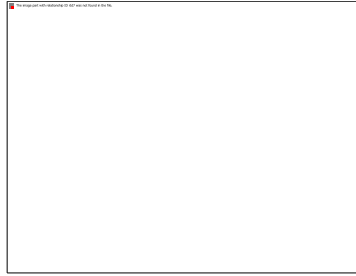


COUNTY GOVERNMENT OF KISUMU



COUNTY ASSEMBLY OF KISUMU

THE HANSARD

SECOND ASSEMBLY – FOURTH SESSION

Thursday, 23rd April, 2020

House met in the Main Chamber at 02:30 p.m.

(The Speaker (Hon. Elisha Jack Oraro) in the Chair)

PRAYERS

Hon. Speaker (Hon. Oraro): Hon. Members good afternoon, welcome to this session. Mr. Clerk, kindly take us through the business of the day?

Hon. Speaker (Hon. Oraro): Next order!

COMMUNICATION FROM THE CHAIR

Hon. Speaker (Hon. Oraro): Hon. Members, today will be the last session of this week and I want to commend Hon. Members for adhering to our initial agreement that we can attend the Assembly remotely and virtually and that we did prepare a list of those that will be attending physically.

Hon. Members, what I wanted to communicate is that so far we are blessed that Kisumu County has not reported any positive case of Corona Virus Disease 2019 (COVID-19) and today the Governor of Kisumu County through the Department of Special Programme did flag off a consignment of food items to areas that have been affected by floods and to be specific Nyando. The information that he has is that other Sub-counties i.e. Nyakach, Muhoroni and Kisumu East shall be taken care of. Today, what was flagged proceeded to the camps where people who have been severely affected by floods have relocated.

I want to appeal to Hon. Members to continue sensitizing the public on COVID-19 in terms of Sanitizing or Hand Washing and in terms of Social Distance and wearing of Masks. In the Assembly I still remind you that when you are using the microphone, please put on your mask.

Hon. Speaker (Hon. Oraro): Hon. Members, Next order!

MOTION

REPORT ON THE HUMAN RESOURCE AUDIT BY COUNTY GOVERNMENT OF KISUMU

BY

HON. BEATRICE ODONGO.

CHAIRPERSON, LABOUR AND SOCIAL WELFARE SERVICES COMMITTEE.

Hon. Speaker (Hon. Oraro): Hon. Odongo.

Hon. Odongo: Thank you Mr. Speaker and Hon. Members. Please allow me to take this opportunity to give a response on a Statement that was sought by Hon. Philemon Ojuok. Mr. Speaker, I want to give a Progress Report because the Committee has not find time to go through the Report, but this is a report that has emanated directly from the Executive. So, I believe that after presenting this Progress Report, the Committee will find time to convene and look into the report and give a final report in this House.

Mr. Speaker, in Reference: CGK/CAK/CS/HRM/13/04/2020. A letter that was written to the Executive by the Clerk of Kisumu County Assembly. This was a response to a Statement by Hon. Philemon Ojuok dated on 08th April, 2020 seeking matters on the following;

- 1) Total number of County staff

The total number of County staff as at 31st March 2020 stands at 4117 persons and there is attached payroll summary for each.

- 2) Required number of County staff

The response is; it is not possible to tell at the moment the required number of staff as this is dependent on need basis. An attempt to develop a framework of required number of staff was done by the National Government in September 2014 with capacity enhancement and rationalization program of which Kisumu County Government did not fully implement. A letter attempt by the current administration has so far developed an Organogram for each department but apparently the Organogram only address the required staff back to the middle management.

- 3) The title job description and their qualifications

Because the total number of required County staff has not been established by the Government, the same cannot be adduced to. However for the established offices as per the Salaries and Remuneration Commission (SRC) circular and career guide for County Administration officers developed by the Directorate Public Service Management where job description and qualification are made. The two documents are hereby attached for ease of reference for the remaining cadres of staff. The County Government relies on schemes of development from time to time by the State Department of Public Service.

4) Strategic plan that addresses human resource challenges

There was a 5 years strategic plan developed by the Public Service Board for the period of 2015/2019. The same has been attached. The committee will be able to go through it and give a report on it and Members can be able to get the strategic plan for 2019/2020.

Mr. Speaker that is the end of the response to the statement.

The Speaker (Hon. Oraro): Hon. Members you clearly heard the Chairperson of Labour and Social Welfare Services Committee. We were to have a report on the statement that was sought by Hon. Philemon Ojuok and the Chairperson of Labour and Social Welfare Services Committee has put it very clear that was a progress report thus we won't have debate on it but I will give opportunity for comments and I hope the Chairperson will be taking notes. Yes Hon. Philemon Ojuok.

Hon. Philemon Ojuok: Thank you Hon. Speaker. I want to first thank the Labour and Social Welfare Services Committee for making the effort to develop this particular report. I know the issues of human resource audit has had several attempts and even the progress report is alluding that there are several attempts of developing a concrete report on the same but it keeps on having some challenges here and there.

I want to believe just like you have indicated that they have dug dip like some of the issues which they are talking about and not being able to have a particular plan. I believe they will hold them into account because that particular department does what is indicated here. It is only this House that can be able to crack that particular problem that has been there for not getting that particular thing. The reason why we developed this particular thing is that a number of Members know on the issues like a sub- County road inspector and sometimes as a Member you are forced to move around looking for the status of roads and develop something to do with it. The way I have been looking at it shows that there is a gap on human resource.

I will leave it at that because I know there is a progress report that will be able to guide them on those issues and help us in moving forward. Human resource is a key component for the success of any institution and if you cannot get it right then it will be almost impossible to achieve our objectives. Thank you.

