

# MURANG'A COUNTY ASSEMBLY

## THE HANSARD

Tuesday, 1<sup>st</sup> October 2024

The Assembly met at 10:15 a.m.

*[The Deputy Speaker (Hon. Gachui wa Mungai) in the Chair]*

### PRAYER

### PAPER

#### REPORT OF PUBLIC WORKS, ROADS AND TRANSPORT COMMITTEE ON STATUS OF COMMUNITY BASED PROJECTS AS AT JUNE, 2024

**Hon. Samson Mukora:** I beg to lay the following Paper; -

That, the fourth report of the sectoral Committee on Public Works, Roads and Transport on the status of community- based projects as at June, 2024.

Thank you.

### NOTICE OF MOTION

#### ADOPTION OF REPORT OF PUBLIC WORKS, ROADS AND TRANSPORT COMMITTEE ON STATUS OF COMMUNITY BASED PROJECTS AS AT JUNE, 2024

**Hon. Samson Mukora:** I beg to give the following notice of Motion; -

That, this Assembly adopts the fourth Report of the sectoral Committee on Public Works, Roads and Transport on the status of community- based projects as at June, 2024, laid on the Table of the Assembly on Tuesday October 1, 2024.

### MOTION

#### ADOPTION OF REPORT OF GOVERNANCE, LABOUR, JUSTISE AND LEGAL AFFAIRS COMMITTEE ON ANNUAL PROGRESS REPORTS FOR FY 2023/2024 FROM THE DEPARTMENT OF PUBLIC SERVICE AND ADMINISTRATION

**Hon. Gichobe Clement:** I beg to move the following Motion;-

That, this Assembly adopts a Report of the sectoral Committee on Governance, Labour, Justice and Legal Affairs on annual progress reports for FY 2023/2024, from the department of Public Service and Administration, laid on the Table of the Assembly on Tuesday, September 24, 2024.

The Committee on Governance, Labour and Legal Affairs made a request to the department of public service to have this report availed to the Committee and the department. Indeed, it did exactly that and I am going on behalf of the Committee to explain to the members and this House the Report that we got and considered in the Committee.

We had several observations and findings, one is that the Report had an elaborate background which stated that the other departments in the executive arm of government, the overview provided for directorates in the department which are human resource, management and performance management.

The Report also provided for strategic objectives of the department and the activities undertaken in the financial year 2023/2024. The Report also highlighted staff discipline and undertook an activity on performance management with emphasis on drafting performance contracts between the Governor and the CECs between CECs and chief officer and between Chief Officers and directors. These are the general observations that we made in the Committee; one, on appointments, the Report provided for a number of officers of various cadres appointed by the County Public Service Board and placed in the payroll.

The department conducted casual employees verification exercise and prepared a report and submitted to the County Public Service Board. Number three, the terms of service for the 1420 casual employees were changed to five years renewable contract. The next thing that we considered in the Report is the payroll; that the payroll is usually prepared and closed by 25<sup>th</sup> of every month. The County's 1420 employees were integrated into IPPD. The monthly wage bill for all employees was as provided at 4, 070, 784,632. On staff welfare, the County engaged National Hospital Insurance Fund (NHIF) for provision of medical cover for all its employees and SANLAM insurance was contracted to provide group life, group personal accident and WIBA for County employees.

Establishment of mental wellness and counselling unit to create on mental wellness as well as support affected employees. Lastly, the nomination of mental health champions in all departments. The following were cited as challenges experienced by the department in FY 2023/24; -

1. Untimely disbursement of funds
2. Inadequate office space and equipment
3. Inadequate file storage space
4. Inadequate funds for implementation of programmes/projects
5. Lack of funding for the planned programmes

6. Aging workforce
7. We also noted that the PE budget that has exceeded the 35% threshold
8. Inadequate critical skills especially in the departments of Health, Water, Irrigation, Agriculture, Livestock and Fisheries

After going through the report, the Committee made the following recommendations: -

