

Paper laid on  
9/2/2016



## MURANG'A COUNTY ASSEMBLY

Twitter: @Murangaassembly  
Facebook: Muranga County Assembly

P. O. Box 731 – 10200

MURANG'A

Along Kiriaini Rd, Opposite Ihura Stadium  
Email: [murangacountyassembly@gmail.com](mailto:murangacountyassembly@gmail.com)  
Tel: 0719 – 802 495

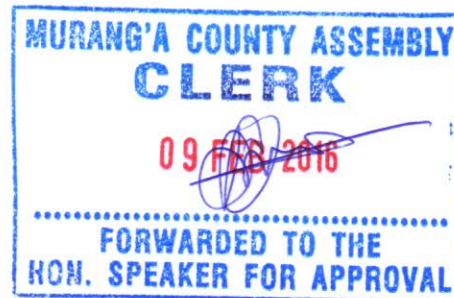
February 8, 2016

The Hon. Speaker

Thro'

The Clerk  
Murang'a County Assembly  
P.O.Box 731

MURANG'A



**RE: PAPER LAID**

Hon. Speaker, I beg to lay the following Paper on the table of the House;

The Report on Values and Principles for the Murang'a County Public Service Board for the year ended 31<sup>st</sup> December 2015.

Thank You

Hon. Speaker

Hon. Jesse Mburu Gitau

Chairperson, Governance, Labour and Social Welfare and Justice and Legal Affairs Committee

# MURANG'A PUBLIC SERVICE BOARD

ALL CORRESPONDENCE TO BE ADDRESSED:  
THE SECRETARY, PUBLIC SERVICE BOARD



County Hall,  
P.O Box 52—10200,  
Murang'a,  
Kenya  
Telephone 060-2030271

E-mail: [psb@muranga.go.ke](mailto:psb@muranga.go.ke)  
Web: [muranga.go.ke](http://muranga.go.ke)

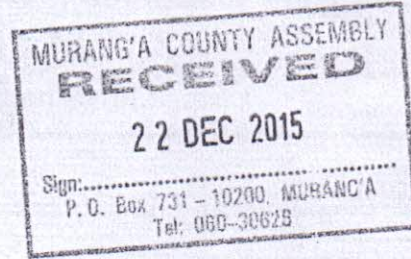
Monday, December 21, 2015

Our Ref: MCG/PSB/39/8

The Clerk

County Assembly of Murang'a

Murang'a



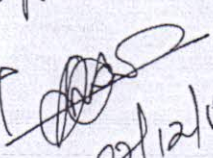
## REPORT ON VALUES AND PRINCIPLES

The Board herewith forwards a Report on values and principles for the year ended 31<sup>st</sup> December 2015.



NANCY NJOROGE

AG' CHAIRPERSON – COUNTY PUBLIC SERVICE BOARD

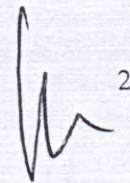
*Hon Speaker  
kindly approve for  
posting*  
  
22/12/15

Cc: County Secretary

## TABLE OF CONTENTS

1.0 Introduction.....	3
1.1 Functions of the Murang'a County Public Service Board.....	4
2.0 Promotion of the National values and Principles of Governance and of Public Service (Article 10 and 232 of the Kenya Constitution 2010).....	5
3.0 Imediments faced by the Board in promotion of values and principles .....	7
4.0 Recommendations to be implemented in the Promotion of Values and Principles.....	10
5.0 Conclusion.....	11

Appendices

 2

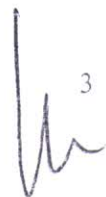
## 1.0 Introduction

The Murang'a County Public Service Board is a body corporate established by Sec. 57 of the County Government Act, 2012 being the actualization of Article 235 of the Constitution of Kenya 2010.

The board has perpetual succession and is capable of suing and be sued under its corporate name.

