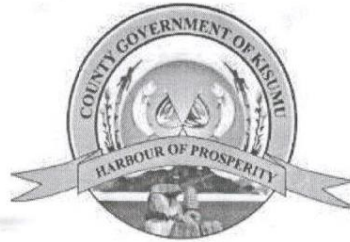


COUNTY ASSEMBLY OF KISUMU



THE COUNTY ASSEMBLY OF KISUMU 3 <sup>RD</sup> ASSEMBLY	
DATE: 19/06/2024	Time: 9:00 a.m. Day: Wednesday
TABLED BY:	Hon. Canon Othman
CLERK AT THE TABLE	A. Oduro

THIRD ASSEMBLY – SECOND SESSION  
Committee on Welfare and Equal Opportunities

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## REPORT ON BENCHMARKING EXERCISE WITH NAKURU COUNTY ASSEMBLY

(Submitted pursuant to Standing Order 182)

Presented by;

HON. MILDRED AJUMBO

Directorate of Committee Services,  
Clerks Chambers,  
Kisumu County Assembly

## **1.0 INTRODUCTION**

### **1.1 PREAMBLE**

**Mr. Speaker Sir,**

During the period from the 2nd to the 7th of October 2023, the Select Committee on Welfare and Equal Opportunities embarked on a significant visit to the Nakuru County Assembly. This visit was undertaken with the purpose of gaining firsthand insights and observations on the functioning and practices of the Nakuru County Assembly in matters pertaining to welfare and equal opportunities.

Throughout this visit, the committee engaged in extensive discussions, conducted interviews, and observed proceedings within the Nakuru County Assembly. The objective was to gather comprehensive information and perspectives on various thematic areas related to welfare and equal opportunities, as they are practiced and addressed within the Nakuru County Assembly.

Following the conclusion of the visit, the committee diligently compiled a detailed and comprehensive report. This report encapsulates the findings, observations, and recommendations derived from the deliberations and interactions during the visit to the Nakuru County Assembly. It encompasses a wide range of thematic areas, addressing key issues and concerns identified during the visit.

The report serves as a valuable resource, providing valuable insights and recommendations aimed at enhancing practices and policies related to welfare and equal opportunities within the Kisumu County Assembly. It reflects the commitment of the Select Committee on Welfare and Equal Opportunities to ensuring the promotion of inclusivity, fairness, and social justice within the county assembly framework.

### **1.2 Mandate of the Committee.**

**Mr. Speaker Sir,**

The Welfare and Equal Opportunity Committee is entrusted with the responsibility of overseeing the welfare of Members of the County Assembly and staff. Its mandate includes ensuring equal opportunities for all individuals and fostering a healthy working environment within the assembly.

## **2.2 OBJECTIVE OF THE BENCHMARKING.**

The aim of the Benchmarking with Nakuru County Assembly Committee was to conduct a comprehensive comparison of the accomplishments and obstacles encountered by both Committees. This initiative sought to identify areas of success and areas in need of improvement, drawing insights from the practices, strategies, and experiences of the Nakuru County Assembly Committee. By examining similarities and differences between the two Committees, the objective was to gain valuable insights and perspectives that could inform strategic decisions and enhance the effectiveness of operations within our own Committee.

## **1.3 EXECUTIVE SUMMARY**

**Mr. Speaker Sir,**

The Welfare and Equal Opportunities Committee made the decision to embark on a benchmarking tour to Nakuru County after conducting thorough background research. This decision was informed by the Committee's recognition of the diligent efforts made by the Nakuru County Assembly's Committee on Members' Welfare, Catering, and Library Services. The Nakuru County Assembly has demonstrated a commitment to developing programs and activities aimed at enhancing the welfare of both Members and staff. Through this benchmarking initiative, our Committee sought to gain valuable insights and best practices that could be adapted to further improve the welfare and equal opportunities within our own County Assembly.

