



REPUBLIC OF KENYA
COUNTY GOVERNMENT OF NAKURU
NAKURU COUNTY PUBLIC SERVICE BOARD



**A REPORT ON PROMOTION IN THE COUNTY PUBLIC SERVICE OF
THE VALUES AND PRINCIPLES IN ARTICLES 10 AND 232 OF THE
CONSTITUTION OF KENYA**

**A REPORT PREPARED PURSUANT TO SECTION 59 1(e) AND (f) OF THE COUNTY
GOVERNMENTS ACT CHAPTER 265 LAWS OF KENYA FOR THE PERIOD 1ST JULY 2023 –
30TH JUNE 2024**

DECEMBER, 2024

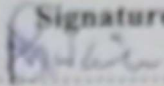
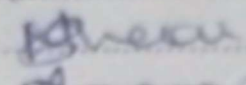
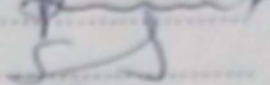
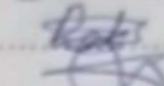

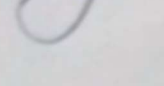
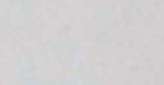
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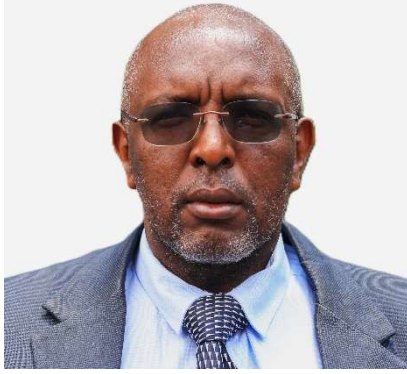
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A report by Nakuru County Public Service Board for submission to Nakuru County Assembly:

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

Cc. H.E. The Governor

NAKURU COUNTY



PREFACE

This report is submitted to Nakuru County Assembly pursuant to the requirements of Sections 59 1(e) and (f) of the County Governments Act Chapter 265 Laws of Kenya. This section of the law requires the County Public Service Board to promote and evaluate values and principles in Articles 10 and 232 of the Constitution of Kenya in the public service. It details all the measures taken and the progress achieved in the realization of the national values and principles of public service.

In the year 2023/2024, the Board carried out sensitization on the values and principles in Articles 10 and 232 of the Constitution of Kenya in several fora such as during the confirmation of health workers previously serving on contract who were confirmed into the permanent and pensionable establishment.

The promotion and inculcation of the values in the County Public Service was also done through display of banners in the county public offices and issuance of brochures to the county public officers and to the wider members of the public.

The Board will continue to promote and evaluate the values and principles in the county public service. This undertaking will require the support of all key stake holders such as the County Assembly of Nakuru and the County Executive.

Charles Mwai,

Chairman, Nakuru County Public Service Board.

CHAPTER ONE

INTRODUCTION

1.1 Introduction

The County Governments Act Chapter 265 Laws of Kenya under Section 59 1(e) and (f) requires the County Public Service Board to promote in the County Public Service, the values and principles in Articles 10 and 232 of the Constitution and evaluate and report to the County Assembly on the extent to which the values and principles therein have been complied with. This report highlights the activities the County Public Service Board undertook to ensure compliance with the national values and principles for the period 1st July 2023 to 30th June 2024.

Section 59 (4) of the County Governments Act provides that in the performance of its functions under subsection (1)(e), the County Public Service Board shall have 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.

Section 59 (5) of the County Governments Act stipulates that the report by the County Public Service Board under subsection (1)(f) shall;

- a) be delivered each December to the county assembly;
- b) include all the steps taken and decisions made by the board;
- c) include specific recommendations that require to be implemented in the promotion and protection of the values and principles;
- d) include specific decisions on particulars of persons or public body who have violated the values and principles, including action taken or recommended against them;
- e) include any impediment in the promotion of the values and principles; and
- f) include the programmes the board is undertaking or has planned to undertake in the medium term towards the promotion of the values and principles.

1.2. Values and Principles

Values are important and lasting beliefs or ideals shared by the members of a culture about what is good or bad and desirable or undesirable while principles are rules of action or doctrines that oblige the state to perform its functions in a manner that promotes the general well-being of its people. In terms of their meaningful application in public service, the values and principles are to be treated together in a back-to-back, reinforcing and inseparable manner.

