

REPUBLIC OF KENYA
THE JUDICIARY
Fees Receipt
FSAA-0002542
Bungoma ELRC



Issued On: 2020-11-06 12:13:45

Received from **JOHN WEKESA KHAOYA** in Case No: **ELRCPET /E1 /2020** as below

File Type	Amount Assessed
1 -Annexture	10.00
2 -Annexture	10.00
3 -Annexture	10.00
4 -Annexture	10.00
5 -Annexture	10.00
6 -Supporting Affidavit	75.00
7 -Application for Injunction	1,500.00
8 -Application for Injunction	1,500.00
9 -Petition	6,000.00
10 -Certificate of Urgency	550.00
Total : Ksh.9,675.00	

 **#iKUWEiKUWE COPY**

Payment Mode	Transaction No.	Transaction Date	Amount Paid
1 - Bank Transfer	OK638B94LZ	2020-11-06	9,675.00

Total Payment : KES 9,675.00 (Nine Thousand Six Hundred and Seventy Five Only)

CTS Invoice REF : EXMMVEZB

Issued By: System Generated



Justice be our Shield and Defender



THE JUDICIARY

Justice be our Shield and Defender



Customer Ref. No. EXMMVEZB

Judiciary Of Kenya

To:

JOHN WEKESA KHAOYA
0

Payment Details:


MPesa Paybill: 553388

Account Number: EXMMVEZB

Order Date:

2020-11-06 11:11:37+03

Order summary

No.	Description	Totals
1	Annexure  #iKUWEiKUWE COPY	50.00
2	Application for Injunction	3000.00
3	Supporting Affidavit	75.00
4	Petition	6000.00
5	Certificate of Urgency	550.00
Subtotal KSh.		9,675.00
Amount Paid KSh.		0.00
Total KSh.		9,675.00

HOW TO PAY VIA MPESA

1. GO to M-Pesa Menu
2. Lipa na Mpesa and select Paybill 553388
3. Enter Account Number as EXMMVEZB
4. Enter Amount as Ksh. 9,675.00
5. Enter Pin and Send
6. You Will Receive a Message from Safaricom
7. And Finally you will receive a message from KCB

VIA KCB BANK/ MTAANI

1. Go to KCB BANK Teller or KCB Mtaani
2. Present The Reference number: EXMMVEZB
3. KCB or KCB Agent will advise you on the Amount Ksh. 9,675.00
4. You will receive a final confirmation from Judiciary together with the case number

 **#iKUWEiKUWE COPY**





REPUBLIC OF KENYA

IN THE EMPLOYMENT AND LABOUR RELATIONS COURT OF KENYA
AT BUNGOMA

CONSTITUTIONAL PUBLIC INTEREST PETITION NO. E1 OF 2020

IN THE MATTER OF ARTICLES 1, 2, 3, 10, 22, 23, 27, 41, 47, 48, 50, 55, 73, 75, 159, 162, 232, 235 AND 258 OF THE CONSTITUTION OF KENYA, 2010;

AND

IN THE MATTER OF ALLEGED CONTRAVENTION OF ARTICLES 10, 27, AND 232 OF THE CONSTITUTION OF KENYA, 2010; SECTION 5 OF EMPLOYMENT ACT, 2007; SECTION 107 (2C) OF THE PUBLIC FINANCE MANAGEMENT ACT, 2012; SECTION 36 OF THE PUBLIC SERVICE COMMISSION ACT, 2017 AND SECTION 52 (2) OF COUNTY GOVERNMENT ACT, 2012.



#iKUWEiKUWE COPY

AND

IN THE MATTER OF THE ALLEGED UNLAWFUL ADVERTISEMENT OF THE POSITIONS OF VILLAGE ADMINISTRATORS

BETWEEN

JOHN WEKESA KHAOYA PETITIONER

VERSUS

CHAIRMAN, COUNTY PUBLIC SERVICE BOARD OF BUNGOMA 1ST RESPONDENT
GOVERNOR, COUNTY GOVERNMENT OF BUNGOMA 2ND RESPONDENT
COUNTY PUBLIC SERVICE BOARD OF BUNGOMA 3RD RESPONDENT
COUNTY GOVERNMENT OF BUNGOMA 4TH RESPONDENT

AND

COUNTY ASSEMBLY OF BUNGOMA INTERESTED PARTY



CERTIFICATE OF URGENCY

I JOHN WEKESA KHAOYA the Petitioner do hereby certify that this application is extremely urgent and ought to be heard on priority basis.

Urgency being that:

- a. Unless this Application is immediately heard and determined, the 3rd Respondent herein will continue with unlawful recruitment process of the Village Administrators as advertised.
- b. There is urgent need for recruitment of Village Administration in a lawful recruitment process as has been done in other Counties.
- c. Innocent applicants will incur a cost of making an application in a recruitment process that is unlawful and that may be declared null and void.
- d. The applicants will suffer prejudice for not knowing the villages they belong to due to lack of delineation, gazettment and public participation.
- e. It is THEREFORE just and equitable that this Application be heard and determined on a priority basis.

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DATED at BUNGOMA this.....^{6th}.....day of November 2020.

