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COUNTY GOVERNMENT OF BUNGOMA
COUNTY PUBLIC SERVICE BOARD

Moi Avenue Next to Governor's Office; P.O. Box 2489-50200 Bungoma
email:cpsb.bungoma50200@gmail.com



Your ref:.....

Date: 20th December, 2022

Our ref: CPSBB/C.A.B/VOL.II (90)

The Clerk to the County Assembly
County Government of Bungoma
P.O Box 1886-50200
BUNGOMA.



RE: SUBMISSION OF YEAR 2022 ANNUAL REPORT

Pursuant to section 59(1)(f) and (5) of the County Government Act 2012, the Board hereto submit to your office the year 2022 Annual Report for your perusal and further necessary action.

CS Makata S. Joseph
SECRETARY/CEO (CPSB)

COUNTY GOVERNMENT OF BUNGOMA



COUNTY PUBLIC SERVICE BOARD



ANNUAL REPORT BY THE COUNTY PUBLIC SERVICE BOARD TO THE COUNTY ASSEMBLY

DECEMBER 2022

VISION

Excellence in County Public service

MISSION

To transform the Bungoma County Public Service through the promotion of human resource best practices, including values and principles, to assure quality service delivery

MOTTO

Commitment to serve with integrity

CORE VALUES

The Board is guided by and adheres to the following core values in the discharge of its mandate:-

1. Integrity

- Maintain moral and ethical principles

2. Team work

- Co-operation, consultation and respect

3. Professionalism

- Commitment to the highest level of achievement through competence and pertinent skills
- Adherence to rule of law
- Uphold openness, be answerable and take responsibility for actions

4. Diversity

- Equality, non-discrimination and inclusivity

5. Meritocracy

- Adherence to merit

6. Innovation/Creativity

- Application of new ideas, methods and technology
- Research and evidence-driven policy

7. Courtesy

- Politeness and positive attitude to clients

County Public Service Board
P.O. Box 2489 – 50200 Bungoma
Moi Avenue next to Governor's Office
Email: cpsb.bungoma50200@gmail.com

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ABBREVIATIONS AND ACRONYMS

AILFC	- Agriculture and Irrigation, Livestock and Fisheries and Cooperative Development
CEO	- Chief Executive Officer
CPA	- Certified Public Accountant
CPSB	- County Public Service Board
CoG	- Council of Governors
CS	- Certified Secretary
EACC	- Ethics and Anti-Corruption Commission
FY	- Financial Year
HRM	- Human Resource Management
ICPAK	- Institute of Certified Public Accountants of Kenya
P&P	- Permanent and Pensionable
SMART	- Specific Measurable Achievable Realistic Time-bound
SPAS	- Staff Performance Appraisal System

MESSAGE FROM THE CHAIRPERSON

The CPSB has continued to play a central role in ensuring we have a contemporary, high performing public sector that delivers service to the people of Bungoma and beyond effectively and efficiently.

For efficient and smooth functioning of any organization, availability of up to date and authentic information is of utmost importance. Such information helps the authorities concerned in taking appropriate administrative actions and making sound management decisions.

The Public Service Board considers a number of important parameters on which up to date statistical information is frequently required in taking day to day management decisions.

To ensure we continue to deliver the best possible services, the Board has prioritized to review public sector management, capacity development, and leadership management.

I hope the users would find this Annual Report useful as a reference document for various applications. In case of any clarifications, further information may be sought from the Board.



CPA Jonathan N. Nyongesa
CHAIRPERSON (CPSB)

MESSAGE FROM THE BOARD SECRETARY/ CEO

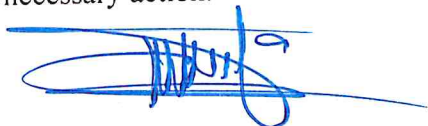
It is with great pleasure to present the Bungoma County Public Service Board (CPSB) Annual Report for the year 2022 to the County Assembly in line with Section 59(1)(f) and 59 (5) of the County Government Act 2012.

The report highlights the Board's achievements and challenges during the year together with recommendations for improvements and intents for the year 2022.

Key among the achievements realized by the Board during the ending year was sensitization of County employees on Code of conduct and ethics. During the year under review, the Board appointed, promoted, re-designated, confirmed and translated terms of service and absorbed staff as shown in the executive summary.

Finally, the Board would like to acknowledge the cordial working relationship with the Executive and the County Assembly. We look forward to more collaboration in the coming year.

The Board therefore presents its Annual Report for the year 2022 for your perusal and necessary action.



CS. Makata S Joseph
SECRETARY /CEO (CPSB)

EXECUTIVE SUMMARY

The County Public Service Board (CPSB) is established by Article 235 of the Constitution of Kenya and Article 57 of the County Government Act, 2012. The mandate of the CPSB is stipulated in Article 59 of the County Government Act, 2012. The Bungoma CPSB is currently composed of The Chairman, 4 Members and the Secretary, who were appointed through the due process.

One of the major functions of the CPSB is to select, recruit and appoint staff in the County Public Service. During the year under review, the Board

- a) Appointed one hundred and nine (109) personnel in the departments of Agriculture, Governor's Office and Deputy Governor's Office.
- b) Translated terms of service from contract to P&P of one hundred and forty one (141) personnel in the department of Health and Sanitation.
- c) Confirmed in appointment six hundred and seventy four (674) personnel in the Departments of Health, Office of the County Secretary, Gender & Sports, Lands, Public Service Management, Water, Environment & Tourism.
- d) Promoted four hundred and thirteen (413) personnel in the Departments of Health, CPSB, Lands, Urban, Physical Planning and housing, Water and Natural Resources, Environment and Tourism, AILFC, Office of the Governor and Finance and Economic Planning.
- e) Re-designated one hundred and thirty three (133) personnel in the Departments of Health, Lands, Urban, Physical Planning and housing, Water and Natural Resources, Environment and Tourism, AILFC, Finance and Economic Planning and Public Service Management and Administration.
- f) Absorbed six hundred and sixty (660) County Casual Workers and defunct local authority Casual workers after suitability interviews
- g) Finalized County Human Resource Management Policies
- h) Sensitized nine hundred and sixty six (966) County employees on Code of conduct and ethics.

CHAPTER ONE

1.0 ESTABLISHMENT, COMPOSITION AND FUNCTIONS OF THE BOARD

This chapter deals with the legal framework and functions of the Board.

1.0.1 Legal establishment of the County Public Service Board (CPSB)

The County Public Service Board is established by Article 235 of the Constitution of Kenya and Section 57 of the County Governments Act, 2012; in each County as a corporate body with perpetual succession and a seal; and capable of suing and being sued in its corporate name.

1.0.2 Composition of the CPSB

The CPSB currently comprises of the Chairman, four (4) members and the Secretary/Chief Executive Officer (CEO). The Board is supported by a Secretariat as indicated in the table below;

Table 1.0.2 : Composition of the Secretariat Staff per Gender, Designation and Job Group

No.	Designation	JG	Male	Female	Total No. of Officers
1.	Assistant Director Accounting Services	P	1	0	1
2.	Senior Human Resource Management Officers	L	1	2	3
3.	Senior Information Communication Officer	L	0	1	1
4.	Senior Supply Chain Management Officer I	L	0	1	1
5.	Senior Accountant	L	1	0	1
6.	Assistant Office Administrator II	J	0	1	1
7.	Chief Driver	H	1	0	1
8.	Clerical Officer I	G	1	0	1
9.	Clerical Officer II	F	0	1	1
Total			5 (46%)	6 (54%)	11

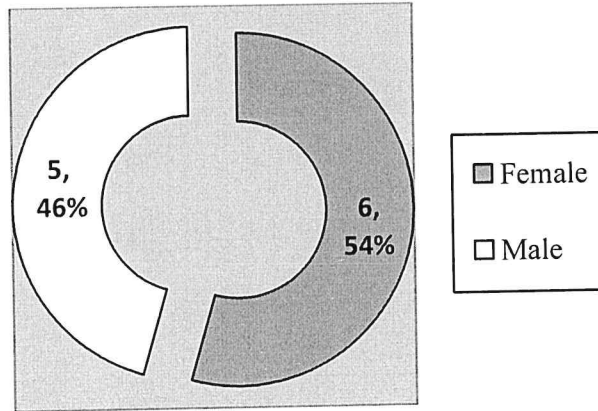


Figure 1: Distribution of Secretariat Staff by Gender

1.0.3 Functions and powers of the County Public Service Board

(Section 59 of the County Government Act 2012);

- 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 the Boards of cities and urban areas within the county and to confirm appointments
- c) Exercise disciplinary control over, and remove, persons holding or acting in those offices
- d) Prepare regular reports for submission to the county assembly on the execution of the functions of the Board
- e) Promote in the county public service the values and principles referred to in Articles 10 and 232
- f) 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) Facilitate the development of coherent, integrated human resource planning and budgeting for personnel emoluments in counties
- h) Advise the county government on human resource management and development
- i) Advise county government on implementation and monitoring of the national performance management system in counties and
- 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.