1.3 The National Values and Principles of Public Service

Patriotism: refers to love, loyalty and devotion shown to one's own country.

National Unity: refers to a state of oneness which results from shared values, vision, purpose and aspirations irrespective of the ethnic, cultural, economic, religious or any other superficial status while recognizing diversity

Sharing and Devolution of Power: refers to a governance environment in which power, political, economic and social resources are distributed between the national and county levels of government and which empowers people at the grassroots to make decisions on matters that affect them.

The rule of law: refers to the legal maxim that each person within the state should respect and obey the law.

Democracy and participation of the people: Democracy is a political culture in which all citizens exercise direct and equal participation in the running of the affairs of their country while participation is the practice of involving all people in making decisions which ensures mutual respect and encourages shared responsibilities.

Human dignity: Human dignity means the status of human beings entitling them to respect.

Equity: Equity refers to the quality of being fair and impartial.

Social justice: Social justice refers to the enjoyment of the rights that enhance the wellbeing of an individual in all aspects of their interaction with one another and promotes solidarity

Inclusiveness: Inclusiveness refers to affording all people an opportunity to participate in activities, including decision making, that affect their lives.

Equality: Refers to treatment of everyone with equal measure irrespective of their status such as gender, religion, social class, tribe or race.

Promotion of human rights: Human rights are the freedoms and inherent and inalienable entitlements to be enjoyed by all human beings.

Non-discrimination: Refers to fairness in treating people without prejudice or bias.

Protection of the marginalized: Being marginalized refers to being separated from the rest of the society and not being involved in the affairs of the larger society.

Good governance: Good governance refers to having systems and structures through which the exercise of power and authority can be controlled or held to account.

Integrity: This refers to adherence to virtuous moral and ethical principles.

Transparency and accountability: Transparency refers to the requirement to share information and act in an open manner. oversight bodies. Public officers shall exercise power responsibly and take responsibility for their actions and provide reasons for actions taken.

Sustainable development: Sustainable development is the pattern of resource use that meets the needs of the present without compromising the ability of future generations to meet their own needs

High standards of professional ethics:

This refers to a public officer being transparent when executing their duties; being respectful, objective, patriotic and observes the rule of law

Efficient, effective and economic use of resources: Public officers are required to use public resources in an efficient, effective and economic manner.

Involvement of the people in the process of policy-making: Refers to the component of establishing efficient and effective systems and mechanisms to facilitate public engagement in the policy-making process.

Accountability for Administrative Acts: refers to putting up mechanisms to ensure that all public officers are held accountable for their acts.

Provision of timely and accurate information: This refers to enhancing structures, systems and mechanisms to provide transparent, timely and accurate information.

Fair Competition and Merit as a Basis of Appointments and Promotions in the Public Service: All public institutions are required to establish mechanisms to ensure that recruitment and promotion in the public service is based on right competencies and proven performance but not just emphasis on academic qualifications. Merit and fair competition should be the cornerstones for appointments and promotions in the public service.

Representation of Diverse Communities: this refers to the recognition that Kenya is composed of diverse communities that include racial, ethnic, religious, and disability among others, but its diversity is inadequately reflected in the public service.

CHAPTER TWO

PROMOTION OF VALUES AND PRINCIPLES

2.1 Introduction

This chapter highlights the strategies and specific measures taken by the Public Service Board in promoting values and principles. Promotion refers to the coordinated self-initiated efforts to establish a channel of information and persuasion to facilitate acceptance of ideas. It is a set of activities to share knowledge about a particular issue with as many people as possible with the aim of increasing its awareness. The strategies for the promotion of values and principles in Articles 10 and 232 of the Constitution are provided by the Framework for Implementation of the Values and Principles 2015.

Article 10 on National Values and Principles of Governance has nineteen (19) values and principles while Article 232 on values and principles of public service has nine(9) values and principles. These values are interrelated and interconnected. For instance, implementation of the value on efficient, effective and economic use of resources in Article 232 impacts sustainable development in Article 10. Similarly, the promotion of inclusivity in Article 232 will promote national unity in Article 10.

For purposes of promotion and evaluation, the Board clustered similar and interrelated values and principles into the following thematic areas as follows:

- i. Good governance, integrity, transparency and accountability;
- ii. Equity, inclusivity, equality, non-discrimination & protection of the marginalized;
- iii. High standards of professional ethics;
- iv. Efficient, effective and economic use of resources;
- v. Responsive, prompt, effective, impartial & equitable provision of services;
- vi. Involvement of people in the process of policy making;
- vii. Accountability for administrative acts; and
- viii. Fair competition & merit as the basis of appointments and promotions.
- ix. Efficiency, effectiveness and economic use of resources and sustainable development.