## MEMBERSHIP OF THE COMMITTEE

Mr. Speaker Sir,

The committee on Welfare and Equal Opportunity is currently constituted comprises of the following Members: -

- |                          |   |                  |
|--------------------------|---|------------------|
| 1. Hon. Mildred Ajumbo   | - | Chairperson      |
| 2. Hon. Maurice Ngeta    | - | Vice Chairperson |
| 3. Hon. Eunice Alando    | - | Member           |
| 4. Hon. Ann Achola       | - | Member           |
| 5. Hon. Emily Oginga     | - | Member           |
| 6. Hon. Mariam Abeid     | - | Member           |
| 7. Hon. Geoffrey Warindu | - | Member           |
| 8. Hon. Carolyn Opar     | - | Member           |
| 9. Hon. Carren Odhiambo  | - | Member           |

## SECRETARIAT

- |                      |   |                 |
|----------------------|---|-----------------|
| 1. Mr Benard Abuodha | - | Committee Clerk |
| 2. Mr. George Amayo  | - | Sergeant At Arm |
| 3. Ms. Jesca Otieno  | - | Hansard         |

## 1.4 ACKNOWLEDGEMENT

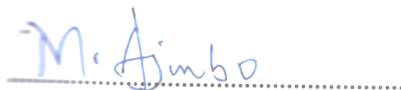
Mr. Speaker Sir,

We extend our heartfelt gratitude to the Speaker of the Kisumu County Assembly, the members of the Committee on Welfare and Equal Opportunities, and all the staff who actively participated in the benchmarking exercise. Their commitment and dedication were instrumental in ensuring the success of this endeavor.

Furthermore, we would like to express our sincere appreciation to the Nakuru County Assembly for their warm reception and hospitality extended to our committee during the benchmarking tour. Their openness, willingness to share insights, and collaborative spirit greatly enriched our learning experience. We are grateful for the opportunity to engage with them and glean valuable knowledge that will undoubtedly contribute to the enhancement of our own practices and initiatives within the Kisumu County Assembly.

Mr. Speaker Sir,

On behalf of the Select Committee on Welfare and Equal Opportunities, **pursuant to the provisions of the County Assembly Standing Orders no. 163 (c) and 182;** it is my pleasant pleasure and privilege to present to this House the Report on Benchmarking exercise by the Committee with the Nakuru County Assembly counterparts and other sectors from **2<sup>nd</sup> to 7<sup>th</sup> October, 2023.**



Hon. Mildred Ajumbo

**CHAIRPERSON**

## **2.0 VISIT TO NAKURU COUNTY ASSEMBLY**

During our interactive session with our counterparts from the Nakuru County Assembly, the Committee had the privilege of joining the Members of the County Assembly of Nakuru in their plenary session, where we observed firsthand the proceedings and dynamics of their legislative debates. It was noted with interest that, unlike our own practices, there was no mandatory requirement for members of the Nakuru County Assembly to wear official coats while contributing to the debates during plenary sessions. This observation sparked valuable discussions on the varying procedural norms and practices between our respective assemblies.

Following the plenary session, the Committee convened a joint sitting with the counterpart committee of the Nakuru County Assembly, chaired by Hon. Dorine Korir, the Chairperson of the committee on Members' Welfare, Catering, and Library Services. This collaborative meeting provided a platform for in-depth deliberations on the key areas of focus and initiatives undertaken by both Committees within the scope of their mandates. Importantly, the discussions also centered on the challenges encountered by the Committees in the execution of their respective mandates, fostering a candid exchange of experiences and insights.

Throughout the interactive session, fruitful discussions were held, touching upon various aspects of welfare, equal opportunities, and the overall functioning of our respective assemblies. The exchange of ideas and experiences between the Committees served to deepen our understanding of common challenges and innovative solutions, paving the way for potential collaborations and mutual support in addressing shared objectives.

Overall, the interactive session with our counterparts from the Nakuru County Assembly proved to be a valuable opportunity for knowledge-sharing, collaboration, and reflection on our respective roles and responsibilities as Committees entrusted with promoting the welfare and interests of Members and staff within our County Assemblies.