1. The County Executive Member for Public Service should provide plans for replacing the 201 officers who exited from County public service through retirement on attainment of mandatory age and other natural attrition. As we noted this recommendation, we noted that there are a number of employees who are now deceased and they were providing essential services and others who retired but their replacement has not been effected; this has affected the way this department is operating. It is not domiciled in public service.
2. A Policy should be generated on exit of employees from workplace and submitted to the Assembly within 90 days upon receipt of this Report. This recommendation is meant to ensure when an employee dies in case of an unfortunate case of death of an employment of the County or retirement of an employee in the County, there will be a clear policy for their replacement. Currently if an employee exits, resigns or even dies or even retires there is not Policy to be used in the County to explain how the replacement of the same can be done. This has now gone to affect the County because when these people are not replaced in time then service provision in these department becomes a problem.

Let me also highlight something that I noted from a different department not only from public service department. For instance, in the health department, we have got nurses who found greener pastures outside country and there is no existing Policy on how these nurses should be replaced and yet this is an essential service department.

Since these nurses resigned and left for greener pastures, they have never been replaced and their replacement is left at the discretion of the department and of those who call shots in the executive. Now these affect how our health facilities works and I am sure every honorable member in this House can attest to that, there is a shortage of nurses and clinical officers in various health facilities in their respective wards due to this issue. We recommend that we come up with a Policy of replacement in case of resignation, death or retirement we can have a clear Policy that these employees will be in within a certain period of time.

The department's budget should be enhanced to address the following challenges; - inadequate office space and equipment, inadequate file storage space, implementation of programmes/projects, aging workforce

That is an issue we can work with in the department internally to ensure that they sort out that issue because those are administrative issues that we noted after receiving this report. I seek your permission to kindly ask honorable members to adopt this Report. I call upon Hon. Mark Wainaina Gicheru to second the Motion. Thank you.

**The Deputy Speaker (Hon. Gachui Mungai):** Hon. Mark

**Hon. Mark Wainaina:** Thank you, Mr. Speaker, first I want to correct that my name is Mark Gicheru Wainaina. I stand here to second this Motion.

*(Question proposed)*

**The Deputy Speaker (Hon. Gachui Mungai):** Members the Floor is open. Honorable member for Kangari Ward you seem to be wanting to say something.

**Hon. Musa Mirara:** Thank you Mr. Speaker, someone was just whispering to me here. I stand here to applaud the good work that has been done by governance department. We cannot lack something to add on whatever they have given because that is why we are debating to improve on what they have done. One of the things that I have observed concerns some recommendations. I would like to suggest to the chairperson they could have just added a fifth recommendation on the workforce should be reviewed on quarterly basis; the status of the workforce those who have retired, those who have transferred or something so that after that status we are able to enumerate the department that will have problems after that person has departed department. There could be a way of replacing them, instead of what we are saying especially what the chairperson has cited about the nurses. We are getting a brunt because our people on the ground, the patients normally do not understand why that person exited and the County is not keen replacing them in time. So that one issue, I think maybe the Chair has captured.

The other thing if you read on recommendation three, there is this thing of inadequate file storage space and you know nowadays Hon. Speaker we can even have a system to store these things rather than making them physical. So, I would suggest as the Chair for ICT in this House Speaker that we should look for other avenue to make the files soft copy so that those have ceased be degenerated to be coming, those which need to be archived or destroyed

should be destroyed to pave way for other files that are current. Hon. Speaker I stand to support.

**The Deputy Speaker (Hon. Gachui Mungai):** I request the Honorable Member, the mover of the Motion to be keen on the points. Are you on soft? I thought your eyes are resting. Hon. Member for Kahumbu.

**Hon. Chefman Njoroge:** Thank you Hon. Speaker. As I rise to support the Motion of the Committee which is led by the Hon Chair from Kariara that is the Committee of Governance, I was just going through the observations and I was more keen on the last observation, regarding the inadequate critical skills especially in the department of Health, Water and Irrigation, Agriculture Livestock and Fisheries. I think that was a good observation but, in their recommendations, they did not capture it in terms of what is the solution for the inadequacy of the of these critical skills? However, in their recommendation they have talked about the County Executive Members of the Public Service should provide plans for placing the two one officers who exited from the County Public Service through retirement or attainment of mandatory age and other..... (inaudible).....

