



GOVERNMENT OF KILIFI
COUNTY PUBLIC SERVICE BOARD

REPORT OF ACTIVITIES
FOR THE PERIOD
JANUARY TO DECEMBER 2015

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ACRONYMS

BFWD	-	Balance Brought Forward
CA	-	County Assembly
CARPS	-	Capacity Assessment and Rationalization of Public Service
CBA	-	Collective Bargaining Agreement
CCG	-	Centre for Corporate Governance
CPSB	-	County Public Service Board
DLA	-	Defunct Local Authority
DPSM	-	Directorate of Public Service Management
KCGWU	-	Kenya County Government Workers Union
KLN	-	Kaloleni
MGRN	-	Magarini
MLD	-	Malindi
RA	-	Recognition Agreement

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MESSAGE FROM THE CHAIRMAN

It gives me pleasure to present the 2015 Annual Report of the Kilifi County Public Service Board. The report is important to our stakeholders as it gives details of the activities handled by the Board in the period under review, challenges encountered and the achievements realized.

During the period under review, the Board conducted interviews for various categories of officers in the County Government. The response to advertisements for employment positions has been overwhelming, with some positions attracting over five hundred applications of qualified applicants. This reflects the potential in terms of human capital Kilifi County has to choose from.

The Board's primary objective is to strive to employ the best qualified personnel taking into consideration other Constitutional Provisions in the process. It is the desire of the Board to have a highly qualified County Public Service to enhance quality Public Service delivery. It is a legacy the Board wishes to leave behind.

Kilifi County is inhabited by a diversity of people starting with the majority seven sub-tribes of the Mijikenda Community with the Digo and Durumas living in Kwale County. In addition to the seven Mijikenda sub-tribes, the County is also inhabited by the Bajunis, Swahilis, Pokomo and other minority tribes. During recruitment the Board strived for an all inclusive approach where all these tribes were considered in addition to religion, gender and people living with disability with a view to have an all inclusive public service in Kilifi County. The challenge faced by the Board was to accommodate all these interests in a situation where there are few vacancies.

All the employees of the Defunct Local Authorities were deemed to have been seconded to the County Government. Included in this category of employees were two hundred and eighty casuals. As per the guidelines, all casual employees inherited from the DLAs were absorbed as permanent staff of the County Public Service effective 1st December, 2015. During the period under review, more casuals were engaged by the departments thereby posing a challenge to the sustainability of the wage bill.

The Board's challenges included summons by the Ethics and Anti Corruption Commission in relation to the recruitment process as interested parties exercised their democratic rights.

Finally, I wish to register my appreciation for the support the Board has received from all stakeholders without which the Board would not have been able to operate professionally and registered any achievements. The Board sincerely appreciates the guidance, support and cooperation accorded. I would like to note that through this background of team spirit and commitment to work, the year was a great success which gives us an impetus to further improve service delivery in the year 2016.

The Board remains committed to its mission and will continue to adhere to the core values thereby improving the performance and contribution to Kilifi County development.

Last but not least I would like to note that the Board Member who resigned in 2014 was replaced during the year under review.

I wish to extend my sincere thanks to my colleagues in the Board and the secretariat staff for the good working environment and for their contribution towards the production of this report.

EXECUTIVE SUMMARY

The County Public Service Board (CPSB) is established under the provisions of Article 235 of the Constitution of Kenya 2010. The Board consists of a Chairperson, Vice Chairperson and four other members and the Board Secretary appointed by H.E the Governor with the approval of the County Assembly. The Board is mandated under Article 59(1) (d) of the County Governments Act 2012 to prepare reports to the County Assembly on the execution of the functions of the Board.

This report covers the period January to December 2015 i.e. quarter three and four of the Financial Year 2014/2015 and quarter one and two of Financial Year 2015/2016. The report is divided into three chapters. Chapter one gives the introduction of the report, background of the Board, composition, Vision, Mission and Core Values and Principles, the Board's mandate, organization structure, and strategic policy priorities for the period. Chapter two details the Board activities and chapter three outlines achievements, challenges and conclusions.

During the period under review the Kilifi County Public Service Board (KCPSB) discharged its mandate with the support of the Secretariat staff under the leadership of the CEO and Board Secretary.

The Board advertised and recruited staff for various positions in the County Government positions as requested by different departments namely:

Finance and Economic Planning

Health Services

Agriculture, Livestock Development and Fisheries,

Water, Forestry, Environment and Natural Resources,

Devolution, Public Service and Disaster Management

Trade, Industrialization, Co-operative Development, Tourism and Wildlife

Public Works, Roads and Transport

Lands, Energy, Housing and Physical Planning

Information, Communication, E-Government, Culture and Social Services

Education, Youth Affairs and Sports.

Various jobs advertised are at different levels of the recruitment process.

During the reporting period the Board enhanced the capacity of its Members and Secretariat staff by participating in seminars organized by both local and international institutions. Areas covered included Corporate Governance, Human Resource Management, Performance Management,

Budgeting, Pension and general Management. Included was a workshop attended by the Board and the Labour Committee of the County Assembly (CA).

The Board, with the input of a consultant from Kenya School of Government completed the preparation of thirteen Human Resource Management policies. These policies are in draft form and will be subjected to stake holder participation before they can be rolled out for use in the County Public Service.

The Board works through committees with each Committee being headed by a Board Member. These committees are Recruitment and Selection, Performance Management, Planning, Monitoring and Reporting, Human Resource Management and Development and Compliance and Quality Assurance.

In the delivery of its constitutional mandate during the period under review, the Board faced a number of challenges. These challenges included dealing with low morale of employees of the DLA, managing the transition process, dealing and responding to court sermons, ensuring equitable distribution of the few jobs to both demonstrate and represent the face of Kilifi County and to meet the requirements of the Constitution of Kenya 2010 with respect to issues of gender, youth, persons with disability, religion and marginalized persons.

However despite these challenges, the Board is committed to the delivery of its constitutional mandate and the fulfillment of its obligations to the citizens of Kilifi County.

CHAPTER ONE

1.0 Introduction

This report covers the period between January to December 2015. This chapter deals with the introduction of the report, background of the Board, composition, Vision, Mission, Core Values and Principles, Board's mandate, organization structure, and strategic policy priorities for the period.

1.1 Background

The County Public Service Board (CPSB) of Kilifi was constituted in accordance with Article 235 of the Constitution of Kenya 2010. According to Article 57 of the County Government Act 2012, the established Board is:

- a) A body corporate with perpetual succession and seal; and
- b) Capable of suing and being sued in its corporate name

The Board has been in office since 3rd July 2013.

1.2 Vision, Mission, Core Values and Principles

During the period under review the Board implemented various programmes aimed at achieving equity in employment, continuous improvement in service delivery and promotion of good governance. In undertaking these programmes the Board was guided by its Vision, Mission and the National values and principles of governance in Article 10 and values and principles of the public service in Article 232.

Vision

Highly performing, motivated and ethical County Public Service

Mission

To provide skilled and competent human resource for effective and efficient public service

Core Values and Principles

The Board is at all times bound by and shall promote and uphold the national values and principles of Governance as provided in Articles 10 and 232 of the Constitution of Kenya 2010.

These values and principles include:

- Integrity & Accountability
- Independence

- Fairness and equity
- Teamwork
- Quality service

1.3 Mandate of the Board

The mandate of the Board is provided for under Article 59(1) of the County Government Act 2010 and summarized as hereunder:

- 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 in Boards of cities and urban areas within the county and to confirm appointments
- c) Prepare regular reports for submission to the County Assembly on the execution of the functions of the Board
- d) Promote in the county public service the values and principles referred to in Articles 10 and 232 of the Constitution of Kenya 2010
- e) Evaluate and report to the County Assembly on the extent to which the values and principles referred to in Articles 10 and 232 of the Constitution of Kenya 2010 are complied with in the county public service
- f) Facilitate the development of coherent, integrated human resource planning and budgeting for personnel emoluments in the county
- g) Advise the County Government on human resource management and development
- h) Advise the County Government on implementation and monitoring of national performance management system in the counties
- i) Make recommendations to the salaries and Remuneration Commission, on behalf of the county government, on the remuneration, pensions and gratuities for county public service employees

1.4 Organizational Structure

The Board is made up of the Chairman, Vice Chairman, four other Board members and the Board Secretary appointed by the Governor and approved by the County Assembly for a non renewable term of six years.

1.4.1 The Secretariat

The Board is supported by the Secretariat headed by the Board Secretary. The Secretariat is responsible for facilitating, coordinating and ensuring efficient implementation of the Board's programs and activities. These functions are implemented by the following units each supposed to be headed by an officer: Finance and Administration, HRM, Internal Audit, Procurement, Records, Communications and ICT. To date twelve (12) officers have been employed by the Board while five (5) officers have been seconded from the County Executive.

1.4.2 Board Committees

The Board performs its functions through committees. Board committees execute functions of the Board with the support of the Secretariat. Committees are responsible for developing policies for achievement of the mandate; providing strategic direction, leadership and oversight to the Secretariat on all matters relating to human resources in the county. The Board has five committees reporting to the full Board. Each committee is composed of at least two Board members, Secretariat staff and co-opted members from the county public service. These committees include:

- Recruitment and Selection Committee – responsible for recruitment, assessment, selection, appointments, and HR planning for County Public Service
- Performance Management Committee – responsible for schemes of service, performance management (appraisals, performance contracts and exit interviews), job evaluation and promotions.
- Planning, Monitoring and Reporting Committee – responsible for strategic and annual planning, monitoring, HR audit, reporting and pensions schemes
- Human Resource Management and Development Committee – responsible for HR policy, training and development, talent management, mentoring, internship and volunteer management for County Public Service
- Compliance and Quality Assurance Committee – responsible for discipline, appeals, ethics and governance compliance audit

1.4.3 Legislative and Policy Framework

The work of the CPSB is guided by various statutes, regulations and policies which govern operations of the County Government namely; the Constitution of Kenya 2010, County Governments Act 2012, Intergovernmental Relations Act 2012, Transition to Devolved Government Act, Urban Areas and Cities Act and Public Service Commission Act.

