



THE COUNTY ASSEMBLY OF  
ELGEYO MARAKWET  
21 OCT 2015  
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ELGEYO/MARAKWET COUNTY ASSEMBLY

FIRST ASSEMBLY

THIRD SESSION (2015)

COMMITTEE ON ICT, PUBLIC SERVICE AND BROADCAST

REPORT ON THE  
STATUS OF ACTIVITIES OF ELGEYO MARAKWET COUNTY PUBLIC SERVICE  
BOARD FOR THE PERIOD JANUARY-DECEMBER, 2014

*Approved for  
HBC to Allocate time*

DATE: 1<sup>ST</sup> OCTOBER, 2015.

*Hon. speaker for  
your ground.  
Kaini  
29/11*

1 | Report of the committee on ICT, Public Service and Broadcast.

*[Signature]*  
THE DEPUTY SPEAKER  
ELGEYO MARAKWET COUNTY ASSEMBLY  
P. O. Box 53-30700, ITEN.

## **LIST OF ACRONYMS AND ABBREVIATIONS**

ECD	- Early Childhood Development
PWD	- Person with Disability
ICT	- Information Communication and Technology
CPSB	- County Public Service Board
EMC	- Elgeyo/Marakwet County Assembly
K/N	- Keiyo North
K/S	- Keiyo South
M/W	-Marakwet West
M/E	-Marakwet East

## **PREFACE**

**Mr. Speaker Sir,**

The County Government Act of 2012 section 59 {1&5} requires County Public Service Board to submit reports to the County Assembly on the execution of its functions and on the status of promotion of values and principles as stipulated in article 10 and 232 of the constitution of Kenya 2010.

In line with the above article the CPSB submitted its annual report on key decisions and activities of Elgeyo/Marakwet County Public Service Board for the period January-December 2014, on 19<sup>th</sup> January 2015 and the committee deliberated on it on 17<sup>th</sup> and 18<sup>th</sup> of September 2015 and made the following observations and recommendations

## **COMMITTEE MEMBERSHIP**

**Mr. Speaker Sir,**

The following are the members of the Committee as constituted by the house:

1. Hon. Daniel Chirchir - Chairperson
2. Hon. Rael Limo - Vice Chairperson
3. Hon. Gilbert Kaptugen - Member
4. Hon. Faith Chepkairor - Member
5. Hon. Christopher Cheboiboch - Member
6. Hon. Simon Chebii - Member
7. Hon. Emmy Koech - Member
8. Hon. Titus Kabuswo - Member

## **MANDATE OF THE COMMITTEE**

**Mr. Speaker Sir,**

**The Committee draws its mandate from the following legal provisions;**

In respect to the standing order 191 (5) and fourth schedule of the constitution

- a. Investigate, inquire and report on all matters relating to the mandate, management, activities administration operation and estimates of the assigned department;
- b. Study the programmed and policy objectives of departments and the effectiveness of the implementation.
- c. Study and review all county legislation referred to it;
- d. Study ,access and analyze the relative success of the departments as measured by the results obtained as compared with their stated objectives;
- e. Investigate and inquire into all matters relating to the assigned departments as they may deem necessary and as may be referred to them by the county assembly.
- f. Make reports and recommendations to the county assembly as often as possible, including recommendation of proposed legislation.

## **ACTIVITIES UNDERTAKEN BY CPSB IN THE YEAR 2014**

During the above calendar year the CPSB undertook several activities

### **Appointments**

The following table provides the summaries for each position of total persons who applied for positions, and the number shortlisted, interviewed and appointed

**TABLE 1: RECRUITMENT STAGES TALLIES**

	<b>TITLE OF POSITION</b>	<b>TOTAL APPLICATI ON</b>	<b>NO.SHORT LISTED</b>	<b>NO.INTER VIEWED</b>	<b>NO.APP OINTED</b>
<b>1</b>	ECD TEACHERS	459	459	459	374
<b>2</b>	RANGERS	425	425	138	10
<b>3</b>	FINANCE AND ADMINISTRATION MANAGER- CPSB	28	6	6	1
<b>4</b>	HR-CPSB	29	6	5	1
<b>5</b>	LEGAL OFFICER-CPSB	16	4	3	1
<b>6</b>	TOURISM OFFICER	48	5	4	1
<b>7</b>	COUNTY CHIEF WARDEN	29	5	5	1
<b>8</b>	STRATEGY AND MARKETING OFFICER-TOURISM	27	5	5	1
<b>9</b>	URBAN/TOWN ADMINISTRATOR	32	6	5	1
<b>10</b>	ASSISTANT TOWN ADMINISTRATOR	90	11	10	2
<b>11</b>	REGULARIZED HEALTH STAFF	0	0	0	134
<b>12</b>	CHIEF OFFICERS	593	75	72	9
<b>13</b>	NURSES	144	102	101	40
<b>14</b>	MEDICAL LAB TECHNOLOGISTS	125	73	74	10
<b>15</b>	CLINICAL IOFFICERS	167	92	90	30
<b>16</b>	RADIOGRAPHERS	13	13	6	3
<b>17</b>	NUTRITIONISTS	82	49	48	10
<b>18</b>	PHYSIOTHERAPISTS	18	14	9	2
<b>19</b>	PHARMACISTS	97	56	60	14
<b>20</b>	HEALTH RECORDS	134	91	93	10
<b>21</b>	WARD ADMINISTRATORS	551	176	165	19
<b>22</b>	AMBULANCE DRIBVERS	156	156	19	10
<b>23</b>	TRUCK DRIVERS	145	145	13	5
<b>24</b>	PLANT OPERATORS	168	168	62	10