JOHN WEKESA KHAOYA
PETITIONER

DRAWN AND FILED BY:

JOHN WEKESA KHAOYA

P.O. BOX 1177 – 50200

BUNGOMA



REPUBLIC OF KENYA

IN THE EMPLOYMENT AND LABOUR RELATIONS COURT OF KENYA

AT BUNGOMA

CONSTITUTIONAL PUBLIC INTEREST PETITION NO. *E1* OF 2020

IN THE MATTER OF ARTICLES 1, 2, 3, 10, 22, 23, 27, 41, 47, 48, 50, 55, 73, 75, 159, 162, 232, 235 AND 258 OF THE CONSTITUTION OF KENYA, 2010;

AND

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 **#iKUWEiKUWE COPY** AND

IN THE MATTER OF THE ALLEGED UNLAWFUL ADVERTISEMENT OF THE POSITIONS OF VILLAGE ADMINISTRATORS

BETWEEN

JOHN WEKESA KHAOYA PETITIONER

VERSUS

CHAIRMAN, COUNTY PUBLIC SERVICE BOARD OF BUNGOMA 1ST RESPONDENT
GOVERNOR, COUNTY GOVERNMENT OF BUNGOMA 2ND RESPONDENT
COUNTY PUBLIC SERVICE BOARD OF BUNGOMA 3RD RESPONDENT
COUNTY GOVERNMENT OF BUNGOMA 4TH RESPONDENT

AND

COUNTY ASSEMBLY OF BUNGOMA INTERESTED PARTY



NOTICE OF MOTION

Under Order 40 Rule 1 and Order 51 Rule 1 of the Civil Procedure Rules (2010).


~~TAKE NOTICE~~ That this Honorable Court shall be moved on the day of 2020 at 9.00 O'CLOCK, in the Afternoon or soon thereafter as the applicants may be heard upon application for the orders that:-

1. This application be certified urgent, heard and determined on priority basis;
2. An order of injunction (*ex parte*) be issued against the Respondents stopping the recruitment process of Village Administrators as advertised by 3rd Responded on 2nd November 2020 in the Standard Newspaper pending the hearing and determination of this Application.
3. An order of injunction be issued against the Respondents stopping the recruitment process of Village Administrators as advertised by 3rd Responded on 2nd November 2020 in the Standard Newspaper pending the hearing and determination of this Petition.
4. Directions relating to the hearing and determination of this Petition be given.
5. The costs of this Application be in the cause.

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WHICH APPLICATION is based on the following grounds:

1. The 3rd Respondent did an advert on 2nd November 2020 in the Standard Newspaper for vacancies of Village Administrators that does not meet the threshold of a clear and lawful job advertisement.
2. There is no budget for the recruitment of the Village Administrators in the 2020/21 financial year of the County Government of Bungoma.
3. The wage bill for the County Government of Bungoma is already above the 35% limit as per the Regulation 25 (b) of the Public Finance Management (County Government) Regulations, 2015.

4. The Village units have not been delineated and Gazetted by the 2nd Respondent and they have NOT been approved by the Interested Party herein as per Section 15 (4) of the Bungoma County decentralized units Act, 2015.
 5. Public participation has not been done on delineation of the village units for the applicants to know which village to apply for as per the advertisement on 2nd November 2020 by the 3rd Respondent that requires the applicant to have stayed in that village for at least 5 years.
 6. The Advert is discrimination youth aged between 18 years to 24 years, who have been denied a chance to apply for the job because the advert requires applicants to be at least 25 years.
 7. There is NO established Scheme of service in Bungoma County for village Administrators to give the required qualifications as per Section 36 (1b) of the Public Service Commission Act, 2017.
-  **#IKUWEIKUWE COPY**
8. The basic requirement of post-secondary certificate as indicated in the advert for village administrators of 2nd November 2020 by 3rd Respondent is too general and does not capture the basic requirement of Section 52 (2) of County Government Act, 2012 that states that “A village administrator shall have professional qualifications and technical knowledge in administration.”
 9. The advert states that the Village Administrators will be employed on Job Group ‘G’ without stating the Salary but the Salaries and Remuneration Commission through a circular gives a minimum basic salary of Ksh. 35,910 which is Job Group ‘K’.
 10. The advert for Village Administrators by the 3rd Respondent does not indicate the terms of service.
 11. The 3rd Respondent is fond of advertising for the Village administration since 2018, with changing requirements for lack of Scheme of Service for Village Administrators and not employing without any communication to the applicants thus just wasting applicants’ time and resources.
 12. This application is made in good faith and for the interests of justice.
 13. No prejudice shall be suffered by the Respondents if this application is granted.

WHICH GROUNDS are fortified by the annexed affidavit of JOHN WEKESA KHAOYA filed herewith, the nature of the Application and other grounds to be adduced at the hearing hereof.

DATED at BUNGOMA this.....^{6th}.....day of November 2020.