1.5 Focus on Action for the period between January and December 2015

During the period under review the CPSB pursued three key strategic themes namely; implementation of the Board Strategic Plan and Service Charter, formulation of key Human Resource policies, job evaluation and equity in employment for various positions in the County Government .

1.6. Board Strategic Plan and Service Charter

During the period 2015, the Board carried out its activities with the requisite focus to comprehensively deliver its mandate in the next four years. During the year under review (2015) the Board operations were guided by the Vision, Mission and Policies laid down in the Strategic Plan and Service Charter.

1.7 Job Evaluation

The Board played an oversight role in the Job Evaluation exercise jointly undertaken with the Salaries and Remuneration Commission. The Job evaluation report is awaited. The Job Evaluation exercise was carried out in June 2015.

1.8 Equity in employment

During the period under review the Board advertised, shortlisted and conducted interviews for various vacant county government positions as requested by Chief Officers of the departments in the County Government. The Board strived to make appointments in accordance with the constitutional requirements taking into account the distribution among all sub-counties and sub tribes, gender, youth, religion, minority, marginalized persons and communities.

The Board during the period under review advertised for 111 posts, received 8556 applications and issued appointment letters to 1111 new staff for various departments

Table 1: Summary of Recruitments

	Total	% of total appointed
Number of advertised posts	1200	
Total number of applications received	8556	
Total number of appointments	1111	100%
Number of male appointed	319	29%
Number of female appointed	792	71%
Number of Youth appointed	930	84%
Number of PWD appointed	2	0.2%
Number of Persons from Minority groups appointed	141	13%
Number of Persons from marginalized groups appointed	13	1%
Others (Persons from outside Kilifi County)	108	10%

Minority groups - comprise of persons from the following communities:

Kambe, Ribe, Kauma and Jibana

Marginalized group - comprise of persons from the Waatha Community

Others - Refer to persons from outside Kilifi County

CHAPTER TWO

This chapter presents Board's sub-programmes and activities as detailed out under the Board Committees

2.0 Board activities

2.1 Reports from the Committees

2.1.1 Recruitment and Selection Committee

The Recruitment and Selection Committee is responsible for recruitment, assessment, selection, appointments, and HR planning for county public service. The activities of the Recruitment Committee are summarized in the tables 2, 3, 4, 5 and 6

Table 2: Total number of recruitments for the period January to December 2015

	Post	Total no of applications	No appointed	Male	Female
1	Assistant Director, Internal Audit	13	1	1	0
2	Senior Internal Auditors	68	8	6	2
3	Senior Accountants	77	4	3	1
4	Administrative Officers	64	2	2	0
5	Senior Administrative Officer	27	1	1	0
6	Human Resource Officers	43	4	3	1
7	Human Resource Assistant	66	1	0	1
8	Ward Administrators	2000	34	20	14
9	Drivers	688	33	30	3
10	Assistant Director, Environment, Forestry & Natural Resources	16	1	0	1
11	Sub County Officers, Environment, Forestry and Natural Resources	76	6	4	2
12	Geologist	7	1	1	0
13	Assistant Director, ECD	20	1	1	0
Sub total		3165	97	72	25

	Post	Total applications	No appointed	Male	Female
	B/fwd	3165	97	72	25
14	Assistant Director, Youth Affairs	60	1	1	0
15	Sub County Officer, ECD	40	3	2	1
16	Sub County Officer, Youth Affairs	105	3	1	2
17	Sub County Sports Officers	28	3	1	2
18	Project Officer	36	2	2	0
19	Statistics Officer	29	1	1	0
20	ECDE Care Givers	1435	496	18	478
21	Store Keeper	79	1	1	0
22	Assistant Director, ICT	28	1	1	0
23	ICT Officer	61	1	1	0
24	Director of Physical Planning	6	1	1	0
25	Development Control Officer	14	1	1	0
26	Development Control Assistants	21	3	3	0
27	Energy Liaison Officer	12	1	1	0
28	Assistant Director, Housing and Estate Management	4	1	1	0
29	Cartographers	2	2	2	0
30	Survey Assistants	20	4	3	1
31	Physical/County Planners	16	1	0	1
32	Records Management Officer	33	1	1	0
33	Assistant Office Administrator	68	1	1	0
34	Head Of Treasury, Accounting	19	1	1	0
35	Procurement Officer	141	1	0	1
36	Assistant Director, Lands and Survey	2	1	1	0
37	County Surveyor	1	1	0	1
38	Support Staff	32	5	2	3
Sub total		5467	634	119	515

	Post	Total no of applications	No appointed	Male	Female
	B/fwd	5467	634	119	515
39	Receptionist	14	2	1	1
40	Fire Servicemen	459	35	25	10
41	Pediatricians	4	1	1	0
42	Clinical Officer, ENT	4	1	1	0
43	Clinical Officer, Pediatrics	2	1	1	0
44	Clinical Officer, Reproductive Health	5	2	2	0
45	Clinical officer Anesthetist	5	2	2	0
46	Registered Clinical Officers	386	20	10	10
47	Radiographers	15	4	3	1
48	Psychiatric Nurse	4	2	1	1
49	Nursing Officer/BSN	108	3	3	0
50	Enrolled Community Nurse	58	15	6	9
51	Registered Community Nurses	129	25	13	12
52	Public Health Officers	71	3	0	3
53	Community Health Officers	146	5	3	2
54	Community Oral Health Officer	26	4	2	2
55	Assistant Community Health Officer	230	5	1	4
56	Nutrition Dietetics Officers	95	8	1	7
57	Nutrition Dietetics Technologist	89	5	0	5
58	Health Administrative Officers	86	2	1	1
59	Pharmacist Technologist	95	6	2	4
60	Health Records and Information Management Assistants	60	4	3	1
61	Laboratory Technologist	179	9	5	4
62	Laboratory Technicians	48	2	1	1
63	Assistant Physiotherapist	44	4	2	2
Sub total		7824	804	209	595

	Post	Total no of applications	No appointed	Male	Female
	B/fwd	7824	804	209	595
64	Assistant Occupational Therapists	21	3	1	2
65	Orthopedic Technologists	35	3	2	1
66	Assistant Health Records Information Officers	133	4	2	2
67	Medical Engineering Technologists	45	2	2	0
68	Medical Engineering Technicians	49	3	3	0
69	Dental Technologists	23	4	3	1
70	Social Worker III	268	3	1	2
71	Mortuary Attendants	147	3	3	0
72	Plaster Technicians	11	2	2	0
73	Support Staff "JG B" (Casuals absorbed from DLA)		135	34	101
74	Clerical Officer "JG D" (Casuals absorbed from DLA)		145	57	88
	TOTALS	8556	1111	319	792
			100%	29%	71%

Table 3: Distribution of appointments by Sub-County

	POST	KILIFI SOUTH	KILIFI NORTH	MALINDI	MAGARINI	GANZE	RABAI	KALOLENI	OTHER	TOTAL
1	Assistant Director, Internal Audit	0	0	0	1	0	0	0	0	1
2	Senior Internal Auditors	2	0	2	2	1	1	0	0	8
3	Senior accountants	1	1	0	0	0	0	0	2	4
4	Administrative Officers	0	0	1	0	0	0	1	0	2
5	Senior Administrative Officer (Special Programmes)	0	0	0	0	1	0	0	0	1
6	Human Resource Officers	0	1	0	0	1	2	0	0	4
7	Human Resource Assistant	0	0	0	0	0	1	0	0	1
8	Ward Administrators	5	7	4	6	4	4	4	0	34
9	Drivers	5	4	6	2	6	4	6	0	33
10	Assistant Director, Environment, Forestry and Natural Resources	1	0	0	0	0	0	0	0	1
11	Sub County Officers, Environment Forestry and Natural Resources	1	2	0	0	2	1	0	0	6
12	Geologist	0	1	0	0	0	0	0	0	1
13	Assistant Director, ECD	0	1	0	0	0	0	0	0	1
14	Assistant Director, Youth Affairs	1	0	0	0	0	0	0	0	1
15	Sub County Officer, ECD	0	0	0	0	2	0	0	1	3
16	Sub County Officer, Youth Affairs	1	0	1	0	0	0	1	0	3
17	Sub County Sports Officers	1	1	0	0	1	0	0	0	3
18	Project Officer	0	0	0	0	0	1	1	0	2
19	Statistics Officer	0	0	0	1	0	0	0	0	1
20	ECD Care Givers	60	79	63	86	81	52	63	12	496
21	Store Keeper	0	0	0	1	0	0	0	0	1
22	Asst Director ICT	0	0	1	0	0	0	0	0	1
23	ICT Officer	1	0	0	0	0	0	0	0	1
Sub totals		79	97	78	99	99	66	76	15	609

