

MURANGA COUNTY ASSEMBLY

THE HANSARD

Tuesday 23rd June 2015

The House met at 9:34 a.m.

(Deputy Speaker Hon. Gachui Mungai in the Chair)

PRAYERS

COMMUNICATION FROM THE CHAIR

Hon. Deputy Speaker: Hon. members, after the adjournment of today's sitting; the House business committee will meet immediately.

NOTICES OF MOTION

DEVELOPMENT OF A CIVIC EDUCATION CURRICULUM

Hon. James Kariuki: Mr Speaker sir, I beg to give notice of the following motion;- Aware, that sections 98, 99, 100 and 101 of the County Governments Act No. 17 of 2012 provides that County Governments are supposed to take up the role of civic education, further aware that the dream of our independence leaders was to eradicate poverty, illiteracy, ignorance and diseases in our midst which has not been realized on any meaningful way to this date; this Assembly urges the County Executive Committee Member in-charge of Education and Technical Training to develop a civic education curriculum, that can be used in educating the members of the public on their civic responsibilities.

Thank you Hon. Speaker.

INCLUSION OF PERSONS WITH DISABILITY IN APPOINTIVE AND COMPETITIVE POSITIONS

Hon. Florence Nyambura: I beg to give notice of the following motion;-

Aware that Article 54 (2) of the Constitution of Kenya 2010, stipulate that the state shall ensure the progressive implementation of the principle that at least 5% of members of the public in elective and appointive bodies are persons with disabilities, cognizant of the fact that in all the recent appointments undertaken by the County Government, persons living disabilities are not adequately represented; this Assembly urges;

1. The County Public Service Board to consider persons living with disabilities in all appointive and competitive employment in the County.
2. All departments to observe Article 54 (2) of the Constitution while hiring casual labourers

MOTIONS

CONFIRMATION AND APPOINTMENT OF ALL INTERIM COUNTY GOVERNMENT STAFF

Hon. Mary Waithira: Thank you Mr Speaker, I beg to move the following motion;-

Aware that staff from the defunct local authorities were seconded to the County Government by the Transition Authority and that the transition term of three years is almost ending, further aware that section 59 (1) (b) of the County Governments Act no. 17 of 2012, mandates the County Public Service Board to appoint persons to hold or act in offices of the County Public Services including in the boards of cities and urban areas and confirm appointments, cognizant of the fact that the Murang'a County Government has not carried out this function as stipulated in the County Governments Act, which is causing anxiety and suffering among the affected staff; this Assembly urges the County Public Service Board to interview, confirm and appoint all the interim staff within the next 90 days.

Mr Speaker, I thought of bringing this motion by looking at the state of the staff we have in the county government. Remembering that the County Assembly did this exercise, I felt that the staff that we have in the county government may feel left alone when ours have been confirmed, they have appointment letters and they may wonder whether they are under the same county government or what was happening. I felt that we are in this Assembly to represent the interests of all, those who are working in the county government included. I feel we are here to defend their interests and make sure that the best is given to them.

Mr Speaker sir, all the staff seconded to the county government had been employed under the interim employment letters by the defunct local authorities and for those who were councillors are aware that the staff we got from the defunct local authorities had been employed using interim deployment letters, we had the terms and conditions of employment, which are still being followed to date.

When you look at the state that these staff are in, and some of them do not have appointment letters from the government they are working for, they would not be able to produce any letter apart from the interim letters from the defunct local authorities that are not in existence, and for anyone to have a document that you can stand with to give surety or show where you are working in, but the members that we have do not anything they can show other than those that they got from the defunct local authorities.

Three years are almost lapsing, and the staff are yet to get appointment letters, then we can see that the County Public Service Board is not really executing the mandate given to them by the County Governments Act Section 59 (1) (b).

It is the mandate of the board to interview, confirm and offer appointments, and I felt that we are seen as if we are not really caring for the human resource that we have. It is with this that I felt that there is need for this Hon. House to debate on this motion and approve the motion so that the County Public Service Board may wake up and execute its mandate. Looking at the terms of service that are still being used, they are those that have not really given the job description well. It is good because the SRC is talking about job evaluation and when this is done, it will be possible to place these staff that we have, where they belong.