## **2.2 COMMITTEE FINDINGS**

During deliberations, the committee came out with the following findings.

1. The committee on Members' Welfare, Catering and Library Services has a clear mandate which is domicile in Standing Order 194 of Nakuru County Assembly Standing Orders. The quote of Standing Order 194.

(i) There shall be a committee to be known as Members' Welfare, Catering and Library Committee consisting of a chairperson and 16 other members.

(ii) The Members' Welfare, Catering and Library Committee shall liaise and consult with the County Assembly Service Board on the welfare, including the fitness of members and staff and the provision of catering and library services for Members.

2. Nakuru County Assembly comprises a total of 75 Members of County Assembly (MCAs), with a diverse representation of elected and nominated individuals. Among these, 55 MCAs hold elected positions, reflecting the democratic process through which they were chosen by the electorate. Additionally, the Assembly boasts 20 nominated MCAs, who contribute their expertise and perspectives to the legislative process, ensuring a comprehensive representation of the county's interests and communities.

This composition underscores the inclusive nature of Nakuru County Assembly, with elected members reflecting the will of the electorate and nominated members bringing diverse backgrounds and expertise to the legislative arena. Together, they form a dynamic and representative body committed to serving the needs and aspirations of the people of Nakuru County.

3. During plenary sessions at the Nakuru County Assembly, a notable advancement in technology has been implemented to enhance efficiency and streamline legislative processes. Each member's seat is equipped with tablets, providing convenient access to order papers and documents being presented on the floor of the house. This innovative approach has heralded a significant transition towards a paperless environment within the Nakuru County Assembly.

The integration of tablets into the legislative workflow enables members to access pertinent information swiftly and conveniently, eliminating the need for traditional paper-based documentation. This move not only enhances accessibility but also promotes sustainability by reducing paper usage and environmental impact.

The adoption of digital technology reflects the Assembly's commitment to embracing modern practices and harnessing technological advancements to improve legislative operations. By going paperless, the Nakuru County Assembly sets a commendable precedent for efficiency, innovation, and environmental stewardship in governance.

4. Within the Nakuru County Assembly, a notable feature of its infrastructure is the provision of well-furnished, enclosed offices for all leadership positions, including Committee chairs. These offices serve as dedicated spaces for conducting official duties, hosting meetings, and facilitating administrative tasks. The leadership's offices

are equipped with modern amenities and resources to support their responsibilities effectively.

Additionally, other members of the Assembly are also provided with well-furnished enclosed offices, albeit on a shared basis. These offices are designed to accommodate a maximum of three members per office, ensuring a conducive environment for collaboration and productivity. Despite being shared spaces, these offices are equipped with essential furnishings and facilities to meet the needs of the members, allowing for private discussions, research, and administrative tasks.

The provision of well-furnished, enclosed offices for both leadership positions and other members underscores the Assembly's commitment to providing conducive working environments for all its members. By offering dedicated spaces equipped with necessary amenities, the Assembly facilitates efficient communication, collaboration, and decision-making processes among its members, ultimately contributing to the smooth functioning of legislative activities and governance processes.

5. The County Assembly of Nakuru boasts a fully functional cafeteria, overseen and managed by the dedicated committee on Welfare. This cafeteria serves as a vital hub for nourishment and social interaction, catering to the diverse needs of both members and staff alike.

One of the standout features of the cafeteria is its provision of complimentary breakfast services. Each morning, members and staff are greeted with a selection of breakfast options, including tea accompanied by a variety of delicious accompaniments. This complimentary breakfast offering not only ensures that individuals start their day on a nourishing note but also fosters a sense of camaraderie and community as they gather to enjoy their meal together.

In addition to the complimentary breakfast, the cafeteria also offers lunch services at subsidized rates for both members and staff. This initiative ensures that individuals have access to wholesome and affordable meals throughout the day, supporting their well-being and productivity. By providing subsidized lunch options, the County Assembly of Nakuru demonstrates its commitment to promoting the welfare and satisfaction of its members and staff, recognizing the importance of nutritious meals in sustaining energy levels and promoting overall health.

