

c) Exercising disciplinary control over and removing persons holding or acting in those offices.

2.12 The County Governments Act

The County Governments Act pursuant to Article 235(1) part vii on County Public Service establishes the County Public Service Board. **Section 59** of the County Governments Act make provisions of the functions and powers of the County Public Service Board. Section 59 (1) provides that;

The functions of the County Public Service Board shall be, on behalf of the County Government, to-

(a) establish and abolish offices in the county Public service;

(b) appoint persons to hold or act in offices of the county public service including Boards of cities and urban areas within the county and to confirm the appointments;...

(d) prepare regular reports for submission to the county assembly on execution of functions of the Board;

3.0 COMMITTEE'S OBSERVATION AND FINDINGS

3.10 OBSERVATIONS

The committee made the following observations regarding observed that the County Public Service Board (CPSB) Report for The Period ending 31st December, 2014

3.11 APPOINTMENTS MADE

Regional balance

The total number of employees appointed over the period under review is two hundred and thirteen (213) as follows (Per sub-county)

- Bomet Central- 39 (18.3%)
- Bomet east- 38(17.84%)
- Chepalungu- 36(16.9%)
- Konoin- 41(19.24%)
- Sotik- 41(19.24%)
- Other counties- (7.98%)
- Outside the country- 1 (0.469%)

The other counties included Nandi, Nyeri, Elgeiyo Marakwet, Narok, Kisii, Uasin Gishu, Kiambu, Siaya and Kericho. One person from Rwanda was also employed.

3.12 Gender and persons with disabilities

On the issue of representation, the committee observed the following;

- Among the all the employees recruited 25% were female and 75% Male

- Four Persons with disabilities representing 1.8% of the total employments made were employed.

3.13 COUNTY POLICING AUTHORITY

During the period under review, the CPSB Competitively sourced nominees and forwarded to the executive who will subsequently be vetted by the Assembly

3.14 FIELD VISITS

Over the period under review, the CPSB visited all the sub-counties with the following objectives;

- ✓ Identifying the staff working in the field
- ✓ Evaluating the extent to which the values and principles of public service have been complied with
- ✓ Establish the challenges encountered by the staff in the field

During the visits, the CPSB observed that most of the personnel working in the field were from agriculture and livestock department, health services, administrators and support staff

3.15 ACHIEVEMENTS

During the period under review the achievements of CPSB included the following;

- ❖ Appointment of 213 personnel in various sectors
- ❖ Recruitment of Chief Officers for nine (9) Departments
- ❖ Deployment of Business Development Officers to wards have assisted the public in the co-operative movements
- ❖ Marked growth within the co-operatives

3.16 CHALLENGES

The committee observed that the main challenges faced by the CPSB during the period under review included the following;

- ❖ Meeting gender balance as envisaged in the constitution as few ladies show interest in some positions
- ❖ Ensuring appointments are balanced regionally particularly in some specific positions
- ❖ Appointment of persons with special needs since few who applied failed to meet academic qualification or experience required
- ❖ The CPSB does not have an established secretariat
- ❖ Office accommodation in the health sector in the sub-counties is a challenge

3.2 FINDINGS

From the observations, the committee made the following findings;

- I. That employment of persons with disabilities by the County Public Service Board (CPSB) is yet to meet the percentage required by the law and that the situation should be rectified.
- II. That employment of women by the County Public Service Board (CPSB) is yet to meet the percentage required by the constitution.
- III. That the County Public Service Board (CPSB) does not have sufficient technical capacity to adequately discharge its mandate.
- IV. The County Public Service Board does not ^{have} the required independence in running of its activities particularly with regards to its budget which is lumped together with that of the administration within the executive

4.0 COMMITTEE'S RECOMMENDATION

Upon interrogating and considering all facts concerning the CPSB annual report for the period ending 31st December, 2014, the committee made the following recommendations;

- i) That County Public Service Board should use positive discrimination to ensure people with disabilities and women are employed in Bomet County. This may include lowering the mandatory requirements/criteria of employment to attract more persons with disabilities as well as women.
- ii) That the County Public Service Board (CPSB) should have one member representing special interest groups including persons with disabilities.
- iii) That the County Public Service Board (CPSB) should devise means of identifying applicants from the category of persons with disabilities including separate application drop boxes and identification cards of persons with disabilities.
- iv) That Citizen Information Service Centers be established in all Wards to boost information dissemination to all citizens of Bomet County. This would help all eligible youth apply for jobs whenever they are advertised.
- v) That the County Policing Authority Report should be forwarded to and tabled in the County Assembly for consideration and approval.
- vi) That the county government should embark on investing in the health sector infrastructure including offices and housing to enable officers working in the sector to fully deliver services to the residents.