POST		KILIFI SOUTH	KILIFI NORTH	MALINDI	MAGARINI	GANZE	RABAI	KALOLENI	OTHER	TOTAL
B/fwd		79	97	78	99	99	66	76	15	609
24	Director Physical planning	0	0	0	0	0	0	0	1	1
25	Development Control Officer	0	0	0	0	0	0	0	1	1
26	Development Control Assistants	0	1	0	0	0	0	0	2	3
27	Energy Liaison Officer	0	0	0	0	1	0	0	0	1
28	Assistant Director, Housing and Estate Management	0	0	0	0	1	0	0	0	1
29	Cartographer	0	1	0	0	0	0	0	1	2
30	Survey Assistant	1	1	0	0	0	0	0	2	4
31	Physical/County Planner	0	0	0	0	0	0	0	1	1
32	Records Management Officer	0	0	0	0	0	0	0	1	1
33	Assistant Office Administrator	0	0	0	0	0	0	0	1	1
34	Head of Treasury Accounting	0	0	0	0	0	0	0	1	1
35	Procurement Officer	1	0	0	0	0	0	0	0	1
36	Assistant Director, Lands and Survey	0	0	0	0	0	0	0	1	1
37	County Surveyor	0	0	0	0	0	0	0	1	1
38	Support Staff	0	2	0	0	1	1	1	0	5
39	Receptionist	0	2	0	0	0	0	0	0	2
40	Fire Servicemen	4	7	5	6	4	5	4	0	35
41	Pediatrician	0	0	1	0	0	0	0	0	1
42	Clinical Officer, ENT	0	0	0	0	0	1	0	0	1
43	Clinical Officer, Pediatrics	0	0	0	0	0	0	0	1	1
44	Clinical Officer, Reproductive Health	0	1	0	0	0	0	0	1	2
Sub total		85	112	84	105	106	73	81	30	673

POST		KILIFI SOUTH	KILIFI NORTH	MALINDI	MAGARINI	GANZE	RABAI	KALOLENI	OTHER	TOTAL
B/fwd		85	112	84	105	106	73	81	30	673
45	Clinical Officer, Anesthetics	0	0	0	0	0	0	0	2	2
46	Registered Clinical Officer	4	3	2	2	2	4	3	0	20
47	Radiographers	1	0	0	0	0	0	0	3	4
48	Psychiatric Nurse	0	0	0	0	0	0	0	2	2
49	Nursing Officer/BSN	0	0	0	1	0	1	1	0	3
50	Enrolled Community Nurse	0	0	0	3	0	1	0	11	15
51	Registered Community Nurses	4	6	4	2	4	3	2	0	25
52	Public Health Officers	1	0	0	0	0	0	1	1	3
53	Community Health Officers	1	1	1	0	1	0	1	0	5
54	Community Oral Health Officer	1	0	0	0	0	0	0	3	4
55	Assistant Community Health Officer	0	2	0	1	1	1	0	0	5
56	Nutrition Dietetics Officers	1	1	0	0	0	0	0	6	8
57	Nutrition Dietetics Technologist	0	1	0	0	0	0	0	4	5
58	Health Administrative Officers	0	1	0	0	0	0	1	0	2
59	Pharmacist Technologist	1	0	1	0	0	0	0	4	6
60	Health Records and Information Management Assistants	0	0	1	0	0	2	0	1	4
61	Laboratory Technologist	1	2	1	2	1	0	2	0	9
62	Laboratory Technicians	1	0	1	0	0	0	0	0	2
63	Assistant Physiotherapist	0	2	0	0	1	1	0	0	4
64	Assistant Occupational Therapists	0	0	0	0	0	0	0	3	3
65	Orthopedic Technologists	0	0	0	1	0	0	2	0	3
66	Assistant Health Records Information Officers	0	1	1	0	0	0	0	2	4
67	Medical Engineering Technologists	0	0	0	0	1	1	0	0	2
68	Medical Engineering Technicians	1	1	0	1	0	0	0	0	3
Sub total		102	133	96	118	117	87	94	72	816

POST		KILIFI SOUTH	KILIFI NORTH	MALINDI	MAGARINI	GANZE	RABAI	KALOLENI	OTHER	TOTAL
B/fwd		102	133	96	118	117	87	94	72	816
69	Dental Technologists	0	0	0	0	0	0	0	4	4
70	Social Worker III	1	2	0	0	0	0	0	0	3
71	Mortuary Attendants	0	1	0	0	1	1	0	0	3
72	Plaster Technicians	0	0	1	0	0	0	0	1	2
73	Support staff "JG B"	9	22	40	25	12	8	15	4	135
74	Clerical Officers "JG D"	7	27	56	15	10	7	10	13	145
TOTALS		119	185	193	158	140	103	119	94	1111
%		11%	17%	17%	14%	13%	9%	11%	8%	100%

Table 4: Distribution of Appointments by Wards

		KILIFI SOUTH					KILIFI NORTH						
POST		Shimo La Tewa	Mtepeni	Junju	Mwarakaya	Chasimba	Mnarani	Sokoni	Kibarani	Tezo	Matsangoni	Watamu	Dabaso
1	Assistant Director, Internal Audit												
2	Senior Internal Auditors	1		1									
3	Senior accountants				1			1					
4	Administrative Officers												
5	Senior Administrative Officer (Special Programmes)												
6	Human Resource Officer										1		
7	Human Resource Assistant												
8	Ward Administrators	1	1	1	1	1	1	1	1	1	1	1	1
9	Drivers	1		1	2	1		2	1	1			
10	Assistant Director, Environment, Forestry and Natural Resources				1								
11	Sub County Officers, Environment Forestry and Natural Resources					1					1		1
12	Geologist										1		
13	Assistant Director, ECD									1			
14	Assistant Director, Youth Affairs					1							
15	Sub County Officer, ECD												
16	Sub County Officer, Youth Affairs												
17	Sub County Sports Officers			1	1					1			
18	Project Officer												
19	Statistics Officer												
20	ECD Care Givers	6	7	14	13	20	13	11	15	10	10	10	11
21	Store Keeper												
22	Asst Director ICT												
23	ICT Officer				1								
24	Director Physical planning												
25	Development Control Officer												
26	Development Control Assistants							1					
27	Energy Liaison Officer												
	SUB TOTAL	9	8	18	20	24	14	16	17	14	14	11	13
		KILIFI SOUTH					KILIFI NORTH						

	POST	Shimo La Tewa	Mtepeni	Junju	Mwarakaya	Chasimba	Mnarani	Sokoni	Kibarani	Tezo	Matsangoni	Watamu	Dabaso
	B/F	9	8	18	20	24	14	16	17	14	14	11	13
28	Assistant Director, Housing and Estate Management												
29	Cartographer									1			
30	Survey Assistant				1				1				
31	Physical/County Planner												
32	Records Management Officer												
33	Assistant Office Administrator												
34	Head of Treasury Accounting												
35	Procurement Officer				1								
36	Assistant Director, Lands and Survey												
37	County Surveyor												
38	Support Staff							2					
39	Receptionist							2					
40	Fire Servicemen		1	1	1	1	1	1	1	1	1	1	1
41	Pediatrician												
42	Clinical Officer, ENT												
43	Clinical Officer, Pediatrics												
44	Clinical Officer, Reproductive Health								1				
45	Clinical Officer, Anesthetics												
46	Registered Clinical Officer		1		2	1		1			1		1
47	Radiographers					1							
48	Psychiatric Nurse												
49	Nursing Officer/BSN												
50	Enrolled Community Nurse												
51	Registered Community Nurses		1	1	1	1	1	1		1	1	1	1
52	Public Health Officers		1										
53	Community Health Officers				1		1						
54	Community Oral Health Officer					1							
55	Assistant Community Health Officer							1		1			
56	Nutrition Dietetics Officers	1											1
	SUB TOTAL	10	12	20	27	29	17	24	20	18	17	13	17
		KILIFI SOUTH					KILIFI NORTH						

	POST	Shimo La Tewa	Mtepeni	Junju	Mwarakaya	Chasimba	Mnarani	Sokoni	Kibarani	Tezo	Matsangoni	Watamu	Dabaso
	B/F	10	12	20	27	29	17	24	20	18	17	13	17
57	Nutrition Dietetics Technologist									1			
58	Health Administrative Officers							1					
59	Pharmacist Technologist					1							
60	Health Records and Information Management Assistant												
61	Laboratory Technologist					1		1				1	
62	Laboratory Technicians					1							
63	Assistant Physiotherapist									1	1		
64	Assistant Occupational Therapists												
65	Orthopedic Technologists												
66	Assistant Health Records Information Officers							1					
67	Medical Engineering Technologists												
68	Medical Engineering Technicians		1									1	
69	Dental Technologists												
70	Social Worker III				1								
71	Mortuary Attendants									1			
72	Plaster Technicians												
73	Support Staff "JG B"	1	2	2	2	2	2	8	2	2		7	1
74	Clerical Officer "JG D"	1		1	2	3	5	5	1	2	3	5	9
	TOTAL	12	15	23	32	37	24	40	23	25	20	27	26
	%	1%	1%	2%	3%	3%	2%	4%	28%	2%	2%	2%	2%

	POST	MALINDI					MAGARINI					
		Malindi town	Shella	Ganda	Kakuyuni	Jilore	Adu	Marafa	Sabaki	Garashi	Gongoni	Magarini
1	Assistant Director, Internal Audit											1
2	Senior Internal Auditors		1			1	1			1		
3	Senior accountants											
4	Administrative Officers				1							
5	Senior Administrative Officer (Special Programmes)											
6	Human Resource Officer											
7	Human Resource Assistant											
8	Ward Administrators	1		1	1	1	1	1	1	1	1	1
9	Drivers	1		3	1	1	1	1				
10	Assistant Director, Environment, Forestry and Natural Resources											
11	Sub County Officers, Environment Forestry and Natural Resources											
12	Geologist											
13	Assistant Director, ECD											
14	Assistant Director, Youth Affairs											
15	Sub County Officer, ECD											
16	Sub County Officer, Youth Affairs	1										
17	Sub County Sports Officers											
18	Project Officer											
19	Statistics Officer									1		
20	ECD Care Givers	7	11	14	11	20	18	13	6	14	18	17
21	Store Keeper											1
22	Asst Director ICT	1										
23	ICT Officer											
24	Director Physical planning											
25	Development Control Officer											
26	Development Control Assistants											
27	Energy Liaison Officer											
	SUB TOTAL	11	12	18	14	23	21	15	7	17	19	20