In the performance of its functions under subsection (e), the County Public Service Board has powers to—

- a) Inform and educate county public officers and the public about the values and principles;
- b) Recommend to the County Government effective measures to promote the Values and Principles;

- c) Assist County Government in the formulation and implementation of programmes intended to inculcate in public officers the duty to uphold the Values and Principles;
- d) Advise the County Governments on their obligations under international treaties and conventions on good governance in the County Public Service;
- e) Visit any County Public office or body with a view to assessing and inspecting the status of compliance with the Values and Principles;
- f) Investigate, on its own initiative or upon a complaint made by any person or group of persons, the violation of any Values and Principles;
- g) Recommend to the relevant lawful authority, any necessary action in view of the violation of the Values and Principles by any person or public body;
- h) Cooperate with other institutions working in the field of good governance in the Public Service; and
- i) Perform any other functions as the Board considers necessary for the promotion of the Values and Principles.

CHAPTER TWO

2.0 DELIVERY OF PROGRAMMES

This Chapter deals with the various programmes undertaken by the Board during the year under review.

2.1 The County Public Service Board

The Board holds regular meetings to deliberate on various correspondence and human resource matters in the Public Service. The Board's decisions, instructions and guidance are communicated to the respective Authorized Officers for implementation.

2.2 Career progression guidelines

During the year under review, the board used the respective schemes of service for National Government to recruit, promote and re-designate staff.

2.3 Appointments, Translation of terms, Confirmation in Appointment, Promotions and Re-designations and absorption.

The CPSB under Section 59 (1) (b) of the County Government Act 2012 is mandated to appoint persons to hold or act in offices in the County Public Service. In making appointments, the board takes cognizance of the constitutional requirement of merit as a basis of appointments while affording adequate and equal opportunities for men, women and members of all ethnic groups and persons living with disabilities. Further, the board considers suitability, prescribed qualifications and provable experience as provided for in the respective schemes of service.

2.3.1 Appointments

During the year under review, the board managed to competitively appoint one hundred and nine (109) officers in various positions in the County Public Service. Among those appointed sixty nine (69) were male representing 63% and forty (40) were female representing 37%.

Table 2.3.1: Personnel appointed

No	Designation	Total No. Appointed	Terms of Service
Department of Agriculture			
1.	Tractor Driver, JG "D"	6	3 months contract
2.	Driver	4	1 year contract
3.	Security Officer	4	1 year contract
4.	Clerical Officer	11	1 year contract
5.	Cleaner	5	1 year contract
6.	Waitress	3	1 year contract

No	Designation	Total No. Appointed	Terms of Service
7.	Laundry/Hostel Attendant	4	1 year contract
8.	Support Staff	21	1 year contract
9.	Veterinary Officer	1	1 year contract
10.	Waiter	1	1 year contract
11.	Store Keeper	1	1 year contract
12.	Slaughter Man	6	1 year contract
Total		67	
Governor's Office			
13.	Chief of Staff, JG "S"	1	5 years contract
14.	Political Advisor, JG "R"	1	5 years contract
15.	Personal Assistant, JG "M"	1	5 years contract
16.	Communication Officer, JG "M"	1	5 years contract
17.	Logistics Officer, JG "J"	2	5 years contract
18.	Protocol and Events Officer, JG "M"	1	5 years contract
19.	Driver, JG "F"	5	5 years contract
20.	Chief Protocol Officer, JG "M"	2	5 years contract
21.	Chief Administration Officer, JG "M"	2	5 years contract
22.	Assistant Office Administrator II, JG "J"	1	5 years contract
23.	Public Communications Officer II, JG "J"	2	5 years contract
24.	Administration Officer II, JG "J"	2	5 years contract
25.	Senior Support Staff, JG "D"	6	5 years contract
26.	Support Staff III, JG "A"	1	5 years contract
27.	Liaison Officer, JG "P"	1	5 years contract
28.	Gardener, JG "D"	2	5 years contract
Total		31	
Deputy Governor's Office			
1.	Protocol Officer, JG "J"	1	5 years contract
2.	Communications Officer, JG "K"	1	5 years contract
3.	Driver, JG "F"	2	5 years contract
4.	Personal Assistant, JG "J"	1	5 years contract
5.	Chief Logistics Officer, JG "M"	1	5 years contract
6.	Chief Public Communications Officer, JG "M"	2	5 years contract
7.	Chief Protocol Officer, JG "M"	1	5 years contract
8.	Cook, JG "H"	1	5 years contract
9.	Support Staff III, JG "A"	1	5 years contract
Total		11	

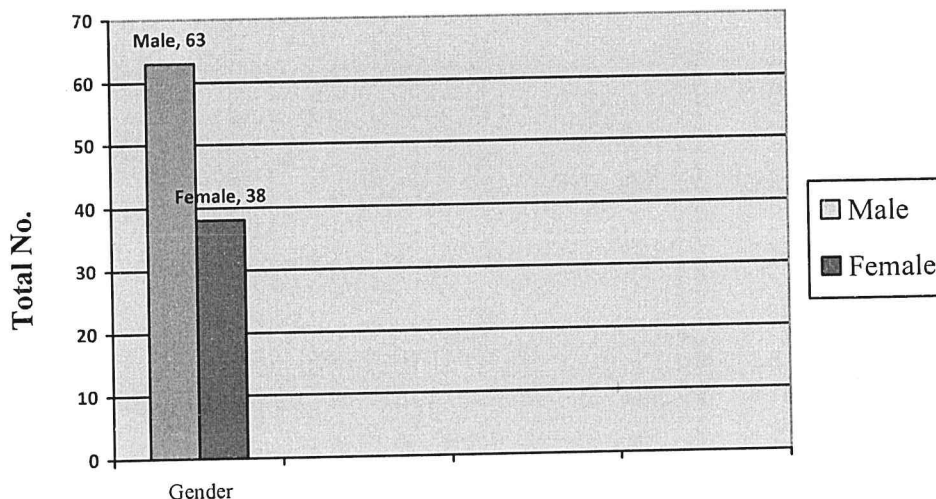


Figure 2.3.1: Distribution of Appointed staff by Gender

2.3.2 Translation of terms from contract to P&P

A total of one hundred and forty one (141) personnel from the Department of Health had their terms of service translated from contract to P&P. Out of one hundred and forty one (141), fifty five (55) were male representing 39% and eighty six (86) were female representing 61%.

Table 2.3.2: Summary of personnel whose terms of service were translated from contract to permanent and pensionable

No.	Designation	Total
Department of Health and Sanitation		
1.	Public Health Officer, JG "K"	1
2.	Medical Laboratory Technologist III, JG "H"	13
3.	Medical Social Worker III, JG "H"	5
4.	Registered Clinical Officer III, JG "H"	20
5.	Registered Nurse III, JG "H"	84
6.	Enrolled Nurse III, JG "G"	13
7.	Mortuary Attendant, JG "D"	3
8.	Farewell Home Assistant III, JG "F"	1
9.	Clerical Officer I, JG "G"	1
Total		141

2.3.3 Confirmation in appointment

During the year under review, the Board confirmed two hundred and ninety (674) personnel from different departments as shown below:

Table 2.3.3 : Summary distribution of personnel confirmed in appointment per department

No.	Department	Total
1.	Health and Sanitation	297
2.	Office of the County Secretary	4
3.	Gender, Culture Youth & Sports	17
4.	Lands	11
5.	Public Service Management & Administration	329
6.	Environment & Tourism	8
7.	water	8
Total		674

2.3.4 Promotions

A total of three hundred and eighty seven (387) serving officers were promoted to various grades in the County Public service.

Table 2.3.4: Distribution of Promotions per Departments

S/No.	Department(s)	Total No.
1.	Health	261
2.	CPSB	2
3.	Lands, Urban, Physical Planning and Housing	2
4.	Water and Natural Resources	16
5.	Environment and Tourism	33
6.	AILFC	84
7.	Office of the Governor	3
8.	Finance & Economic Planning	12
Total		413

2.3.5 Re-designations

A total of one hundred and one (101) serving officers were re-designated to various grades in the County Public service.

Table 2.3.5: Distribution of Re-designations by Departments

S/No.	Department (s)	Total No.
1.	Health	84
2.	Lands, Urban, Physical Planning and Housing	2
3.	Water and Natural Resources	1
4.	Environment and Tourism	2
5.	AILFC	33
6.	Finance & Economic Planning	10
7.	Public Service Management and Administration	1
Total		133

2.3.6 Absorption of Casual Workers

The County Public Service Board absorbed six hundred and sixty casual workers from the defunct Local Authority and county departments. Among those absorbed three hundred and eighty eight (388) were male representing 59% and two hundred and seventy two (272) were female representing 41%.

2.4 Finalization of County Human Resource Policies

The County Human Resource Policies i.e. Discipline Manual, Staff Performance appraisal, Internship Policy, Diversity Policy, Human Resource Policies and Procedures Manual and Human Resource Development Policy for the Public Service were finalized and submitted to the County Assembly for approval.