JOHN WEKESA KHAOYA
PETITIONER

DRAWN & FILED BY:
JOHN WEKESA KHAOYA
P.O. BOX 1177 – 50200
BUNGOMA

 **#IKUWEIKUWE COPY**

TO BE SERVED UPON:

1. THE CHAIRMAN COUNTY PUBLIC SERVICE BOARD; BUNGOMA COUNTY,
C/O P. O BOX 2489 – 50200
BUNGOMA

2. THE GOVERNOR TO THE BUNGOMA COUNTY GOVERNMENT,
C/O P. O BOX 437 – 50200
BUNGOMA

3. THE SPEAKER TO THE COUNTY ASSEMBLY OF BUNGOMA,
C/O P.O. BOX 1886 – 50200
BUNGOMA



REPUBLIC OF KENYA
IN THE EMPLOYMENT AND LABOUR RELATIONS COURT OF KENYA
AT BUNGOMA

CONSTITUTIONAL PUBLIC INTEREST PETITION NO. E1..... OF 2020

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AND

IN THE MATTER OF ALLEGED CONTRAVENTION OF ARTICLES 10, 27, AND 232 OF THE CONSTITUTION OF KENYA, 2010; SECTION 5 OF EMPLOYMENT ACT, 2007; SECTION 107 (2C) OF THE PUBLIC FINANCE MANAGEMENT ACT, 2012; SECTION 36 OF THE PUBLIC SERVICE COMMISSION ACT, 2017 AND SECTION 52 (2) OF COUNTY GOVERNMENT ACT, 2012.

 **#iKUWEiKUWE COPY** AND

IN THE MATTER OF THE ALLEGED UNLAWFUL ADVERTISEMENT OF THE POSITIONS OF VILLAGE ADMINISTRATORS

BETWEEN

JOHN WEKESA KHAOYA PETITIONER

VERSUS

CHAIRMAN, COUNTY PUBLIC SERVICE BOARD OF BUNGOMA 1ST RESPONDENT
GOVERNOR, COUNTY GOVERNMENT OF BUNGOMA 2ND RESPONDENT
COUNTY PUBLIC SERVICE BOARD OF BUNGOMA 3RD RESPONDENT
COUNTY GOVERNMENT OF BUNGOMA 4TH RESPONDENT


AND

COUNTY ASSEMBLY OF BUNGOMA INTERESTED PARTY



SUPPORTING AFFIDAVIT

I JOHN WEKESA-KHAOYA of P.O. BOX 1177 – 50200 BUNGOMA, in the REPUBLIC aforesaid, being *sui juris* and *compos mentis* do hereby make solemn oath and state thus;

1. THAT I am a male adult of sound mind duly seized with the facts yielding to the deposition of this affidavit hence with competence to depose the same in aid of the application at hand (Attached hereunto and marked *JWK - 1*' is a copy of my identification card).
 **#IKUWEIKUWE COPY**
2. THAT I know of my own knowledge that the 3rd Respondent made a Public advertisement on 2nd November 2020 in the Standard Newspaper for vacancies of Village Administrators (Attached hereunto and marked *JWK - 2*' is a copy of the said advertisement by the 3rd Respondent).
3. THAT I know of my own knowledge that the 3rd Respondent made a Public advertisement on 13th July 2018 in the Daily Nation Newspaper for vacancies of Village Administrators (Attached hereunto and marked *JWK - 3*' is a copy of the said advertisement by the 3rd Respondent).
4. THAT there is NO budget provisions for the recruitment of the Village Administrators in the 2020/21 financial year of the County Government of Bungoma.
5. THAT the wage bill for the County Government of Bungoma is already above the 35% limit as per the Regulation 25 (b) of the Public Finance Management (County Government) Regulations, 2015. (Attached hereunto and marked *JWK - 4*' is an excerpt of a figure showing the personal emolument (wage bill) for Bungoma County from County Governments Annual Budget Implementation Review Report FY 2018/19 by Controller of Budget).
6. THAT the Village units have not been delineated and Gazetted by the 2nd Respondent and they have NOT been approved by the Interested Party herein as per Section 15 (4) of the Bungoma County decentralized units Act, 2015.
7. THAT public participation has not been done on delineation of the village units for the applicants to know which village to apply for as per the advertisement on 2nd November 2020 by the 3rd Respondent that requires the applicant to have stayed in that village for at least 5 years.

8. THAT the Advert is discrimination youth aged between 18 years to 24 years, who have been denied a chance to apply for the job because the advert requires applicants to be at least 25 years.
9. THAT there is NO established Scheme of service in Bungoma County for village Administrators to give the required qualifications as per Section 36 (1b) of the Public Service Commission Act, 2017.
10. THAT the basic requirement of post-secondary certificate as indicated in the advert for village administrators of 2nd November 2020 by 3rd Respondent is too general and does not capture the basic requirement of Section 52 (2) of County Government Act, 2012 that states that "A village administrator shall have professional qualifications and technical knowledge in administration."
11. THAT the advert states that the Village Administrators will be employed on Job Group 'G' without stating the Salary but the Salaries and Remuneration Commission through a circular gives a minimum basic salary of Ksh. 35,910 which is Job Group 'K' (Attached hereunto and marked 'JWK - 5a and b' respectively are a circular from Salaries and Remuneration Commission showing the recommended salary of village administrators as Ksh. 35,910 and Salary review document for civil servant by Ministry of Public Service, youth and gender affairs showing that basic Salary of Ksh. 35,910 is Job Group 'K').
12. THAT the advert for Village Administrators by the 3rd Respondent does not indicate the terms of service.
13. THAT the 3rd Respondent is fond of advertising for the Village administration since 2018, with changing requirements for lack of Scheme of Service for Village Administrators and not employing without any communication to the applicants thus just wasting applicants' time and resources.
14. THAT this application is made in good faith and for the interests of justice.
15. THAT no prejudice shall be suffered by the Respondents if this application is granted.
16. THAT the facts deposed to herein are true to best of my knowledge save for that deposed upon information the sources of which I have disclosed and upon belief the grounds of which I have stated.