	POST	MALINDI					MAGARINI					
		Malindi town	Shella	Ganda	Kakuyuni	Jilore	Adu	Marafa	Sabaki	Garashi	Gongoni	Magarini
	B/F	11	12	18	14	23	21	15	7	17	19	20
28	Assistant Director, Housing and Estate Management											
29	Cartographer											
30	Survey Assistant											
31	Physical/County Planner											
32	Records Management Officer											
33	Assistant Office Administrator											
34	Head of Treasury Accounting											
35	Procurement Officer											
36	Assistant Director, Lands and Survey											
37	County Surveyor											
38	Support Staff											
39	Receptionist											
40	Fire Servicemen	1	1	1	1	1	1	1	1	1	1	1
41	Pediatrician			1								
42	Clinical Officer, ENT			1								
43	Clinical Officer, Pediatrics											
44	Clinical Officer, Reproductive Health											
45	Clinical Officer, Anesthetics											
46	Registered Clinical Officer		1			1		1			1	
47	Radiographers											
48	Psychiatric Nurse											
49	Nursing Officer/BSN									1		
50	Enrolled Community Nurse							1		1		1
51	Registered Community Nurses	1	1		1	1					1	1
52	Public Health Officers											
53	Community Health Officers				1							
54	Community Oral Health Officer											
55	Assistant Community Health Officer											1
56	Nutrition Dietetics Officers											
57	Nutrition Dietetics Technologist											
58	Health Administrative Officers											
59	Pharmacist Technologist	1										
60	Health Records and Information Management Assistant	1										
61	Laboratory Technologist	1					1		1			
62	Laboratory Technicians	1										
	SUB TOTAL	17	15	21	17	26	23	18	9	20	22	24

	POST	MALINDI					MAGARINI					
		Malindi town	Shella	Ganda	kakuyuni	Jilore	Adu	Marafa	Sabaki	Garashi	Gongoni	Magarini
	B/F	17	15	21	17	26	23	18	9	20	22	24
63	Assistant Physiotherapist											
64	Assistant Occupational Therapists											
65	Orthopedic Technologists											1
66	Assistant Health Records Information Officers		1									
67	Medical Engineering Technologists											
68	Medical Engineering Technicians											1
69	Dental Technologists											
70	Social Worker III	1										
71	Mortuary Attendants											
72	Plaster Technicians		1									
73	Support Staff "JG B"	9	6	12	3	10	4	11	2		6	1
74	Clerical Officer "JG D"	12	12	18	8	4	3	3	2	1	2	4
	TOTAL	39	35	51	28	40	30	32	13	22	30	31
	%	1%	1%	2%	3%	3%	2%	2%	4%	2%	2%	2%

	POST	GANZE				RABAI			
		Ganze	Bamba	Sokoke	Jaribuni	Ruruma	Mwawesa	Kambe/Ribe	Rabai Kisurutini
1	Assistant Director, Internal Audit								
2	Senior Internal Auditors			1				1	
3	Senior accountants								
4	Administrative Officers								
5	Senior Administrative Officer (Special Programmes)	1							
6	Human Resource Officer	1						2	
7	Human Resource Assistant								1
8	Ward Administrators	1	1	1	1	1	1	1	1
9	Drivers	2	1	1	2	1	1	2	
10	Assistant Director, Environment, Forestry and Natural Resources								
	SUB TOTAL	5	2	3	3	2	2	6	2

	POST	GANZE				RABAI			
		Ganze	Bamba	Sokoke	Jaribuni	Ruruma	Mwawesa	Kambe/Ribe	Rabai Kisurutini
	SUB TOTAL	5	2	3	3	2	2	6	2
11	Sub County Officers, Environment Forestry and Natural Resources	1	1					1	
12	Geologist								
13	Assistant Director, ECD								
14	Assistant Director, Youth Affairs								
15	Sub County Officer, ECD	1	1						
16	Sub County Officer, Youth Affairs								
17	Sub County Sports Officers				1				
18	Project Officer							1	
19	Statistics Officer								
20	ECD Care Givers	28	14	25	14	13	14	12	13
21	Store Keeper								
22	Asst Director ICT								
23	ICT Officer								
24	Director Physical planning								
25	Development Control Officer								
26	Development Control Assistants								
27	Energy Liaison Officer		1						
28	Assistant Director, Housing and Estate Management		1						
29	Cartographer								
30	Survey Assistant								
31	Physical/County Planner								
32	Records Management Officer								
33	Assistant Office Administrator								
34	Head of Treasury Accounting								
35	Procurement Officer								
36	Assistant Director, Lands and Survey								
37	County Surveyor								
38	Support Staff			1				1	
39	Receptionist								
40	Fire Servicemen	1	1	1	1	1	1	2	1
	SUB TOTAL	36	21	30	19	16	17	23	16

	POST	GANZE				RABAI			
		Ganze	Bamba	Soko	Jaribuni	Ruruma	Mwawesa	Kambe/Ribe	Rabai Kisurutini
	B/F	36	21	30	19	16	17	23	16
41	Pediatrician								
42	Clinical Officer, ENT							1	
43	Clinical Officer, Pediatrics								
44	Clinical Officer, Reproductive Health								
45	Clinical Officer, Anesthetics								
46	Registered Clinical Officer	1	1			1		2	1
47	Radiographers								
48	Psychiatric Nurse								
49	Nursing Officer/BSN								1
50	Enrolled Community Nurse						1		
51	Registered Community Nurses	1		1	2		1	1	1
52	Public Health Officers								
53	Community Health Officers	1							
54	Community Oral Health Officer								
55	Assistant Community Health Officer			1					1
56	Nutrition Dietetics Officers								
57	Nutrition Dietetics Technologist								
58	Health Administrative Officers								
59	Pharmacist Technologist								
60	Health Records and Information Management Assistant						2		
61	Laboratory Technologist	1							
62	Laboratory Technicians								
63	Assistant Physiotherapist	1				1			
64	Assistant Occupational Therapists								
65	Orthopedic Technologists								
66	Assistant Health Records Information Officers								
67	Medical Engineering Technologists	1						1	
	SUB TOTAL	42	22	32	21	18	21	28	20

		GANZE				RABAI			
POST		Ganze	Bamba	Sokoke	Jaribuni	Ruruma	Mwawesa	Kambe/Ribe	Rabai Kisurutini
B/F		42	22	32	21	18	21	28	20
68	Medical Engineering Technicians								
69	Dental Technologists								
70	Social Worker III								
71	Mortuary Attendants			1				1	
72	Plaster Technicians								
73	Support Staff "JG B"	3	6	3			1	1	6
74	Clerical Officer "JG D"	2	4	4		2	2	2	1
TOTAL		47	32	40	21	20	24	32	27
%		4%	3%	4%	2%	2%	2%	3%	2%

		KALOENI				
POST		Mwanamwanga	Kaloleni	Mariakani	Kayafungo	Others
1	Assistant Director, Internal Audit					
2	Senior Internal Auditors					
3	Senior accountants					2
4	Administrative Officers			1		
5	Senior Administrative Officer (Special Programmes)					
6	Human Resource Officer					
7	Human Resource Assistant					
8	Ward Administrators	1	1	1	1	
9	Drivers	1	5			
10	Assistant Director, Environment, Forestry and Natural Resources					
11	Sub County Officers, Environment Forestry and Natural Resources					
12	Geologist					
13	Assistant Director, ECD					
14	Assistant Director, Youth Affairs					
15	Sub County Officer, ECD					1
16	Sub County Officer, Youth Affairs		1			
17	Sub County Sports Officers					
18	Project Officer		1			
SUB TOTAL		2	8	2	1	3

		KALO LENI					
	POST	Mwanamwinga	Kaloleni	Mariakani	Kayafungo	Others	
	B/F	2	8	2	1	3	
19	Statistics Officer						
20	ECD Care Givers	10	21	13	19	12	
21	Store Keeper						
22	Asst Director ICT						
23	ICT Officer						
24	Director Physical planning					1	
25	Development Control Officer					1	
26	Development Control Assistants					2	
27	Energy Liaison Officer						
28	Assistant Director, Housing and Estate Management						
29	Cartographer					1	
30	Survey Assistant					2	
31	Physical/County Planner					1	
32	Records Management Officer					1	
33	Assistant Office Administrator					1	
34	Head of Treasury Accounting					1	
35	Procurement Officer						
36	Assistant Director, Lands and Survey					1	
37	County Surveyor					1	
38	Support Staff		1				
39	Receptionist						
40	Fire Servicemen	1	1	1	1		
41	Pediatrician						
42	Clinical Officer, ENT						
43	Clinical Officer, Pediatrics					1	
44	Clinical Officer, Reproductive Health					1	
45	Clinical Officer, Anesthetics					2	
46	Registered Clinical Officer	1	1		1		
47	Radiographers					3	
48	Psychiatric Nurse					2	
49	Nursing Officer/BSN			1			
50	Enrolled Community Nurse					11	
51	Registered Community Nurses	1	1				
52	Public Health Officers			1		1	
53	Community Health Officers		1				
54	Community Oral Health Officer					3	
	SUB TOTAL	15	34	18	22	52	