2.5 Brief description of each policy

2.5.1 Discipline Manual

Disciplinary control in the County Public Service is one of the county's County Public Service Board's functions as stipulated under Article 234 (2) (b) of the Constitution and Section 59 of the County Government Act of 2012. County Public officers are expected to maintain integrity and uphold the dignity of the office to which they are appointed. It is therefore imperative that every county public officer adheres to the rules of conduct and ethics as laid out in the law. While exercising the powers of disciplinary control, the board is alert to the fundamental principles of natural justice.

The Manual provides general guidelines and procedures to be followed in handling and finalizing of discipline cases. If implemented, the Manual will greatly improve delivery of the discipline control function in the county public service.

Discipline in the service should be viewed not only from the aspect of imposing a punishment against the officer or deterring other officers from committing similar misconducts but also, as a way of moulding and developing a positive attitude in the officer. The ultimate objective of discipline is to create a motivated and dedicated officer who upholds proper work ethics for optimal service delivery. The easiest way to uphold discipline is to emphasize on self-discipline, that is, the conscious deliberate decision to comply with what is expected.

This customized manual will play a vital role in exercising disciplinary control in the County Public Service.

2.5.2 Staff Performance Appraisal

- i) The Staff Performance Appraisal System (SPAS) is a component of Performance Management System in the Public Service integrating employee participation through work planning, target setting and execution, evaluation, feedback and reporting.

- ii) This appraisal report will be completed by officers in Job Group 'J' and above and equivalent grades in the public service. Officers in Job Groups 'H and below will complete a separate appraisal report.
- iii) In this policy the Appraiser and the Supervisor will set Specific Measurable Achievable Realistic Time-bound (SMART) targets aligned to the Departmental / Directorate / Division / Section / Unit objectives as indicated in the annual work plan
- iv) The supervisor and appraisee shall discuss and agree on the performance evaluation and rating at the end of the appraisal period with the aim of gauging performance against verifiable evidence.

2.5.3 Internship Policy

The high rate of unemployment in Kenya has been a source of great concern for policy makers in County governments and other key sectors. One of the contributing factors to this state of affairs is the lack of practical work-based experience among the graduates.

Every year, thousands of young people graduate from post school institutions and universities with certificates, diplomas and degrees from a wide range of academic and technical disciplines but inadequately prepared for labour market.

This policy aims at creating employment opportunities for the youth and marks an important transitional period towards independence, increased responsibility and active participation in national and county as well as societal development.

The policy will therefore ensure that as a County Government and in tandem with the National Agenda on strengthening youth employment and entrepreneurship, youth, especially those with relevant qualifications, are offered opportunities to enable them gain practical work experience and/or fulfil the legal requirement for registration by professional bodies.

It is therefore pertinent that the County establishes an internship programme, which would be a contribution to the government's effort to alleviate youth unemployment by offering them a chance to gain workplace experience, thus enabling them to have a competitive edge in their job search.

2.5.4 Diversity Policy

The County Public Service Board (CPSB) is mandated to, among others, promote and evaluate the extent to which the values in Articles 10 and 232 of the Constitution are complied with in the public service. Article 10 calls for respect of human rights, inclusion, social justice and protection of the vulnerable groups. Article 232 demands that the County Public Service must be representative of the diverse Kenyan communities and that adequate and equal opportunity in appointment, training and advancement, at all levels of the County Public Service to men and women, members of all ethnic communities and persons with disabilities.

In order to give effect to the constitutional requirements, this policy will be used to manage diversity. The policy establishes strategies for attracting the diverse groups into the County Public Service as well as measures aimed at creating an environment that is conducive and respects diversity.

Implementation of this policy requires that all human resource policies, procedures and practices be aligned to the principles of diversity as envisaged in the Constitution in order to remove any systemic barriers that may hinder achievement of a representative County Public Service.

The achievement of the objectives and strategies outlined in this policy calls for concerted efforts by all county public service departments, other agencies stakeholders. Authorized officers in Departments therefore have the responsibility of implementing the policy and where necessary customizing it to the specific needs of their departments.

It is expected that the implementation of the policy will not only foster a sense of belonging and achieve improved participation of all diverse groups in the county public service, but also help build a cohesive society that contributes to the development of an integrated Bungoma society

2.5.5 Human Resource Policies & Procedure Manual

The Human Resource and Procedures Manual provides guidelines in the management and development of human resource capacity towards the achievement of various national goals and objectives.

The manual incorporates provisions of the Constitution, County Government Act, Labour Laws and other legislation that govern various aspects of industrial relations in the County Public Service. The manual is also anchored on other policies and guidelines governing the management of the Public Service. It provides the basis for human resource policies and regulations in the wider Public Service.

It is important to note that these policies are not exhaustive of all the rules and regulations governing Public Servants in their day to day activities. This policy should therefore, be read alongside other relevant statutes, where applicable, for better interpretation and application.

The policy should therefore, be used as a set of minimum norms and standard for human resource practice in the Public Service of Bungoma County.

2.5.6 Human Resource Development Policy for the County Public Service

The Constitution of Kenya provides for a public service that is professional, responsive, accountable, impartial, efficient and effective. The public service needs to be equipped with an optimum number of staff with relevant skills mix; knowledge and attitudes in tandem with the competency framework, with a view to promoting a value based public service.

This Policy provides clear guidelines for efficient, effective and purpose driven management of human resource development in the public service for socio-economic development. Further, it provides for systematic identification and mitigation of performance gaps; and creation of an environment that promotes Private Public Partnerships in training and development, innovativeness and creativity in service delivery. In addition, it provides direction in planning and implementation of capacity building programmes and mechanisms for performance improvement, while ensuring continuous and lifelong learning for public servants.

The Policy presents a mechanism for structured training, competency development and assessment; knowledge and talent management; entrenchment of Values and Principles of Public Service, human resource development audit and development of a monitoring, evaluation and reporting framework for human resource development programmes.

3.0 Exit of Officers from Service

Grounds for exit of Public Officers from the service include: resignation, mandatory retirement age and death among others.

During the year, a total of two hundred and thirty four (234) officers exited the County Public Service. Out of these, one hundred and thirty five (135) were male representing 58% while ninety nine (99) were female representing 42%.

The distribution of officers who exited the service is as shown in table 3.0.

Table 3.0: Distribution of exits per department, gender, ethnicity and Nature of exits

No	Department	Gender		Total	Tribe						Nature of Exit		
		M	F		Luhya	Luo	Kisii	Kikuyu	Teso	Kalenjin		Kamba	
1.	Public Service Management and Administration	4	4	8	8	0	0	0	0	0	0	0	6- Mandatory retirement age 1-Death 1- Resignation
2.	Finance & Economic Planning	13	11	24	22	0	0	0	0	2	0	0	1 -Early retire 19- Mandatory retirement age 3- Death 1-End of Contract
3.	Health	28	35	63	53	2	1	1	1	3	2	2	3-Early retirement 2-Death 3 Resignation 55-Mandatory retirement age
4.	Education	9	25	34	28	2	0	1	2	1	1	1	11-Mandatory retirement age 14-End of contract 9-Death
5.	AILFC	30	10	40	33	3	0	2	0	2	0	0	32-Mandatory retirement age 2-Resignation 6-Death

No	Department	Gender		Total	Tribe						Nature of Exit	
		M	F		Luhya	Luo	Kisii	Kikuyu	Teso	Kalenjin		Kamba
7.	Gender & Culture	1	2	3	2	0	0	0	0	1	0	3-Mandatory retirement age
8.	Water & Natural Resources	5	1	6	5	1	0	0	0	0	0	6-Mandatory retirement age
9	Trade, Energy & Industrialization	1	1	2	2	0	0	0	0	0	0	1- Mandatory retirement age 1-End of Contract
10	Roads, Infrastructure & Public Works	3	1	4	2	1	0	0	0	1	0	1-End of Contract 2-Mandatory retirement age 1-Death
11	Governor's Office	40	9	49	49	0	0	0	0	0	0	8- Resigned before end of contract 1-Death 40-End of Contract
12	CPSB	1	0	1	0	0	0	0	1	0	0	1-Resigned before end of contract
		135	99	234	204	9	1	4	4	10	2	