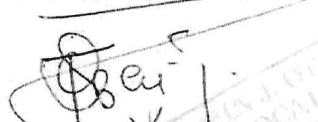
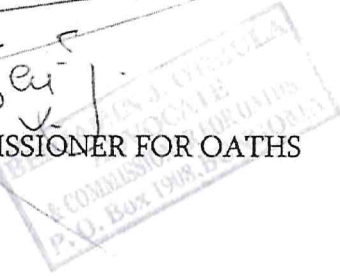
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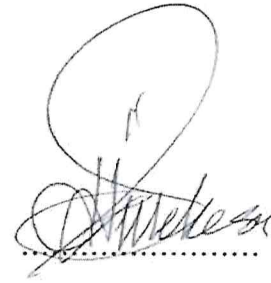
SWORN BY THE SAID

JOHN KHAOYA WEKESA

At BUNGOMA on this 6th Day of Nov 2020.

BEFORE ME


COMMISSIONER FOR OATHS

BERNARD J. UTEBULA
BERNARD UTEBULA
A COMMISSIONER FOR OATHS
P.O. Box 1908, BUNGOMA



DEPONENT

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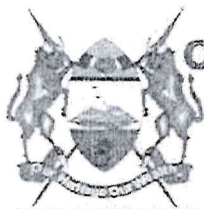
DRAWN & FILED BY:

JOHN WEKESA KHAOYA

P.O. BOX 1177 – 50200

BUNGOMA

JWK-2 J.W.K-2



COUNTY GOVERNMENT OF BUNGOMA COUNTY PUBLIC SERVICE BOARD

Moi Avenue next to Governor's Office; P.O. Box 2489 – 50200 Bungoma
email: cpsb.bungoma50200@gmail.com



COMMITMENT TO SERVE WITH INTEGRITY

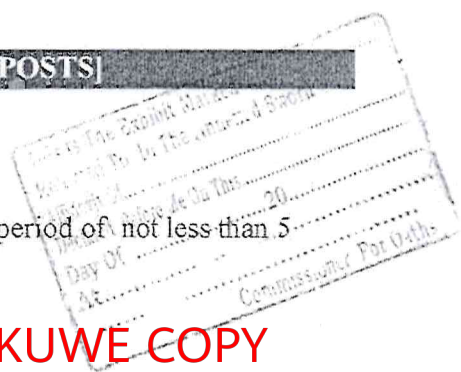
VACANCIES

In compliance with Section 52 (2) of the County Government Act 2012, the County Public Service Board wishes to invite suitable and qualified candidates to fill the vacant positions of Village Administrator in the following Village Units.

V.NO 1/09/2020 VILLAGE ADMINISTRATOR III, JG "G" [236 POSTS]

Requirements for appointment

1. Must be a Kenyan citizen;
2. Be in possession of Post Secondary Certificate;
3. Has been a resident in the respective village Unit for a continuous period of not less than 5 years prior to the appointment
4. Must be at least 25 years of age



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Duties and Responsibilities

1. Coordinate, Manage and supervise the general administrative functions in the village including:
 - a) Ensuring and co-coordinating the participation of the village unit in governance
 - b) Assisting the village unit to develop the administrative capacity for the effective exercise of the functions and powers and participation in governance at the local level
 - c) Exercise any functions and powers as delegated by the County Public Service Board
 - d) Chairing of the Village Council Meetings
 - e) Appointment of Village Elders with the approval of the County Assembly.
 - f) Establishment of the village council
 - g) Supervision of Village Elders
2. Resolution of non-judicial and non-criminal disputes in accordance with the traditional disputes resolution systems
3. Perform any other function assigned by the Ward Administrators

Terms of service: Permanent and Pensionable

VILLAGE UNITS

NO	SUB COUNTY	WARD	VILLAGE
1.	MT. ELGON	CHEPTAIS	1. KIPSIS
			2. NGACHI
			3. CHEBWEK
			4. KIMASWA/KISONGO
			5. WALANGA
			6. CHEPKUBE
		CHESIKAKI	7. CHEMONDI
			8. CHESIKAKI
			9. SASUR
			10. TOROSO
			11. KIMABOLE
		CHEPYUK	12. CHEPYUK
			13. KAIMUGUL