		KALOLENI					
	POST	Mwanamwinda	Kaloleni	Mariakani	Kayafungo	Others	
	B/F	15	34	18	22	52	
55	Assistant Community Health Officer						
56	Nutrition Dietetics Officers					6	
57	Nutrition Dietetics Technologist					4	
58	Health Administrative Officers		1				
59	Pharmacist Technologist					4	
60	Health Records and Information Management Assistant					1	
61	Laboratory Technologist	1	1				
62	Laboratory Technicians						
63	Assistant Physiotherapist						
64	Assistant Occupational Therapists					3	
65	Orthopedic Technologists				2		
66	Assistant Health Records Information Officers				0	2	
67	Medical Engineering Technologists						
68	Medical Engineering Technicians						
69	Dental Technologists					4	
70	Social Worker III						
71	Mortuary Attendants						
72	Plaster Technicians					1	
73	Support Staff "JG B"		1	9	5	4	
74	Clerical Officer "JG D"	1	1	4	4	13	
	TOTAL	17	38	31	33	94	
	%	2%	3%	3%	3%	8%	

Table 5: Distribution of appointments by ethnicity

	POST	GIRIAMA	CHONYI	RABAI	KAMBE	RIBE	KAUMA	JIBANA	DURUMA	WATTA	BAJUN	OTHER	TOTAL
1	Assistant Director, Internal Audit	0	0	0	0	0	0	0	0	0	1	0	1
2	Senior Internal Auditors	4	0	0	2	0	0	1	0	0	1	0	8
3	Senior accountants	2	1	0	0	0	0	0	0	0	0	1	4
4	Administrative Officers	1	0	0	0	0	0	0	1	0	0	0	2
5	Senior Administrative Officer (Special Programmes)	1	0	0	0	0	0	0	0	0	0	0	1
6	Human Resource Officer	2	0	0	2	0	0	0	0	0	0	0	4
7	Human Resource Assistant	0	0	1	0	0	0	0	0	0	0	0	1
8	Ward Administrators	20	5	4	0	1	1	2	0	0	1	0	34
9	Drivers	16	6	3	0	1	1	1	0	0	3	2	33
10	Assistant Director, Environment, Forestry and Natural Resources	0	1	0	0	0	0	0	0	0	0	0	1
11	Sub County Officers, Environment Forestry and Natural Resources	3	2	0	1	0	0	0	0	0	0	0	6
12	Geologist	0	1	0	0	0	0	0	0	0	0	0	1
13	Assistant Director, ECD	1	0	0	0	0	0	0	0	0	0	0	1
14	Assistant Director, Youth Affairs	0	1	0	0	0	0	0	0	0	0	0	1
15	Sub County Officer, ECD	2	0	0	0	0	0	0	0	0	0	1	3
16	Sub County Officer, Youth Affairs	1	1	0	0	0	0	1	0	0	0	0	3
17	Sub County Sports Officers	2	0	0	0	0	1	0	0	0	0	0	3
18	Project Officer	1	0	0	0	1	0	0	0	0	0	0	2
19	Statistics Officer	1	0	0	0	0	0	0	0	0	0	0	1
20	ECD Care Givers	274	73	39	25	20	20	15	5	8	2	15	496
21	Store Keeper	0	1	0	0	0	0	0	0	0	0	0	1
22	Asst Director ICT	1	0	0	0	0	0	0	0	0	0	0	1
23	ICT Officer	1	0	0	0	0	0	0	0	0	0	0	1
24	Director Physical planning	0	0	0	0	0	0	0	0	0	0	1	1
25	Development Control Officer	0	0	0	0	0	0	0	0	0	0	1	1
	Sub total	333	92	47	30	23	23	20	6	8	8	21	612

	POST	GIRIAMA	CHONYI	RABAI	KAMBE	RIBE	KAUMA	JIBANA	DURUMA	WATTA	BAJUN	OTHE61 2R	TOTAL
	B/fwd	333	92	47	30	23	23	20	6	8	8	21	612
26	Development Control Assistants	1	0	0	0	0	0	0	0	0	0	2	3
27	Energy Liaison Officer	1	0	0	0	0	0	0	0	0	0	0	1
28	Assistant Director, Housing and Estate Management	1	0	0	0	0	0	0	0	0	0	0	1
29	Cartographer	1	0	0	0	0	0	0	0	0	0	1	2
30	Survey Assistant	1	1	0	0	0	0	0	0	0	0	2	4
31	Physical/County Planner	0	0	0	0	0	0	0	0	0	0	1	1
32	Records Management Officer	0	1	0	0	0	0	0	0	0	0	0	1
33	Assistant Office Administrator	0	0	0	0	0	0	0	0	0	0	1	1
34	Head of Treasury Accounting	0	0	0	0	0	0	0	0	0	0	1	1
35	Procurement Officer	0	1	0	0	0	0	0	0	0	0	0	1
36	Assistant Director, Lands and Survey	0	0	0	0	0	0	0	0	0	0	1	1
37	County Surveyor	0	0	0	0	0	0	0	0	0	0	1	1
38	Support Staff	2	1	0	1	0	0	0	0	0	1	0	5
39	Receptionist	1	0	0	0	0	0	0	0	0	0	1	2
40	Fire Servicemen	16	4	3	0	1	0	3	0	3	2	3	35
41	Pediatrician	1	0	0	0	0	0	0	0	0	0	0	1
42	Clinical Officer, ENT	0	0	0	0	1	0	0	0	0	0	0	1
43	Clinical Officer, Pediatrics	1	0	0	0	0	0	0	0	0	0	0	1
44	Clinical Officer, Reproductive Health	1	0	0	0	0	0	0	1	0	0	0	2
45	Clinical Officer, Anesthetics	0	0	0	0	0	0	0	0	0	0	2	2
46	Registered Clinical Officer	10	4	2	1	1	1		0	0	0	1	20
47	Radiographers	1	0	0	0	0	0	0	0	0	0	3	4
48	Psychiatric Nurse	1	0	0	0	0	0	0	0	0	0	1	2
49	Nursing Officer/BSN	1	1	1	0	0	0	0	0	0	0	0	3
50	Enrolled Community Nurse	3	2	0	0	0	0	0	0	0	0	10	15
51	Registered Community Nurses	10	5	3	0	0	1	3	0	0	2	1	25
52	Public Health Officers	0	0	1	0	0	0	1	0	0	0	1	3
	Sub total	386	112	57	32	26	25	27	7	11	13	54	751

	POST	GIRIAMA	CHONYI	RABAI	KAMBE	RIBE	KAUMA	JIBANA	DURUMA	WATTA	BAJUN	OTHER	TOTAL
	B/fwd	386	112	57	32	26	25	27	7	11	13	54	751
53	Community Health Officers	3	0	0	0	0	1	1	0	0	0	0	5
54	Community Oral Health Officer	0	1	0	0	0	1	0	0	0	0	2	4
55	Assistant Community Health Officer	3	0	1	1	0	0	0	0	0	0	0	5
56	Nutrition and Dietetics Officer	0	1	0	0	0	0	0	1	0	0	6	8
57	Nutrition Dietetics Technologist	0	0	0	0	0	0	0	0	0	1	4	5
58	Health Administrative Officers	1	1	0	0	0	0	0	0	0	0	0	2
59	Pharmacist Technologist	1	1	0	0	0	0	0	0	0	0	4	6
60	Health Records and Information Management Assistants	1	0	0	0	0	0	0	2	0	0	1	4
61	Laboratory Technologist	4	3	0	0	0	0	0	0	0	2	0	9
62	Laboratory Technicians	0	1	0	0	0	0	0	0	0	0	1	2
63	Assistant Physiotherapist	1	0	1	0	0	2	0	0	0	0	0	4
64	Assistant Occupational Therapists	0	0	0	0	0	0	0	0	0	0	3	3
65	Orthopaedic Technologists	2	0	0	0	0	0	0	0	0	0	1	3
66	Assistant Health Records Information Officers	1	1	0	0	0	0	0	0	0	0	2	4
67	Medical Engineering Technologists	1	0	0	1	0	0	0	0	0	0	0	2
68	Medical Engineering Technicians	1	0	0	0	0	1	1	0	0	0	0	3
69	Dental Technologists	0	0	0	0	0	0	1	2	0	0	1	4
70	Social Worker III	1	1	0	0	0	0	0	0	0	0	1	3
71	Mortuary Attendants	1	1	0	1	0	0	0	0	0	0	0	3
72	Plaster Technicians	0	0	0	0	0	0	0	0	0	0	2	2
73	Support Staff "JG B"	100	10	9	1	0	3	2	1	0	2	7	135
74	Clerical Officers "JGD"	83	19	4	3	0	7	4	2	2	3	18	145
	TOTALS	590	152	72	39	26	40	36	15	13	21	107	1111
	%	55%	13%	7%	3%	2%	4%	3%	1%	1%	2%	10	100%

Table 6: Absorptions/ Appointments made after vetting and verifications

S/No	POSITION	ORIGINAL INSTITUTION	NO. OF OFFICERS
1	Medical Laboratory Technologist	World Bank East Africa Health Laboratory Networking Project	5
2	Clinical Officers		2
3	Information Communication Technology Officer		1
4	Nutrition Officer	Capacity Bridge	2
5	Kenya Registered Community Health Nurse		1
6	Pharmaceutical Technologist		2
7	Medical Laboratory Technologist		2
8	Health Records and Information Management Officer		1
9	Registered Clinical Officers		3
10	Kenya Enrolled Community Health Nurses		3
11	Health Records and Information Assistant		3
12	VCT Counselors		16
13	Hospital Accountants	Health Sector Services Fund	3
14	Medical Officers	Ministry of Health	19
15	Dentists		3
16	Pharmacists		3
17	Youth Polytechnic Instructors		34
18	Dicece Lecturers		11
	TOTAL		114