Table 3.1: Distribution of exits per Gender

Gender	Total No.	Percentage (%)
Male	135	58
Female	99	42
Total	234	100

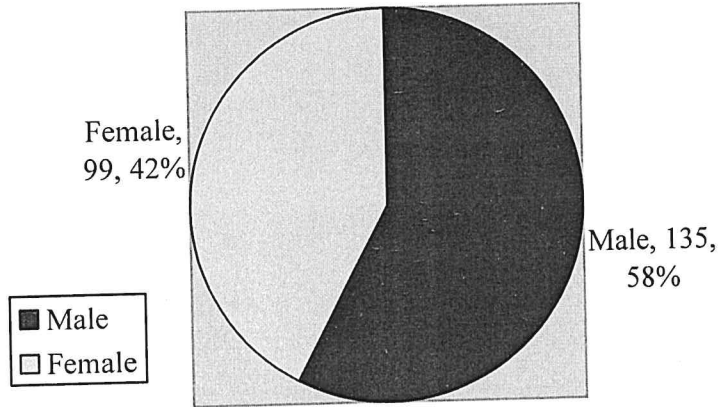


Figure 3.0: Distribution of exits per Gender

Table 3.2: Distribution of exits per department

No	Department	Total
1.	Public Service Management and Administration	8
2.	Finance & Economic Planning	24
3.	Health	63
4.	Education	34
5.	AILFC	40
7.	Gender & Culture	3
8.	Water & Natural Resources	6
9	Trade, Energy & Industrialization	2
10	Roads, Infrastructure & Public Works	4
11	Governor's Office	53
12	CPSB	1

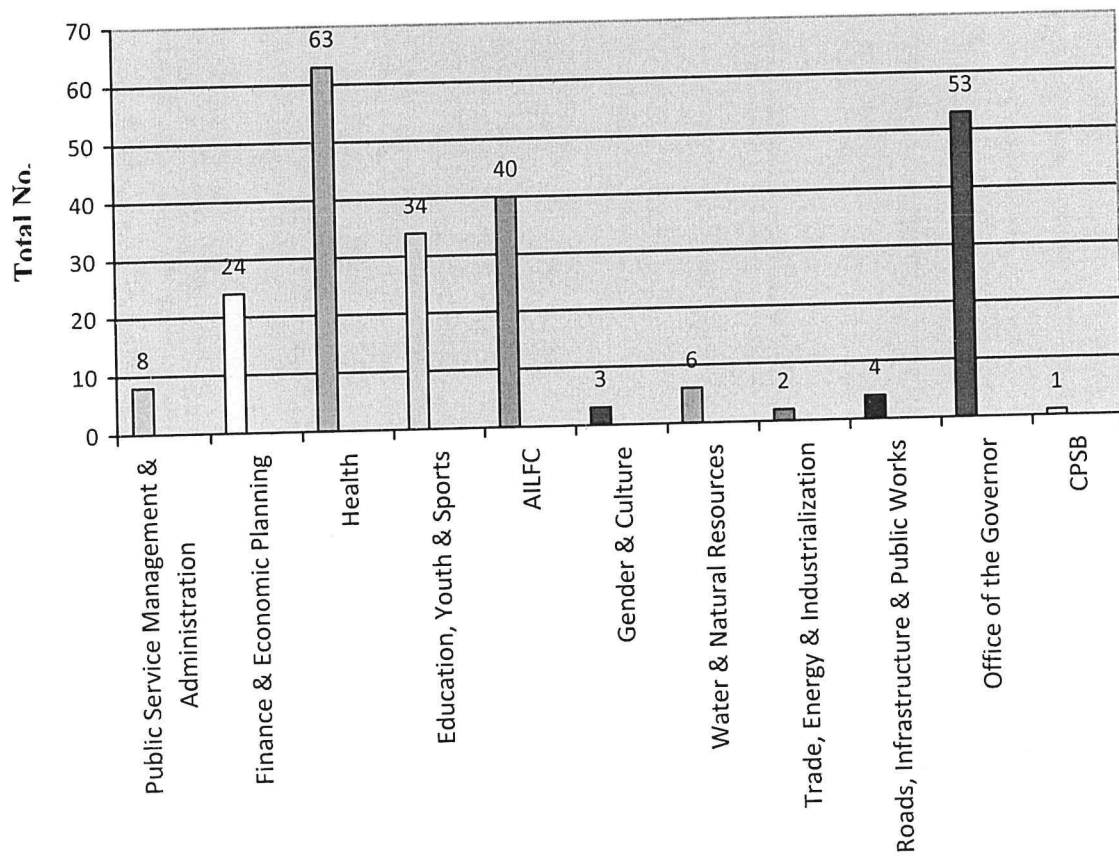


Figure 3.1. Distribution of exits per Departments

Table 3.3: Distribution of exits per Nature of Exits

S/No.	Nature of Exit	Total No.
1.	Mandatory Retirement	146
2.	Death	23
3.	Resignation	17
4.	End of Contract	43
5.	Early retirement	5
Total		234

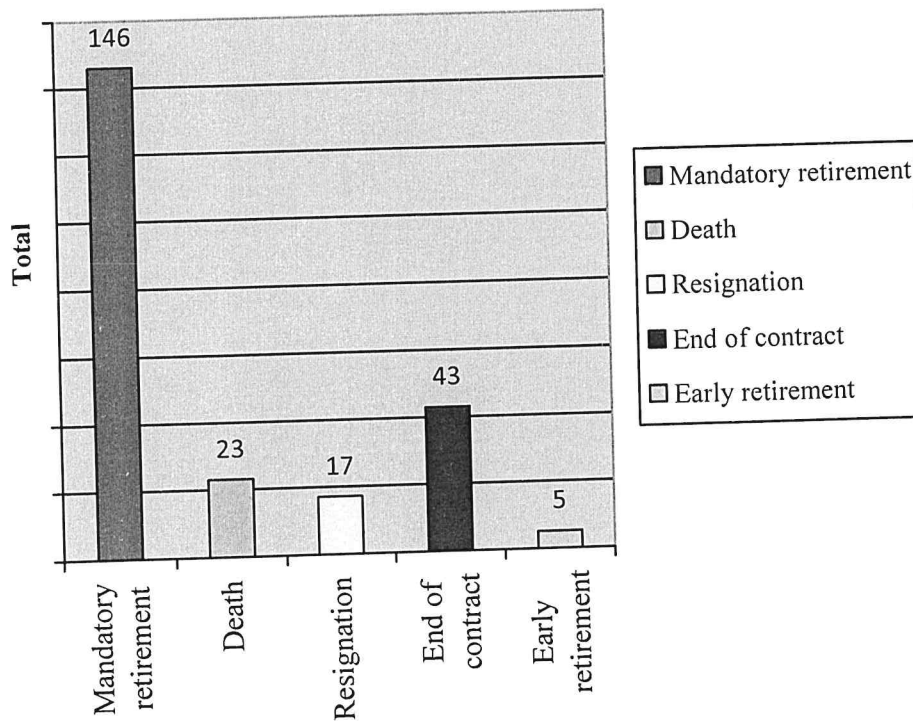


Figure 3.2: Distribution of exits per Nature of Exits

4.0 Training Programmes

4.1 Capacity Building for Staff

During the year under review, the Board facilitated seven (7) training programmes consisting of courses lasting less than six months. Six (6) members of the Board and seven (7) Secretariat were trained.

Table 4.1: Distribution of the Training Opportunities by Programmes, Gender

No	Training Programmes	Training Institution/Venue	Grade/Scale	M	F	Total Trained
1.	Board Training in Building Capacity for new leadership	KSG-Mombasa	L,S&T	5	4	9
2.	Collective Bargaining (CB) training organized by SRC	KSG-Mombasa	S&T	4	2	2
3.	39 th Annual Professional conference	ICPAK-Mombasa	K& P	2	0	2
4.	Human Resource Training	IHRM-Nakuru	L	0	1	1
5.	Senior Management Course	KSG-Mombasa, Baringo and Matuga	L	0	3	3
6.	Procurement training in Mombasa	KISM-Mombasa	L	1	1	2
7.	Refresher course	KIHBT	J	1	0	1

5.0 Sensitization of the County Staff on Code of conduct and ethics

The Constitution of Kenya, 2010 establishes the County Government for each county and sets out their functions in part two of the Fourth Schedule. The County Governments Act, 2012 establishes a public service in the county to enable and ensure expedient discharge of county government functions to the people. Further the Act establishes the County Public Service Board (CPSB) which is the body empowered to recruit and employ people within the county public service. Specifically, the County Governments Act, 2012 states that:

'The County Public Service Board shall regulate the engagement of persons on permanent and pensionable terms, contract, volunteer and casual workers, staff of joint ventures and attachment of interns in its public bodies and offices.'

Subsequently, the County Government of Bungoma through the Bungoma County Public Service Board is committed to ensuring transparency, merit, diversity and equality among others while engaging persons. Further, the County government will strive to provide its employees with a working environment that is fair, consistent, caring and supportive of professional and individual growth.

It is against this backdrop, that the CPSB in consultation with EACC developed the Code of Conduct and Ethics (COCE) pursuant to the provisions of the Leadership and Integrity Act (LIA) 2012, further to the provisions of the Public Officer Ethics Act (POEA) 2003. The Code is to be observed by and binding upon Public Officers in the County Executive and Public Service. The Code is intended to establish standards of integrity and ethical conduct in the leadership and management of public affairs of the County Executive and Public Service by ensuring that the State and Public Officers respect the values, principles and provisions of the Constitution and other applicable laws or policies on the standards of conduct and performance expected of holders of public office in the discharge of their duties.

The CPSB in collaboration with both The County Attorney (CA) and the County Secretary's (CS) offices organized induction training for the State and Public Officers. Besides the CA and the CS's offices the Board also invited the EACC Nairobi based officers to help in the training which was held at Mabanga FTC.