Moreover, the cafeteria serves as more than just a dining facility; it serves as a space for informal networking, idea-sharing, and relationship-building among members and staff. It provides a conducive environment for individuals to connect with their colleagues, exchange insights, and build meaningful relationships beyond the confines of formal meetings and sessions.



Overall, the presence of a well-managed cafeteria within the County Assembly of Nakuru reflects a holistic approach to supporting the well-being and satisfaction of its members and staff. Through the provision of complimentary breakfast and subsidized lunch services, the Assembly demonstrates its commitment to fostering a supportive and inclusive workplace environment where individuals can thrive both personally and professionally.

6. In the organizational structure of the Nakuru County Assembly, a unique arrangement exists wherein a member of the Assembly Service Board, selected from among the Members of the County Assembly (MCAs), also serves as a member of the welfare committee. This dual role serves to establish a vital link and foster seamless communication between the welfare committee and the Assembly Service Board, ensuring alignment of priorities, effective coordination of activities, and optimal utilization of resources.

The presence of a board member within the welfare committee brings valuable insights and perspectives from the administrative and governance realms, enriching the committee's deliberations and decision-making processes. This individual acts as a conduit, facilitating the exchange of information, concerns, and recommendations between the committee and the Board, thereby enhancing transparency, accountability, and collaboration across both entities.

Moreover, the dual role of the board member underscores the interconnectedness and interdependence of various bodies within the Nakuru County Assembly. By bridging the gap between the welfare committee and the Assembly Service Board, this arrangement promotes synergy and alignment of efforts towards common goals, such as enhancing the welfare and well-being of Assembly members and staff.

Additionally, the presence of a board member within the welfare committee serves to strengthen oversight and governance mechanisms within the Assembly. This individual brings firsthand knowledge of the Board's policies, procedures, and decision-making processes, contributing to robust governance practices and ensuring adherence to established guidelines within the committee's activities.

7. The Nakuru County Assembly embarked on a significant initiative in April 2022 by establishing its own cafeteria, marking a notable milestone in its efforts to enhance the welfare and well-being of its members and staff. The establishment of the cafeteria was made possible through a budget appropriation by the Assembly, allocating a total of Kshs. 200,000 towards this endeavor. This financial investment underscored the Assembly's commitment to providing essential amenities and services to support the needs of its members and staff.

The cafeteria serves as a vital resource for nourishment and sustenance, offering a diverse selection of meals and refreshments to cater to the varied preferences and dietary requirements of individuals within the Assembly. From wholesome breakfast

options to satisfying lunchtime meals, the cafeteria endeavors to provide nutritious and affordable offerings that promote overall health and vitality among its patrons.

It is important to note that the financial operations of the cafeteria operate on a revolving capital basis, meaning that the funds generated from its activities are reinvested back into the operation of the cafeteria itself. Unlike a traditional profit-driven enterprise, the primary objective of the cafeteria is not to generate monetary gains but rather to ensure the continued availability and accessibility of essential services to support the welfare of Assembly members and staff.

The utilization of a revolving capital model allows the cafeteria to sustain its operations and maintain affordability for its patrons while also facilitating ongoing improvements and enhancements to its facilities and offerings. This ensures that the cafeteria remains a sustainable and viable resource for meeting the nutritional needs and promoting the overall well-being of individuals within the Nakuru County Assembly community.

8. Within the framework of benevolence, the Nakuru County Assembly has forged a partnership with the Local Authorities Pension Fund (Lapfund) to provide support in times of bereavement for the nuclear family members of both Members of County Assembly (MCAs) and staff members. This initiative aims to offer financial assistance and alleviate the burden placed on families during moments of loss and mourning.

Through this partnership, a designated sum of Kshs. 100,000 is disbursed to the bereaved family in the event of the death of an MCA or a member of the staff. This financial support is intended to assist the family in covering immediate expenses associated with funeral arrangements, providing a measure of relief during a challenging and emotionally taxing period.