Table 7: Advertised positions –Recruitment process ongoing

No:	Position.
1.	Communications Officer
2.	Media Producer
3.	PA System Operator
4.	Digital Communications Officer
5.	Protocol Officers
6.	Records Management Officers III
7.	Deputy Director, Trade
8.	Trade Development Officers II
9.	Deputy Director, Cooperative Development
10.	Cooperative Officers II
11.	County Valuer
12.	Assistant Cooperative Officer III
13.	Cooperative Auditor I
14.	Assistant Director, Tourism
15.	Tourism Development Officer II
16.	Clerical Officer
17.	Ward Administrator, Shella Ward
18.	Environmental Impact Assessment Officers
19.	Procurement Officer
20.	Assistant Deputy Director, Agricultural Mechanization and Irrigation
21.	Field Agricultural Assistants
22.	Cooks
23.	House keepers
24.	Deputy County Director, Livestock Production
25.	Assistant Livestock Production Officers
26.	Deputy County Director, Veterinary Services
27.	Deputy County Director, Fisheries
28.	Fisheries Officers
29.	Laboratory Technology

Table 8: Advertised positions that did not attract any response

	Position
1.	County Valuer
2.	Estate Officer
3.	Radiologist
4.	Anesthesiologists
5.	Physicians
6.	Clinical Ophthalmologists
7.	Clinical Officer Orthopedics
8.	Theatre Nurses
9.	ICU Nurses
10.	Pediatric Nurses

2.1.2 Performance Management Committee

The functions of this committee include:

- Coordinating and managing job evaluation
- Sensitizing county public service on job evaluation
- Coordinating the harmonization of schemes of service
- Coordinating training of relevant county public service on Performance Management
- Advising the Executive on Performance Contracting process and support its implementation
- Sensitizing the county public service on performance management and support the rolling out of performance appraisal

During the reporting period under review, this Committee has been able to achieve the following:

1. Staff Promotions

The Board reviewed and analyzed county public service HR cases that related to promotions and was able to approve a number for promotions in the Health Department. The total number of staff promoted is 713. The major challenge faced on some of the promotion cases is that personal files of the staff from the devolved functions/departments had not been sent to the county.

2. Job Evaluation

A Job Evaluation exercise was conducted in Kilifi County by the Salaries and Remuneration Commission (SRC) in conjunction with the Board in June, 2015 for the purpose of:

- Harmonizing staff salaries. Establishing whether public service jobs are overvalued, undervalued or correctly valued. In cases where a job is overvalued or valued correctly, there will be no remuneration adjustment.
- Determining the worth of jobs based on systematic assessment of the degree of complexity and requirements. The outcome will provide an objective criterion for management of remuneration and will also help create harmony in the relationship between employees and employers. It will also provide a basis for addressing the existing pay disparities and inequalities on remuneration.

3. Performance Appraisal tool for confirming staff.

During the year under review, the committee managed to agree on the Confirmation in Appointment Appraisal Forms to cater for the confirmation in appointments, and performance appraisal which will be conducted against staff's job description instead of performance targets noting that staff had not been given specific targets when they were coming on board. These forms were shared with all Chief Officers, C.E.C Member (Department of Devolution, Public Service & Disaster Management), County Secretary and County Head of Human Resource Management.

4. Policy framework for supporting performance management function

In support of the Performance Management Committee's mandate the Kilifi County Public Service Board developed a Monitoring and Evaluation Policy, Performance contracting guidelines and Performance Management Policy guidelines which are yet to be shared with the stakeholders before its adoption.

The policies shall serve as a guide in the operations of all departmental functions in the County while discharging services.

5. Performance Contracting Process

Among the key terms of reference for performance Management Committee of Kilifi County Public Service Board is to advise the Executive on Performance Contracting Process and support its county wide implementation. During the year under review, the Board witnessed the celebrations of the results based on performance contracts signed by the executive in 2014.

Being the first year of implementation, departments experienced some challenges and learnt vital lessons that can inform the next cause of action and effort is being made to deepen the implementation of performance management in County Government of Kilifi. Performance of all departments was rated "Good" or "Very Good". This implies that departments made good effort to achieve set targets.

The evaluation exercise was undertaken by Consultants. The CPSB with an oversight role will ensure that the process is enhanced with a view to improve the performance of the County Public Service.

2.1.3 Planning, Monitoring and Reporting Committee

The functions of this committee include:

- Coordinating and monitoring the implementation of the Strategic Plan
- Coordinating and monitoring the development and implementation of annual plans
- Coordinating the development of the Boards annual budget
- Planning and undertaking periodic sensitization meetings and forums to promote in the county public service the values and principles referred to in Articles 10 and 232
- Making specific recommendations on pensions for the county public service
- Making recommendations to SRC on pensions, remuneration and gratuities for the county public service
- Developing and submitting reports

During the period under review the Planning, Monitoring and Reporting committee;

- Finalized the Strategic Plan and annual work plans. These work plans have been able to guide the various committees as they focus towards achievement of the goals of the CPSB.
- Coordinated the development and implementation of the annual budgets. This has led to effective use of available resources.
- Held discussions on the way forward for counties on issues of pension for county public service.
- Attended meetings with SRC on issues of remuneration including allowances for county public service. SRC addressed some of these issues through circulars which they have sent out.

Work Environment Baseline Survey

The committee conducted a Work Environment Baseline Survey in June/July 2015 by Herem Consultancy. The purpose of the survey was to;

- I. Determine the satisfaction levels of Board's staff in regard to occupational health and working conditions,
- II. Determining employees' satisfaction with regard to the provision
- III. Determine adequacy and availability of facilities and equipment.
- IV. Assess the employees' satisfaction level with work place policies.

- V. Determine the level of employee satisfaction with office ambiance.
- VI. Evaluating the extent to which employees are satisfied with their jobs.
- VII. Develop a composite measure of the overall employee satisfaction with the work environment and identifying gaps and propose innovate strategies for continuous improvement of the work environment variables.

Key Findings

The key findings of the research were adequacy of office facilities, office ambiance and work place policies as work environment satisfaction variable (SV) were highly rated meaning that the levels of satisfaction in regard to these variables are reasonable high. However, the County Public Service Board safety management, provision of special consideration to the needs of Persons Living with Disabilities (PWD) and security of hard copy documents was noted as the major areas of concern.

Employee Satisfaction Baseline Survey

The committee conducted Employee Satisfaction Baseline Survey in June/July 2015 by Herem Consultancy. The purpose of the survey was to;

- I. Evaluate the level of employee satisfaction with commitment to the vision and mission of the Board.
- II. Determine the effectiveness of supervision and appraisal of staff.
- III. Assess the level of employee satisfaction with communication within the organization,
- IV. Determine employee level of job satisfaction.
- V. Evaluate the levels of employee satisfaction with customer focus and continuous improvement.
- VI. Determine employee perception of the organizational image.
- VII. Assess the employee satisfaction with compensation and promotion potential.
- VIII. Determine the extent of staff training and development within the organization.
- IX. Evaluate the extent of employee satisfaction with team work within the Board and developing a composite measure of staff satisfaction and use it to determine the overall rating of the current level of staff satisfaction.

Key Findings

The findings of the research were that organizational vision, organizational image, customer focus improvement, management, team work, communication, supervision and appraisal, staff training and development, job satisfaction, compensation and promotion potential were all above average with job satisfaction and customer focus and improvement rated the highest. However a number of areas including management, team work, communication, supervision and appraisal, staff training and development, compensation and promotion potential need to be strengthened in order to realize the full potential of the staff.

Service Delivery Survey

The committee carried out Service Delivery Survey in August 2015 mainly to establish the level of customer satisfaction in regard to service delivery by the County Public Service Board. Issues covered in the survey included; the frequency at which clients visit the CPSB offices, clients' main reason for visits, the nature of clients' visits, category of information mainly sought, whether or not the information sought is given, clients' opinion on the service level received from Board's officers and clients' opinion on the service satisfaction level at the front office.

The key findings were that most of the clients attended to by the Board have visited our offices more than once, the majority of our clients do visit us on official matters and that most of our clients visit our offices without appointments. On the basis of rating, from the highest to the lowest percentage, our clients visit us for administrative, general knowledge, recruitment/job advertisement and promotion related matters.

The biggest percentages of our clients receive the information they seek for and that services rendered by respective Board officers are excellent. Our front office services are also above board with the biggest percentage of our clients making very positive remarks in regard to our services.

Policy Documents

The Board Committee with the assistance of the Consultant spearheaded the development of several Human Resource Management policy documents including;

1. The Board Charter
2. Delegation Tool
3. Disciplinary Procedures Manual
4. Alcohol, Drug and substance abuse work policy
5. Guidelines on internship and Industrial Attachment
6. HIV and AIDS Work Policy
7. Recruitment and Selection Policy
8. Regulations for engagement of persons on Contract, Casual workers and staff on joint ventures engagement in County Public Service
9. Code of Conduct and Ethics
10. Training and Development Procedures guidelines
11. Monitoring and Evaluation Policy
12. Performance Contracting Guidelines
13. Performance Management Guidelines.