The main objectives of the Code of Conduct and Ethics Training were as follows:

- a) To explain exactly what conduct is expected to all county employees and the consequences if they act unethically. Hence understand compliance with the laws and regulations
- b) To build the capacities, knowledge, and skills on integrity, accountability and anti-corruption necessary to initiate positive change
- c) To enable employees to identify and deal with ethical problems developing their moral intuitions, which are implicit in everyday choices and actions.

The broad areas which were covered during the Training and Capacity Building focused mainly on Chapter 6 of the Constitution of Kenya, 2010 and specifically the Leadership and Integrity Act No. 19 of 2012 and the Public Officer Ethics Act No.4 of 2003

The following officers were trained:

No	Group	Total No. of Participants
1.	Ward Administrators and Village Administrators	260
2.	Public Health Officers, Registered Clinical Officers, Nurses and Nutritionists	102
3.	Public Health Officers, Registered Clinical Officers, Nurses and Nutritionists	137
4.	Public Health Officers, Registered Clinical Officers, Nurses and Nutritionists	161
5.	County Executive Com Members and COs	11
6.	ECDE Teachers and VTCs Instructors	254
7.	Governor's staff	41
Total		966

It is expected that the trained officers, who comprise about 15.4% of the workforce, will internalize this capacity building exercise and deliver efficient and effective services to the citizens living in Bungoma County and beyond. All the trained officers were also required to sign a compliance Form as a commitment on their part.

CHAPTER THREE

3.0 FINANCIAL REPORT

This chapter deals with historical financial resource allocation to the County Public Service Board since inception, programmes implemented during the year under review, projected expectations with regard to financial requirements and recommendations by the Board.

3.1 Historical Analysis of funds allocation to the County Public Service Board since 2013 to date

Financial year	Recurrent Allocation	Development allocation	Total
2013/2014	70,000,000	-	70,000,000
2014/2015	56,043,678	10,500,000	66,543,678
2015/2016	38,484,295		38,484,295
2016/2017	49,603,947		49,603,947
2017/2018	60,450,350		60,450,350
2018/2019	51,058,618		51,058,618
2019/2020	45,871,151		45,871,151
2020/2021	47,102,840		47,102,840
2021/2022	33,714,920		33,714,920
2022/2023	30,911,146	30,000,000	60,911,146

As analyzed above, the Board in the current financial year 2022/2023 is operating on a recurrent budget of Kshs.30, 911,146 with development allocation of kshs. 30,000,000. This is against the earlier submitted financial requirement of Kshs. 124,442,105 consisting of Kshs 86,046,605 recurrent budget and Kshs 38,395,500 development vote hence a difference of Kshs 63,530,959 which is equivalent to 51% to the total requirement.

The County Public Service Board has continuously advocated for adequate funding through the relevant County Government entities including offices of the CEC Member Finance and Economic Planning, CEC Member Public Service Management and Administration. All our efforts have however not yet brought substantial allocations to fully facilitate the Board's programmes, we are still hopeful that ongoing supplementary estimate processes will yield positive results to the Board.

As at 31st December, 2022, the Board had utilized a total of Kshs. 17,381,761 equivalent to 29% of the total budget FY 2022/2023. The analysis below is the description of the Programmes and activities undertaken by the Board during the first half of the financial year up to 31st December, 2022.

3.2 Analysis of Activities Facilitated by the Board as at 31st December, 2022

No	Activity	Total (Kshs)
1.	Finalization of HRM Policies	1,502,000
2.	Training on collective bargaining agreements at KSG-Mombasa	1,289,100
3.	Facilitated a two weeks refresher course at KIHBT to our driver	63,000
4.	Facilitated gazettelement of leadership course for state officers	350,000
5.	Facilitated a one month senior management course for three of our officers at KSG	408,840
6.	Facilitated Board training in Building capacity for new leadership at KSG-Mombasa	783,600
7.	Payment of staff salaries	4,457,750
8.	Facilitated administration of bianual wealth declaration exercise in the County Public Services	602,700
9.	Facilitated two officers to attend procurement training in Mombasa as organized by KISM	321,800
10.	Recruitment of County Chief Officers	1,027,600
11.	Office operation and administration costs	1,652,000
12.	Confirmation in appointments	1,014,600
13.	Part payment to our creditors	3,405,371
14.	Facilitated one of our HRM Officer attend Human Resource Training organized by IHRM in Nakuru	163,800
15.	Facilitated two officers attend the 39 th ICPAK Annual seminar in Mombasa	339,600
Total		17,381,761

3.3 Pending Bills

As at 30th June, 2022 the Board had a total outstanding pending bills of Kshs. 9,049,181 payable to our creditors. However, Kshs. 3,405,371 was processed and paid to Westend International Consultants as per directive from the office of controller of Budget to clear overdue bills thus leaving us with outstanding bills of 5,643,810. Analysis of the same is as below:-

3.3.1 Status on Pending Bills as at 31st December, 2022

No	Name of Supplier	Details/Work done	LPO/LSO/ Contract No	LPO/LSO/ Contract sum	Amount paid	Current Status	Outstanding amount
1.	Millsview Hotel Ltd	Provision of catering services	1909810	110,000	0	Not paid	110,000
2.	Joventure Hotel	Provision of catering services	1173390	900,000	0	Not paid	900,000

No	Name of Supplier	Details/Work done	LPO/LSO/Contract No	LPO/LSO/Contract sum	Amount paid	Current Status	Outstanding amount
3.	West end consultancy	Development of BQS & plans	0000454	3,405,371	3,405,371	Paid	0
4.	Joventure Hotel	Provision of catering services	1173391	330,000	0	Not paid	330,000
5.	Millsview Hotel Ltd	Provision of catering services	1173394	103,500	0	Not paid	103,500
6.	Engo Garage	Repair of motor vehicle KBZ 969D	1909847	972,080	0	Not paid	972,080
7.	Millsview Hotel Ltd	Provision of catering services	1909822	67,500	0	Not paid	67,500
8.	Mabanga ATC	Provision of catering services	1909815	7,252,000	5,076,400	Partly paid	2,293,600
9.	African Touch Safaris Ltd	Provision of air tickets for official travels		418,530	0	Not paid	418,530
10.	Burg Safaris & Tours	Provision of air tickets		228,600	0	Not paid	228,600
11.	M/S Vittoria Suites	Provision of catering services	1909813/1909814/1173365	220,000	0	Not paid	220,000
Total				14,007,581	8,481,771		5,643,810

CHAPTER FOUR

4.0 ACHIEVEMENTS AND CHALLENGES

This Chapter deals with achievements and challenges experienced by the Board during the year under review.

4.1 Achievements

- a) Appointed one hundred and nine (109) personnel in the departments of Agriculture, Governor's Office and Deputy Governor's Office.
- b) Translated terms of service from contract to P&P of one hundred and forty one (141) personnel in the department of Health and Sanitation.
- c) Confirmed in appointment six hundred and seventy four (674) personnel in the Departments of Health and Office of the County Secretary.
- d) Promoted four hundred and thirteen (413) personnel in the Departments of Health, CPSB, Lands, Urban, Physical Planning and housing, Water and Natural Resources, Environment and Tourism, AILFC, Office of the Governor and Finance and Economic Planning.
- e) Re-designated one hundred and thirteen (133) personnel in the Departments of Health, Lands, Urban, Physical Planning and housing, Water and Natural Resources, Environment and Tourism, AILFC, Finance and Economic Planning and Public Service Management and Administration
- f) Absorbed six hundred and sixty (660) County Casual Workers from the defunct local authority and others from County Departments.
- g) Finalized six (6) County Human Resource Management Policies
- h) Sensitized nine hundred and sixty six (966) County employees on Code of conduct and ethics.

4.2 Challenges faced during the Period

1. Delay in disbursement of funds by the National Government. This affected the smooth operation of the Board.
2. Insufficient budgetary provision to implement the Board's programmes as expected, i.e. carrying out of sensitization exercise on values and principles.
3. Delay by some department to make timely payments to media companies concerning adverts made on their behalf by the County Public Service Board.
4. Lack of office space.
5. Shortage of staff.
6. Delayed feedback from some departments of the County

CHAPTER FIVE

5.0 CONCLUSION AND RECOMMENDATIONS

5.1 Conclusion

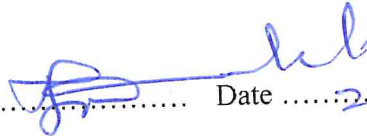
The CPSB appreciates the C.o.G, County Assembly, County Executive, the PSC, EACC and SRC for the partnership and co-operation they extended to the Board during the year under review.

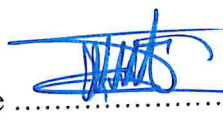
The Board recognizes and appreciates the County Assembly for their pieces of advice through its oversight role.