25	MECHANICS	33	33	21	2
26	ARTIFICIAL INSEMINATORS	46	46	39	14
27	INFORMATION OFFICER	7	7	6	1

**TABLE 2: DISTRIBUTION OF APPOINTMENTS PER EACH SUB-COUNTY**

	<b>TITLE OF POSITION</b>	<b>K/N</b>	<b>K/S</b>	<b>M/E</b>	<b>M/W</b>
1	ECD TEACHERS	54	102	81	69
2	RANGERS	4	2	2	2
3	FINANCE AND ADMINISTRATION MANAGER- CPSB	1	0	0	0
4	HR-CPSB	0	1	0	0
5	LEGAL OFFICER-CPSB	0	0	0	1
6	TOURISM OFFICER	1	0	0	0
7	COUNTY CHIEF WARDEN	0	1	0	0
8	STRATEGY AND MARKETING OFFICER-TOURISM	1	0	0	0
9	URBAN/TOWN ADMINISTRATOR	0	0	0	1
10	ASSISTANT TOWN ADMINISTRATOR	0	1	0	1
11	REGULARIZED HEALTH STAFF				
12	CHIEF OFFICERS	3	2	2	2
13	NURSES	7	11	10	11
14	MEDICAL LAB TECHNOLOGISTS	3	2	2	2
15	CLINICAL IOFFICERS	9	5	4	12
16	RADIOGRAPHERS	0	1	0	1
17	NUTRITIONISTS	2	5	1	2
18	PHYSIOTHERAPISTS	0	1	0	1
19	PHARMACISTS	4	5	1	5
20	HEALTH RECORDS	4	1	0	5
21	WARD ADMINISTRATORS	4	6	4	6
22	AMBULANCE DRIBVERS	2	3	2	3
23	TRUCK DRIVERS	2	1	1	0
24	PLANT OPERATORS	2	3	3	1
25	MECHANICS	1	1	0	0
26	ARTIFICIAL INSEMINATORS	5	5	2	2
27	INFORMATION OFFICER	0	1	0	0
<b>TOTAL</b>		<b>109</b>	<b>160</b>	<b>115</b>	<b>127</b>

**TABLE 3: DISTRIBUTION OF REGULARIZED AND NEW APPOINTMENTS IN DIFFERENT JOB GROUPS AS PER GENDER**

<b>JOB GROUP</b>	<b>F</b>	<b>M</b>	<b>Grand Total</b>
<b>CONTRACT</b>	<b>353</b>	<b>21</b>	<b>374</b>
<b>D</b>		<b>1</b>	<b>1</b>
<b>E</b>		<b>3</b>	<b>3</b>
<b>F</b>	<b>8</b>	<b>32</b>	<b>40</b>
<b>G</b>	<b>35</b>	<b>33</b>	<b>68</b>
<b>H</b>	<b>117</b>	<b>59</b>	<b>176</b>
<b>J</b>	<b>1</b>	<b>0</b>	<b>1</b>
<b>K</b>	<b>1</b>	<b>3</b>	<b>4</b>
<b>M</b>	<b>2</b>	<b>3</b>	<b>5</b>
<b>N</b>	<b>7</b>	<b>13</b>	<b>20</b>
<b>P</b>	<b>4</b>	<b>8</b>	<b>12</b>
<b>Q</b>	<b>1</b>	<b>11</b>	<b>12</b>
<b>R</b>	<b>1</b>	<b>3</b>	<b>4</b>
<b>S</b>	<b>3</b>	<b>6</b>	<b>9</b>
<b>TOTAL</b>	<b>533</b>	<b>196</b>	<b>729</b>