You will find that there are some people wrongly placed considering the papers that they have. As the County Service Board interviews, they will look at the papers that an individual has and you may see that there are some in a higher office, but looking at the papers, the junior has better papers and is supposed to hold a higher office. So we feel that these interviews will enable proper deployment of these staff.

Looking at their job groups, some have really added value to themselves through going to school outside their working hours. You will find that some people are qualified but the job groups are the ones they were given when they were employed. We also need to remember that we have the staff that we inherited from the devolved functions, from the ministries and those from the defunct authorities but they are under different terms of service. We are supposed to establish terms and conditions that will suit all the staff. We still have staff that we inherited from the local authorities with better credentials and their performance is better than those who came from the ministries, but looking at what they are enjoying at the end of the month and the allowances they are getting, they differ because they have stagnated in their job groups.

On increments, they are still under the Collective Bargaining Agreements (CBAs); these are some of the areas that we are saying that we need to look at. In regard to pension, I gathered that they were getting pension secured with LAPTRUST and others LAPFUND. This was contribution from their own pockets which were 12% of their gross pay and the employer could give 15% of the same. When we develop our terms of service we will be able to retain and improve on the same, we can say that they can still remit the 12% or a better

percentage while the county government can give as a reward for the service rendered by these staff, maybe we may not talk of 15% but we can talk of 20, 30 depending on what the people who will be working on the terms and conditions of service will feel better.

Mr. Speaker sir, if all this is done, our staff will feel that their jobs are secure but the way they are, it is causing a lot of anxiety and suffering where do I belong? Will there come a time when this county government will disown me? When such a time comes what I will produce maybe in a legal setup to prove that I really belonged to the county government and maybe they have not given me my pension and have not done several things? It is causing a lot of anxiety and if only we can save the situation by adopting this motion and the County Public Service Board would be able to sit because time is lapsing, interview, confirm and appoint.

Before I conclude, I want to mention something on casuals. We have many of our staff working under casual terms, and Mr. Speaker, perusing through the county government records, there is no policy on these casuals and that is why you find that the casual labourers are at the mercy of sub-county administrators. Hearing what the casuals are subjected to by their supervisors or by some sub-county administrators and these members will bear me witness, you really feel that our people are suffering.

I had a record of six casual labourers from Gatanga sub-county who had funny stories, and I made sure that they put it in writing, attached ID photocopies which I later gave to the County Secretary and he also felt it and this was the time when Jane was the sub-county administrator, and the county secretary was able to find the truth about it. Those are just few of them, what about the other sub-county administrators, how are the supervisors looking at the casual labourers? It is when we will be developing the terms of service and interviewing that we will be able to come up with a policy to guide the work done by our casuals?.

Mr Speaker, if the casuals can be clever and know what the government can do for them regarding legal issues we can be in a mess because there is no way you can employ someone on casual terms and then he or she works for more than six months and there is nothing that has been done. If I'm not wrong I tend to think that if you are not confirming the casual labourers they are supposed to apply afresh. To avoid getting into such a state, let us as we develop the terms and conditions of service for the staff that we have in the county government we need to remember that the casual labourers are part of us, we also represent them and we will make sure that they enjoy the state that they are working in and know their fate.

The issue of waking up one morning and being told there is no work will no longer be there because there is a policy being followed and it will be adhered to. We have several hon. members who were working during the time of the defunct local authorities and I know they have more than what I have given, I want them to contribute and I request them to support this so that the staff that we have can have a sense of belonging, confidence and feel that there is security as they work for the county government. I call upon Hon. Kiarie, member for Kakuzi/ Mitumbiri to second the motion

Hon. John Kiarie: I stand to second this motion. I would like to state that it is unfortunate that three years after the formation of the county governments, having a new Constitution and three years down the line we continue struggling with staff issues.

It is unfortunate, all of us seated here, those elected by the people under the new Constitution, the first day that we reported here, we were interviewed by the public and they gave us the job, we were confirmed and given appointment letters by the relevant authorities.