5.2 Recommendations

- a) The set Laws governing independence of CPSB be adhered to and separation of powers among government bodies be observed.
- b) Proper mechanisms to be put in place to reduce bureaucracy both in procurement and financial processes.
- c) Need for enough funding to enable Board's operations.
- d) Need for more policies to be developed to enhance operations of the Board.

Report Confirmed by

Jonathan Namwala Signature  Date 20/12/2022
Chairperson

Makata Joseph Signature  Date 20/12/2022
Secretary

**APPENDIX I:
LIST OF OFFICERS WHO EXITED SERVICE**

**EARLY
RETIREM
ENT**

NO.	NAME	PERSONAL NO.	DESIGNATION	DEPARTMENT	JG	G	ETHNICITY	TERMS	DATE OF EXIT
1	Martin Wakoli	1989022071	Snr. Nursing Officer	health	L	M	LUHYA	P&P	1/2/2022
2	Sylveser Simiyu Mutoro	1992055342	Deputy Director Medical Services	Health	R	M	LUHYA	P&P	1/2/2022
3	Peter Anselms Wamalwa	1992046995	Chief Asst. Community Health Officer	health	L	M	LUHYA	P&P	1/2/2022
4	Evans Manyilla	1989001752	Revenue Officer 2	Finance		M	LUHYA	P&P	1/2/2022
5	Timothy Wafula Mikisi	1990135358	Health Admn. Officer	health		M		P&P	1/2/2022

14				Assistant Community Development Officer	gender	J	F	LUHYA	MANDATORY RETIRE	26/1/2022
15	Khakasa Rosemary Wamalwa	19870014618	Senior Enrolled Nurse[1]	health	L	F	KISII	MANDATORY RETIRE	28/1/2022	
16	Nyangicha Margaret Nyancha	1986019639	Chief Assistant Livestock					MANDATORY RETIRE		
17	Mbiyu Njuguna	1984049353	Production Office	agrics- lives	M	M	LUHYA	MANDATORY RETIRE	30/1/2022	
18	Owoko Linus Oduor	1984047254	Chief Assistant Livestock					MANDATORY RETIRE		
19	Mukani Redempta Nabwoba	1982045175	Production Office	agrics- lives	M	M	LUHYA	MANDATORY RETIRE	4-Apr-2022	
20	Simiyu Simon Maina	19860007585	Cleaning Supervisor[1]	health	G	F	LUHYA	MANDATORY RETIRE	8-Apr-2022	
21	Kinyulusi Edward Wanambuk	1988045181	Driver[1]	health	C	M	LUHYA	MANDATORY RETIRE	8-Apr-2022	
22	Onyango Consolata Adhiamb	1985022087	Telephone Operator[1]	tourism	G	M	LUHYA	MANDATORY RETIRE	9-Apr-2022	
23	Pkania Benson Matech	20050003202	Senior Enrolled Nurse[1]	health	L	F	LUHYA	MANDATORY RETIRE	16-Apr-2022	
24	Mututa Rosemary Truphosa	1985026099	Senior Assistant Community Development Officer	health	K	M	LUHYA	MANDATORY RETIRE	18-Apr-2022	
	Kundu Ruth Naliaka	19900014520	Senior Enrolled Nurse[1]	gender	L	F	LUHYA	MANDATORY RETIRE	19-Apr-2022	
			Unttrained Teachers	health	B	F	LUHYA	MANDATORY RETIRE	44673	

25	Nabusoba Jafred Wakhungu	20170029955	Office Administrative Assistant [3]	education	G	M	LUHYA	MANDATORY RETIRE	22/4/2022
26	Nang'Unda Beatrice Waswa	19920015498	Junior Market Master	finance	C	F	LUHYA	MANDATORY RETIRE	24/4/2022
27	Mwao Susan Kwanzu	1984064264	Senior Registered Nurse	health	L	F	LUHYA	MANDATORY RETIRE	25/4/2022
28	Waswa Ruth Sela Maloba	1988088236	Senior Assistant Agricultural Officer	agrics	L	F	LUHYA	MANDATORY RETIRE	1/5/2022
29	Makwai Alex Renda	2010141743	Enrolled Nurse[3]	health	G	M	KAMBA	MANDATORY RETIRE	1/5/2022
30	Toya Mary Atieno	1982028571	Chief Assistant Agricultural Officer	agrics	M	F	LUHYA	MANDATORY RETIRE	3/5/2022
31	Bukhala Felistus Ileko	1984057801	Chief Occupational Therapist	health	M	F	LUHYA	MANDATORY RETIRE	3/5/2022
32	Wekesa Maurice Manyoa	19870013353	Market Attendant[1]	finance	A	M	LUHYA	MANDATORY RETIRE	5/5/2022
33	Wafula Conrard Aineah	1988054457	Assistant Agricultural Officer[1]	agrics	K	M	LUHYA	MANDATORY RETIRE	8/5/2022
34	Chemuku Roselyne Wasike	1982027169	Senior Assistant Agricultural Officer	agrics	L	F	LUHYA	MANDATORY RETIRE	9/5/2022
35	Nanjala Margaret Binga	1984128505	Office Administrative Assistant[1]	agrics- lives	J	F	LUHYA	MANDATORY RETIRE	16/5/2022
36	Muhindi Mary Muranda	2009115404	Enrolled Nurse[1]	health	J	F	LUHYA	MANDATORY RETIRE	18/5/2022

61	Wekesa Martin Simiyu	1990068860	Supply Chain Management Assistant[4]	water	G	M	LUHYA	MANDATORY RETIRE	1/7/2022
62	Akumu Hellen Ndula	19890017240	Clerical Officer[2]	finance	E	F	LUHYA	MANDATORY RETIRE	1/7/2022
63	Atego Samuel Okanga	19880014522	Graduate Senior Teacher	education	M	M	LUO	MANDATORY RETIRE	1/7/2022
64	Masai Nahashon Wanjala K.	19890019084	Graduate Teacher[1]	education	L	M	LUHYA	MANDATORY RETIRE	1/7/2022
65	Makisu Alice Nakhone	20170169007	Clerical Officer[2]	education	F	F	LUHYA	MANDATORY RETIRE	1/7/2022
66	Atetwe Patrick Jarvis	1983062277	Senior Public Health Assistant	health	K	M	LUHYA	MANDATORY RETIRE	1/7/2022
67	Saboke Susan Kwamboka	1984060749	Senior Public Health Assistant	health	K	F	KAMBA	MANDATORY RETIRE	1/7/2022
68	Simiyu Jane Naliaka	1985056395	Health Assistant	health	K	F	LUHYA	MANDATORY RETIRE	1/7/2022
69	Wekesa Metrine Nasimiyu	1986015130	Senior Enrolled Nurse[2]	health	K	F	LUHYA	MANDATORY RETIRE	1/7/2022
70	Fwamba Francis Wanjala	1987068966	Senior Assistant Public Health Officer	health	L	M	LUHYA	MANDATORY RETIRE	1/7/2022
71	Ino David Nyongesa	1990072649	Support Staff Supervisor	health	E	M	KALENJI	MANDATORY RETIRE	1/7/2022
72	Simiyu Isaya Mukhebi	1990108131	Senior Medical Lab Technologist	health	L	M	LUHYA	MANDATORY RETIRE	1/7/2022
73	Wemela Simeon Burrudi	1992005216	Chief Registered Clinical Officer	health	M	M	LUHYA	MANDATORY RETIRE	1/7/2022
74	Nyongesa Joseph	1983036527	Superintendent Electrical (MVP)	roads and pk	M	M	LUHYA	MANDATORY RETIRE	2/7/2022

75										
	Kiterie Jane Chesiro	1986088549	Office Administrative Assistant[3]	roads and pg	G	F	SABAOT	MANDATORY RETIRE	2/7/2022	
76			Senior Assistant Agricultural Officer					MANDATORY RETIRE		
	Wafukho Beatrice Nanjala	1983033147	Nursery School Teacher[3]	agrics	L	F	LUHYA	MANDATORY RETIRE	2/7/2022	
77			Clerical Officer[1] - General Office	finance	C	F	LUHYA	MANDATORY RETIRE	6/7/2022	
	Imbogo Beatrice Nafula	19810005479	Service	health	G	M	LUHYA	MANDATORY RETIRE	7/7/2022	
78			Assistant Market Master	finance	D	M	LUHYA	MANDATORY RETIRE	8/7/2022	
	Wasike Alfred Milimo	19860007647	Junior Market Master	finance	C	F	LUHYA	MANDATORY RETIRE	13/7/2022	
80			Assistant Agricultural Officer[1]	agrics	K	F	LUHYA	MANDATORY RETIRE	14/7/2022	
	Otengo Ayanga Pascilisia	1984098548	Chargehand I	health	J	F	LUHYA	MANDATORY RETIRE	14/7/2022	
82			Senior Enrolled Nurse[1]	health	L	F	LUHYA	MANDATORY RETIRE	18/7/2022	
	Mukonambi Judith Shilako	1986040533	Chief Animal Health Assistant	agrics- lives	K	M	LUHYA	MANDATORY RETIRE	20/7/2022	
84			Clerical Officer[2]					MANDATORY RETIRE		
	Nafula Redempta Sakwa	20170164495	Askari[1]	PUBLIC ADNA	F	M	LUHYA	MANDATORY RETIRE	23/7/2022	
85			Revenue Clerk[2]	FINANCE	D	M	LUHYA	MANDATORY RETIRE	10/8/2022	
	Bukokhe Christopher Munalalo	20120005781	Senior Agricultural	AGRICS	J	M	LUHYA	MANDATORY RETIRE	12/8/2022	
87										
	Masinde Joseph Wafula	19910012690								
88										
	Chelongo Jafred Wanyonyi	1986054184								