2.2 Activities carried out towards promotion of the National Values and Principles of Governance in Articles 10 of the Constitution of Kenya.

The Board undertook various activities to promote the following national values and principles:

2.2.1 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 job vacancies in the print media (Daily Nation Newspaper annexures attached) and Nakuru County's website to give a chance to all eligible candidates.)

The advertisements attracted a total of **18043** applicants as under listed:

1. Education, ICT, E-Government and Public Communication- **2923**
 2. Agriculture, Livestock, Fisheries and Veterinary Services- **1437**
 3. Water, Energy, Environment, Natural Resources and Climate Change- **786**
 4. Infrastructure- **606**
 5. Lands, Physical Planning, Housing and Urban Development- **1114**
 6. Health Services- **2724**
 7. Trade, Cooperatives, Tourism and Culture- **905**
 8. Finance and Economic Planning- **1910**
 9. Youth, Sports, Gender, Inclusivity & Social Services- **978**
 10. Public Service, Devolution, Public Participation, Citizen Engagement and Humanitarian Assistance- **4639**
 11. Office of the County Attorney- **21**
- b) Publishing the shortlisted candidates in the Nakuru County Government website to promote transparency.
 - c) The County Public Service Board constituted interview panels composed of board members and experienced technical persons from the departments to enhance integrity and transparency of the interview process.
 - d) During the interview sessions, the candidates' knowledge on the National Values and Principles in Articles 10 and 232 of the Constitution of Kenya were assessed.

Sample of questions asked to the interviewees

1. *Mention 5 National values and principles of governance as provided under Article 10 of the Constitution of Kenya.*

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

2.2.2 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. These activities 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 Kenya's diverse communities, marginalized and minority groups, gender balance and representation of persons with disabilities.
- c) During shortlisting and appointments, the Board made deliberate efforts to promote equitable representation from the 11 Sub-counties and 55 Wards in the County.

2.2.3 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 licenses, presented evidence of compliance.
- b) In promoting officers within the County Public Service, the Board ensured they were in good standing with their registered regulatory professional bodies.
- c) The County Public Service Board required persons appointed to serve in Nakuru County Government to submit an initial wealth declaration within 30 days of accepting offer of employment.

- d) The health workers who had their terms of service converted from contract to permanent and pensionable were sensitized on the Values and Principles of public service in February 2024



Sensitization of health care workers on values and principles in Articles 10 and 232 in the Constitution of Kenya.

2.2.4 Efficient, effective and economic use of resources

The Board carried out the following activities:

- a) The Board in its operations ensured that the register of assets is maintained to ensure all assets in the offices are accounted for, record of any breakages reported and disposed items recorded.

- b) The Board ensured goods such as stationary, furniture and equipment purchased are received through a counter receipt voucher (s13) and recorded in the stock ledger and control card (Form s3) and finally issued through counter requisition and issue voucher (Form s11).
- c) Leveraging on the use of technology such as teleconferencing and email communication.
- d) The Board developed the strategic plan for the Board.

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

The Board carried out the following activities;

- a) Advertisements were promptly done as per the departmental requests.
- b) Publishing the list of shortlisted candidates on the Nakuru County Government website.
- c) Follow-up telephone calls were made and text messages sent to all shortlisted candidates detailing information on date and venue of interviews.
- d) The County Public Service Board significantly reduced the turn-around time for the recruitment process to less than 2 months from advertisement of vacancies to appointment.

2.2.6 Involvement of the people in the process of policy making

The Board held consultative meetings during the preparation of sector reports and proposed online application portal.

- a) The Budget process involved public participation.
- b) The Board held meetings with the department of Public Service and Devolution towards developing a County Human Resource Manual.

2.2.7 Accountability for administrative acts

- a) The Board developed the strategic plan to ensure accountability.
- b) The Board promoted Values and Principles in Articles 10 and 232 of the Constitution of Kenya to its members, secretariat and the newly recruited staff in the County Public Service.

2.2.8 Transparency and provision to the public of timely, accurate information

- a) The Board supplied documents and information requested by the institutions in the field of good governance and from individual members of the public.
- b) The Board adopted the use of emails and courier services to ensure the requested information and or documents were supplied in a timely manner in line with the Access to Information Act Chapter 7M Laws of Kenya.