The Speaker (Hon. Oraro): Thank you. Before I give Hon. Aslam Khan, who is on the Leader of Majority's seat, Hon. Beatrice Odongo you earlier stated that there are attachments to the report you presented to the house. Attached is a payroll of summary for ease of reference. Consequently, in reference to point number two on the same, the question was on the required number of staff. This inquisition carries a lot of weight as its response indicates lack of accuracy by the County on the exact number of staff it requires. I am of the opinion that you probe further on the same.

If we have 4,117 staff members without any attachments of where they are working, and they are saying that they are not sure of the number of staff required, yet we need to budget for human resource labour and move forward. How do we know how much deficit we have in terms of workforce? It is important for future reference when we want to request for funds from donors, The National Government or from revenue collection. We can therefore accurately gauge our targets from the workforce, development as well as in Operations and Maintenance.

In reference to point number three on your report, on Title, Job description and qualifications; it is also not certain despite it being presented in an organogram. I think there is still need for adjustment on the gaps in the report by the committee members before its presentation.

The Speaker (Hon. Oraro): Yes I saw Hon. Aslam Khan.

Hon. Khan: Thank you Mr. Speaker for recognizing me. I want to say that I am cognizant of the fact that the Labour and Social Welfare Services Committee has tried its best. As a former member of the Committee, I am conversant with the challenges it faces. I applaud Hon. Ojuok's thoughtful idea to raise this issue because the wage bill is devolution's core problem.

Secondly, you can agree with the fact that different Counties have experienced major challenges in collecting data on workforce, hence we would like to give time to the Chairperson of the Labour and Social Welfare Services Committee to dig deeper to unravel the real issue at hand. The other time we experienced a similar issue whereby the Counties resorted to headcount but even with this method of headcount, it has not been satisfactory.

Therefore, we need a thorough headcount on the same to avoid issues of ghost workers. For instance, recently when salaries were being given by cheques, there were some members who did not want to receive their salaries because they knew they were ghost workers. My request therefore, is for the Labour and Social Welfare Services Committee to be given enough time for in depth scrutiny on this challenge so that we as a County can curb it. In addition, as representatives of the people, we can have a chance to ensure that the workforce in place is adequate to run the business of the County. Thank you Mr. Speaker.

The Speaker (Hon. Oraro): Any other person who wants to give a comment? Hon. Genga are you able to hear us?

Hon. Genga: Yes Mr. Speaker, I can hear you clearly.

The Speaker (Hon Oraro): Unfortunately, you came in late but there was a progress report on a statement that was raised earlier by Hon. Ojuok regarding the Human Resource or Staff within Kisumu County. The Chairperson of Labour and Social Welfare Services Committee has presented a Progress Report with four areas.

The County Senate has noted that there are 4,117 persons working in Kisumu County. However, they are unable to answer to the question on the number of people required because there is some uncertainty. According to them, the first document was developed in the year 2014 after Capacity Assessment but they are yet to ascertain how many people are required to work in the County.

They claim to have attached the Title and Job descriptions but I am yet to see it. They are also referring to The Strategic Plan 2015/2019 yet we are in 2019 moving forward. Therefore I am giving chance for comments but not debate on the progress report. Do you have anything to say?

Hon. Genga: Well, at the moment I will just follow but once I read the report and encounter some gaps, then I will have a say or comment on it. Thank you Mr. Speaker

The Speaker (Hon Oraro): Hon Genga was online and has said that he will have a chance to go through the report after which he will give his comments on the same later on. Is there anybody else who would like to comment on the report? Yes Hon. Ogaga.

Hon. Ogaga: Thank you Hon. Speaker, I would like to say that you as our leader, and the Members it is high time we talk to the Executive to understand the nature of our work and that we cannot proceed with our work effectively if we do not get information easily from them which is generally hindering our work. That should be done so that anytime a committee has anything to do with getting information concerning whatever assignments they have. I think it should not be an issue. We are not witch hunting but just checking whether or not we are on track.

Otherwise, I want to thank the Labour and Social Welfare Services Committee for the struggle they have had to reach wherever they have reached. It is a good progress. My concern is that the attachments should be availed to all Members not only to those of the committees so that we have an opportunity to go through them and debate on the same when the report is finally presented. Thank you and let us always keep safe.

The Speaker (Hon. Oraro): Thank you. Honourable Senior Member, Prisca, are you getting us? Hon. Prisca? I think she is still struggling with her audio. As I said earlier Honourable Members, I do not want to allow debate but Chairperson Labour and Social Welfare Services Committee, I hope you have seen that there are a lot of gaps on the question that was raised by Hon. Philemon and you need to take your take so that you act appropriately.

Like Hon. Ogaga has said, we cannot make any decision based on the response that came from the County Secretary because it is not giving us any adequate information. Even if we were to start doing budget, how much do we budget for in terms of County staff? Kindly approach the Chair Mr. Clerk. Yes, Honourable Chair, how long do you want to discuss this report with the committee?

Hon. Beatrice Odongo: Thank you Mr. Speaker. I think as a committee, we just need about two weeks to complete our report.

The Speaker (Hon. Oraro): I direct that this time around, please ensure that you do your work appropriately and report back to the Assembly on 7th of May 2020. Next Order!

ADJOURNMENT

The Speaker (Hon. Oraro): There being no any other business, the House stands adjourned until Tuesday 28th April 2020 at 2:30 p.m.

(House rose at 3: 05 p.m.)

Addendum

Zablon Otiende – Head of Department

Edward Odanga – Hansard Reporter

Fanuel Okode – Hansard Reporter

Patrick Okoyo – Hansard Reporter

Jacklyne Otieno – Hansard Reporter

Denis Onyango – Hansard Reporter

Jesca Otieno – Hansard Reporter