- vii) That the County Public Service Board (CPSB) should be assisted to get necessary staff in the secretariat. This should comprise mostly experienced HR officers and other relevant technical personnel to assist the board in discharging its mandate as required by law.
- viii) The County Public Service Board should be given an independent budget from the executive to allow the Board to discharge its mandate timely and independently without delays or interference.

MINUTES OF LABOUR AND PUBLIC SERVICE COMMITTEE HELD ON 3RD MARCH, 2015 IN THE COUNTY ASSEMBLY BOARD ROOM NO. 1 AT 11.00 AM.

MEMBERS PRESENT.

- | | |
|-------------------------------|------------|
| 1. Hon. Reuben Langat | - Chair. |
| 2. Hon. Too Bency | - V/Chair. |
| 3. Hon. David Rotich Big Fire | - Member. |
| 4. Hon. Christopher Ngeno | -Member. |
| 5. Hon. Aurelia Chepkirui | - Member. |
| 6. Hon. Wilson Keter | - Member. |
| 7. Hon. Philip Siele | - Member. |
| 8. Hon. John Ngetich | - Member. |

ABSENT WITH APOLOGY - Cecilia Towett.

IN ATTENDANCE.

S. Koech –Secretary taking minutes.

MIN. 31/03/2015 PRELIMINARIES.

The Chair called the meeting to order at 11.03 am with opening prayers led by Hon. Aurelia Chepkirui.

MIN. 32/03/2015 CONFIRMATION OF MINUTES.

Confirmation was deferred to the next meeting. Therefore there were no matters arising.

MIN. 34/03/2015 DELIBERATION ON REPORT OF THE COUNTY PUBLIC SERVICE BOARD DATED 31ST DECEMBER, 2014.

The report was tabled and read out to the members by the Secretary of the Committee. After long deliberations, the following findings were noted.

FINDINGS.

Based on the Report, the total number of employees appointed over the period under review is two hundred and thirteen (213) as follows (Per sub-county)

- Bomet Central- 39
- Bomet east- 38
- Chepalungu- 36
- Konoin- 41
- Sotik- 41
- Other counties- 17
- Outside the country- 1

The other counties included Nandi, Nyeri, Elgeiyo Marakwet, Narok, Kisii, Uasin Gishu, Kiambu, Siaya and Kericho.

One person from Rwanda was also employed.

Gender and persons with disabilities

- Among the employees recruited 25% were female and 75% Male
- Four Persons with disabilities representing 1.8% of the total employments made.

COUNTY POLICING AUTHORITY

During the period under review, the CPSB Competitively sourced nominees and forwarded to the executive who will subsequently be vetted by the Assembly

FIELD VISITS

Over the period under review, the CPSB visited all the sub-counties with the following objectives;

- ✓ Identifying the staff working in the field
- ✓ Evaluating the extent to which the values and principles of public service have been complied with
- ✓ Establish the challenges encountered by the staff in the field

During the visits, the CPSB observed that most of the personnel working in the field were from agriculture and livestock department, health services, administrators and support staff

ACHIEVEMENTS

During the period under review the achievements of CPSB included the following;

- ❖ Appointment of 213 personnel in various sectors
- ❖ Recruitment of Chief Officers for nine (9) Departments
- ❖ Deployment of Business Development Officers to wards have assisted the public in the co-operative movements
- ❖ Marked growth within the co-operatives

CHALLENGES

The main challenges faced by the CPSB during the period included the following;

- ❖ Meeting gender balance as envisaged in the constitution as few ladies show interest in some positions
- ❖ Ensuring appointments are balanced regionally particularly in some specific positions
- ❖ Appointment of persons with special needs since few who applied failed to meet academic qualification or experience required
- ❖ The CPSB does not have an established secretariat
- ❖ Office accommodation in the health sector in the sub-counties is a challenge

RECOMMENDATIONS.

