REPUBLIC OF KENYA

COUNTY GOVERNMENT OF NAKURU

NAKURU COUNTY PUBLIC SERVICE BOARD

A REPORT ON PROMOTION IN THE COUNTY PUBLIC SERVICE THE VALUES AND PRINCIPLES REFERRED TO IN ARTICLES 10 AND 232 OF THE CONSTITUTION OF KENYA 2010.

A REPORT PREPARED PURSUANT TO SECTION 59 1(e) AND (f) OF THE COUNTY GOVERNMENTS ACT NO. 17 OF 2012 FOR THE PERIOD 1ST JULY 2021 – 30TH JUNE 2022

SEPTEMBER, 2022

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APPROVAL AND ADOPTION OF THE REPORT

This report was approved and adopted by the Nakuru County Public Service Board for submission to the Nakuru County Assembly:

Name	Designation	Signature
Mr. Charles Mwai	Chairman	.....
Ms. Mary Yiapan	Vice Chair	.....
Mr. Paul Muthangya	Member	.....
Mr. Simon Rabwet	Member	.....
Ms. Serah Mwangi	Member	.....
Mr. Samson Komen	Member	.....
Ms. Joyce Ndegwa	Secretary	.....

Cc. H.E. The Governor

NAKURU COUNTY

PREFACE

This report has been prepared pursuant to the requirements of Sections 59 1(e) and (f) of the County Governments Act No. 17 of 2012 which requires the County Public Service Board to promote in the County Public Service, values and principles referred to in Articles 10 and 232 of the Constitution of Kenya 2010 and evaluate and report to the County Assembly on the extent to which the values and principles therein have been complied with.

The promotion of the national values and principles of public service in the county public service is not only important because it creates a positive influence on work ethics and productivity, but also because it instills professionalism and responsiveness in service delivery

In the financial year 2021/2022, the Board carried out sensitization on the national values and principles in different fora including during the induction of over 1300 newly recruited officers in the County Public Service Board, the Office of the County Attorney, the departments of Finance and Economic Planning, Roads, Transport and Public Works, Health Services, Water, Environment, Energy and Natural Resources, Agriculture, Livestock and Fisheries and the interns.

The promotion and inculcation of the values by the County Public Service Board was also done through dissemination of brochures and flyers which was an effective tool to reach wider members of the public.

It is expected that in the coming financial year, the Board will conduct a baseline evaluation on the extent to which the values and principles have been entrenched in the county public service. This undertaking will require the support of all key stake holders more importantly the County assembly of Nakuru and the County Executive as the County gears towards socio-cultural, economic and political transformation.

Charles Mwai,

Chairman, Nakuru County Public Service Board

1.0 Introduction

Sections 59 1(e) and (f) of the County Governments Act No. 17 of 2012 requires the County Public Service Board to promote in the County Public Service, values and principles referred to in Articles 10 and 232 of the Constitution of Kenya 2010; evaluate and report to the County Assembly on the extent to which the values and principles therein have been complied with. This report details the activities the County Public Service Board has undertaken to ensure compliance to the values and principles for the period 1st July 2021 to 30th June 2022.

The National Values and Principles of Governance under Article 10 of the Constitution of Kenya 2010 include: -

a) Patriotism, national unity, sharing and devolution of power, the rule of law, democracy and participation of the people;
b) human dignity, equity, social justice, inclusiveness, equality, human rights, non-discrimination and protection of the marginalized;
c) good governance, integrity, transparency and accountability; and,
d) sustainable development.

The Values and Principles of Public Service outlined in Article 232 of the Constitution of Kenya 2010 include:

a) High standards of professional ethics;
b) Efficient, effective and economic use of resources;
c) Responsive, prompt, effective, impartial and equitable provision of services;
d) Involvement of the people in the process of policy making;
e) Accountability for administrative acts;
f) Transparency and provision to the public of timely, accurate information;
g) Subject to paragraphs (h) and (i), fair competition and merit as the basis of appointments and promotions;
h) Representation of Kenya's diverse communities; and,
i) Affording adequate and equal opportunities for appointment, training and advancement, at all levels of the public service, of:
    (i) men and women;
    (ii) the members of all ethnic groups; and
    (iii) persons with disabilities.