**TABLE 4: DISTRIBUTION OF ALL APPOINTMENTS IN DIFFERENT JOB GROUPS AS PER SUB-COUNTY OF ORIGIN**

<b>JOB GROUP</b>	<b>K/N</b>	<b>K/S</b>	<b>M/E</b>	<b>M/W</b>	<b>ESP- NOT-CAPTURED</b>	<b>EXTERNAL</b>	<b>Grand Total</b>
<b>CONTRACT</b>	<b>67</b>	<b>117</b>	<b>81</b>	<b>109</b>			<b>374</b>
<b>D</b>					<b>1</b>		<b>1</b>
<b>E</b>					<b>3</b>		<b>3</b>
<b>F</b>	<b>6</b>	<b>9</b>	<b>7</b>	<b>11</b>	<b>6</b>	<b>1</b>	<b>40</b>
<b>G</b>	<b>9</b>	<b>7</b>	<b>4</b>	<b>4</b>	<b>44</b>		<b>68</b>
<b>H</b>	<b>30</b>	<b>31</b>	<b>18</b>	<b>39</b>	<b>56</b>	<b>2</b>	<b>176</b>
<b>J</b>					<b>1</b>		<b>1</b>
<b>K</b>		<b>1</b>			<b>3</b>		<b>4</b>
<b>M</b>	<b>3</b>	<b>1</b>		<b>1</b>			<b>5</b>
<b>N</b>	<b>3</b>	<b>6</b>	<b>7</b>	<b>4</b>			<b>20</b>
<b>P</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>2</b>		<b>1</b>	<b>12</b>
<b>Q</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>2</b>		<b>3</b>	<b>12</b>
<b>R</b>	<b>1</b>		<b>1</b>	<b>1</b>		<b>1</b>	<b>4</b>
<b>S</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>2</b>			<b>9</b>

<b>Grand Total</b>	<b>127</b>	<b>181</b>	<b>124</b>	<b>175</b>	<b>114</b>	<b>8</b>	<b>729</b>
<b>Average</b>	<b>32</b>	<b>30</b>	<b>31</b>	<b>29</b>	<b>-</b>	<b>-</b>	

**TABLE 5: APPLICANTS WITH SPECIAL NEEDS AND THOSE WHO QUALIFIED**

TITLE OF POSITION	Total PWD Applicants	NO OF APPOINTED
DRIVER	1	0
ECD TEACHERS	10	5
MEDICAL LAB TECHNOLOGISTS	1	1
CLINICAL IOFFICERS	1	0
PHARMACISTS	2	1
HEALTH RECORDS	1	0
AMBULANCE DRIVERS	1	0
DRIVERS	1	0
PLANT OPETRATORS	1	1

## **OBSERVATIONS**

- ❖ Six staff from the department of Agriculture and veterinary went on retirement during the year 2014
- ❖ That employment distribution in all the four sub-Counties is not equal as shown in table 2.
- ❖ The secretariat, inseminators and ward administrators went for training s during the same year
- ❖ Six health staff, one legal officer, one education and a ward administrator handed over their resignation
- ❖ There were only two disciplinary cases in the year 2014
- ❖ The committee noticed that the female gender hold more positions in the lower job groups as compared to the male as shown in table 3 above.
- ❖ Also the number of female holding higher job groups is very small as shown in table 3 above.

## **RECOMMENDATION**

- a. That the exercise of performance contracting should be done faster so as to cover all staff.
- b. That the heads of department should make use of their 30% administration budget for training and induction of staff.



- c. That the cases of disciplinary action on staff should be resolved within short periods of time so as not to inconvenience the victim
- d. That during appointments the board should first consider people with disabilities
- e. That the gender 1/3 rule and 5% PWDs should be considered as per sections 54 (2), 55 and 56 of the Kenyan constitution 2010

**CONCLUSION**

The committee wishes to thank the Office of the Speaker and the Office of Clerk to County Assembly for the support and facilitation that enabled this committee effectively and efficiently execute its mandate.


It is my pleasant duty and privilege, on behalf of the Sectoral Committee on ICT, Public Service and Broadcast pursuant to the provisions of Standing Order No 42 (4) to present this report for adoption by this Honorable house.

Annexed herein is the report of activities of EMC Public Service Board for the period January-December, 2014.

Thank you, Mr. Speaker.

**MEMBERS SIGNATURES.**

- |                                |                  |  |
|--------------------------------|------------------|--|
| 1. Hon. Daniel Chirchir        | Chairperson      |    |
| 2. Hon. Rael Limo              | Vice Chairperson |    |
| 3. Hon. Gilbert Kaptugen       | Member           |    |
| 4. Hon. Faith Chepkairor       | Member           | .....  |
| 5. Hon. Christopher Cheboiboch | Member           | .....  |
| 6. Hon. Simion Chebii          | Member           | .....  |
| 7. Hon. Emmy Koech             | Member           |  |
| 8. Hon. Titus Kabuswo          | Member           | .....  |

Sign.....  
**Hon. Daniel Chirchir Chairperson Committee on ICT, Public Service and Broadcast.**  
Date: 21/10/2015