We know we are here, we know our terms of service, what is expected and what we expect, but the lifeline of this county, the people we trust to work for this county, the people who implement, the people who wake up very early in the morning and sleep late at night

while others work throughout the night making sure that the agenda of this county is achieved, these people do not know who they are they are not sure of where they are and they do not have the confidence of where they are going.

Mr. Speaker the staff who work for this county are great men and women, they have offered to do their job but we as the county government are failing them because three years down the line they do not have their appointment letters, they do not know their terms of service, they are still dwelling on their past. That is not very healthy for this county, that is not very good for the achievements of the goals of this county.

Mr. Speaker we have appointed the County Public Service Board they are working and are on payroll and I believe their first agenda or one of their agendas is to have the people interviewed, appointed and confirmed. Having a County Service Board which has not achieved that three years down the line means that something is very wrong. I know they could be having issues but I think it is time that this matter is resolved once and for all so that we do not spend our five years here and still have workers who are on terms and conditions of the defunct local authorities.

I wish to second this motion because it is key and very important. On the issue of the casuals, this county has 1001 issues concerning the casuals and I think we also need to come up with a policy and an in-depth understanding of how the casuals programme is implemented. With those few remarks I wish to second the motion, thank you.

(Question proposed)

Hon. Joseph Machiri: I thank you very much Mr. Speaker sir, I would like to congratulate the mover of the motion. This motion is overdue and I thought if it had come from the majority leader who once upon a time was a chair of a defunct local authority and a mayor of defunct Murang'a municipal council it would have been a bit weighty than now, but all the same I do support because for one I would like at this juncture to say that charity begins at home. It is better for us as an Assembly because we are cause of all this and whatever has been done in the county government is a replica of what has been done in the County Assembly of Murang'a.

If you want to correct the mistakes in the county government we have to start with ourselves. We clean our house first then we go to county government to clean their house. It is of essence that first of all we confirm the people who are in the County Assembly of Murang'a then we go out there and clean the mess in the executive.

I would like to point out that this Assembly can be held liable for the mess that is happening in the county government because we are the voice of the voiceless. It is three years down the line and we have been keeping quiet in this Assembly assuming that all is well in the executive and in the Assembly to appease our masters so that you cannot be seen as an opponent.

It is three years down the line; we have a county service board which is somehow not functional. It is the moral obligation of this Assembly to sack and remove the whole county service board because they have not performed as per our expectations.

I was a victim of these circumstances because I was in defunct local authorities and let me tell you Mr. Speaker these people working in the local authorities were working with fear and dependency of the seniors and masters in this county. This county government is worse to the staff than the local authorities of there before because they are oppressing the staff, they cannot talk freely because they fear. They are not certain as I support what Hon. Waitera has said that they are not sure about tomorrow.

The staff who were working in the county government are not certain, they do not have hope about their future and that is why the non-confirmation of staff has even affected the

local revenue collection because when you are not certain about tomorrow, you do not collect that revenue with a lot of confidence but when you are confirmed you collect that revenue in total confidence.

What is affecting the staff of the county government is lack of confirmation, second is lack of being paid their allowances and arrears amounting to about Kshs. 40 million. When we were tackling the budget yesterday there was a lot of quagmire in revenue collection whereby the county government last financial year 2014/2015 had projected Kshs. 850 million and they collected a mere Kshs. 500 million. Why?

One is the deplorable conditions under which the county government staff are working in. The other issue is about harmonising the salaries of the defunct local authorities and the people who were seconded to the county government from the national government whereby some are underpaid even in terms of allowances. Here the ball lies in the county service board, they are not functioning and it is for us to kick them out once and for all. Why stay with somebody who is not fruitful in this county government?

The other is that in my department of environment we were given a block figure of recurrent where we cannot know who is being paid what, the salary scale of a person., we are just passing a budget of block figures in recurrent and people cannot know the department he or she is in and the salary scale they are in.