I think Mr. Speaker sir, through the Chair of Governance I think they should give us, we as the Murang'a County we are more on Health, Water, Irrigation and Agriculture and Livestock and since majority of our people are either aging or they have been retired or not even their contracts being renewed I think they should add another one in terms of this department which have no skilled labourers when they are doing the recruitment or just replacement of the 201, I think they should be based by those critical case which are missing that is in the Health, Water and Irrigation. So, when they are doing the advertisement either be in contractual or employment or replacement also, they should categorize again those who are aging and retiring in which fields are. We should not just replace somebody perhaps because of the way the world is changing but if awe have a shortage of the health sector and somebody was in agriculture and we don't have any issue with agriculture it is good the replacement should be focused on the side where we have the department problem in terms of service delivery.

So at least we should not just replace the 201 for a certain department because it is a matter of replacing but we should how the quality in terms of replacement of the 201 through the departments as per their observation. So, I think Chair that will assist in terms of service delivery and improvement of the services to our people that is the Wanjiku. So, I was thinking in that manner we will be able to save and those issue of-----as my good friend who

is the Chairman of the ICT, I think he was talking about having soft copy storage space. So that at least as the modernization is going in this world and also in terms of the technology, we run away from the paper work and even if there must be a paper then we should have this storage in soft copy. So that we avoid building either godowns or storage for the physical files. We should migrate from that and I think the Chair of Governance should consult the Chair of ICT because it is a new Department Committee of how we can be able to engage on that so that we can be able to save the issue of soft copy. Thank you, Mr. Speaker Sir, and still, I continue raising the grievances.

**The Deputy Speaker (Hon. Gachui Mungai):** I had seen the Hon. Whip.

**Hon. Morris Ngunu:** Thank you Mr. Speaker. I to support the Motion but with a rider, one is on the general observations, point number two on the payroll. The Report says the monthly wage bill for all employees was provided at Kshs4,070, 784, 632. Mr. Speaker I seek a clarification on this. How a monthly wage bill for this County can be four billion? Number two Mr. Speaker I support the recommendations that are provided for but Mr. Speaker I would want to ask the Committee to seek further information and maybe provide this Assembly with information regarding ECDE teachers we have some ECDE classrooms or schools that do not have two teachers.

Maybe as a Committee they need to guide this Assembly what are the measures that are being taken and maybe when are we likely to have all the schools in our County to have two teachers? Number two, being the status of employment of this County, I have not seen a report or a recommendation regarding----- These members have done a lot of dispensaries and health centres and we do not have adequate nurses or clinicians. Maybe as a Committee we also need to dig deeper and these members have done their work, they have provided infrastructure, they have built hospitals, but they do not know when are they likely to have full operations of the dispensaries and health centres. Thank you, Mr. Speaker.

**The Deputy Speaker (Gachui Mungai):** Hon. Deputy Whip

**Hon. Steven Muigai:** Thank you, Mr Speaker. I rise to support the motion Mr. Speaker and first of all I would like to congratulate the Committee for the good work that they have done. More so congratulate the Chair for the way he has articulately read the Report to us and made it almost needless to debate. I would like to go to the recommendations and go to recommendation one, maybe remind the chair that this is not the first time that he has reported to the Assembly that the County Public Service Board has had issues with replacement of either the demised workers or even those who have resigned. It is

not the first time, I would like to remind you also maybe because you have pointed out that you have given them 90 days, may it be 90 days. You know when we talk of 201, deficit of staff in the County and these are the people who are part of the engine of the development in our County, then it means we are lacking such an important component in the things we are supposed to be doing or even the deliveries of the things we are supposed to be doing to the common *mwananchi* (citizen) that voted us in. So, Mr Speaker, maybe more emphasise needs to be put on recommendation number one, recommendation number two, make sure that this is done and maybe done for the ninety days that you have given. Thank you, Mr. Speaker.