2.2.9 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 an average ratio of 1:5 to ensure fair competition.
- b) The shortlisting exercise was guided by the following principles of public service in Article 232 (1) h and i of the Constitution of Kenya:
 - 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 appointment of officers, the Nakuru County Public Service Board was guided by Articles 10 and 232 of the Constitution of Kenya. 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	Mbeere	Ogiek	Borana	Maasai	Turkana	Gurreh
No.	121	50	6	7	13	2	2	1	2	2	3	2	1
%	56.5	23.4	2.8	3.3	6.1	0.9	0.9	0.5	0.9	0.9	1.4	0.9	0.5

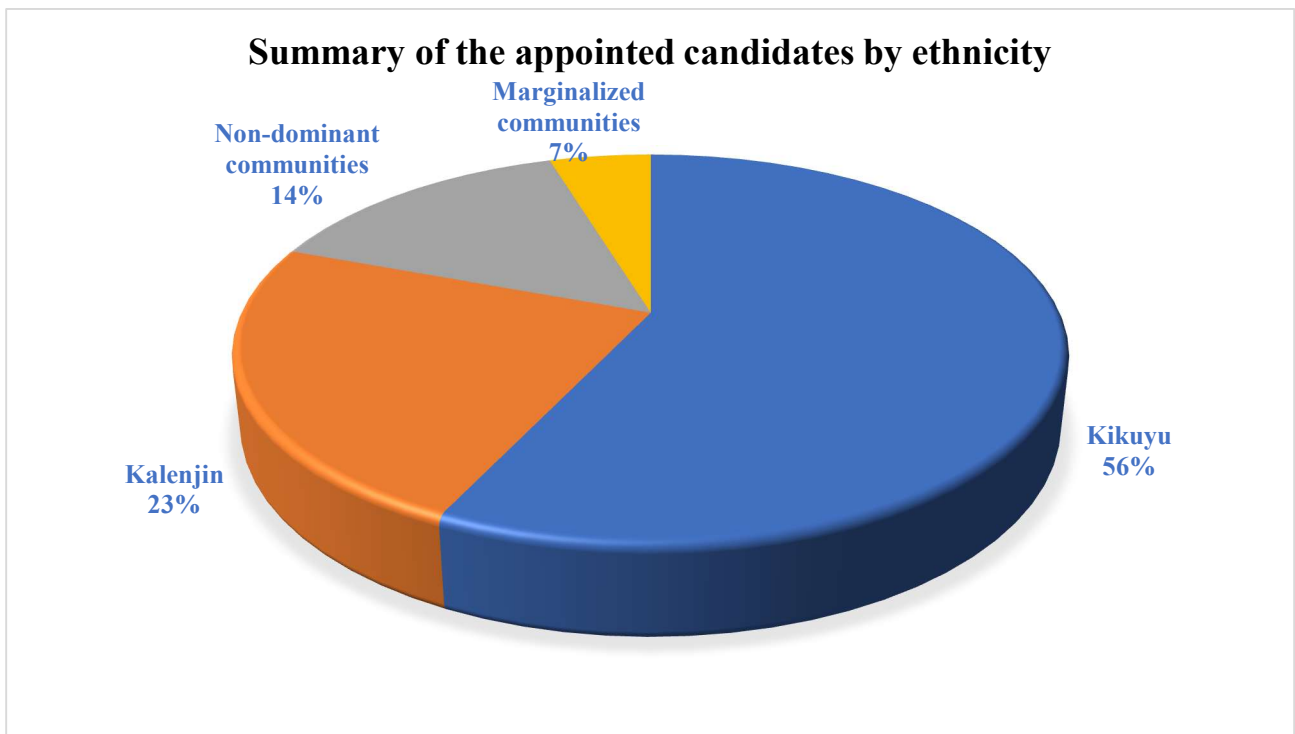


Table 02: Summary of Recruitment for the period July 2023 - June 2024

DEPARTMENT	ADVERTISED CADRE AND JOB GROUP	VACANCIES	LONGLISTED	SHORTLISTED	APPOINTED
Education, ICT, E-Government and Public Communication	Public Communication Officer III JG 'H'	4	432	22	0
	Information Communication Technology I JG 'K'	3	631	31	3
	Public Communication Officer II JG 'J'	1	277	12	3
	Information Communication Technology III JG 'H'	13	669	42	3
	Instructor III JG 'H'	22	577	79	12
	Youth Training Officer JG 'K'	1	337	10	0