If the hon. members are being cheated about their allowances by the officers in the county government what about the staff? Can they question about the allowances if we are not questioning about the allowances as senior most people in this county government how can a staff request to be paid his or her allowances? They are not paid, in fact they have been crying. If today they are the ones to elect people they cannot vote for us.

So it is the high time we pull up our socks and compel the county government to confirm or else we kick out the county service board. I rise to support this motion bearing in mind that if we confirm the staff in the county government they will start working hard and the county revenue will rise. I stand to seriously support this motion. I do not think there is anybody in Murang'a County who can object to this motion, thank you.

Hon. Deputy Speaker: Member for Ichagaki

Hon. Joseph Ndung'u: Thank you Mr. Speaker, I stand to support this motion but with amendment that we delete the words 'appoint all the interim staffs' and put 'those who are qualified' because the county service board has to interview

Hon. Deputy Speaker: Hon. member if you want to make some amendments you must move an amendment motion. There is a procedure, however you may continue and make your contributions.

Hon. Joseph Ndung'u: Thank you very much, I stand to support but I thought it was important, though I had not passed through the right procedure, I thought that it was important that the public service board confirms those who are qualified but not all because probably there are some who were working and are not qualified for some reason and so I thought it was important that we delete the word 'all' and put the words 'those who are qualified'. Thank you Mr. Speaker Sir.

Hon. Deputy Speaker: Hon. Florence

Hon. Florence Nyambura: I thank you Mr. Speaker Sir. I stand to strongly support this motion bearing in mind that those people have done a lot in our county. I remember during the Easter holidays I came across an issue in the town and I was worried. The CEC for finance has told the one responsible for revenue collection to go and collect it yet it was a holiday.

Those people never objected and they went to collect the revenue but when they came across the taxi people, I was called and they asked me whether they were supposed to pay the

revenue on holiday and I was in a dilemma on whether to say yes or no. I requested the taxi people to release the revenue collector and I told him to stop the exercise because his life was at risk.

They claimed that the Finance Act says the revenue collection will not be done on public holidays, Sundays and in the evening. I thought if the person insists on collecting the revenue and he gets injured who would be responsible as the county government may say he is not their worker?

I met a group of young ladies who collect revenues at the quarry and I met them in the town and they asked me about their confirmation as they are working in a risky area. I was very surprised to hear that they are not confirmed.

It is of essence for the county government to confirm those people and the ones who are almost at the retirement age might go home without anything, and they will be blaming the county government.

It is at this time that we should urge the county service board to confirm the employees. If they are to be confirmed at their previous job groups and the work they are supposed to do if a person does not qualify for the job he is doing, he should be taken to the area he is qualified in.

The defunct local authorities used to employ people who are not learned because of the status the person or maybe he or she is a relative. It would be very sad if we send all those people home, even God will curse us because they have been working, their hope is there. I would like to urge the county government through the county public service board to place all those people in their areas.

On the issue of casuals they are crying out there and if they become bright they can take this county government to court because after six months they were supposed to reapply for the jobs but the county government is not doing that. I stand to support and urge them to look at the issues of those people because they are our brothers, sisters and relatives. I thank you Mr. Speaker sir, I support.

Hon. Deputy Speaker: Hon. Leader of Majority

Hon. Peter Kihungi: I thank you Mr. Speaker sir. I stand to support the motion because it is extremely important as the mover has said three months are gone and we have not yet confirmed the staff but to confirm as an assembly we have confirmed our staff

(Hon. Joseph Machiri rose on a point of order)

Hon. Deputy Speaker: Point of order

Hon. Joseph Machiri: Mr. Speaker it is not three months but three years.

Hon. Peter Kihungi: I thank you Mr Speaker Sir, sorry it is three years. I wanted to clarify to the members that we have already confirmed our staff in the Assembly and the problem is with the executive.

I wish to confirm as the member has said, SRC is supposed to do the job evaluation. I think that is the challenge the county government is going through because under the new constitution the SRC is the one that has powers for remuneration or any benefits.