After a long perusal of the report, it was unanimously agreed

- i) That County Public Service Board should use positive discrimination to ensure people with disabilities are employed in Bomet County. This may include lowering the mandatory requirements/criteria of employment to attract more persons with disabilities.

- ii) That a Citizen Information Service Centers be established in all Wards to boost information dissemination to all citizens of Bomet County. This would help all eligible youth apply for jobs whenever they are advertised.
- iii) That the County Policing Authority Report should be tabled in the County Assembly for approval.
- iv) That enough space be created for officers working in the Health Sector in the County.
- v) That the County Public Service Board (CPSB) should be assisted to get necessary staff in the secretariat. This should comprise mostly experienced HR officers.

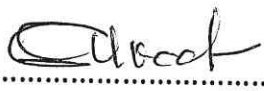
MIN. 35/03/2015 AOB

It was agreed that a complete and comprehensive list of all employees working in Bomet County be forwarded to the Committee urgently. The list should give a complete bio-data of each employee.

It was also agreed that an update of the statutory deductions be forwarded to the committee in the next meeting.

There were no any other business to be transacted and the meeting closed officially at 12.30 pm with closing prayers led by Hon Big Five Rotich.

CONFIRMED  DATE..... 19/3/15
HON. REUBEN LAN GAT,
CHAIR,
LABOUR & PUBLIC SERVICE COMMITTEE.

CERTIFIED.....  DATE..... 19.3.2015
S. KOECH,
SECRETARY/COMMITTEE CLERK.

**MINUTES OF LABOUR AND PUBLIC SERVICE COMMITTEE
MEETING HELD ON 17TH MARCH, 2015 IN THE COUNTY
ASSEMBLY LOUNGE AT 11.00 AM.**

MEMBERS PRESENT.

- | | |
|-------------------------------|--------------|
| 1. Hon. Reuben Langat | - Chair |
| 2. Hon. Bency Too | - Vice Chair |
| 3. Hon. David Rotich Big Five | - Member. |
| 4. Hon. Christopher Ngeno | - Member. |
| 5. Hon. Wilson Keter | - Member. |
| 6. Hon. Philip Siele | - Member. |
| 7. Hon. Aurelia Chepkirui | |

ABSENT WITH APOLOGY.

- | | |
|------------------------|----------|
| 8. Hon. Cecilia Towett | - Member |
| 10. Hon John Ngetich | - Member |

MIN. 40/03/2015 PRELIMINARIES.

The meeting was called to order at 11.15am with opening prayers led by Hon. Bency Too.

MIN. 41/03/2015 CONFIRMATION OF MINUTES.

- c) Minutes of a meeting held on **10 th March, 2015** were tabled and read out. On a proposal by Hon. Christopher Ngeno Seconded by

Hon. Bency Too, the minutes were confirmed as true records of the meeting's proceedings.
There were no matters arising.

**MIN. 42/03/2015 ADOPTION OF THE REPORT ON
COUNTY PUBLIC SERVICE BOARD DATED 31ST
DECEMBER, 2014.**

The Secretary to the Committee Mr. Keneth Langat read out the report to the meeting. After some deliberations the report was unanimously adopted and signed by all members present.

RECOMMENDATIONS.

- i) It was agreed that recommendations outlined in the minutes of a meeting held on 3rd March, 2015.
- ii) County Public Service Board should designate a specific area or box where persons with disability (PWDs) will drop their applications whenever there are job adverts in the County.
- iii) The Bomet County Public Service Board should be given an independent budget from the Executive to allow them discharge their mandate without delays or hindrance.
- iv) The CPSB should have one member in the Board representing special interests like PWD, Women and minority groups.

There being no any other issues to be discussed, the meeting closed officially at 1.00pm with closing prayers led by Hon. Aurelia Chepkirui.

Confirmed.......... Date...19/3/2015
Hon. Reuben Langat,
Chair – LABOUR & PUBLIC SERVICE.

Certified..... Date...19.3.2015
S. Koech,
Secretary/Committee Clerk.