	ECDE Teacher III JG 'G'	159	0	0	0
Agriculture, Livestock, Fisheries and Veterinary Services	Veterinary Officer JG 'L'	1	18	7	1
	Engineer II JG 'K'	1	42	7	1
	Livestock Production Officer JG 'K'	2	360	15	2
	Fisheries Officer II JG 'K'	3	161	12	0
	Assistant Agricultural Officer III JG 'H'	3	520	20	3
	Assistant Livestock Production Officer III JG 'H'	1	130	5	1
	Assistant Fisheries Officer III JG 'H'	1	89	9	3
	Assistant Animal Health Officer JG 'H'	2	117	12	2
Water, Energy, Environment, Natural Resources and Climate Change	Environment Officer II JG 'J'	9	786	55	9
Infrastructure	Assistant Engineer II (Mechanical) JG 'K'	1	34	8	1
	Plant Operator JG 'D'	15	572	48	10
Lands, Physical Planning, Housing and Urban Development	Land Valuer JG 'K'	1	38	5	1
	Land Surveyor II JG 'K'	2	74	7	0
	Geo-Information Officer JG 'J'	3	296	15	0
	Housing Officer II JG 'J'	6	706	32	0
Health Services	Senior Medical Physicist JG 'N'	1	7	4	1
	Medical Officer JG 'M'	13	261	54	13
	Radiographer I (Therapy Radiographer) JG 'K'	1	16	6	1
	Registered Nurse I (Oncology) JG 'K'	1	18	7	1
	Registered Nurse I (Critical Care) JG 'K'	3	51	15	3
	Nutrition and Dietetics Officer JG 'K'	1	95	8	1
	Ambulance Driver III JG 'D'	2	46	8	0
	Assistant Public Health Officer III - 'UHC Terms'	2	122	8	2
	Assistant Health Records and Information Management Officer III - 'UHC Terms'	1	127	7	1
	Registered Clinical Officer III - 'UHC Terms'	7	492	40	7
	Radiographer - 'UHC Terms'	2	66	10	2
	Nutrition and Dietetics Technologist III - 'UHC Terms'	1	164	8	1
	Registered Nurse III - 'UHC Terms'	15	1063	78	15

	Medical Laboratory Technologist III - 'UHC Terms'	1	103	7	1
	Pharmaceutical Technologist III - 'UHC Terms'	1	93	6	1
Trade, Cooperatives, Tourism and Culture	Assistant Cooperatives Officer III JG 'H'	5	273	25	5
	Tourism Assistant II JG 'H'	3	235	17	3
	Gaming Assistant II JG 'F'	11	397	45	11
Finance and Economic Planning	Finance Officer II JG 'J'	5	700	43	5
	Budget Officer II JG 'J'	2	219	13	2
	Supply Chain Management Officer III JG 'J'	3	480	30	0
	Internal Auditor JG 'J'	2	244	17	0
	Economist II JG 'K'	2	267	16	2
Youth, Sports, Gender, Inclusivity & Social Services	Youth Development Officer II JG 'J'	2	343	19	2
	Gender Officer II JG 'J'	2	328	16	2
	Assistant Social Welfare Officer III JG 'H'	2	291	7	2
	Sports Technician II JG 'G'	2	16	5	0
Public Service, Devolution, Public Participation, Citizen Engagement and Humanitarian Assistance	Administration Officer III JG 'H'	10	939	54	10
	Assistant Office Administrator II JG 'H'	2	122	6	2
	Administrative Office Assistant III JG 'G'	2	143	11	2
	Clerical Officer II JG 'F'	15	1716	88	16
	Senior Support Staff JG 'D'	4	543	30	6
	Driver III JG 'D'	18	349	72	18
	Security Warden III JG 'D'	20	827	110	20
County Attorney	County Solicitor JG 'S'	1	21	4	1
	Total	419	18043	1347	214

3.0 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 in Articles 10 and 232 in the Constitution of Kenya.
- ii. Inadequate funds to conduct surveys.

3.1 Recommendations

Allocation of additional funds to our budget to cater for;

- i. Purchase of (5) five motor vehicles.
- ii. Recruit additional staff as reflected in the Board's staff establishment.
- iii. Purchase of adequate computer equipment.