The Board is composed of the following: -

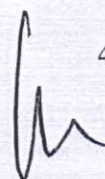
- |                          |                              |
|--------------------------|------------------------------|
| 1. Mrs Nancy Njoroge     | -Vice Chair (Acting Chair)   |
| 2. Mr Andrew Ngunjiri    | - Member (Acting Vice Chair) |
| 3. CS. Richard Kamami    | - Secretary                  |
| 4. Mr Titus Waithaka     | - Member                     |
| 5. Mrs Catherine Wanjiku | - Member                     |
| 6. Mrs Mary Baaro        | - Member                     |

 3

### 1.1 Functions of the Murang'a County Public Service Board

The functions of the Board as given by Sec. 59 of the County Government Act, 2012 are as follows:-

- a) To establish and abolish offices in the County Public Service.
- b) To appoint persons to hold or act in offices of the County Public Service including in the Boards of Cities and Urban Areas within the county and to confirm appointments.
- c) To exercise disciplinary control over, and remove, persons holding or acting in those offices as provided for under this part;
- d) To prepare regular reports for submission to the County Assembly on the execution of the functions of the board;
- e) To promote in the County Public Service the values and principles referred to in Articles 10 and 232;
- f) To evaluate and report to the County Assembly on the extent to which the values and principles referred to in Articles 10 and 232 are complied with in the County Public Service;
- g) To facilitate the development of coherent, integrated human resource planning and budgeting for personnel emoluments in the county;
- h) Advise the County Government on human resource management and development;
- i) To advise County Government on implementation and monitoring of the national performance management system in the county;
- j) 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.

 4

## **2.0 Promotion of the National values and Principles of Governance in the Public Service (Article 10 and 232 of the Kenya Constitution 2010).**

This report dwells specifically on promotion of values and principles of public service referred to in Articles 10 and 232 and evaluation on the extent to which the values and principles referred to in Articles 10 and 232 are complied with in the County Public Service;

The values and principles of public service include:

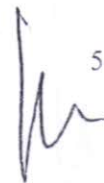
- a. High standard of professional ethics;
- b. Efficient, effective and economic use of resources;
- c. Responsive, prompt, effective ,impartial and equitable provision of services;
- d. Involvement of the people in the process of policy making;
- e. Accountability for administrative acts;
- f. Transparency and provision to the public timely, accurate information;
- g. Fair competition and merit as the basis for appointments and promotions;
- h. Affording adequate and equal opportunities for appointment, training and advancement at all levels at the public service.
- i. The Murang'a County Public Service Board was constituted on 16<sup>th</sup> August, 2013. The Board in the course of executing its mandate has maintained a High standard of professional ethics; utilized the resources available to the board with efficiency, effectiveness, transparency and accountability. The Board has also endeavoured to have a good working relationship with two arms of Government.

In this calendar year, 2015, the Board has undertaken the following:

### **1. Observance of fair competition of appointment and promotions:**

In doing this the Board did the following:

- i. Advertised the vacant posts in the print media and county website
- ii. Shortlisted the qualified candidates
- iii. Carried out interviews competitively;



5

- iv. Made out appointments according to merit;
- v. Promoted officers in accordance with performance and schemes of service

*(List of appointments and promotions is attached as appendixes)*

**2. Observation of high standards of professional ethics:**

In doing this, the board conducted induction training for Sub-County Administrators and Animal Health Assistants

**3. Involvement of the people in the process of policy making:**

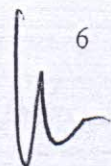
In doing this the Board did the following:

- i. Visited all the sub-counties where the Public were encouraged to participate in the identification and prioritising the projects that the County Government would undertake in their respective areas.
- ii. Developed draft policies in the following areas awaiting public participation:
  - a) Training
  - b) Discipline
  - c) Internship
  - d) Drug and substance abuse at the workplace
  - e) Guidance and counselling in the workplace
  - f) Housing and transport policy
  - g) Values and principles policy
  - h) Performance
  - i) Promotion

**4. Affording adequate and equal opportunities for appointment, training and advancement at all levels at the public service.**

In achieving this, the PSB recruited people in various vacant posts both men and women as per appendix 1 and 2 including persons living with disabilities especially all the health facilities.

