

**REPUBLIC OF KENYA**  
**COUNTY ASSEMBLY OF KILIFI**

**THE HANSARD**

**Tuesday, 13<sup>th</sup> June, 2017**

*The House met at the County Assembly Chamber,  
Malindi Town, at 9.00 a.m.*

*[The Temporary Speaker (Hon. (Ms.) Ngala) in the Chair]*

**PRAYERS**

**MOTION**

ADOPTION OF THE REPORT ON THE ACTIVITIES OF THE COUNTY PUBLIC SERVICE BOARD FOR THE  
YEAR, 2015

**Hon. Kenga:** Thank you very much, Madam Speaker. I wish to move a Motion for the Adoption of the Report of the Labour and Social Welfare Committee on the activities of the County Public Service Board for the year 2015:-

THAT, this hon. House adopts the Report of the Labour and Social Welfare Committee on the activities of the County Public Service Board for the year 2015, laid on the Table of this hon. Assembly on 30<sup>th</sup> May, 2017.

Madam Speaker, I wish to call upon hon. Albert Kiraga Hare the MCA Gongoni Ward to Second the Motion.

*(Hon. Kiraga seconded)*

**The Temporary Speaker** (Hon. (Ms.) Ngala): Thank you.

*(Question proposed)*

**Hon. Kiraga:** Thank you so much Madam Speaker. Although I had intended not to speak but let me go ahead. I stand to praise the Labour and Social Welfare Committee for the job well done. If you look at this Report, the County Public Service Board (CPSB) has been facing a lot of challenges during the disbursement of its duties. One of the challenges the CPSB brought to this Committee is the inability to get staff with the required qualifications for the positions advertised.

This has been a big problem in this county and it has even made the CPSB to source some of these specialized staff from other counties and a very good example is a psychiatric nurse in the Health Department. The CPSB has been trying but the numbers which are advertised in our dailies as far less than the numbers needed of psychiatric nurses. We do not have those

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numbers in our county that is why we have been sourcing some of these positions from outside the county.

Another challenge which this CPSB has been having is on the casuals inherited from the defunct local authorities. Most of these casuals, I'm sorry to say, do not have the required qualifications and you all know how the recruitment of these staff has been and that is why someone is a manager of a department which he/she does not have the required qualification for. This has been a big challenge to the CPSB.

Another challenge the CPSB gave the Committee is on gender disparities. You find that most of the positions in certain departments are taken by a particular gender and this puts the CPSB in an awkward position as far as the third gender rule is concerned. If you look at the recommendations the Committee gave to this Board is that the Board should come up with a deliberate policy to ensure the minority and marginalized groups like the Kambe, Ribe, Jibana, Kauma and Watha Communities have special opportunities for considerations for employment. If you look at the tables of summary which gives a summary on how employment of different tribes in this county have been projected, you will find that most of these tribes which are highlighted here have been marginalized as far as employment in this county is concerned. Therefore, it was a wish of the Committee to tell the CPSB to at least consider the employment of these tribes. Madam Speaker, I want to rest my case but I am for the adoption of this Report.

**The Temporary Speaker** (Hon. (Ms.) Ngala): Thank you hon. Kiraga.

**Hon. Chai:** Thank you very much, Madam Speaker for giving me a chance of standing in support of the adoption of this Report. I will be very brief based on what I have seen from the recommendations of the Committee. What I would urge on all these challenges facing this Board... I think it is for the Board to know how to go about it. As we have been told by our hon. Member who was on the Floor, the Board has been sourcing for experts from outside the county but I do not think it is true that the Board should be sourcing experts from outside the county. I think the Board should find very good time so that most of our youth can get the time to apply for these jobs and when we do that, I do not think we will be sourcing for qualified people from outside the county. From what I have seen, it is a good Report but now it will depend on the implementation of the Report.

Most of the time Committees give out good Reports but they lack implementation. You can get such a good Report but the implementation takes a long time and sometimes it is never implemented. So my advice is that such a Report should be followed up to see that the recommendations are implemented. Madam Speaker, I stand in support of the Report.