Mr. Speaker sir, I know the crisis the government is in is where you find that in the SRC circular a driver is supposed to be paid between 17,000 and 19,000 but those who came from the local authority are getting around 42,000. Those who came from local authorities were lucky as they were able to increase their salaries through Collective Bargaining Agreements. You find a cleaner is getting over 40,000 and a driver is getting around 60,000 and 50,000.

We need an urgent job evaluation because you cannot pay a person lower than what he was earning and if you confirm a person with a salary above the SRC guidelines you will

have broken the law. I think we need job evaluation so that there can be balancing. They will be able to advice, what do we do to this driver who is getting around 40,000 while the SRC circular says he should get between 17,000 and 19,000?

Mr. Speaker I want to put it clear that even here we had a crisis where we had a cleaner who was getting more than a committee clerk. I therefore support the motion and wish that it will also make the Salaries and Remuneration Commission (SRC) hasten the process of job evaluation so that we can deal with the crisis of the staff that came from the local authorities, those who were forwarded from the national government and those who are newly employed. I stand to support the motion.

Hon. Deputy Speaker: Hon. Member for Mbiri.

Hon. Joseph Njoroge: Mr. Speaker sir, I stand to support the motion and congratulate the mover because if you look at the current Assembly, most of the staff who serve us were from the defunct local authorities. It is very challenging when you see that the person serving you has an issue; that the County Government has not confirmed them in their position while a newly appointed clerk or someone else is fully confirmed so it is necessary for this Assembly to do the necessary and confirm the staff.

Mr. Speaker sir, if you allow me, we had an issue of the former clerk who was brought here by the Transition Authority (TA). He served the Assembly and was later on returned to where he came from. It is very challenging for these staff we are working with, having seen their work. They are the ones who even trained the new staff employed. For example, if you look at our soldier---

Hon. Deputy Speaker: Order! Hon. member, you are debating another motion and not the one on the floor of the House. The motion we are debating is on confirmation of the staff of the County Government.

Hon. Joseph Njoroge: Thank you Mr. Speaker, but it is good to put things as they are because we have staff with us who also need to be confirmed. I am saying that because I want them to be confirmed as soon as possible because they are our workers and we have to take care of them. If this Assembly will not help those staff from the defunct local authorities, there is nobody else who will come to help them.

I therefore stand to support them and Mr. Speaker if you heard that one of your officers you left at Thika is not working because he has not been confirmed, you would not be happy. I support and congratulate the mover of the motion for the staff need to be confirmed.

Hon. Deputy Speaker: Hon. Member for Murarandia.

Hon. Martin Mwangi: Ahsante sana Mheshimiwa Spika, pia mimi nimesimama hapa kuunga mkono mjadala huu ambao unahusisha wafanyikazi walikuwa wanafanyia kazi zilizokuwa serikali za mitaa.

Kama ilivyoelezwa, wafanyikazi hawa wamekuwa na shida nyingi sana maanake wanafanya kazi kila siku kwa uoga mwingi sana. Wanaogopeshwa na serikali ambayo ipo maanake inaendelea kuwaajiri watu wengine na kuwapa barua za kuwaonyesha kuwa wameajiriwa. Wengi wanaoajiriwa ni wafanyikazi wa hospitali, madereva, na makarani na wote wameingizwa kwenye huduma ya kuwalipa.

Mheshimiwa Spika, kuna jambo lingine ambalo limekuwa likileta shida kwa hawa wafanyikazi, wengi wao, hata walio katika jumba hili la kuheshimiwa, ilikuwa ni rahisi sana kusema hakuna kazi ambayo ilikuwa ikifanywa na serikali za mitaani walipokuwa wakitafuta kura ili wachaguliwe. Wafanyikazi na makarani wa mitaani walikuwa wakionekana ni kama waporaji. Wengi waliweza kufanikiwa na kuchaguliwa.