**3.0 Evaluation to the extent to which the values have been complied with:**

 6

As a way of evaluating the extent to which the values have been complied with, the Board has done the following:

- i. The board requests all candidates to comply with requirements of chapter 4 of the constitution.
- ii. Authenticated certificated for some of employees and candidates who appeared for interview. This exercise established that one of the employees had submitted a forged degree certificate and has subsequently been dismissed.

#### **4.0 Upcoming and On-going Programmes**

The Board intends to undertake the following:

- i. Conduct a baseline survey in the year 2016 to evaluate and report the extent to which the National values and principles referred to in articles 10 and 232 of the Constitution are complied with in the County Public Service.
- ii. To audit the payroll
- iii. To ensure all ministries have a service charter and is adhered to

#### **5.0 Impediments faced by the Board in the Promotion of the National Values and Principles of Governance and Public Service.**

In the performance of its function of promotion of national values and principles of governance in the public service, the board has experienced the following challenges:

##### **3.1 Gender Balance**

The Board continues to face challenges in attaining gender balance. The current workforce however is skewed towards the female gender.

In conclusion, the Board envisages that gender balance will be attained gradually.

##### **3.2 Residence by Marriage Vis-A-Vis Birth**

Capturing data of applicants' especially female applicants during data entry and short listing per Sub-county and wards creates confusion. At short listing stage, a candidate's identification documents may indicate that she is from a particular County, whereas at

*W<sup>7</sup>*



the time of interview she clarifies that she is from a different County. Such claims require proof such as Affidavit of Marriage Certificate which candidates normally lack.

Such confusion affects the allocation of appointments and balancing in the wards and Sub counties.

### **3.3 Regional Balancing**

Whereas the board would want to uphold the requirement of regional balancing within the County, there have been challenges when it comes to meeting minimum requirements as per the advertised vacancies across the county.

Sometimes the Board finds out that during the shortlisting, there are no applicants from some regions in the Country.

The board supplements adverts on print media with posters within the County so as to reach a wider audience.

### **3.4 Diverse Communities**

Murang'a County is largely not cosmopolitan. People from other ethnic communities in the county mostly as public servants, students or members of the minority business community and applicants for various vacancies from diverse communities are few.

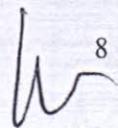
The law require that the Dominant Ethnic Group be 70 percent and non- Dominant Ethnic Group be 30 per cent according to section 55(1) (e) of the County Governments Act, No.17 of 2012. However, certain vacancies do not attract applicants from outside the Dominant Ethnic Group. The Board has strived to ensure this through advertisements that persons from other communities apply by indicating at all times that Murang'a County is an equal opportunity employer.

### **3.5 Political Environment**

The Board recognizes the fact that it operates within a political environment amongst others. This therefore can affect certain aspects of recruitments and selection exercise and by extension the board's activities. The board however strives to remain non-political while at the same time encourages consultation and consensus building in the discharge of its duties and delivering on its mandate.

### **3.6 Inadequate Infrastructure**

Inadequate infrastructure is still a challenge in Murang'a County as a whole and therefore by extension affects the Board's intention to attract competitive candidates and qualified personnel in its Public Service. Some of the neighboring Counties are better off when it comes to infrastructure development thereby attracting applicants due

 8

to the same. The Board has noted that even some successful candidates are still compelled to seek residence in other Counties due to this challenge particularly when it comes to educational institutions, residential houses, ICT, medical facilities and road networks.

### **3.7 Persons with Disability**

Advertised positions have so far attracted few people living with disabilities. The Board has however gone out of its way to reach out to Persons Living with Disability.

### **3.8 Inadequate Funding**

This has posed a challenge in the efficient delivery of services.