105	Ayoma Rose Khisa	1986012904	Senior Registered	HEALTH	L	F	LUHYA	MANDATORY RETIRE	27/9/2022
106	Magero John Sebastian	1984042199	Superintendent (B)	WATER	K	M	LUHYA	MANDATORY RETIRE	30/9/2022
107	Wambani Stanslaus Rapando	1989065980	Principal Co-operat	AGRICS - CGN	M	M	LUHYA	MANDATORY RETIRE	2/10/2022
108	Nasimiyu Everlyne Wanyonyi	19860007558	Junior Market Mas	FINANCE	C	F	LUHYA	MANDATORY RETIRE	3/10/2022
109	Ambetsa Judith Sikhoya Namand	1989031509	Senior Enrolled Nu	HEALTH	L	F	LUHYA	MANDATORY RETIRE	4/10/2022
110	Kipsanai William Charuiyot	1988090364	Senior Superintend	WATER	L	M	SABAOT	MANDATORY RETIRE	7/10/2022
111	Wasike Rebecca Koyana	20170178284	Clerical Officer[2]	EDUCATION	F	F	LUHYA	MANDATORY RETIRE	7/10/2022
112	Nabie Everlyne Nangila *	1993042499	Senior Enrolled Nu	HEALTH	K	F	LUHYA	MANDATORY RETIRE	10/10/2022
113	Ogol Dismas Oluoch	1988009779	Clerical Officer[1]	HEALTH	G	M	LUO	MANDATORY RETIRE	24//10/2022
114	Jamoza Robert Mudogo	20170030029	Office Administrati	EDUCATION	G	M	LUHYA	CONTRACT	10/11/2022
115	Wanyama Janerose Nafula	19890017400	Junior Market Mas	FINANCE	C	F	LUHYA	MANDATORY	15/11/2022
116	Namukuru Catherine Wakhobe	1985022134	Senior Enrolled Nu	HEALTH	L	F	LUHYA	MANDATORY	20/11/2022
117	Koroti Kennedy Nalwa	1988005678	Senior Assistant Ag	AGRICS	L	M	LUHYA	MANDATORY	22/11/2022
118	Watela Maurice Wafula	1987058377	Chief Assistant Liv	AGRICS - LYM	M	M	LUHYA	MANDATORY	23/11/2022
119	Ogallo Charles Illa	1982080913	Senior Water Supp	WATER	H	M	LUO	MANDATORY	26/11/2022
120	Nyunga Anne Andeso	1986014621	Chief Nursing Offic	HEALTH	M	F	LUHYA	MANDATORY	27/11/2022
121	Walela Martin Wafukho	1985028172	Chief Agricultural A	AGRICS	K	M	LUHYA	MANDATORY	28/11/2022
122	Mangoli John M	1986053007	Chief Agricultural A	AGRICS	K	M	LUHYA	MANDATORY	5/12/2022
123	Wabwile Richard Wanyama	20170029740	Office Administrati	EDUCATION	G	M	LUHYA	CONTRACT	10/12/2022
124	Namachanja Lydia	19920015078	Community Develo	GENDER	E	F	LUHYA	MANDATORY	12/12/2022
125	Chebukosi Benjamin Kitui	1984119988	Clerical Officer[1]	AGRICS - CDG	M	M	LUHYA	MANDATORY	12/12/2022
126	Kwanzu Arunga Oywaya	1989020142	Senior Co-operativ	AGRICS - CDL	M	M	LUHYA	MANDATORY	12/12/2022
127	Wabwoba Rodah Maumo	20170147967	Clerical Officer[2]	EDUCATION	F	F	LUHYA	CONTRACT	12/12/2022

RESIGNATION 2022

1	Maurice Naulikha Wekesa	20180014322	PA CECM Health	Health	H	M	Luhya	Contract	7/1/2022
2	Levi Makali	20190025597	Dir. Urban Dev.	Governor's	R	M	Luhya	Contract	7/1/2022
3	Bonventure Sammy Wasikoyo	1981156567	Member CPSP	CPSP		M	Luhya	Contract	
4	Sylvester Wakoli Bifwoli	20180090993	Dir. Admn.	Governor's	R	M	Luhya	Contract	9/1/2022
5	John Wekesa Wasike	20180091007	C.O. Agric.	AGRIC	S	M	Luhya	Contract	28/2/2022
6	Rachael Nakhumicha wekesa	20200040785	Registered Nurse 3	Health	H	F	Luhya	Contract	28/2/2022
7	Carolyn Nabalayo Buyela	2018005023	Director Special Program	Governor's	R	F	Luhya	Contract	28/2/2022
8	Vincent Wekesa Maunda	20090004158	Licensing officer	AGRIC	G	M	Luhya	P&P	28/2/2022
9	Job Wafula Chelongo	20180095032	Deputy Chief of staff	Governor's	Q	M	Luhya	Contract	28/2/2022
10	Nancy Nanyama Kibaba	20130036814	D/Dir. Youth Dev.	Governor's	Q	F	Luhya	Contract	28/2/2022
11	Celestine Simiyu Mutaki	20170094998	Asst Dir. Admn.	Governor's	P	M	Luhya	Contract	28/2/2022
12	Peter Juma Wakhuleka	20170122120	Liaison Officer	Governor's	M	M	Luhya	Contract	28/2/2022

END OF CONTRACT

1	Obonyo Elizabeth Wesonga	20170154408	Clerical Officer[2]	education	F	F	LUHYA	End of	4-Apr-2022
2	Wanjala Agnes Sikhoya	20170178168	Clerical Officer[2]	education	F	F	LUHYA	End of	7/5/2022
3	Mucharria Grace Ingado	20170170000	ECD Teacher [2]	education	H	F	LUHYA	End of	6/6/2022
4	Kongani Vincent Juma	19870016032	Deputy Director of Administration	Governor's office	Q	M	LUHYA	Contract	1/7/2022
5	Wanyonyi Josephine Mukoy	20170170377	Clerical Officer[2]	education	F	F	LUHYA	End of	1/7/2022
6	Nabangala Margaret Wakhu	20170177330	Clerical Officer[2]	education	F	F	LUHYA	End of	1/7/2022
7	Nafula Redempta Sakwa	20170164495	Clerical Officer[2]	education	F	F	LUHYA	End of	23/7/2022
8	Nyongesa Beatrice	20170151201	ECDE TEACHER [2]	Education	H	F	Luhya	End of	10/9/2022
9	Wasike Rebecca Koyana	20170178284	Clerical Officer(2)	Education	F	F	Luhya	End of	7/10/2022
10	Jamoza Robert Mudogo	20170030029	Office Admn. Asst. (3)	Education	G	M	Luhya	Contract	10/11/2022
11	Wabwile Richard Wanyama	20170029740	Office Admn. Asst. (3)	Education	G	M	Luhya	Contract	10/12/2022
12	Wabwoba Rodah Maumo	20170147967	Clerical officer 2	Education	F	F	Luhya	End of	12/12/2022
13	Nyongesa Clare Nafula	20170169418	Clerical officer 2	Education	F	F	Luhya	End of	28/12/2022
14	Itabangri Patrick Okiru	20170030449	Office Admn. Asst. (3)	Education	G	M	Luhya	Contract	31/12/2022
15	Nafula Eunice Waswa	20170164780	Clerical officer 2	Education	F	F	Luhya	End of	31/12/2022