The decision to enlist Lapfund as a partner in this benevolent endeavor reflects the Assembly's commitment to providing comprehensive support and care to its members and staff, extending beyond the confines of professional duties to address their personal and familial needs. By leveraging Lapfund's expertise and resources, the Assembly ensures that the bereaved families receive timely and meaningful assistance to navigate the financial implications of loss with greater ease and dignity.

Furthermore, the provision of financial support through Lapfund serves to reinforce a culture of compassion, solidarity, and support within the Nakuru County Assembly community. It underscores the Assembly's recognition of the inherent value and importance of its members and staff, and its commitment to standing by them during moments of adversity and distress.

9. The Nakuru County Assembly takes pride in its well-equipped Library, a valuable resource managed by the dedicated committee tasked with enhancing the

Assembly's functionality and supporting the needs of its members and staff. This Library serves as a hub of knowledge and information, catering to the diverse research requirements and educational aspirations of individuals within the Assembly.

One of the standout features of the Library is its comprehensive collection of essential documents utilized in the Assembly for research purposes. These documents encompass a wide range of legislative materials, including statutes, regulations, policy papers, reports, and other relevant publications. By maintaining a well-stocked repository of these documents, the Library facilitates informed decision-making, robust debates, and effective legislative oversight within the Assembly.

Moreover, the Library goes beyond its role as a repository of legislative materials by providing resources and support for members and staff interested in furthering their studies. It offers a diverse selection of books, journals, and periodicals covering various disciplines and subjects, allowing individuals to engage in self-directed learning and professional development. Additionally, the Library is equipped with research equipment and facilities, such as computers, internet access, and study spaces, enabling individuals to conduct in-depth research and access online databases and academic resources.

The Library's commitment to supporting educational advancement is further exemplified by its provision of study accommodations for up to 15 members at a time. These designated study spaces offer a quiet and conducive environment for members to delve into their studies, conduct research, and prepare for examinations or academic pursuits. By providing dedicated study spaces within the Assembly premises, the Library fosters a culture of lifelong learning and academic excellence among its members and staff.

10. The Committee's investigation revealed that the Nakuru County Assembly boasts a robust workforce, comprising a total of 124 staff members, all of whom are employed on a permanent basis. This dedicated team of professionals plays a crucial role in supporting the day-to-day operations and functions of the Assembly, contributing to its overall efficiency, effectiveness, and service delivery.

The staff members employed by the Nakuru County Assembly represent a diverse range of expertise and skills, encompassing various administrative, technical, and specialized roles essential for the smooth functioning of the Assembly. From administrative assistants and clerks to technical experts and support staff, each individual brings valuable contributions and expertise to their respective roles, collectively forming a cohesive and dedicated workforce committed to upholding the Assembly's mandate and serving the needs of its constituents.

As permanent employees, these staff members enjoy the benefits and security associated with stable employment, including job stability, access to employee benefits and entitlements, and opportunities for career growth and advancement within the Assembly. This employment arrangement reflects the Assembly's commitment to providing a supportive and conducive work environment that values and invests in its workforce, recognizing the vital role that staff members play in the Assembly's success and accomplishments.

Furthermore, the employment of staff on a permanent basis underscores the Assembly's commitment to continuity and institutional stability, ensuring that essential functions and responsibilities are carried out consistently and reliably over time. By maintaining a permanent workforce, the Assembly can leverage the knowledge, experience, and institutional memory of its staff members to effectively address challenges, implement policies, and achieve its strategic objectives in the long term.

11. The Nakuru County Assembly is embarking on a commendable initiative aimed at promoting inclusivity, supporting working parents, and fostering a family-friendly environment within its premises. As part of this initiative, the Assembly is in the process of constructing a dedicated breastfeeding parlor, crèche, and baby changing station within its facilities.

The construction of these facilities serves a dual purpose: to provide a comfortable and private space for lactating members of the Assembly and staff to breastfeed or express milk while at work, and to offer a safe and nurturing environment for babies and young children to be cared for while their parents carry out their duties within the Assembly precinct.