NO	SUB COUNTY	WARD	VILLAGE		
		KAPKATENY	14. KORNG'OTUNY		
			15. KUBURA		
			16. CHEPKURKUR		
			17. EMLA		
			18. KAMNERU		
			19. MASA EK		
			20. CHELEBEI		
			21. SINOKO		
			22. SACHO		
			23. KABOYWO		
			24. KAPTAMA		
			25. CHEPKITALE		
			26. KONGIT		
			27. CHEMOGE		
		28. KABOROM			
		ELGON	29. NAMORIO/KIPYETO		
			30. KAPSOKWONY		
			31. ELGON		
			32. CHEMWESUS		
			33. SAMBOCHO/KOSHOK		
			34. KIPCHIRIA/MASINDET		
		2. SIRISIA	NAMWELA	35. KIKAI/CENTRAL NAMWELA	
				36. KOLANI	
				37. MUTONYI	
				38. MENU	
				39. TOLOSO	
				MALAKISI/SOUTH KULISIRU	40. NDAKARU
					41. BUKOKHOLO/BUTONGE
					42. SIRISIA TOWNSHIP
					43. WELEKHA
			44. CHEBUKUTUMI		
			45. CHONGOI		
			LWANDANYI	46. MACHAKHA	
				47. MAYEKWE	
48. CHEPKUYI					
49. WAMONO					
3. KABUCHAI	CHWELE/KABUCHAI		50. SITABICHA/MWALIE/TAMULEGA		
			51. KAPKARA		
			52. NAIRUMBI		
			53. SIKUSI		
		54. NAMILAMA			
		55. BUSAKALA			
		56. WABUKHONYI			
		57. MUKHWEYA			
		WEST NALONDO	58. KISIWA		
			59. SIRARE/NALONDO		
			60. NANGWE		
	61. LUUCHO				
	LUUYA/BWAKE	62. KASOSI			
		63. NANGILI			
		64. NASAKA			
		65. MABANGA			
		66. KHALITABA			
		67. LUANDA			
	MUKUYUNI	68. MABWI			
69. KUYWA					
70. SIKULU					
71. KIBICHORI					
72. SICHEI					
73. MILEMBE					
74. LUKHOME					
4. BUMULA	SOUTH BUKUSU	75. MUANDA			
		76. LUMBOKA			
		77. MATEKA			

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NO	SUB COUNTY	WARD	VILLAGE
			78. KIMATUNI
		BUMULA	79. LUNAO
			80. BUMULA
			81. KIMATUNI
			82. MABUSI
			83. SYEKUMULO
		KHASOKO	84. NAMATOTOA
			85. NAMUSASI
			86. MUNGORE
			87. KHASOKO
		KABULA	88. MUKHUMA
			89. SYOYA
			90. MALINDA
			91. WAMUNYIRI
		KIMAETI	92. TULUKUI/SIYOMBE
			93. NAKHWANA
			94. KHASOLO
			95. BITOBO
			96. KIMAETI
			97. KAMURUMBA
		WEST BUKUSU	98. LWANJA
			99. NG'OLI
			100. KIBUKE
			101. MAYANJA
		SIBOTI	102. MUSAKASA
			103. EAST-SIBOTI
			104. KISAWAYI
			105. MUKWA
			106. MASILO
5.	KANDUYI	BUKEMBE WEST	107. NALUTIRI
			108. KISULUNI
			109. KHAOYA/MUYAI
			110. EKITALE
		BUKEMBE EAST	111. MISANGA
			112. BUKEMBE
			113. TEMBELELA
			114. KONGOLI
			115. SUDI
		TOWNSHIP	116. LOWER TOWNSHIP
			117. CENTRAL TOWNSHIP
			118. UPPER TOWNSHIP
		KHALABA	119. NAMUYEMBA
			120. BONDENI
			121. KHALABA
		MUSIKOMA	122. SIRITANYI
			123. NAMASANDA
			124. NAMAMUKA
			125. MUSIKOMA
			126. SIO
			127. SAMOYA
		EAST SANG'ALO	128. MWIKHUPO
			129. MWIBALE
			130. KHAWELI
			131. LUTUNGU
			132. MECHIMERU
			133. KIMUGUI
		TUUTI/ MARAKARU	134. MUNGETI/MAYANJA
			135. NABUKHISA
			136. KIMUKUNG'
			137. MAKUTANO
			138. KIBABII
			139. BUKANANACHI
		WEST SANG'ALO	140. SANG'ALO
			141. NAMWACHA