**Hon. Nzaro:** Thank you, Madam Speaker. I also wish to demonstrate my support for the adoption of this Report. I want to congratulate the Committee and its Chairperson, the able Member for Adu hon. Stanley Kenga. This is one of the Committees which have brought Reports in this Assembly. You will realize that it is a requirement by the Constitution that we get such Reports in the Assembly. One thing I have seen the Report highlighting is on the discrepancies in figures given by the CPSB and the Committee was tasked to know how the discrepancies come about. That was the work of an able Committee which fulfills one of our basic mandates as an Assembly which is oversight.

Madam Speaker, I also wish to point out that looking at the figures given by the CPSB on employment in this county, it is my belief that it has touched on each and every ward in the county. If you look at the short-comings... I would also wish the CPSB goes overboard and ensures that all our health facilities have the right personnel. For Example, I constructed a hospital with the help of some donors and there is no staff. In fact they only do periodic services

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where they just have a date where people of those areas can access health services because these employees are not available.

I wish they move with speed to ensure that every facility that we construct in this county gets the right personnel. Another area which I have seen that the Report is addressing is the issue of Agriculture. It has also pointed out that we should have agricultural officers. During the *Nyayo* era, we had a lot of agricultural officers stationed in our county which were useful to the farmers. So they should be enhanced so that we can eradicate the issue of hunger which emanates time and again in the county. I support the adoption of this Report.

**The Leader of Minority** (Hon. Pascal): Asante mheshimiwa Spika, kwa kunipa nafasi ili kuchangia mjadala huu ambao uko mbele yetu. Nataka nichukue nafasi hii kupongeza Kamati na vile vile kuunga mkono kuidhinishwa kwa Mjadala huu. Tunajua ya kwamba Bodi hii ambayo imepewa uwezo wa kuajiri imefanya kazi nzuri na tumeona imeweza kuandika watu katika nyadhifa tofauti tofauti katika Kilifi yetu.

Jambo ambalo ningegusia kidogo na pia Ripoti hii imeangazia ni kuhusu jinsi watu wengine wameajiriwa. Tunaona vile wengine kama wale wa kusimamia elimu ya chekechea; wengine wameajiriwa bila kazi zao kutangazwa vizuri. Hii ni kumaanisha kwamba labda kama swala kama hili halitaangaliwa, huenda tukapata watu ambao si wajuzi katika hizo sehemu. Langu ni kuomba hii Bodi wawe waangalifu ili waweze kulenga wahusika kamili kujaza hizi nafasi. Kuna swala lingine ambalo lilichipuka wakati ule tukiulizia tujue ni watu gani wameandikwa katika nyadhifa tofauti kutoka sehemu za wadi. Ilibainika wazi kwamba kuna wengine walijajiriwa wakidhaniwa kuwa wanatoka wadi zile na haikuwa kweli. Kwa mfano, Mwanamwinga kuna kijana mmoja alikuwa amefaulu kupata ile kazi lakini kwa maajabu ikawa jina la mtu mwingine kutoka kwa wadi nyingine ndio limewekwa pale na kijana huyo mpaka saa hii bado anangojea. Ilikuwa kubainika kwamba hiyo nafasi ilipewa mtu mwingine.

Tulipochunguza, sio Mwanamwinga pekee. Kulikuwa na wadi kama nne ama tano zilizokuwa na shida kama hii, kumaanisha kwamba kuna shida fulani katika wale waliokuwa wamepewa wadhifa wa kuangalia wale wafanyikazi aidha iwe kwa makusudi ama kwa sababu wa ukora fulani ambao walikuwa wamepanga kufanya. Tulipoitisha Ripoti ile, tuliambiwa kwamba wale watu walikataa kuchukua zile nyadhifa ambayo sio kweli kwa sababu baada ya uchunguzi, tuliona kwamba wale vijana waliokuwa wameandikwa katika zile nyadhifa hawatoki katika zile wadi. Nataka swala hili liangaziwe vizuri ili waliokosa hizo nyadhifa waweze kupata haki yao.

Nasimama kuunga mkono kupitishwa kwa mjadala huu lakini swala tuliangalia vizuri maana kuna vijana wanateseka na wana haki ya kupata ajiri kama watu wengine wa Kilifi. Asante mheshimiwa Spika.

**Hon. Mramba:** Madam Speaker, I am standing on a Point of Order because the hon. Member for Mwanamwinga was implying that the Board must be fair. That should be the same case even at the County Assembly Service Board (CASB) where he is a Member. You cannot preach water and drink wine. A lot of nepotism has been going on at the CASB on issues relating to employment. Can he please confirm if there is fairness at the CASB?