**The Deputy Speaker (Gachui Mungai):** Hon. Member for Muguru

**Hon. Moses Muchiri:** Thank you, Hon. Speaker and Hon. Speaker, I stand to support the Motion and also as a member of the Committee to congratulate the Committee for the work well done. I also want to insist on the need to abolish the age bracket when it comes to employment because Hon. Speaker, we have had scenarios especially in our Early Childhood Development Education (ECDE) when it comes to replacement or employment of ECDE teachers where the age bracket matter. Where you find a qualified ECDE teacher and because maybe he or she is over 35 years and has served in a school for many years, such a person is denied the opportunity because of the age. I believe Hon. Speaker age is a natural factor for each an every human being and nobody should be denied any opportunity because of the age. I also want to reiterate on the need to look at the qualifications when it comes to employment because in Muguru Ward we usually say *wira ni guthomera* which translates...

**The Deputy Speaker (Gachui Mungai):** Order! Order Hon. Member we are supposed to use just three languages. The sign language, the Kiswahili or English. Kindly. Continue

**Hon. Moses Muchiri:** Thank Hon. Speaker. I am translating, it means that work is to study. You must study for work so as to perfect and be able to perform a certain duty. So as a Committee we need to insist on the need of employing those people who have the highest qualifications so that the people of Murang'a County can have confidence with the Public Service Board. I think that is also another factor that we need to look into.

Second last is on the retirement benefits. As we know those people who retire, there are those benefits which they are supposed to get from the County Government. So it is good if we insist on the need to give those people such benefits because of the work maybe they have done for the County because when you retire, having worked for the County for many years, it is good for the County to recognise them and also give them their benefits.

And lastly Hon. Speaker, I think as a Committee or maybe the Public Service Board, we need to come up with a mechanism where maybe for instance if someone exits service maybe through death, or something like that or maybe incapability to perform the duties, I do not know if we can come up with a work inheritance policy or something like that, so that if someone dies maybe we can look at the family. Maybe the next of kin maybe we can see if we can consider them because you find that maybe the person that has died, maybe they were the bread winner, so when that opportunity leave the family, the family will have a lot of problems maybe because that person was paying school fees and etcetera.

I am saying this as a victim because there was a lady who was working within the municipality as a revenue collector from my ward and she passed on, I think, earlier this year and was the breadwinner. Her son who happened to be in the university, I am currently supporting the son through the bursaries. In my thinking, if the next of kin, maybe the husband could have been given the opportunity, maybe there could be that continuity in the family. Thank you, Hon. Speaker, I stand to support.

**The Deputy Speaker (Hon. Gachui Mungai):** I am sure the mover is taking note of whether the Policy does allow, the mover will be responding. Hon. Member for Ithanga.

**Hon. Makau Ndunda:** Thank you, Hon. Speaker. First, let me say, I stand to support this Motion and also congratulate the Committee through the Chair for the good work. Chair, I have not much to say but one thing that I have noted is about an issue that regards to insurance company by the name Sanlam, which provides group life and also personal accident and work injury benefit act. Chair, sometimes I think our people are lacking information about this cover which covers them as a group and you find that something needs to be done, because, I have seen many cases whereby people get accidents and find that they are covered because they are already in service. A good example is one of the staff, who was involved in an accident and he ended up being amputated, and as we speak, Chair, there are people contributing to buy him an artificial one. I wonder, with such a cover, which I think covers the whole group of employees in the County, such a cover should be of benefit. It is only that they lack this information.

Again, Chair, we also have some incidents whereby our people, the revenue team, especially from our sub-county, have been attacked by the Delmonte thugs and even last week one was stabbed and he was hospitalised and as we speak, there are people who contributed to get this staff treated and I think such things should be addressed by the relevant departments so when I saw this issue of group cover.



I also know here, we have that and probably many members do not know that when you go for sports and you get injured, you are supposed to be covered not by the medical one, there is another cover and it is good, Chair, for us to understand even when death comes, we are covered as Members of this House. I think such information is very important because, our families need to know this, Chair. My concern was about the group cover because I was a victim, I was requested to contribute something to purchase the artificial leg and I wondered, one of our employees, we cannot go that way when we have such a cover. So, Chair, I stand to support the motion. Thank you.