1.1 Promotion of Values and Principles in Articles 10 and 232 of the Constitution of Kenya

The Board undertook various activities to promote the values and principles as articulated:

1.1.1 *Good governance, Integrity, Transparency and Accountability*

Several activities were undertaken in the promotion of good governance, integrity, transparency and accountability. These included:

a) Placing Adverts for jobs vacancies in the print media (Daily Nation and The Standard Newspaper) and Nakuru County's website to give a chance to all eligible candidates.

The advertisements attracted a total of 24,815 applicants as under listed:

1. County Public Service Board & Office of the County Attorney - (663)
2. Finance and Economic Planning – (6529)
3. Roads, Transport and Public Works - (165)
4. Internship Opportunities – (7918)
5. Health Services – (4344)
6. Water, Environment, Energy and Natural Resources – (1833)
7. Agriculture, Livestock and Fisheries – (2690)
8. Education, ICT and E-government – (673)

b) Publishing the shortlisted candidates in the County Government of Nakuru website to promote transparency.

c) The Board finalized and adopted a Code of Conduct and Ethics for the Nakuru County Public Service and the same was approved by Ethics and Anti-corruption Commission (EACC).

d) The Board communicated with all departments to comply with the requirements of the Public Officer Ethics Act, 2003 on declaration of income, assets and liabilities for the year 2019-2021. The declaration exercise was completed and a report sent to EACC as per paragraph 8 of the Nakuru County Public Service Board Procedures for Administration of Part IV of the Act.

e) The County Public Service Board constituted interview panels during interview process composed of board members and experienced technical persons from the departments.

f) During the interviews, knowledge on Values and Principles outlined in Articles 10 and 232 of the Constitution of Kenya 2010 were assessed on the candidates. Attached as **Appendix I** are samples of questions asked during the interviews.

Appendix I-Sample of questions asked to the interviewees

1. *Kindly mention 5 National values and principles of governance as provided under Article 10 (2) of the Constitution of Kenya 2010*

2. *Kindly mention 5 Principles of public service as provided under Article 232 of the Constitution of Kenya 2010*

1.1.2 *Equity, inclusivity, equality, non-discrimination and protection of the marginalized;*

The board undertook several activities towards promotion of equity, inclusivity, equality, non-discrimination and protection of the marginalized. They include:

a) The adverts placed on print media and website included a clause (as a deliberate measure) to the effect that youth, women, persons with disabilities, marginalized and minority communities were encouraged to apply.

b) During shortlisting and appointments, the Board took into consideration of Kenya's diverse communities, marginalized and minority groups, gender balance and representation of persons with disabilities. The Board also made deliberate efforts to promote equitable representation from the 11 sub-counties and 55 wards in the County.

1.1.3 High standards of professional ethics

High standards of professionalism were promoted as follows:

a) During shortlisting and appointments, the County Public Service Board ensured that the candidates for cadres that require registration with professional bodies and practicing licences, presented evidence of compliance.

b) In promoting officers within the service, the Board ensured they were in good standing with their registered regulatory professional bodies.

c) The County Public Service Board indicated in the appointment letters that upon appointment an Officer is required to submit an initial wealth declaration within 30 days of accepting an offer of employment in the public service.

d) Promotion of Values and Principles of public service to the newly recruited staff.

Board Members conduction a sensitizing session for newly recruited staff and members of the Public on values and principles referred to in Articles 10 and 232 in the CoK, 2010.

Sensitization of newly recruited staff and members of the Public on values and principles referred to in Articles 10 and 232 in the CoK, 2010.

1.1.4 Responsive, prompt, effective, impartial and equitable provision of services

The Board carried out the following activities towards demonstrating its responsiveness to the needs of the public:

a) Publishing the list of shortlisted candidates on the County Government of Nakuru website.

b) Sending short text messages to all shortlisted candidates detailing information on date and venue of interviews.

c) The County Public Service Board significantly reduced the turn-around time for the recruitment process.

1.1.5 Involvement of the people in the process of policy making

The Board held consultative meetings during the preparation of sector reports, proposed online application portal and internship policy with the County Government Departments.

a) The Budget process involved public participation.
b) The Board held meeting with the department of Public Service, Training and Devolution during draft making of County Human Resource Manual and scheme of service for administrators.