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NO	SUB COUNTY	WARD	VILLAGE
			142. BULONDO
			143. SAMULIA
			144. RANJE
6.	WEBUYE EAST	MIHUU	145. MIHUU
			146. CHETAMBE
			147. MITUKUYU
			148. MAGEMO
			149. MISIMO
			150. NABUYOLE
		NDIVISI	151. LUTACHO
			152. WABUKHONYI/MISEMWA
			153. MAKUSELWA
			154. MARINDA
			155. SINOKO
			156. SITABICHA
		MARAKA	157. NANG'ENI
			158. TOWNSHIP EAST
			159. LUKHOBWA
			160. LURARE
			161. MUCHI
			162. LUFWINDIRI/KHAMOTO
7.	WEBUYE WEST	MISIKHU	163. MUKHE
			164. SIRENDE
			165. MISIKHU
			166. NAMBAMI
			167. KITUNI
			168. MAKHESE
		SITIKHO	169. SITIKHO
			170. KUYWA
			171. KHALUMULI
			172. MILO
			173. NAMUTALI
			174. KAKIMANYI
		MATULO	175. UPPER MALAHA
			176. LOWER MALAHA
			177. LOWER MATULO
			178. UPPER MATULO
			179. HOSPITAL VILLAGE
			180. TOWNSHIP WEST
		BOKOLI	181. BOKOLI
			182. MAHANGA
			183. MIENDO
			184. MATISI
8.	KIMILILI	KIBINGEI	185. DARAJA MUNGU
			186. SIUNA
			187. KIBUNDE
			188. KITOYI
			189. LUTONYI
			190. KHWIRORO
		KIMILILI	191. CHELEKEI
			192. BAHAI
			193. MATILI
			194. LWANDA
			195. TOWNSHIP
			196. SITABICHA
		MAENI	197. NASUSI
			198. NAMEME
			199. KAMASIELO
			200. SIKHENDU
		KAMUKUYWA	201. MBONGI
			202. MAKHONGE
			203. MAPERA
			204. KIMAKWA

 #IKUWEIKUWE COPY

NO	SUB COUNTY	WARD	VILLAGE
			205. MUSEMBE
			206. NABIKOTO
9.	TONGAREN	MTAKALO	207. MAKUTANO/NZOIA
			208. MUSEMBE
			209. MAKUNGA
			210. MBACKALO
			211. KARIMA
			212. KIBISI
		NAITIRI/ KABUYEFWE	213. MAKHANGA
			214. NAITIRI
			215. SANGO
			216. SIUMBWA
			217. PWANI
			218. LUNGAI
		MILIMA	219. MUKUYUNI
			220. NABING'ENG'E
			221. MILIMA
			222. MALIKI
		NDALU	223. MULIRO
			224. TABANI
			225. NDALU
			226. MULEMBE
		TONGAREN	227. BINYENYA
			228. KAKAMWE
			229. MABUSI
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			231. LUKHUNA
		SOYSAMBU	232. MITUA
			233. SOYSAMBU
			234. NARATI
			235. MISANGA
			236. NALONDO

 #iKUWEiKUWE
COPY

How to Apply

Applications including detailed Curriculum Vitae (C.V), Copies of Academic and Professional Certificates, Testimonials, National Identification Card or Passport and any other supporting documents should be submitted in sealed envelope, clearly marked on top left side, the Sub county, Ward and Village of residence so as to reach the undersigned on or before
20th November, 2020 at 5 p.m.

Hand delivered applications should be submitted to the County Public Service Board Offices located next to the Governor's Office.

Bungoma County is an Equal Opportunity Employer. Youth, Women, Persons with Disabilities, Minority and Marginalized groups are particularly encouraged to apply.

PLEASE NOTE: Bungoma County Public Service Board does not charge ANY FEE at any stage of the recruitment and selection process.

Canvassing will lead to automatic disqualification

The Secretary/CEO
County Public Service Board
P.O BOX 2489-50200
BUNGOMA

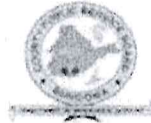
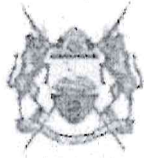
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 At.....
, July 15, 2018
 Commissioner For Oaths

J.W.K-3

COUNTY GOVERNMENT OF BUNGOMA

COUNTY PUBLIC SERVICE BOARD

Moi Avenue next to Governor's Office; P.O. Box 2489 – 50200 Bungoma
 email: cpsb.bungoma50200@gmail.com



VACANCIES

The County Public Service Board wishes to recruit competent and qualified Kenyans to fill the under mentioned position.

COUNTY DIRECTOR HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT JO-11 (POST)

Duties and responsibilities

1. Formulating, implementing and reviewing human resource management and development policies, rules and regulations;
2. Ensuring that professional human resource management standards are maintained;
3. Advising the department on career and succession management, human resource planning and optimal utilization of human resources;
4. Coordinating the implementation of performance management system, including Performance Appraisal System and the rewards and sanctions framework;
5. Liaising with the Public Service Board and department responsible for finance on human resource matters;
6. Identifying, designing and overseeing the implementation of training programmes based on the needs of the County Public Service;
7. Interpreting labour laws and other statutes that impact on the human resource at the Department;
8. Coordinating budget preparation for personnel emoluments;
9. Overseeing the development and maintenance of up-to-date human resource development database;
10. Overseeing the budgeting, fair allocation and optimal utilization of training resources and opportunities.