**The Deputy Speaker (Hon. Gachui Mungai):** Yes, Hon. Member for Gaichanjiru.

**Hon. John Munyua:** Thank you, Hon. Speaker. I rise to support the Motion and before I make my comment, today I can see Members are without water and guys are thirsty so, they are Hon. Members, I am being told. It is good for the welfare of Members to be taken care of. I support the Motion and I believe, in future, maybe in the next financial year we should have a better budget for the employment of more employees.

Chair, this Committee through the Chair, kindly engage the executive so that we can have more Early Childhood Development Education (ECDE) teachers. We are having a crisis; we have done very beautiful classes but they are without teachers. We also have a lot to deal with people who are not performing their duties, they have been given that chance and they are not doing the right thing. Hon. Speaker, we can do very beautiful classes and dispensaries but if there are no people to offer services, then we are missing the point. Hon. Speaker, because we care a lot about the people and chair, I can see you are taking good care of Members..... *(laughter)*..... it costs a few coins, so it should not be a big deal. let Members enjoy what they deserve.

Hon. Speaker, the Chair Governance, through the Speaker, there is this issue of Social Health Insurance Fund (SHIF), we are migrating, today, I do not know whether those people that we have employed know what is happening, whether they can be attended in the hospitals, I do not know how we are prepared on this.

If we are good employees, our people should have migrated long ago. With the case and I believe it has not happened. Chair, Hon. Speaker we have a lot and I congratulate the team, keep up doing your work, we believe it's not for just for granted. We can't take just take it for granted keep doing good and you will be rewarded. If not sooner maybe later.

Thank you, Mr. Speaker. Thank you I support the Motion.

**The Deputy Speaker (Hon. Gachui Mungai):** Honourable member of for Gatanga.

**Hon. John Ngugi:** Thank you Mr. Speaker. I arise to support this Motion but I seek clarity—

**The Deputy Speaker (Hon. Gachui Mungai):** Member you can see Member for Kagundu-ini has just walked out as if he is getting out of cattle shed. It is good observation and I want approud Hon. Mirara because he has observed a certain law which members will be learning later. Any member should not walk between the members contributing and the chair. Thank you for observation, continue.

**Hon. John Ngugi:** Thank you Mr. speaker. I seek clarity from the Committee; one, the chair talked about the IPPD employees being onboarded to IPPD and from other reports there have been submitted to this County Assembly, it seems that is there is a point of divergence because the chair talks about all members of payments being absorbed in the IPPD system and one of the areas that we have been indicted by the control of budget is that area of casual employees because in the last financial year we paid around Kshs300 million outside of the IPPD.

I know this is an issue that we have discussed prior in his Assembly and I will seek clarity from the chair because he seems that there is some information that this House has and information that he has given us are not matching.

Mr. Speaker you allow me I am a bitter man today. Yesterday there was an incident at my ward at Kirwara hospital where a mother gave birth on Saturday and she gave she had a normal birth but the kid developed some issues on Monday yesterday. The doctor was called in to rescue the situation and the doctor came and the doctor diagnosed the kid to have a severe cold and he was supposed to come back and administer medication to the real toddler. Two hours later the doctor had not come and the kid passed on in the process. The reason why that kid passed on is because, in my hospital, level four hospital Kirwara, we used to have a traffic of 200 people per day today because of the improvements that we have done to that hospital we are having a traffic of around 600 people. We are short of staff, that doctor did not do that intentionally. It is because she was seeing other patients, other critically ill patients and she had to prioritize on what she had to do first. In the process and seeing other patients, that kid passed on.

I know this is a debate we have been having in this Assembly about the workforce in one of the critical areas. We invest around four billion in healthcare out of our total budget of around 10 billion, so 25% of our budget goes to healthcare. Yet we have not got it right. I know chair that you could ask, you and your Committee could ask for a breakdown of

employees that we have in this County. Because I believe that even though that we are above the percentage allowed by the controller of budget, we are heavy on some areas. There are some extra fat in some areas that should be cut and we move those opportunities to the healthcare, to the to the healthcare industry because that is one of the critical and the most important areas that we will be judged on as an Assembly, as representatives of the people and we would we want to do right by our people.