All these documents are in draft form to be shared with stake holders before they can be finalized for use in the County Public Service.

County Field Recruitment Exercise

The Planning Monitoring and Reporting Committee undertook a monitoring exercise for the recruitment drive for the posts of:

- a) Traffic Marshalls
- b) Forest Guards
- c) Fire Service Men/Women
- d) Kilifi Beach Safety Unit

The recruitment drive begun on 10th September 2015 through 29th September 2015 across all Sub-Counties in Kilifi County. Views from participants collected and these have been annexed at the end of the report.

Conclusion

The general consensus is that the recruitment exercise was above board and this has enhanced the County Public Service Board's public image. The quick responses made by the Board in regard to issues raised by the recruits, was a confirmation of the Board's commitment to its core values in the discharge of its mandate, this has also enhanced public confidence in the operations of the Board.

Exercise on update on Kilifi County Government Staff Pension Schemes

The Committee undertook this exercise to gather information on the status of the remittance of funds to the two Pension schemes that the majority of the County staff are registered with namely - LAPTrust and LAPROFUND as from the time the devolved government came into being. This was in effect to assist the Board to determine way forward in the Pension status and contributions of staff that had been employed by the Board. The exercise established that the County is making the remittances to the Pension schemes although it is not timely and therefore there are arrears and some penalties for late remittance.

The County Government is yet to endorse a pension scheme to which all County Government employees can subscribe to.

2.1.4 Human Resource Management and Development Committee

Human Resource Management (HRM) is a strategic and coherent approach to the management of employees in an organization. It focuses on recruitment and selection, replacement and maintenance of the workforce.

Human Resource Development (HRD) is a framework for helping employees to develop their personal and organizational skills, knowledge and abilities to ensure continual improvement and growth of both the individual and the organization. It deals with training and provision of opportunities for improving performance.

The role of the Human Resource Management and Development in the public service is very crucial, in that it manages employees' affairs in accordance with laid down rules and regulations and also develops employees so as to realize their individual and organizational goals and objectives. Section 59(1) of the County Government Act (CGA) 2012 specifically mandates the County Public Service Boards (CPSBs) to advise their respective County Governments on Human Resource Management and Development. The Human Resource Management and Development Committee derives its mandate from this particular section of the Act.

The mandate of the committee includes:

1. Industrial Relations
2. Training and Development
3. Other Mandate Areas: Industrial Attachment, Internship and Volunteerism

Industrial Relations.

- a) Recognition Agreements (RA) between the County Public Service Board (CPSB) and relevant workers unions.

This matter has remained in abeyance as new uniform and harmonized Recognition Agreements were sent out to the CPSBs by the Council of Governors (COGs) since January 2015. The RA's, which were prepared by the Kenya Medical Practitioners, Pharmacists and Dentists Union (KMPPDU) and the National Union of Nurses (KNUN) and the Kenya County Government Workers Union (KCGWU) await signature and execution after thorough scrutiny and concurrence by the County Government.

- b) Collective Bargaining Agreements (CBAs)

- (i) The Draft Institutional Framework for CBA negotiations with Public Service Unions.

This draft document was circulated by the Directorate of Public Service Management (DPSM) in May 2015 for written comments by CPSBs, through the Council of Governors. The objectives of the proposed framework are:-

- To ensure that the Collective Bargaining process is compliant with the Constitution and other relevant legislations.
- To identify the parties recognized by law to engage in collective bargaining
- To provide consistency and uniformity in the collective bargaining process.
- To provide a platform for consultations with all stakeholders.
- To provide a standard period for a collective bargaining across the public service.
- To promote labour relations and industrial peace.

The Draft Institutional Framework for CBA Negotiations with the unions is yet to be formalized.

- (ii) Salaries Arrears arising from Negotiated Collective Bargaining Agreement CBA.

According to the 2012 Collective Bargaining Agreement, salaries of former Local Authority staff were reviewed but the backdated increments were not paid to them, hence the resultant accumulated arrears.

The KCGWU brought this matter to the attention of the County Government and have requested the County to clear the arrears within the current FY 2015/2016.

- (iii) Unpaid Salaries during Suspension – Messer’s Justus K. Kashuru, Sammy Gumo, Anthony, Francois K. Kamtu and Samson K. Mwanango.

The above named officers were employees of the former Kilifi Town Council. They were on suspension from 2005 to 2007 when their charges were cleared and reinstated to their respective positions in the Service.

Until the advent of the County Government of Kilifi, the officers had not been paid their salaries on re-instatement.

The KCGWU have requested the Board’s intervention to ensure the officers are paid their salaries. The Board has impressed upon the County Head of HRM to address this long outstanding issue with the aim to conclude it without any further delay.

- (iv) Debts affecting the former Local Authorities staff.

KCGWU have claimed for arrears for former Local authorities employees for uniforms, staff leave commutations and union dues totaling to ksh. 18m from 2011 and 2013 for staff of the former Local Authorities.

The County Secretary has sought guidance from the Transition Authority (TA) as regards compensation for non issuance of the uniforms by the County. This figure is yet to be verified by the County and Transition Authority is to advise on the way forward.

- (v) Petition by the Kenya Medical Practitioners Pharmacists and Dentist Union (KMPPDU)

The KMPPDU Coast Branch had in March 2014 addressed the Board regarding concerns raised by members including payroll functions, scheme of service and other human resource issues that directly affect members and hamper their productivity.

The Union had specifically petitioned the Board to facilitate the unconditional and full implementation of the obtaining Collective Bargaining Agreement.

In response, the Board had taken note of the petition. Additionally it requested KMPPDU to avail the scheme of service in respect of the Medical Practitioners, Pharmacists and Dentists for the Board to deliberate on. To date there has been no response from the Union.

- (vi) Sensitization of the Labour and Social Welfare Committee of the County Assembly
On 1st October 2015 the Board organized a Workshop facilitated by Directorate of Public Service Management (DPSM) at Mombasa Beach Hotel in order to sensitize the Committee on Industrial Relations and new Labour laws. This workshop, although long overdue, was very beneficial to both the Committee and the Board.

During the Workshop a Draft Labour and Industrial Relation Policy document was tabled for deliberation by the Board before subjecting it to the stakeholders' ratification.

Training and Development

Between January 2015 to date, Board Members, Secretariat staff and staff of other county departments attended various Courses/ Workshops/Seminars/ Study Tours as indicated in the attached Training Report. During the period under review the Board participated in a Training Needs Assessment (TNA) conducted by Kenya School of Government (KSG). The report of which is yet to be received.

Table 9: Capacity building for Board members and Secretariat staff.

CAPACITY BUILDING TO CPSB MEMBERS AND THE SECRETARIAT

S/N	Course title	No. of Officers	Institution	Course Duration
1.	Advanced Management & Leadership Skills for Administration Officers, Personal Assistants and Secretaries	2	Centre for Capacity Building	5 days
2	14 th African Corporate Governance Conference	3	Advantage Training	4 days
3.	Annual ICT Management and Leadership Conference	1	Computer Society of Kenya	3 days
4.	Basic Information Technology Skills	1	Institute of Advanced Technology	5 days
5.	Best Practices in Board Induction & Corporate Governance	10	KCA University	3 days
6.	Capacity Support	7	Public Service Commission(K)	1 day
7.	Coast Cluster Mentorship Workshop	1	Institute of Human Resource Management	1 day
8.	E-Records & Data Management	2	Computer Society of Kenya	9 days
9.	E-Records on Assets & Liabilities	2	ICT Institute of Technology & Networking	3 days
10.	First Aid, Refresher course & Defensive Driving	2	Kenya Institute of Highways and Building Technology	10 days
11.	Health HRH	1	Chief Officers of Health HRH	3 days
12.	High Performance Leadership	1	Peak Performance International Ltd	3 days
13.	Human Resource for Health, Capacity Bridge Project	1	Institute of Human Resource Management	5 days

S/N	Course title	No. of Officers	Institution	Course Duration
14.	Induction Course	1	Kenya School of Government	5 days
15.	Intra Health Mentorship Wrap Session	1	Intra Health	4 days
16.	Mentorship Wrap Up Session	1	Institute of Human Resource Management	2 days
17.	Re-engineering the HR function to enhance service delivery	2	Institute of Human Resource Management	3 days
18.	Think Tanks for Anglophone African Countries	2	Zhejiang Normal University	3 weeks

Industrial Attachments, Internships and Volunteerism

The Board delegated the engagement of persons on Industrial Attachment, Internship and on Volunteer basis to the County Head of Human Resource Management with instruction that all letters of appointment thereof are copied to the Board for record purposes. Below is a summary of internship and attachment students during the year.

Table 10. Summary of students on attachment and Internships

S/No.	Department/Unit/Section	No. of Interns/Attachees
1.	ICT, Culture & Social Services	4
2.	Agriculture, Livestock Development & Fisheries	2
3.	Communication	9
4.	County Public Service Board	5
5.	Devolution, Public Service & Disaster Management	25
6.	Finance & Economic Planning	45
7.	Health Services	1
8.	Lands, Housing, Energy and Physical Planning	5
9.	Legal Services	1

	Department/Unit/Section	No. of Interns/Attachees
10.	Office of the Governor	1
11.	Registry	2
12.	Roads, Transport and Public Works	32
13.	Trade, Industrialization, Co-operative Development, Wildlife & Tourism	3
	TOTAL	135

2.1.5 Compliance and Quality Assurance Committee

The Committee is charged with two main mandates

- 1) Compliance of Values and principles as stipulated Articles 10 and 232 of the Constitution of Kenya 2010
- 2) Quality Assurance

Compliance

Since the Board came in to Office, it has been able to comply with the following provisions of the following acts.