1.1.6 Accountability for administrative acts

a) The Board developed the Board charter to ensure accountability.
b) The Board promoted Values and Principles referred to in Articles 10 and 232 of the Constitution of Kenya, 2010 to its members, secretariat and the newly recruited staff in the County Public Service.
c) The Board developed a Code of Conduct and Ethics for Nakuru County Government public officers. Once rolled out it is expected to enhance compliance with the values and principles referred to in Articles 10 and 232 of the Constitution of Kenya, 2010.

1.1.7 Fair competition and merit as the basis of appointments and promotions;

a) Following advertisements of the various vacancies within Nakuru County public service, applicants were shortlisted for the interviews at a ratio of 1:5 to ensure fair competition.
b) The shortlisting exercise was guided by the following principles of public service referred to in Article 232 (1) h and i of the CoK 2010:

    h) Representation of Kenya's diverse communities; and,

    i) Affording adequate and equal opportunities for appointment, training and advancement, at all levels of the public service, of:

        i. men and women;
        ii. the members of all ethnic groups; and
        iii. persons with disabilities.

c) In appointing officers, the Nakuru County Public Service Board was guided by Articles 10 and 232 of the CoK, 2010. The appointments reflected:

    i. The ethnic diversity of Nakuru County.
    ii. Gender distribution.
    iii. Inclusion of Persons with Disability.
    iv. Minority and marginalized groups living in Nakuru County.

Table 01: Summary of the appointed candidates by ethnicity

	Dominant communities		Non-dominant communities						Marginalized communities				
	Kikuyu	Kalenjin	Kisii	Luo	Luhya	Kamba	Meru	Others	Ogiek	Somali	Maasai	Turkana	Others
No.	448	226	47	40	31	22	6	7	21	2	20	7	10
%	**50.73**	**25.59**	**5.32**	**4.53**	**3.51**	**2.49**	**0.68**	**0.34**	**2.15**	**0.23**	**2.27**	**0.79**	**1.13**