I know there are so many programs that we have, we created a program called MIS which is good; it's draining into the resources of this County. We have all these other programs line *inua mkulima*, we have Kangata care and what have you. You cannot insure people who cannot be treated. It's better to treat people than to insure them. This Assembly has to play a role in defining what the priorities are for this County and I really beg the Committee on Governance to really look at this employment issue because I know that in some areas, like the revenue collectors, if you go down the street, on the street that has co-operative bank I don't know what is the name of that street. You will find out there are like six revenue correctors on that street alone. That street is not more than 600 meters from end to end, yet we have six revenue correctors and you wonder what are they doing. I would want as an Assembly to look at these matters critically, a few months back there was a patient in the same hospital who was asked to go back home, she was pregnant and she was a she was to ask to go back home because they didn't have space. And yet we build a new hospital with a 100-bed capacity. That patient ended up delivering on the streets. And the reasons why they were doing that is because of a staffing issue. So we have to be serious as an Assembly on what our priorities are. Thank you, Mr. Speaker.

**The Deputy Speaker (Hon. Gachui Mungai):** I now call the mover to respond. Yes, Hon. Member for Ruchu. Sorry for that. Go ahead.

**Hon. Naomi Maina:** Thank you Mr. Speaker for seeing that I want to contribute. I would first of all like to applaud the Committee for the work well done. I have one or two things which I would like to put into point.

One, if you go to general observations bullet two, where I can see that the verification exercise has already been done and report submitted to Public Service Board for approval. I would kindly urge the Committee and also the Chair to follow up on that so that we can know what was entailed in that report. Maybe it can be of great use to us so that we can be able to tackle one or two issues.

The other thing regards the replacing and also hiring. When it comes to replacing and hiring giving an example of what we call the ECDE teachers, being the Chairperson Education Committee I would like the Chair to follow up on this one because we have something which has been introduced known as interns. We know whether we have a clear Policy to do the same. It is also good to know whether we have a clear guide of how to employ the interns. I thank you Mr. Speaker and I rise to support.

**The Deputy Speaker (Hon. Gachui Mungai):** Thank you, Members, we have exhausted the contributors. The mover should respond now.

**Hon. Gichobe Mbatia:** Thank you very much Mr. Speaker, and as I anticipated and it is clear from members contribution this is a hot issue that affects people across the County. As I stand to respond, I will say that I have taken notes from the Members of County Assembly, and I have summarized my response into maybe two or three points.

One, I think members we need to be keen and tough on the issue of replacement Policy. And I want to promise this House that my Committee will work with our able secretariat and liaise with the department and ensure that as soon as possible we have this replacement Policy, and we are going to involve all members of the County Assembly. This is not an issue that of course will be isolated to a Committee on Governance alone, because I think there is overdue and as soon as we can we need to bring this replacement. All the input that we have had, I have heard Hon. Moses from Muguru suggest that once people are replaced family members should be considered. For your information Hon. Members, I was just talking to someone through SMS and I was consulting on the same and I have just realized that the suggestion by Hon. Moses is actually allowed in HR. and therefore it is a very valid input. All these kinds of input should be brought as we formulate the Policy so that we see how we can help this County.

Number two, I would want to very emotionally respond to Hon. MCA from Gatanga and of course my condolences to the family that lost the toddler from your ward, it is regrettable. I think, members if you allow the Committee we can request for an audit of all employees in the County. We are going to work with the secretariat in our Committee and request for a report on the deficiency of employees in all the departments. Because, how comes we are above 35% threshold and yet we still have very many gaps. It goes without saying that the strategic distribution of human resource is not present in our County. It means that employees are employed and distributed to areas where they are not needed and, in those areas, where they are needed there is a shortage. Therefore, Hon. Speaker as I respond to that

I would like to ask Hon. Members to give the Committee time. We are going to work and request the Public Service department to write to other departments we see the deficiencies in all areas so that we can begin auditing the distribution of these employees, so that we can also recommend those people to be sent to where they are needed more. We need more nurses, we do not need more revenue collectors for instance or County *askaris*, the *kanju askaris* (enforcement officers). We need less of that and more of ECDE teachers and more of nurses. Therefore, Hon. Speaker I request the indulgence of the House. Please give Committee time and we are going to work on that and we are going to involve everyone.