EXITS

SNO	PAYROLL NUM	ID NUM	Officer's Name	JG	DATE	ENGAGECODE	CONTRACT	END DATE	Desig-Name	DEPT
1	20170095002	21778358	Mrs Wekesa, Faith Nabula	P	20170821	CONTRACT	8/20/2022	8/20/2022	*Assistant Director - Public Communication	GOVERNOR'S OFFICE
2	19880014826	8707624	Mr Keya, Sebwan Richard	P	20171221	CONTRACT	8/20/2022	8/20/2022	Member - County Executive Committee	GOVERNOR'S OFFICE
3	19920000657	11200496	Miss Kekai, Evelyn Bunusu	8	20171221	CONTRACT	8/20/2022	8/20/2022	Member - County Executive Committee	GOVERNOR'S OFFICE
4	20140013305	11328110	Mr Wamala, Chrisantus	R	20190901	CONTRACT	8/20/2022	8/20/2022	Director of Administration	GOVERNOR'S OFFICE
5	20170095011	20151382	Mr Makokha, Timothy Machi	R	20170821	CONTRACT	8/20/2022	8/20/2022	*Director - Public Communications	GOVERNOR'S OFFICE
6	20170095020	22457476	Mr Simiyu, Geoffrey Wekesa	H	20170821	CONTRACT	8/20/2022	8/20/2022	ICT Assistant [3]	GOVERNOR'S OFFICE
7	20170105655	6087851	Mr Tiele, Isaac Wale	F	20170821	CONTRACT	8/20/2022	8/20/2022	Security Warden [1]	GOVERNOR'S OFFICE
8	20170105655	6098674	Mr Makara, Jonathan Chemeli	D	20170821	CONTRACT	8/20/2022	8/20/2022	Senior Support Staff	GOVERNOR'S OFFICE
9	20170105727	8025728	Mr Simiyu, Daniel Wanjala	D	20170821	CONTRACT	8/20/2022	8/20/2022	Cleaning Supervisor [3]	GOVERNOR'S OFFICE
10	20170105736	20420106	Mr Wekesa, Joseph Wabwile	F	20170821	CONTRACT	8/20/2022	8/20/2022	Clerical Officer [2]	GOVERNOR'S OFFICE
11	20170105745	28117498	Mr Wamala, Joseph Lukhale	H	20170821	CONTRACT	8/20/2022	8/20/2022	ICT Assistant [3]	GOVERNOR'S OFFICE
12	20170105807	31637428	Mr Wamala, Ferdinand Walila	H	20170821	CONTRACT	8/20/2022	8/20/2022	Cook [3]	GOVERNOR'S OFFICE
13	20170113307	23918783	Mr Makhanu, Hassan Makokha	H	20170821	CONTRACT	8/20/2022	8/20/2022	Chief Driver	GOVERNOR'S OFFICE
14	20170117423	22154644	Mr Ochudi, Ramadhani Inatar	H	20170821	CONTRACT	8/20/2022	8/20/2022	Security Warden [1]	GOVERNOR'S OFFICE
15	20170122139	11279095	Mr Mupurasa, Vincent Sirengo	D	20170821	CONTRACT	8/20/2022	8/20/2022	Chief Driver	GOVERNOR'S OFFICE
16	20170122157	23602708	Mrs Nasike, Rachel Wanjala	E	20170821	CONTRACT	8/20/2022	8/20/2022	Senior Support Staff	GOVERNOR'S OFFICE
17	20170122166	25865669	Mr Wapundi, Stanislaus Jonah	N	20170821	CONTRACT	8/20/2022	8/20/2022	Cook [3]	GOVERNOR'S OFFICE
18	20170122175	21348580	Mr Walela, Edwin Wamuya	L	20170821	CONTRACT	8/20/2022	8/20/2022	Principal Administrative Officer	GOVERNOR'S OFFICE
19	20170136348	14685262	Mr Walela, Edwin Wamuya	L	20170821	CONTRACT	8/20/2022	8/20/2022	Administrative Officer [1]	GOVERNOR'S OFFICE
20	20170138593	4369024	Mr Nautilha, Gregory Mabongath	8	20171221	CONTRACT	8/20/2022	8/20/2022	Member - County Executive Committee	GOVERNOR'S OFFICE
21	20170138600	7973608	Mr Wanonyi, Renson Makhat	8	20171221	CONTRACT	8/20/2022	8/20/2022	Member - County Executive Committee	GOVERNOR'S OFFICE
22	20170138619	7060105	Dr. Walela, Antony Theodas	8	20171221	CONTRACT	8/20/2022	8/20/2022	Member - County Executive Committee	GOVERNOR'S OFFICE
23	20170138628	8111139	Mr Serenhemu, Brianuel Muri	8	20171221	CONTRACT	8/20/2022	8/20/2022	Member - County Executive Committee	GOVERNOR'S OFFICE
24	20170138637	11331937	Mr Mukhongo, Collins	8	20171221	CONTRACT	8/20/2022	8/20/2022	Member - County Executive Committee	GOVERNOR'S OFFICE
25	20170138664	21642980	Mr Wangila, Mathayo Chirasha	8	20171221	CONTRACT	8/20/2022	8/20/2022	Member - County Executive Committee	GOVERNOR'S OFFICE
26	20170138673	20910249	Dr. Mayeku, Bety	8	20171221	CONTRACT	8/20/2022	8/20/2022	Member - County Executive Committee	GOVERNOR'S OFFICE
27	20170138682	21385359	Mrs Wamala, Esther Nasibwon	8	20171221	CONTRACT	8/20/2022	8/20/2022	Member - County Executive Committee	GOVERNOR'S OFFICE
28	20170145767	36959580	Mr Simiyu, David Sabuni Mumbi	8	20170821	CONTRACT	8/20/2022	8/20/2022	Senior Support Staff	GOVERNOR'S OFFICE
29	20170171534	7608189	Mr Masinde, Allan Walila	J	20180105	CONTRACT	8/20/2022	8/20/2022	Chief of Staff (County)	GOVERNOR'S OFFICE
30	20180014297	11018350	Mr Masinde, Leonard Lukhale	J	20180105	CONTRACT	8/20/2022	8/20/2022	Office Administrator [2]	GOVERNOR'S OFFICE
31	20180014304	13246536	Mr Barasa, George Muriu	J	20180105	CONTRACT	8/20/2022	8/20/2022	Office Administrator [2]	GOVERNOR'S OFFICE
32	20180014313	22030089	Mrs Muiyundo, Metrine Nanyam	J	20180105	CONTRACT	8/20/2022	8/20/2022	Office Administrator [2]	GOVERNOR'S OFFICE
33	20180014331	23848015	Miss Wabomba, Jackyline Nambij	J	20180105	CONTRACT	8/20/2022	8/20/2022	Office Administrator [2]	GOVERNOR'S OFFICE
34	20180014340	23969501	Miss Nasumba, Carolyn Wanjo	J	20180105	CONTRACT	8/20/2022	8/20/2022	Senior Clerical Officer	GOVERNOR'S OFFICE
35	20180014359	28991060	Mr Cheseto, Sammy Kimira	J	20180105	CONTRACT	8/20/2022	8/20/2022	Office Administrator [2]	GOVERNOR'S OFFICE
36	20180014368	28395098	Miss Makhaso, Daisy Nelima	J	20180105	CONTRACT	8/20/2022	8/20/2022	Office Administrator [2]	GOVERNOR'S OFFICE
37	20180014377	30021388	Mr Simiyu, Michael Severo	J	20180105	CONTRACT	8/20/2022	8/20/2022	Office Administrator [2]	GOVERNOR'S OFFICE
38	20180014386	32554003	Miss Tella, Faith Nangila	G	20180105	CONTRACT	8/20/2022	8/20/2022	Clerical Officer [1]	GOVERNOR'S OFFICE
39	20180014395	32189055	Mr Simiyu, Kevin Namulila	N	20180105	CONTRACT	8/20/2022	8/20/2022	Office Administrator [2]	GOVERNOR'S OFFICE
40	20180037807	9239614	Mr Stranjou, Albert Wanjala	J	20180413	CONTRACT	8/20/2022	8/20/2022	Principal Chaplain	PUBLIC ADMIN
41	20180040948	26016807	Mr Kiraamba, Erick Simiyu	H	20180508	CONTRACT	8/20/2022	8/20/2022	Chief Driver	GOVERNOR'S OFFICE
42	20180090984	8769170	Mrs Serul, Pamela	R	20181113	CONTRACT	8/20/2022	8/20/2022	Director of Administration	GOVERNOR'S OFFICE
43	20180090950	22574276	Mr Njongesa, Bonface Wayne	M	20181113	CONTRACT	8/20/2022	8/20/2022	Chief of Administration	GOVERNOR'S OFFICE
44	201800909603	21250692	Mr Wangwe, John Wekesa	M	20181128	CONTRACT	8/20/2022	8/20/2022	*Personal Assistant (County)	GOVERNOR'S OFFICE
45	20190025631	22994792	Mr Wasike, Dancie Wangila	P	20190301	CONTRACT	8/20/2022	8/20/2022	*Assistant Director - Public Communication	GOVERNOR'S OFFICE
46	201400098273	24582246	Mr Walila, Moses	R	20170821	CONTRACT	8/20/2022	8/20/2022	Director of Administration	GOVERNOR'S OFFICE
47	20200117257	1.5E+07	Rosana Lumyona Sola	R	20200729	CONTRACT	10/4/2021	10/4/2021	County Chief Officer-AGRICULTURE	GOVERNOR'S OFFICE
48	20180091007	11330294	John Wekesa Wasike	S	20181113	CONTRACT	2/8/2022	2/8/2022	County Chief Officer-AGRICULTURE	GOVERNOR'S OFFICE
49	1981156567	824634	Bonventure Sammy Wasikoy	8	20160809	CONTRACT	2/8/2022	2/8/2022	Member - County Public Service Board	GOVERNOR'S OFFICE

DIED
RESIGNED