## **6.0 Recommendations to be implemented in the Promotion of Values and Principles**

The board recommends the following be applied in order to make the national values and principles of governance and of public service be adhered to and assist in having an efficient and effective County Public Service.

- The Board be facilitated in terms of resource to enable it undertake its mandate.

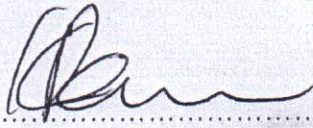
## **7.0 Conclusion**

The Board would wish to conclude by assuring all stakeholders that it is committed to ensuring that the National Values and Principles of Governance in the Public Service are adhered to: -

- Formulating effective measures to promote the values and principles.
- Undertaking a vigorous campaign to promote them among the public officers and the general public.

*W*

SIGNED BY .....



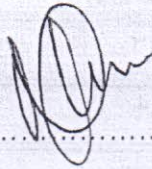
RICHARD KAMAMI

(PUBLIC SERVICE BOARD SECRETARY)

DATE: .....

21/12/2015

SIGNED BY .....

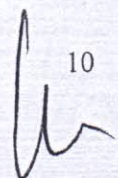


NANCY NJOROGE

(AG' CHAIR MURANG'A COUNTY PUBLIC SERVICE BOARD)

DATE: .....

21/12/2015



Appendix I APPOINTMENTS

4.0 Table 1.0: APPOINTMENTS BY PSB

Cadre Recruited For	No Recruited	M	F
Youth Polytechnic Instructors	79	41	38
ECD DICECE officers	14	4	9
Principal Valuer	1	1	-
Accountants	8	4	4
Radiographers	3	2	1
Sub County Administrators	1	1	-
Administration Clerks	3	2	1
Medical Doctors-Interns	24	12	13
Deputy Director –Agriculture- Coffee production	1	1	-
Medical Doctor-Dentist	1	1	-
Deputy Director–Agriculture-Milk Production and Development	1	1	-
Assistant Director-Alcoholics Control Directorate- Advocacy and Training	1	1	-
Assistant Director-Alcoholics Control Directorate- Treatment and Rehabilitation	1	-	1
Deputy Director-Alcoholics Control Directorate- Licensing Compliance and Risk reduction	1	1	-
Member-Sub County Alcoholic Drinks Control Committee	21	14	7
Director-Agriculture-Coffee Production & Development	1	1	-
Optometrist	1	1	-

*W*<sup>11</sup>

04/11/25

Optometrist	1	1	-
Nursing Officer	1	-	1
CHEWS	87	40	47
Ophthalmologist	1	1	-
Trade Development Officer	1	1	-
Pharmaceutical Technological Officer	2	1	1
Principal Talent Officer	1	1	-
Principal Tourism Officer	1	1	-
Dental Technologist	2	1	1
Quality Controller	1	1	-
Records Officer	2	2	-
Information Officer	2	1	-
County Project coordinator	1	1	-
Director Education	1	1	-
Clinical Officers	2	1	1
Planning Assistants	7	3	4
Physical planners	3	1	2
Medical Lab Technologists	1	-	1
Plaster Technician	5	2	3
Social worker	2	1	1
Medical Engineering Technologist	3	1	2
Renal Nurses	3	2	1
Anesthetist	3	1	2
Senior Nursing Officer	1	-	1

25/1/2016

**Appendix II CONFIRMATION OF APPOINTMENT**

Confirmed in appointment	4 male	6 female	Total number 10
--------------------------	--------	----------	-----------------

**Appendix III APPOINTED HEALTH COMMITTEE**

CATEGORY	MALE	FEMALE	TOTAL
YOUTH	64	39	103
SPECIAL INTEREST (PWD)	53	50	103
SPECIAL INTEREST (MARGINALISED GROUPS)	52	51	103
FINANCE	85	18	103
WOMEN REPRESENTATIVES	N/A	103	103
FAITH BASED ORGANISATION (F.B.O)	67	36	103
COMMUNITY BASED ORGANISATION (C.B.O)	66	37	103

**Appendix IV PROMOTIONS**

13  