The breastfeeding parlor will provide a tranquil and hygienic space equipped with amenities such as comfortable seating, privacy screens, and storage facilities for breast pumps and milk storage containers. This dedicated space ensures that lactating mothers have the necessary privacy and support to breastfeed or express milk comfortably and without interruption during their workday.

In addition to the breastfeeding parlor, the Assembly is also establishing a crèche facility where babies and young children can be cared for by trained childcare professionals while their parents attend to their legislative duties. The crèche will be equipped with age-appropriate toys, play areas, and sleeping accommodations, creating a stimulating and nurturing environment conducive to the well-being and development of young children.

Furthermore, the Assembly is incorporating a baby changing station within its facilities to provide a convenient and hygienic space for parents to attend to the needs of their infants and toddlers. Equipped with changing tables, diaper disposal units, and handwashing facilities, the changing station ensures that parents have

access to essential amenities for maintaining the health and hygiene of their children while on the Assembly premises.

12. The Committee conducted a thorough examination of the operations of both committees and identified several significant challenges that have been impeding their effectiveness. Foremost among these challenges is the issue of inadequate funds allocated for committee operations, which has constrained their ability to fulfill their mandates effectively. Insufficient financial resources have hampered the committees' capacity to conduct research, organize events, procure necessary materials and equipment, and undertake other essential activities essential for carrying out their functions optimally.

Moreover, the Committee highlighted another critical challenge stemming from the failure or delay in implementing the recommendations put forth by the committees. Despite the diligent efforts and thorough deliberations of both committees in identifying key issues, conducting research, and formulating actionable recommendations, there has been a noticeable gap in the implementation of these recommendations. This failure or delay in implementation has resulted in missed opportunities for addressing critical issues, improving governance processes, and enhancing the overall functioning of the Assembly.

The Committee recognizes that these challenges are multifaceted and require concerted efforts to address effectively. To mitigate the impact of inadequate funding, the Committee may explore strategies such as advocating for increased budgetary allocations for committee operations, seeking alternative sources of funding through partnerships or sponsorships, or optimizing the utilization of existing resources through prioritization and cost-effective management practices.

Similarly, to address the issue of delayed or non-implementation of committee recommendations, the Committee may recommend measures to enhance accountability, transparency, and oversight mechanisms within the Assembly. This may involve strengthening monitoring and evaluation frameworks, establishing clear timelines and responsibilities for implementation, fostering greater collaboration and communication between committees and relevant stakeholders, and advocating for the prioritization of committee recommendations in the Assembly's decision-making processes.

## COMPARISON BETWEEN NAKURU COUNTY ASSEMBLY AND KISUMU COUNTY ASSEMBLY

	NAKURU	KISUMU
No. of Members of the County Assembly.	75 Members	47 Members
Mandates of the committees	Mandates of the committee is domiciled in Standing Order 194 of Nakuru County Assembly Standing Orders.	The mandates of the committee not included in the Kisumu county Assembly Standing Orders.
Catering Services	Provide free breakfast to both members and the staff.  Provide subsidized lunch to members and staff.	Provide free tea to both members and the staff.  Does not provide lunch
Membership of the committees	17 Members	9 Members
Bereavement	Has contracted Lapfund for nuclear family where Kshs. 100,000 paid to the bereaved family	Has no such arrangement, contribution is voluntary in case of death.

## 4.0 COMMITTEE RECOMMENDATIONS

From the mentioned findings, the Committee hereby recommends the following to the Honourable house.

1. The recommendation proposed by the Committee emphasizes the importance of establishing a clear and explicit mandate for the Committee on Welfare and Equal Opportunities within the Standing Orders of the Kisumu County Assembly. By incorporating the committee's mandate into the official governing documents of the Assembly, such as the Standing Orders, the Assembly can provide a solid legal foundation and framework for the committee to carry out its responsibilities effectively and in accordance with established laws and regulations.