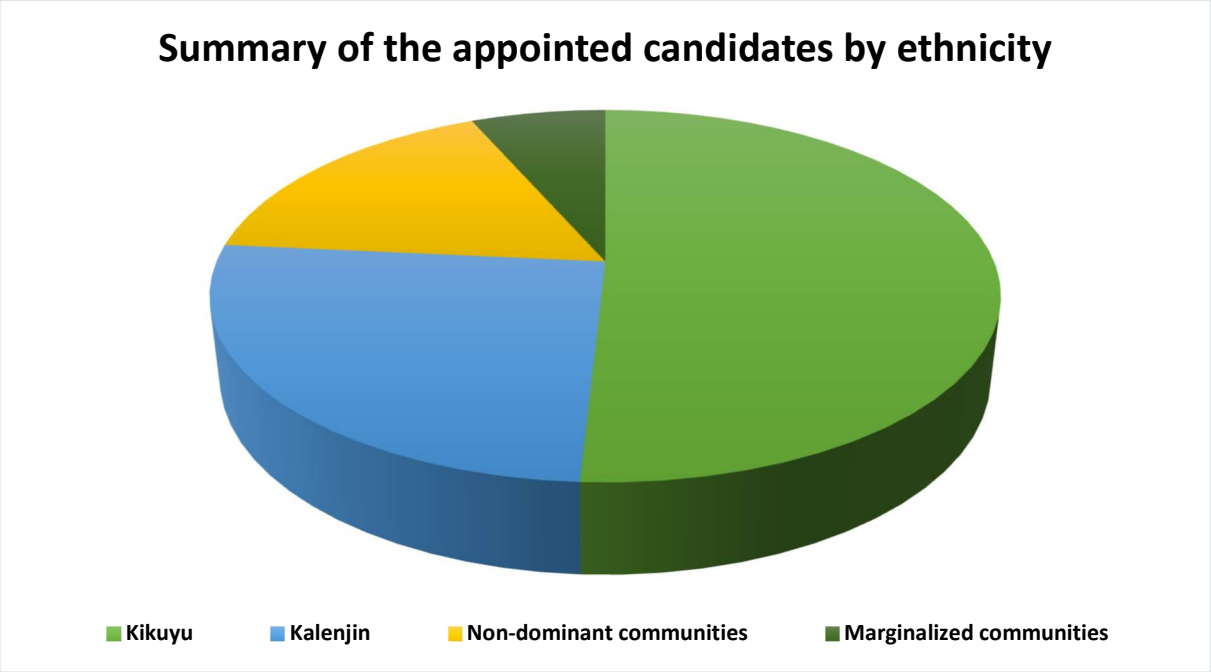
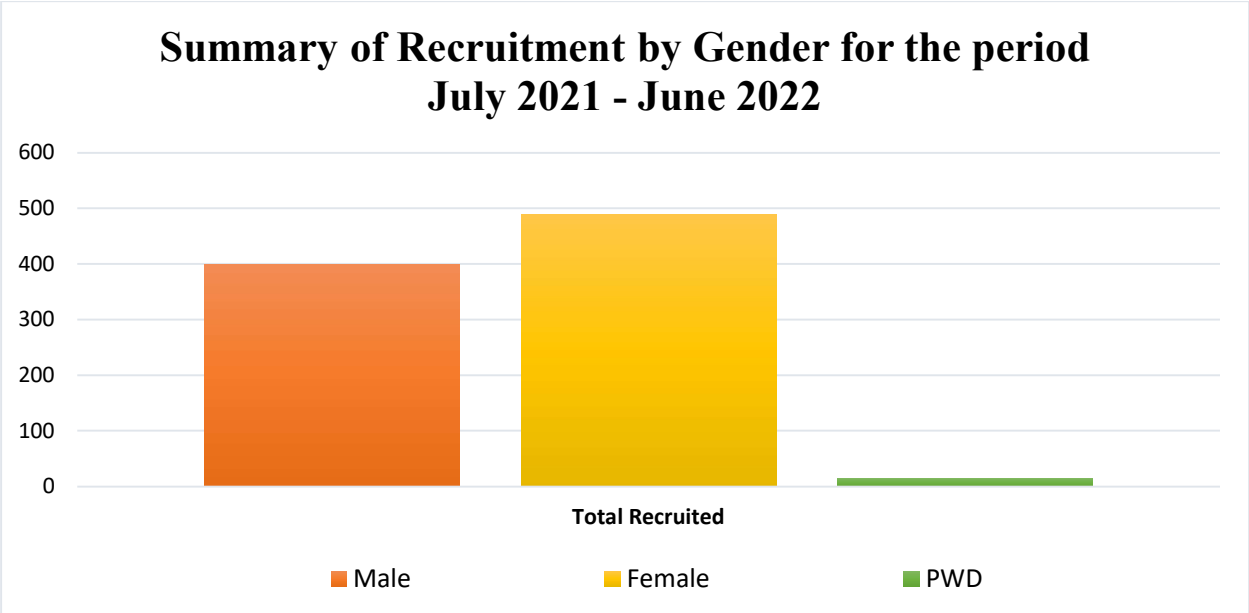


Table 02: Summary of Recruitment by Gender for the period July 2021 - June 2022

S/No.	Department	Total Long listed	Total Shortlisted	Total appointed		
				Male	Female	Total
1.	County Public Service Board & Office of the County Attorney	663	57	5	5	10
2.	Finance and Economic Planning	6529	391	37	39	76
3.	Roads, Transport and Public Works	165	45	14	2	16
4.	Internship Program	7918	1238	255	339	594
5.	Health Services	4344	334	31	54	85
6.	Water, Environment, Energy and Natural Resources	1833	123	13	6	19
7.	Agriculture, Livestock and Fisheries	2690	255	34	29	63
8.	Education, ICT and E-government	673	79	10	14	24
	Total	**24815**	**2522**	**399**	**488**	**887**



1.2 Challenges in the Promotion of the Values and Principles

i. Inadequate resources which include vehicles, personnel, computer equipment to facilitate outreach programs for promotion and evaluation of values and principles referred to in Articles 10 and 232 in CoK, 2010.

ii. Inadequate funds to engage consultancy services for conducting surveys.

1.3 Recommendations

Allocation of additional funds to the Board's budget to cater for;

i. Purchase of five motor vehicles for the Board members to facilitate mobility

ii. Recruitment of more staff as reflected in the Board's staff establishment.

iii. Purchase of sufficient computer equipment.