Ukiingia kwenye serikali zetu za Kaunti, unapata ya kwamba kuna wafanyikazi wengi wanya ambao wametoka katika idara zingine. Wakati walipoingia na wakachanganyika na wale waliokuwa kwenye serikali za mitaa, walianza kuwachukulia waliokuwa katika serikali

za mitaani kama waporaji na kuwaona kama watu ambao hawafai kuaminika. Waliwachukulia kama watu ambao hawana ujuzi katika kazi yao na katika kutimiza majukumu yao, kwa hivyo, wengi wamewekwa katika hali ya baridi.

Wengi wao wanakaa ni kama kuku walionyeshewa kwa sababu sasa wanaona ni kama hawafai kuwa katika nyadhifa ambazo wanafanyia kazi. Kwa hivyo, tungetaka pia kuunga mkono mswada huu ili wafanyikazi hawa wote wapewe vibarua vyao. Tunajua kunazo sheria za serikali ambazo kwa mfano kama umeajiriwa unao uwezo wakuifanya kazi iliofanya uajiriwe. Kwa hivyo, wapewe barua zao ili wawe na ujasiri wanapofanya kazi zao.

Kwa kumalizia, aliyezungumza mbele yangu aliongea kuhusu vile ukusanyaji za pesa za ushuru katika serikali hii yetu umekuwa chini sana kwa sababu hakuna roho ambayo imetiwa wafanyikazi wanao okota pesa hizo. Wanaokota huku wakilalamika wanafanya tu hivyo maanake ni kazi. Wanauliza wako katika mikono ya nani na watamlilia nani? La mwisho, ni kuhusu jambo la utawala ambalo lina mkono mgumu.

Unawapata wakikemewa unapoingia ofisi zao, pia unawakuta maafisa ambao wamechanganyana kutoka idara mbalimbali wakikemewa mpaka wanaona kama ni ukweli watafutwa kazi siku ijayo. Kwa hivyo, mimi nimeunga mkono mswada huu na ninampongeza aliyeuleta maanake ameleta nuru ambayo itaingia kwa wafanyikazi wetu. Ahsante sana Mheshimiwa Spika.

Hon. Deputy Speaker: Hon. Catherine.

Hon. Catherine Mugo: Thank you Hon. Speaker, I will just reiterate what the contributors have said. I will also add that if we do not confirm these staff, it is going to be very expensive and costly for our county because what will happen is that some of them will go to court compelling the county to confirm them. That is going to be very costly for our county because we are going to be faced with very expensive charges to deal with.

One of the Hon. members, while contributing, has said that charity begins at home. We are aware that we also have some staff members who have not been confirmed even in our Assembly. I urge the Majority Leader and the people concerned to see that our members of staff are not demoralized. We cannot talk of the County Government at large yet we face the same issue even where we are. We need to confirm the staff members who are here. We know what it means for those we hear that they have been demoted in regard to their positions; it means demoralising them.

It is therefore good if the majority leader can also persuade the SRC because according to the labour laws, they are supposed to remain in their status, they should not be demoted because they are not going to work in the spirit that they are supposed to work. I commend the mover of this motion; it is actually long overdue and I pray that this action will be taken.

Hon. Deputy Speaker: Mheshimiwa wa Wadi ya Township.

Hon. Charles Karina: Ahsante sana Mheshimiwa Spika. Nasimama pia kuunga mkono mjadala huu. Kwanza, namshukuru mheshimiwa ambaye ameuleta mjadala huu kwa sababu naona kuwa muda unaendelea kuyoyoma, tumekaa katika serikali hii karibu miaka mitatu sasa. Kama waheshimiwa, ni vizuri kujua ya kwamba wafanyikazi ni muhimu sana kwa sababu yale yote ambayo tunajadili katika Bunge hili, ni wao wenye kutekeleza. Ikiwa kama viongozi hatuungalii maneneo ya wafanyikazi, ni kuonyesha ya kwamba sisi hatuelekezi kaunti hii inapofaa.