It is essential to outline the specific areas of focus and responsibilities entrusted to the Committee on Welfare and Equal Opportunities within the Standing Orders. This may include delineating the committee's role in addressing issues related to the welfare and well-being of Assembly members and staff, promoting equal opportunities and inclusivity within the Assembly, and fostering a conducive and supportive working environment for all individuals.

Furthermore, the mandate outlined in the Standing Orders should encompass the committee's authority to conduct inquiries, investigations, and reviews related to welfare and equal opportunities matters, as well as its role in formulating policies, making recommendations, and monitoring the implementation of relevant initiatives and programs.

In addition to specifying the committee's mandate, it is crucial to provide clarity on the committee's composition, structure, and operating procedures within the Standing Orders. This may include defining the membership criteria, appointment process, term limits, and leadership roles within the committee, as well as outlining the procedures for conducting meetings, making decisions, and reporting findings and recommendations to the Assembly.

By embedding the mandate and operational framework of the Committee on Welfare and Equal Opportunities within the Standing Orders, the Assembly can enhance transparency, accountability, and consistency in the committee's activities and decision-making processes. This not only strengthens the committee's ability to fulfill its mandate effectively but also ensures that its actions are aligned with legal requirements and institutional norms, thereby promoting good governance and integrity within the Assembly.

2. Kisumu County Assembly to prioritize the development of a well-structured cafeteria within its premises. Such an initiative is vital for ensuring the seamless

provision of catering services to both Members of the Assembly and its staff, thereby fostering a conducive and supportive working environment.

A well-structured cafeteria serves as a central hub for dining and social interaction within the Assembly, offering a diverse array of food and beverage options to cater to the varied preferences and dietary needs of its constituents. By establishing a dedicated cafeteria, the Assembly can ensure continuity in the provision of catering services, providing convenient access to nutritious meals and refreshments throughout the workday.

Moreover, a well-designed cafeteria facility goes beyond mere sustenance, serving as a space for informal gatherings, networking opportunities, and collaborative discussions among Members and staff. By creating a welcoming and inviting environment, the cafeteria encourages social engagement and camaraderie, fostering a sense of community and belonging within the Assembly.

In addition to enhancing the dining experience for Members and staff, a well-structured cafeteria contributes to operational efficiency and cost-effectiveness by centralizing food service operations and streamlining logistical processes. Through careful planning and design, the cafeteria can optimize space utilization, facilitate efficient food preparation and service, and minimize wait times, ensuring that individuals can enjoy their meals promptly and without undue inconvenience.

The development of a well-structured cafeteria presents opportunities for promoting healthy eating habits and wellness initiatives among Members and staff. By offering a variety of nutritious meal options, incorporating fresh and locally sourced ingredients, and providing educational resources on healthy living, the cafeteria can support individuals in making informed dietary choices and maintaining overall well-being.

3. That the Kisumu County Assembly to formulate a Benevolence Funds Policy. By embracing the policy, the Assembly can establish a clear and structured framework for facilitating contributions and providing financial support to members during times of bereavement, thereby ensuring transparency, fairness, and efficiency in the administration of benevolence funds.

The adoption of the proposed Benevolence Funds Policy serves several critical purposes. Firstly, it provides clarity and guidance to Assembly members regarding the process and procedures for making contributions during periods of bereavement. By outlining the specific contribution amounts, eligibility criteria, and administrative responsibilities, the policy helps to standardize practices and alleviate any confusion or uncertainty surrounding benevolence fund contributions.

Additionally, the adoption of the policy enhances accountability and oversight in the management of benevolence funds. By establishing clear guidelines for the



collection, disbursement, and utilization of funds, the policy ensures that contributions are allocated appropriately and in accordance with the intended purpose of supporting bereaved members and their families. This helps to prevent misuse or misappropriation of funds and promotes trust and confidence in the Assembly's handling of benevolence initiatives.

