

KERICHO COUNTY ASSEMBLY

THE HANSARD

Second Assembly

Fifth Session

Tuesday 16th November 2021

(The House met at 9.30 a.m.)

[Speaker (Hon. Dominic Rono) in the Chair]

PRAYERS

The Speaker (Hon. Dominic Rono): Welcome Honorable members. Please proceed!

NOTICE OF MOTION.

The Speaker (Hon. Dominic Rono): There is a notice of motion by Hon. Alex Bett.

Hon. Alex Bett (Member for Litein Ward): Thank you Mr. Speaker for giving me this opportunity that I may give a notice of the following motion: That this House approves the Report on motion raised by Hon. Hezron Ngetich on submission by the County Executive Committee Member. Thanks

The Speaker (Hon. Dominic Rono): Next Order!

**MOTION BY HON. ALEX BETT ON SUBMISSION BY
CECM PUBLIC SERVICE MANAGEMENT AND MEMBERS OF
THE KERICHO COUNTY PUBLIC SERVICE BOARD**

Hon. Alex Bett (Member for Litein Ward): Thank you Mr. Speaker for giving me this opportunity once more to give a report on the Meeting with the County Executive Committee Member in charge of Public Service Management and the Members of the Kericho County Public Service Board on the issues raised in the motion;

Mr. Speaker sir,

The Committee held a meeting on the 7th October, 2021 with the County Executive Committee Member in charge of Public Service Management and the County Public Service Board Members during which the Committee closely examined the submissions on the issues raised in the motion and the following are the responses and documents submitted to the committee through the office of the Clerk in a letter dated 8th October 2021;

a) Advertisement of positions in the Department of Public Service Management

The County Executive Committee Member for Public Service Management told the committee that she had sought authority from the Board to recruit 55 employees in the department. She provided correspondences with the office of the Governor seeking authority to recruit the said employees dated 12th April 2021 (see annexure 1), and 9th July 2021 (See annexure 2). In both the correspondences, the Office of the Governor through the County Secretary approved the requests subject to availability of funds.

The committee was further provided with correspondence between the Chief Officer, County Public Service Management and the County Public Service Board dated 3rd May 2021 (See annexure 3) seeking authority to recruit the 55 officers. The Board asked the Deputy Director for Human Resource Management to seek guidance from the Department of Finance on the availability of funds to carry out the exercise. The Committee did not get a copy of the

correspondence regarding the status of the wage bill in relation to the recruitment but the CECM for Public Service Management told the committee that there was budget to recruit which was Ksh. 3 Million set aside for recruitment in the department.

The 55 positions that authority was given for recruitment include:

S/No	Name of Position	Job Group	No. of positions
1.	Human Resource Management Officer II	J	3
2.	Human Resource Management Assistant III	H	3
3.	Drivers III	D	18
4.	Principal Superintendent Fire Officer	N	1
5.	Senior Records Management Officer (Internal)	L	1
6.	Fire Man	E	10
7.	Support Staff	D	8
8.	Clerical Officers	F	6
9.	Ward Administrator	N	5
	GRAND TOTAL		55

However the committee noted that the County Public Service Board advertised for 56 positions internally against the approved 55 positions. It further noted that there were disparities in the approved recruitment as follows:

- Senior Records Management Officer, Job group ‘L’ was not advertised yet it was in the approved recruitment
- Village administrators (5 posts), Job Group ‘J’ was advertised instead of Ward Administrators (5 positions), Job Group ‘N’
- Records Management Officer I (1 post) Job Group ‘K’ was advertised as a new position not captured in the approved recruitment
- Chief Clerical Officer (1 position) Job Group ‘J’ was advertised as a new position not captured in the approved recruitment.

In her submission, the CECM in charge of Public Service Management informed the committee that out of the 55 positions to be filled 20 were to be filled internally while 35 would be filled externally. The County Public Service Board (CPSB) told the committee that it was not illegal to recruit employees internally. The Board noted that it is cheaper to first source for qualified employees internally so that the positions left after the recruitment can now be filled externally. This will save on wage bill as the positions left after recruitment are of lower cadre and only one advertisement for the positions will be left.