Kwa hivyo, namshukuru mwenye kueleta mjadala huu na tumhimize waziri anayehusika ahakikishe kuwa mjadala huu umetekelezwa kwa wakati mfupi sana, pia tunasikia ya kwamba kuna pesa hawajalipwa lakini ninafuraha maanake nilipoingia kwenye ile bajeti nilioana wametengewa kiasi fulani ambacho ni cha malipo ya pesa ambazo hawajalipwa. Naishukuru sana kamati ya bajeti kwa kuwafikiria wafanyikazi. Ni vizuri tujue ya kwamba tukiwa na wafanyikazi ambao hawana imani na ile kazi wanayofanya, hawawezi

kutekeleza majukumu yao vizuri. Kwa hivyo, nawaomba wajumbe wenzangu waunge mkono mjadala huu ili wafanyikazi wajue tuko pamoja nao.

Msisahau kuwa wafanyikazi wana kura na tungetaka pia watupigie kura. Kama Gavana na maafisa wake wanataka kupigiwa kura ni vizuri wajue hivyo. Tukianza kuaibishwa kutoka ndani na anayekufanyia kazi, itakua vigumu sana kwa kazi tunayofanya kuonekana. Kwa hivyo, naendelea kulisisitizia Jumba hili liupitishie mswada huu. Ahsante sana Mheshimiwa Spika.

Hon. Deputy Speaker: I now call the mover to respond.

Hon. Mary Waithira: Thank you Mr. Speaker sir, I begin by commending all the Hon. Members for supporting the motion, it will not be good if at all what I have heard from the Hon. Members will not be resolved. We are talking of the County Government interviewing, appointing and confirming staff that are already on interim basis while we still have some members of staff in this Assembly who are not appointed and confirmed with documents to prove the same. We are supposed to set a good example and I think we are supposed to start with ourselves.

Mr. Speaker sir, we have heard all the contributions and it is true that even the issue to do with our local revenue is being adversely affected by having some of our staff collect money yet they still have fear about tomorrow. You therefore find that not all that is collected gets to the County Treasury because such a person may think that he or she may not be there the next day and this makes him or her have the urge to make an extra coin.

I remember there was a time we were contributing to a report that had been brought by the Finance and Planning committee. It was then that I contributed and said that we had been brought an audit report from the County Government in the Public Accounts committee. When the committee visited the places where revenue was being collected, we realised that they would collect ten times more of what they collect on daily basis.

Therefore, Mr. Speaker sir, you can see that the issue of the fear of tomorrow and the issue of job security are adversely affecting the revenue that we are collecting; hence not realising our budget targets. If at all this is done; the interview, appointments and confirmation; it will help us clear this. I am saying this because confirmed staff will be committed; hence effective and efficient. The fear that they might not be there tomorrow will not be there. They will only fear to be seen with mistakes that could lead them being sacked and lose their pension. Therefore, the interviews, confirmations and appointments will save us a lot.

Mr. Speaker sir, allow me to respond to an issue that was brought up by Hon. Ndung'u where he was talking of amending the motion because of those who are not qualified. When we talk of the interviews being done, it will help us realise those people who have been put wherever they are wrongly because they will not have papers to present. It is the credential support in terms of documents, academic and relevant value addition that makes someone to be placed where he or she belongs. If there will be any, I think it will be under the terms and conditions that will place such members where they belong.

Mr. Speaker sir, when we talk of the terms and conditions for the said exercise to happen, this does not mean that we will not have a pinch of what will happen. I want to support what the Majority Leader has said that there are some who are earning more than they are supposed to. When the job evaluation will be done, it will place each and every one as per the SRC remuneration. I think there are some places where we will get advantages but have disadvantages in other areas. However, that is not what we are up to; we are up to security and sense of belonging for the staff who are working for the County Government.

We should try as much as we can to do away with court cases, we are not supposed to be subjected to court cases when this Assembly is in session. We are in a position to deal

with these cases and do away with them by having the County Public Service Board do as per its mandate. I therefore commend all the Hon. Members for the support and request them to continue supporting this motion. After we adopt it, it will be our work to make sure that we follow the implementation of the same. Thank you Mr. Speaker, Sir.

(Question put and agreed to)
(Applause)

Hon. Deputy Speaker: Next order

ADJOURNMENT

Hon. Deputy Speaker: The House stands adjourned until 2:30 today.

The House rose at 10:31 a.m.