Hon. Speaker, I think much of the work we are going to do during the formulation of this Policy, and I think most of the sentiments from Hon. Members are going to be welcome when that policy comes because I think at that time, we will have more space and more time to give our suggestions and enrich the policy so that it can help our County.

There is something of concern that has been raised by Hon. Ndunda about the insurance but this Report, our Committee only got response to the issues that we requested. Therefore, unless we now request that we be given a detailed Report on, for instance, the performance of the insurance company, I think that was not included in our Report and that is why we do not have that Report as of now but it is something that we can request from the Executive.

Hon. Speaker, I am retrieving from my notes. There is something that Hon. Morris, the Whip has raised and I think this is something we need to sit down again and think about critically because in our community projects, we continue to build new health facilities. We are building dispensaries and health centers yet we do not have enough nurses as of now to serve the facilities that we have. This is a matter that is beyond the Committee on Governance and I will request that, again, with the help of the Health Committee, we sit down. This is actually an issue that should be approached from a wide range perspective and I think the Chairperson for Health should take up this issue. We also need a Policy to that extent. I think we passed a Health Policy in this Assembly. If it calls for us to amend that Health Policy, to include that because right now, I remember you were present in my Ward when we opened a new maternity ward at Ndakaini dispensary. Sad to report that that facility only operates during the day because there are no nurses to help our mothers deliver during the night. It is a waste of County resources to have a fully operational maternity ward, a fully equipped maternity ward, that only operates during business hours. What happens to the community when a mother gets into labor at night and yet we have a fully equipped maternity

hospital in their location? These are issues we need to raise and I might not have these answers right now and this is an issue that is way beyond our Committee but I think, in the most near future, we need to sit with the Health Committee.

Hon. Speaker, also on the issue of Early Childhood Development Education (ECDE) teachers, I challenge the Education Committee through their Chairperson, that we need to sit and formulate a policy on ECDE because as we continue to build new ECDE centers, as we continue to refurbish the existing ECDE classes, how about the teachers that are supposed to provide these services to our children? We need a Policy and when that time comes, we need to be very tough on the Executive so that we ensure that, at least, what is devolved is working. Of what use will it be for us to be here for five years and we cannot have a functional health system and a functional ECDE system because those are the devolved functions.

In a nutshell, therefore, going forward what is of urgency is to formulate a Policy of replacement and recruitment of employees because, again, we need to have a discussion about those who replace those that retire. For instance, these 200 plus employees that are supposed to be replaced in the County, in which departments do we place them? The urgency right now is to first and foremost get that Report about the deficiency of employees in all the departments. Once we get that, we can recommend the distribution of the employees that are going to be replaced and then we can send them to the most critical areas with special note that there is a 35 percent cap by the Controller of Budget (CoB).

Mr. Speaker, because I would not want to take all the time in this session, let me thank Members for the contribution and hope that as much interest as you have shown, in this Motion, we are going to, thereafter, unite and ensure that we come up with the policies that are needed and we give this issue the attention that it deserves. With those few remarks, I urge Members to adopt the Report. Thank you very much, Mr. Speaker.

**The Deputy Speaker (Hon. Gachui Mungai):** Hon. Member, they are not few; with those many remarks, because you have articulated your issue very well and I now want to Put the Question.

*(Question Put and Agreed to)*

*(Hon. Jane Mukami rose on a Point of Order)*

**The Deputy Speaker (Hon. Gachui Mungai):** There is no Point of Order after the Question is put according to the Standing Orders.

**ADJOURNMENT**

**The Deputy Speaker (Hon. Gachui Mungai):** Hon. Members, that being the case, this House now stands adjourned until today at 2:30 p.m.

Thank you.

*The House rose at 11:10 a.m.*