Requirements for appointment

1. Bachelor's degree in any of the following fields: Human Resource Management, Human Resource Development, Human Resource Planning, Public Administration, Business Administration, Sociology, Political Science/ Government or any other relevant qualification from a university recognized in Kenya;
2. Five relevant knowledge, experience and a distinguished career in duties of Human Resource Management and Development of not less than seven (7) years, three (3) years of which should be at a Senior managerial position in the Public Service or its equivalent in the private sector;
3. Master's degree in Human Resources/ Human Resource Management, Industrial Relations, Public/Utilities Administration, Government or any other relevant qualification from a recognized institution will be an added advantage;
4. Member of the Institute of Human Resource Management (IHRM);
5. Attended a management course lasting not less than four (4) weeks from a recognized institution;
6. Demonstrated a thorough understanding of national goals, policies and development objectives and ability to transform them into Human Resource Management and Development policies and programmes;
7. Demonstrated a thorough understanding of relevant legislation, best practices and emerging issues in Human Resource Management and Development;
8. Demonstrated a high degree of professional competence, administrative capabilities and initiative in the general organization and management of the human resource and a thorough understanding of the human resource issues and emerging human resource management practices/ techniques.

Terms of service: Permanent and pensionable.

How to Apply

- Applications including detailed Curriculum Vitae (CV), Copies of Academic and Professional Certificates, Testimonials, National Identification Card or Passport and any other supporting documents should be submitted in sealed envelope, clearly indicating the position applied for on the top left hand side of the envelope. Bungoma County residents will be required to indicate their Sub-county and ward of residence. Applications should reach the undersigned on or before: **Friday 31st August 2018 at 5:00pm**

The Secretary
 County Public Service Board
 P.O. BOX 2489-50200
 BUNGOMA

- Hand delivered applications should be submitted to the County Public Service Board Office next to the Governor's office.

- ALL applicants MUST** attach photocopies of the following clearances:
 - Tax Compliance Certificate from Kenya Revenue Authority (KRA)
 - Clearance Certificate from the Higher Education Loans Board (HELS)
 - Clearance Certificate from the Ethics and Anti-corruption Authority (EACC)
 - Certificate of Good Conduct from the Criminal Investigation Department

- The County Government of Bungoma is an equal opportunity employer. Females, minorities and physically challenged candidates are encouraged to apply.
Convassing will lead to automatic disqualification.

VILLAGE ADMINISTRATOR

In compliance with Section 52 (2) of the County Government Act 2012, the County Public Service Board wishes to invite suitable and qualified candidates to fill the vacant position of Village Administrator in the following Village Units.

Requirements for appointment

1. Must be a Kenyan citizen;
2. Be in possession of Kenya Certificate of Secondary Education (KCSE) minimum mean grade of C- (Minus) or its approved equivalent;
3. Must be ordinarily a resident or has a permanent dwelling in the respective village and
4. Proficient in computer application from a recognized institution.

Duties and Responsibilities

1. Shall coordinate, manage and supervise the general administrative functions in the respective Village Unit;
2. Ensuring and coordinating the participation of the Village Unit in governance;
3. Assisting the Village Unit to develop the administrative capacity for the effective exercise of the functions and powers and participation in governance at the local level;
4. Exercise of any functions and powers delegated by the County Public Service Board under section 95 of the County Government Act, 2012;
5. Candidates with post secondary education will have added advantages.

Note: The Job Group/Grade assigned to the post will be based on one's Professional and/or Academic Qualifications

Terms of service: Permanent and pensionable.

VILLAGE UNITS

MT. ELGON	CHEPTAIS	1.	NIPSIS
		2.	MANG'ET
		3.	CHERWAK
		4.	KIMASHI/KIGOSINDI
		5.	MALANSA
		6.	CHERWAK
		7.	CHONGOD
		8.	CHERWAK
		9.	CHERWAK
		10.	TOBROD
		11.	KIMABOLE
		12.	CHERWAK
		13.	CHERWAK
		14.	KIMABOLE
		15.	KIMABOLE
		16.	CHERWAK
		17.	CHERWAK
		18.	KIMABOLE
		19.	MALANSA
		20.	CHERWAK
		21.	SINDOK
		22.	SINDOK
		23.	KABUYO
		24.	KAPTAMA
		25.	CHERWAK
		26.	KIMABOLE
		27.	KIMABOLE
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		32.	CHERWAK
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		74.	KIMABOLE