**The Leader of Minority** (Hon. Pascal): Madam Speaker, thank you for this opportunity. I think there are avenues and times to pursue any problems arising anywhere. As far as I am concerned, as a Member of the CASB, I believe there is fairness. If he has any problem, as a Member, he should have pointed out that problem earlier so that we would have solved the problem in good time. What I am pointing out here today is that there are people who succeeded in securing employment at the county level and when these people were given that opportunity

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they were again short-changed at the headquarters. That is what I am pointing out. Somebody was awarded that chance at the recruitment level and then somewhere somebody...

*(Hon. Nzaro stood on a Point of Order)*

**Hon. Nzaro:** Madam Speaker, I would wish you rule the Member on the Floor out of Order because he is using two languages in this Assembly which is prohibited under our Standing Orders. Thank you.

**The Leader of Minority** (Hon. Pascal): Thank you, Madam Speaker. I think I will continue in English if that is...Haya labda...

**Hon. Kiraga:** A Point of Information Madam Speaker, if I am allowed. Thank you very much. I want to inform...

**The Leader of Minority** (Hon. Pascal): I do not think I need to be informed at this juncture. What I need is space so that I can expound...

**Hon. Kiraga:** No! But I am helping you as far as what hon. Nzaro... please...

**The Leader of Minority** (Hon. Pascal): You can just go ahead.

**Hon. Kiraga:** Thank you very much. Madam Speaker. I want to correct and give information to the Member, that the positions he was talking about which were canceled by the CPSB from other wards were positions for the Beach Management Unit (BMU). We cannot have people manning beaches from these interior wards and a very good example in from his ward. That is why the CPSB thought it better to give these positions to people from Ngomeni which is a harbor just as the ...

**Hon. Nzaro:** Madam Speaker, I am rising on a Point of Order because the Member on the Floor is misleading the House. We can have employees from as far as Ganze or Adu who are very good swimmers and they have never been to the beaches because they swim in rivers and other water bodies. These positions should not be determined by the fact that one is coming from the beach for them to qualify; I think that is the position.

**Hon. Kiraga:** That is his position but we want to have quality work. I think whatever I am trying to say in this House should be taken seriously by almost every Member. Residents of Ngomeni are where most of these vacancies were given priority. The Beach Management Unit vacancies were given to the residents from that area because Ngomeni is a harbor at the seashore where most of the youths in that area are very conversant with beach issues.

We cannot have somebody from Mwanamwinga where the only water mass they have ever seen is these seasonal rivers. So if we need quality work, I think the people of Ngomeni should be considered and that is why the CPSB did. Thank you Madam Speaker.

**The Leader of Minority** (Hon. Pascal): Asante *Madam Spika*. Mimi swala langu ambalo nilikuwa nimepeana ni kwamba kuna watu ambao waliandikwa kazi kwa sababu mahojiano yalifanyika kwenye kiwanja na kila aliyeshinda alikuwa anaelezwa pale kuwa ameweza kushinda. Kwa hivyo, kama mtu alikuwa anajua ameshinda katika kile kiwanja na anangojea kuitwa na serikali na labda katika matangazo ya kazi ile hakukuwa maelezo kwamba kazi ile inataka watu ambao wanaishi karibu na bahari basi kuna haja ya kila mtu apewe.

Katika ile Ripoti ambayo tuliitisha hapa Bungeni, tulielezwa kwamba yule aliyepewa ile kazi aliweza kuikataa. Basi kulingana na ufahamu wangu na Waheshimiwa ambao wako hapa ni kwamba nafasi zile bado ziko wazi kwa sababu nafasi ilikataliwa. Kwa sababu mheshimiwa ambaye ametoka hapa Bw. Kiraga kusema kwamba kazi ile ilipeanwa kwa watu ambao wanaishi

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karibu na bahari hiyo ni kupotosha Bunge. Labda atwambie ako na mipango gani kati ya yeye na Mwenyekiti wa Bodi hii inayoajiri umma kazi ama mazungumzo hayo aliyatoa wapi ambayo hayakuweza kufika katika Bunge hili? Kwa sababu sisi tunajua si Mwanamwinga peke yake; kuna Wadi nyingine ambazo wafanyikazi hao hawakuweza kupewa kazi hizo.