Regarding whether it was necessary for the CECM to seek authority of the Governor before recruitment, the Board noted that Section 63 (2) (a) of the County Governments Act vests the authority to request for recruitment with the County Chief Officer of the relevant Department. They noted that the relevant County Executive Committee Member informs the Governor on recruitment for purposes of information and concurrence.

b) Advertisement of positions in the Department of Finance and Economic Planning

Regarding the recruitment in the Department of Finance and Economic Planning the committee was provided with correspondence from the County Executive Committee Member for Finance and Economic Planning through the County Secretary and Head of Public Service to the County Public Service Board requesting for recruitment of 105 officers as follows:

S/No	Name of Position	Job Group	No. of positions
1.	Senior Assistant Accountant General (Finance)	Q	1
2.	Senior Assistant Internal Auditor General II	Q	1
3.	Senior Assistant Accountant General (Revenue)	Q	1
4.	Deputy Director Economic Planning	Q	1
5.	Accountant II	J	5
6.	Economist II/Statistician II	K	5
7.	Senior Assistant Director, Chief Supply Chain Management Services	Q	1
8.	Supply Chain Management Assistant II	J	2
9.	Supply Chain Management Assistant III	H	3
10	Internal Auditor II (Internal Auditor)	J	2
11	Clerical Officers (Revenue collectors)	F	51
12	Enforcement Officers (Revenue)	F	32
13	GRAND TOTAL		105

The Board in turn wrote to the Chief Officer for Finance on 16th June 2021 requesting for the status of the wage bill in the county. No reply to correspondence by the Finance department was received by the committee. Further, the County Public Service Board wrote to the Chief Officer

in charge of Finance on 26th July 2021 seeking clarification on the recruitment of staff in the department whose reply was done on 30th July 2021 explaining that the positions were open, permanent and pensionable and that the clerical officers were actually revenue collectors and enforcement officers (revenue) domiciled in the department of Finance and Economic Planning.

The above positions were advertised internally albeit with the following disparities:

- Economist II/Statistician II (Job Group K) 4 positions were advertised instead of 5 in the approved recruitment
- Accountant II, (Job Group J) 2 positions were advertised instead of 5 approved posts
- Supply Chain Management Assistant III: (Job Group H), 2 positions were advertised instead of 3 approved posts

The disparities reduced the number of advertised positions to 100 from the 105 requested by the County Executive Committee Member for Finance and Economic Planning.

4.0 Committee's Observations/ Findings on the Motion by Hon. Hezron Ngetich

Following the meeting between the Committee and County Executive Committee Member in charge of Public Service Management and the Public Service Board, the committee noted the following;

- a) That some posts were advertised in the Department of Public Service Management but were not in the approved posts
- b) That the Chief Officer in charge of Finance and Economic Planning did not respond to the correspondence by the Public Service Board on the status of wage Bill in the County
- c) That the County Executive Committee Member for Finance and Economic Planning requisitioned for recruitment in the department instead of the Chief Officer of the Department as per Section 36 of the County Governments Act.

- d) That the positions advertised are too many to be filled internally as this could disenfranchise many other qualified candidates out there.
- e) There is no transparency in recruitment of employees given the contradictions noted in the correspondences received by the committee.

5.0 Recommendations;

The Committee recommends the following:

- 1) The names of the officers to be replaced and or promoted should be provided to the committee on Governance, Labor and Social Welfare for the sake of transparency and accountability
- 2) That the County Public Service Board provides all correspondence approving the advertisement of the vacant positions and confirming availability of funds for recruitment to the Committee on Governance, Labour and Social Welfare before re-advertising the vacant positions.
- 3) That all the vacant positions be advertised externally to give opportunity to all qualified candidates.
- 4) That the positions of village administrators captured in the advertisement be replaced with Ward administrators for the wards that have no Ward Administrators.

6.0 Conclusion

The Committee recommended that

- The County Public Service Board harmonizes the requests and the advertisements before re-advertising all the vacant positions.

7.0 Acknowledgement.

The Committee wishes to thank the offices the Speaker and the Clerk of the Assembly for the necessary support extended to it in the execution of its mandate.

Mr. Speaker Sir,

It is my pleasant duty, pursuant to Standing Order 205 to present the report on the responses to the motion raised by Hon. Hezron Ngetich.

Thank you Mr. Speaker Sir for giving me that time and Mr. Speaker Sir I will request Honorable Hezborn Tonui to second the motion. Thank you Mr. Speaker;

The Speaker (Hon. Dominic Rono): Honorable Hezborn Tonui!

Hon. Hezborn Tonui (Member for Cheplanget Ward): Thank you Mr. Speaker, I second.

(Question proposed)

(Question put and agreed to)

(Adjournment)

The Speaker (Hon. Dominic Rono): So honorable members the house is adjourned until this afternoon at 2: 30 p.m.

(The house rose at 9: 56 a.m.)