4. That Kisumu County Assembly to construct dedicated facilities within the Kisumu County Assembly premises to accommodate the needs of lactating members and staff, as well as their infants and young children. Specifically, the proposal calls for the establishment of a breastfeeding parlor, a crèche, and a baby changing station, with the aim of providing a supportive and inclusive environment that enables individuals to balance their legislative responsibilities with their caregiving duties.

The construction of a breastfeeding parlor represents a fundamental step towards promoting the well-being and comfort of lactating mothers within the Assembly. This designated space provides a private and hygienic environment where mothers can breastfeed or express milk comfortably and without interruption. Equipped with comfortable seating, privacy screens, and amenities such as breast pumps and storage facilities for milk, the breastfeeding parlor ensures that lactating members and staff have the necessary resources and support to nurture their infants while attending to their duties at the Assembly.

Similarly, the establishment of a crèche facility serves to address the needs of parents with young children who may require childcare assistance while engaged in Assembly activities. The crèche provides a safe, supervised, and stimulating environment where babies and toddlers can be cared for by trained professionals while their parents participate in legislative sessions, committee meetings, or other official engagements. Equipped with age-appropriate toys, play areas, and sleeping accommodations, the crèche offers a nurturing setting conducive to the well-being and development of young children, ensuring that parents can focus on their responsibilities with peace of mind.

The inclusion of a baby changing station within the Assembly premises caters to the practical needs of parents by providing a convenient and hygienic space for diaper changing and other infant care activities. Equipped with changing tables, diaper disposal units, and handwashing facilities, the changing station offers a clean and accessible resource for parents to attend to the needs of their infants while on the Assembly precinct.

5. That the administration to ensure enhancing technological infrastructure within the Kisumu County Assembly by installing fixed tablets at the members' tables in the plenary hall. This initiative aims to modernize and streamline legislative processes by providing members with convenient access to digital resources, such as order

papers and papers to be laid, while also safeguarding the tablets from potential damage or loss due to frequent movement.

The installation of fixed tablets at the members' tables represents a strategic investment in digitalization and efficiency within the Assembly. By equipping each table with a dedicated tablet device, members can access critical documents and information electronically during plenary sessions, committee meetings, and other official proceedings. This eliminates the need for physical copies of documents, reduces paper waste, and facilitates real-time updates and revisions to agenda items and legislative materials.

Fixed tablets offer several advantages over portable devices, particularly in terms of durability and security. By affixing the tablets to the members' tables, the Assembly mitigates the risk of damage or loss associated with transporting devices between locations. This helps to protect the tablets from accidental drops, spills, or theft, ensuring their long-term functionality and reliability for members' use.

## **1.0 CONCLUSION**

**Mr. Speaker Sir,**

Efficient utilization of human labor hinges upon the diligent care of workers' welfare. This fosters a sense of motivation, encouraging individuals to wholeheartedly fulfill their duties and thereby bolster productivity within their specialized fields. Hence, it is imperative to cultivate a supportive environment for both esteemed members and dedicated staff of our County Assembly, ensuring they can effectively execute their respective mandates with diligence and efficiency.

**Mr. Speaker Sir,**

The committee urges all members of the house to endorse the report and the recommendations outlined therein. By doing so, the Kisumu County Assembly can draw inspiration from the practices of our sister Assembly in Nakuru County, elevating the standards of welfare for both members and staff.

Thank you.

## ADOPTION SCHEDULE

We the Honourable members of Welfare and Equal Opportunities do hereby append our signatures to this report to affirm its accuracy, validity and authenticity.

NO.	NAME	POSITION	SIGNATURE
1.	Hon. Mildred Ajumbo	Chairperson	M. Ajumbo
2.	Hon. Maurice Ngeta	Vice Chairperson	Ngeta
3.	Hon. Geoffrey Warindu	Member	
4.	Hon. Carren Odhiambo	Member	Carren
5.	Hon. Emily Oginga	Member	
6.	Hon. Eunice Alando	Member	E. Alando
7.	Hon. Anne Ochola	Member	
8.	Hon. Miriam Abeid	Member	
9.	Hon. Carolyne Opar	Member	Opar