Section 17(2) and Sections 15(1)and (2) of HELB Act ,1995.

The Board was able to forward all the names of the recent County Employee to the Higher Education's Loans Board for verification of Loan repayment status.

Public Officer Ethic Act 2003

The Board has ensured that almost all the County Employee both new and those inherited from the defunct local Authority have declared their income, Assets and liabilities as provided for in the above Act .

Section 63 (C) and (e) of the National Cohesion and Integration Commission Act

The Board submitted a report of the County Government Employees to the commission for Auditing to establish whether or not , Kilifi County Government complied with the Aspect of Regional balancing, Gender, minority marginalized etc. in Employment as required by the Act.

Section 87 (a) of the C.G Act 2012 on citizen participation

The Board invited The Public to participate in the formulation of the County Public Service, Strategic Plan.

Section 95 (c) and (f) of the C.G. Act.2012. Public communication and access to information.

To ensure that information reaches a wider scope of the Public, the Board uses the Kilifi County Government website (www.kilifi.go.ke) in addition to news Papers, County Notice Boards, and physical Distribution of the Adverts to both the Sub County and all Members of County Assembly so that every member of the public can access information. We hope to improve on this.

DISCIPLINE AND APPEALS

The committee received two disciplinary cases for two Chief Officers namely;-

a) **Mr. Joseph Malenga Waema – P/No: 20140011141** - Department of Lands, Housing Energy, Physical Planning and Urban Development

Mr. Waema is being accused of;

- i) Misappropriating the sum of Ksh. 362,187,776.88
- ii) Signing of lease agreement in respect of Government land Parcel Number 10815 in Malindi without following the correct procedure.

b) **Mr. Katana Emmanuel Joseph – P/No: 20140011141** – Department of Devolution, Public Service and Disaster Management.

The following are the cited reasons for Mr. Katana’s suspension;

- i) That his general work performance is wanting in execution and supervision of projects in the department.
- ii) The general projects awarded in the year 2013/2014 were abandoned and never took off.
- iii) That he was not attending tender committees
- iv) That funds for AMOEBA ECD PROJECTS were not devoted hence delay

The Board appointed Mr. Emmanuel C. Kenga – the Chair for Compliance and Quality Assurance Committee and Mr. Kafwihi and Mr. Gideon Mumba as member and secretary respectively.

The Submissions are ongoing and the committee will issue a report on completion of the exercise.

CHAPTER THREE

3.0 Key Achievements and challenges

Chapter three outlines achievements, challenges, conclusions and recommendations.

3.1 Achievements

During the period under review the Board achieved the following:

- Appointment of Ward Administrators
- Recruitment of an Administrative Officer (Monitoring and Evaluation), HR Officer, Records Officer, Reception Assistants and Support staff for the Board.
- Implemented the Board Strategic Plan and Service Charter
- Promotion of 713 staff in the Health Department
- Public participation in the sensitization of stake holders on the roles and responsibilities of the CPSB.
- Recruitment of several cadres of Medical Staff.
- Developed 13 Human Resource Management policies to be shared with stake holders before being rolled out.
- Developed and submitted end of year report – December 2014
- Participated in the planning and budgeting process for personnel emoluments
- Involvement in management of HR issues including promotions, discipline and transfer of staff
- Representation in the National Consultative Forum of County Public Service Boards
- Supported HR training on performance management and provided an oversight role on performance contracting of the County Executive Members
- Participation in the Job Evaluation exercise
- Recruitment of ECD caregivers
- Absorption of ECD Officers
- Absorption of Casuals

3.2 Challenges

During the period under review, the Board faced a number of challenges in the discharge of its constitutional mandate. The challenges included:

- Inadequate human resource due to low remuneration package, mismatch of skills and job requirements and inability to get staff with the required qualifications on some of the positions advertised
- Managing the transition process and dealing with low morale of employees of the DLA
- Ensuring equitable distribution of the few employment opportunities to meet the constitutional requirements on gender, youth, religion and marginalized groups
- Criterion for absorbing casuals inherited from DLA with no requisite qualifications
- Gender disparities making it difficult to meet the two thirds constitutional requirement in appointments.

- Handling promotion cases for devolved staff where personal files have not been transferred³
- Litigations/lawsuits against the Board.

3.3 Conclusion

In conclusion, the CPSB is committed to discharge its constitutional mandate and fulfillment of its obligations to the people of Kilifi County. In view of its mandate the Board expects to be adequately funded to facilitate implementation of various programs and activities.

ANNEX 1 - COMMENTS FROM THE PUBLIC ON THE INTERVIEWS FOR TRAFFIC MARSHALLS, FOREST GUARDS, BEACH SAFETY UNIT GUARDS AND FIRE SERVICE MEN/WOMEN.

Kaloleni Sub-County – 10th Sept. 2015

Mr. Albert Kalama who is the current Chair of the National Youth Council in Kilifi County commended the recruitment exercise for being conducted in a fair, free and transparent manner. He was glad that the youth in Kaloleni Sub-County were given the chance to participate right at their door step. In his opinion, there were no indications whatsoever of political interference or manipulation of the exercise.

Mr. Richard Mwalimu Katana, a Traffic Marshall recruit from Kayafungo Ward, who was eliminated on the basis of height, voiced out his opinion, ' the exercise was fair and reasons for elimination were made clear'. Same sentiments were echoed by Mr. Baya Ngumbao Gurujo, a Fire Service recruit from Kaloleni Ward who was eliminated at the medical test stage. Ms. Florence Kazungu applauded the County Public Service Board for taking the exercise to the grassroots and conducting it in a fair and transparent manner.

Rabai Sub-County – 11th Sept. 2015

Hon. Anthony Kenga Mupe the Member of County Assembly for Rabai/Kisurutini commended the County Public Service Board for taking the recruitment to the grassroots. He cited this as a positive move to giving the majority of the youth in the Rabai Sub-County the opportunity to participate, and also as the expression of the true spirit of devolution. Mr. Anthony applauded the Board for its reputation in giving equal employment opportunities to all and making appointments on the basis of merit. He was also very glad that employment opportunities are also extended to youths with low academic qualifications as this to some extent is addressing the challenge of unemployment in the County. "I am glad that this exercise is above board", said Mr. Anthony in his closing remarks.

Mr. Johnson Katana, a Traffic Marshal recruit who was eliminated on the basis of height had this to say " this exercise has been fair and there no indications of discrimination or favoritism, this exercise is also transparent. The County Public Service Board has done an excellent job and should continue bringing such opportunities to the grassroots".

Ms. Victoria Mauna Ndune, a Traffic Marshall recruit who was eliminated in the last interview stage commented that the exercise was free, fair and transparent and that the grounds for elimination were clear and acceptable.

Kilifi North Sub-County – 14th Sept. 2015

Ms. Asha Bibi Munga, a Traffic Marshall recruit from Tezo Ward who was eliminated at the exam writing stage voiced out her opinion that the exercise was fair and transparent. She commended the Board for giving the residents of all Wards equal opportunity to take part in the exercise. Mr. Daniel Chimbevo, a recruit from Kibarani Ward congratulated the Board for giving the residents of Kilifi North equal chance of participating in the exercise.

Mr. Walker Mwandoto, a journalist with Mediamax remarked on the turn up of recruits in large numbers, though was concerned about the failure of many recruits meeting the minimum requirements. 'The conduct of this exercise is remarkable', said Mr. Walker.

Kilifi South Sub-County – 15th Sept. 2015

Luciana Anzazi Kahindi, a Fire Service Men/Women recruit from Junju Ward commended the recruitment team for conducting the exercise in a transparent manner and picking recruits on the basis of merit. Petronila Chitsaka Tinga, a Kilifi Beach Safety Unit recruit from Mwarakaya Ward thanked the County Public Service Board for being open and fair in the conduct of the recruitment exercise, " I am glad that all of us have been given chances of being picked for the job", said Petronila.

Ganze Sub-County – 16th Sept. 2015

Mr. Kennedy Mwangome, the Ganze Sub-County Administrator congratulated the County Public Service Board for conducting the exercise in a transparent and fair manner and for taking the recruitment exercise to the grassroots. " I consider this as an excellent idea that has made it convenient to the majority of the youth who are desperately seeking for employment to participate in this exercise, this is also an expression of the spirit of devolution", said Mr. Kennedy.

Ms. Neema Garama, a Kilifi Beach Safety Unit recruit from Sokoke Ward voiced her opinion that the exercise was free and fair and that all recruits had been given equal chances of being

appointed. She also congratulated the Kilifi County Public Service Board for taking the exercise to the grassroots.

Malindi Sub-County – 25th Sept. 2015

Ms. Furaha Kaloleni Charo, a Traffic Marshal recruit from Sabaki was glad that the exercise had been taken to their door step; she cited this as a positive step that gave the majority of the youth at the grassroots the opportunity to participate.

Mr. David Mkare Mlewa, a Fire Service Men recruit from Malindi Town Ward voiced his opinion that by the County Public Service Board availing such job opportunities to individuals with low academic grades the unemployment challenge in the County shall to some extent be addressed.

Magarini Sub-County – 29th Sept. 2015

Mr. Mathias Kadudu, a Traffic Marshal recruit from Marafa Ward was glad that his Ward of origin will at least get a slot in this recruitment exercise. He said this does encourage Ward representation in the various areas of appointments.

Ms. Lydia Pendo Thuva, a Forest Guard recruit from Magarini was happy that the issue of gender is being considered in this exercise. She was glad that such considerations will boost the chances of women getting appointed.