**Hon. (Dr.) Chitibwi:** Madam Speaker, I stand to request some guidelines here. We are discussing the Report of the Labour Committee on the CPSB. Now we have been diverted to County Services Board and the hon. Member for Gongoni has used a Point of Order to make extra contributions. I believe we need your guidance as we are losing track here. Thank you, Madam Speaker.

**The Temporary Speaker** (Hon. (Ms.) Ngala: We are actually discussing the Report of the CPSB and putting in another Board is not in order. So I would like to ask for any other contributions at this time. In the absence of any other contributions I would like to call upon the Mover of the Motion to make his final submission.

*(Question that the Mover be now called upon to reply, put and agreed to)*

**Hon. Kenga:** Thank you very much Madam Speaker, for giving me another opportunity to make my final contributions in regards to the Motion that is on the Floor.

Madam Speaker, the Report has highlighted a lot of challenges that have been faced by the CPSB in the year 2015. You realize that 2015 was just some few years after the introduction of devolution in the country so that they could deliver to the people within the various counties.

Madam Speaker, the Board has had an opportunity to make sure there are in a position to engage and absorb the best personnel that can be able to perform the various responsibilities in the positions that had been created by the County Government of Kilifi. We are learning from the Report on issues of inadequate human resource due to low remuneration packages, the mismatch of skill and job requirement and the inability to get staff with the required qualifications in the various positions advertised, as being some of the key challenges that have been faced by the Board. You will realize that in the Departments of Lands, Survey and Health there has been great challenges for the County Government of Kilifi to be able to attract people who are qualified in those positions.

May be this is an opportunity, even as we put more resources to the Department of Education especially the Scholarship kitty, Members could also take an opportunity to target specific areas which we feel have a shortage of qualified staff so that we are able to bridge the gap and take care of the challenges that we are facing.

Again, the Committee noted that there was inconsistency in the summary of recruits in the various tables and an example is given in table one where it was indicated that the persons recruited from outside the county in 2015 were 108 and in table three of the same Report is indicated that the persons were 94. That makes 8% of the total number of recruits. Such issues should be greatly taken care of so that factual and accurate information is given out because this Report once given out becomes a public document and in a way will portray the County Government of Kilifi that is very factual and accurate in the Reports that it gives out to the members of the public.

Again, based on the issue of policies and especially on the recruitment of interns within the County Government of Kilifi, we are not in a position just to engage interns without a policy. As a Committee there was this problem and if you look at the recommendations you will realize that the Committee recommended to the Board that we cease accommodating interns until the

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policy on internship has been scrutinized and adopted by the County Assembly for it to enable the CPSB to perform its duties and responsibilities in a better way.

Another aspect that is very important is the issue of addressing the challenges on the minorities and marginalized communities within the county. Groups such as the Kambe, Kauma, Jibana, Ribe who seem to form the minorities in the county and the Watha who are marginalized must be given priority and the law must be adhered to so that we do not violate the provisions of the Constitution.

We want to thank the Committee Members and the staff for having made this Report a success and also thank the Members of this Assembly. This is very great. We are able to pull a quorum even if we are left with a day before the dissolution of the Assembly. Seeing the Member for Kakuyuni having availed himself shows how serious Members are giving this because he is a key Member in the Labour and Social Welfare Committee in the County Assembly of Kilifi.

The issue that arose on Beach Management Units does not form part of the Report today but I want to address it by saying that it is contained in another Report. We have already done the Report and given direction to the CPSB that employment in the county is based on merit not where one comes from. I speak as the Chairperson for Labour and Social Welfare Committee in the County Assembly of Kilifi that whatever positions were for the various wards and if anything happened to exclude the wards in securing those positions, then that should be corrected and the positions filled by members from the various wards that were affected. That is the position that we are taking as a Committee and I think that should be communicated to the CPSB as among specific cases to be handled for the betterment of the entire County of Kilifi. I beg to move and to urge Members of this County Assembly to support the adoption of this Report. Thank you very much.

**The Temporary Speaker** (Hon. (Ms.) Ngala): Thank you hon. Kenga.

*(Question put and agreed to)*

### **ADJOURNMENT**

There is being no other business in the Order Paper, this House stands adjourned until in the afternoon. Thank you.

**The House rose at 9:40 a.m.**