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NO	SUB-COUNTY	WARD	WILDCARD	NO	SUB-COUNTY	WARD	WILDCARD						
4	BUMULA	SOUTH BUKUSU	73 MUMINDA	7	WEBUYE WEST	MISIKHU	160 MUKHE						
			74 LUMBEKA				161 BUKHE						
			75 MATEKA				162 MUKHU						
			76 KIMATUN				163 NAMBLUM						
			77 KIMATUN				164 MUKHU						
			78 KIMATUN				165 MUKHESE						
		BUMULA	79 LUNAD			BITIKHO	166 BITIKHO						
			80 BUNDULA				167 LUYWA						
			81 KIMATUN				168 JOHALUMULI						
			82 MABUSU				169 MUDU						
			83 SYEKUMULO				170 KIMATUN						
			84 NAMATOTOA				171 UPPER MALABA						
		KHASOKO	85 NAMUSANI			MATULO	172 LOWER MALABA						
			86 MUNDIHO				173 UPPER MATULO						
			87 KHASOKO				174 HOSPITAL VILLAGE						
			88 MUKHUMA				175 TOWNSHIP WEST						
			89 SINYA				176 BOKOLI						
			90 MALINDA				177 MUKHUMA						
		KARULA	91 WAMUNYIRI			BOKOLI	178 MUKHUMA						
			92 TULUKUR/SIYOMBE				179 MENDI						
			93 NAKWANA				180 MATI						
			94 KHASOKO				181 DARAJA BUNGU						
			95 BITIRO				182 BUNDA						
			96 KIMATI				183 KIRO						
		WEST BUKUSU	97 KAKURUMBA			KIMILILI	184 KIMILILI						
			98 LWANIA				185 BAKA						
			99 NDOLI				186 MATI						
			100 KUBUKU				187 LWANIA						
			101 MAMAMA				188 TOWNSHIP						
			102 MUSAASA				189 SITABICHA						
		SIBOTI	103 EAST-SIBOTI			MAENI	190 MABUKU						
			104 NISAWAYI				191 NAMENI						
			105 MUKWA				192 KAMASILE						
			106 MASHILO				193 BIRHENDU						
			5				KANDUYI	BUKEMBE WEST	107 NALUTIRI	8	TONGAREN	MBAKALO	194 MAFUANGWINDA
									108 KUSULUM				195 KUSULELE
		109 KHADYAKUMIRAI				196 MAKUNGA							
		110 EKITALI				197 MBAKALO							
		111 MIBANDA				198 KARIMA							
		112 BUKEMBE				199 KIRISI							
		BUKEMBE EAST				113 TAMBELELA	NAITIRI/ KABUYEWE	200 MABUKU					
						114 KONGOLI		201 NAITIRI					
115 SUDI	202 SANGO												
TOWNSHIP	116 LOWER TOWNSHIP	MILIMA		203 SIKUMBI									
	117 CENTRAL TOWNSHIP			204 PWAYI									
	118 UPPER TOWNSHIP			205 LINDA									
KHALABA	119 NAMUYEMBA			SIBITI	206 MUKHUMBE								
	120 BONDENI				207 MUKHUMBE								
	121 KHALABA				208 MUKHUMBE								
MUSIKOMA	122 SIPITANYI	TONGAREN			209 KANAMWE								
	123 NAMAABADA				210 MABUSU								
	124 NIMAMUKA				211 TOPGAREN								
	125 MUSIKOMA		212 LUKHUMA										
	126 SIO		213 MITHA										
	127 SAMOYA		214 SONYAMULI										
EAST SANDALO	128 MWINJURO	SOTISAMBU	215 NARATI										
	129 MWIBALE		216 MIBANDA										
	130 KHAWELI		217 WALONGO										
	131 LUTULUGU												
	132 MICHIMERU												
	133 KIMUSI												
TULITI/ MARAKARU	134 MUMDETUMAYANIA												
	135 MABUKHISA												
	136 KIMUKUNTI												
	137 MUKUTINDO												
	138 KIBARI												
	139 BUKANANACHO												
WEST SANDALO	140 SANDALO												
	141 NAMWACHA												
	142 BULONGO												
	143 SAMULIN												
	144 RANIE												
	145 MIBURI												
6	WEBUYE EAST	MIBURI	146 CHESTABE	9	MURANGA	MURANGA	218 MURANGA						
			147 MIBURUHI				219 MURANGA						
			148 NADIMO				220 MURANGA						
		149 NISIMO	221 MURANGA										
		150 NABUYOLE	222 MURANGA										
		151 LUTACHU	223 MURANGA										
	NDIVISI	152 MABUKHINYI/MISEMWA	MURANGA			224 MURANGA							
		153 MAKUOTIWA				225 MURANGA							
		154 MARINDA				226 MURANGA							
		155 SINDO				227 MURANGA							
		156 SITABICHA				228 MURANGA							
		157 NANDENI				229 MURANGA							
MARAKA	158 TOWNSHIP EAST	MURANGA	230 MURANGA										
	159 LUSHORA		231 MURANGA										
	160 LURARE		232 MURANGA										
	161 MUDII		233 MURANGA										
	162 LUFWINDA-KHAMOTO		234 MURANGA										
	163 LUFWINDA-KHAMOTO		235 MURANGA										



How to Apply

Applications including detailed Curriculum Vitae (C.V), Copies of Academic and Professional Certificates, Testimonials, National Identification Card or Passport and any other supporting documents should be submitted in sealed envelope, clearly indicating the Position applied for, Sub County, Ward and Village on the top left hand side of the envelope. Applications should reach the undersigned on or before **Friday 3rd August 2018 at 5.00pm.**

The Secretary
County Public Service Board
P.O BOX 2489-SOZO
BUNGOMA

Hand delivered applications should be submitted to the County Public Service Board Office next to the Governor's office.

The County Government of Bungoma is an equal opportunity employer. Females, minorities and physically challenged candidates are encouraged to apply.

Convoassing will lead to automatic disqualification.

JWIK-2

J.W.K-4



THE REPUBLIC OF KENYA

OFFICE OF THE CONTROLLER OF BUDGET



COUNTY GOVERNMENTS ANNUAL BUDGET IMPLEMENTATION REVIEW REPORT

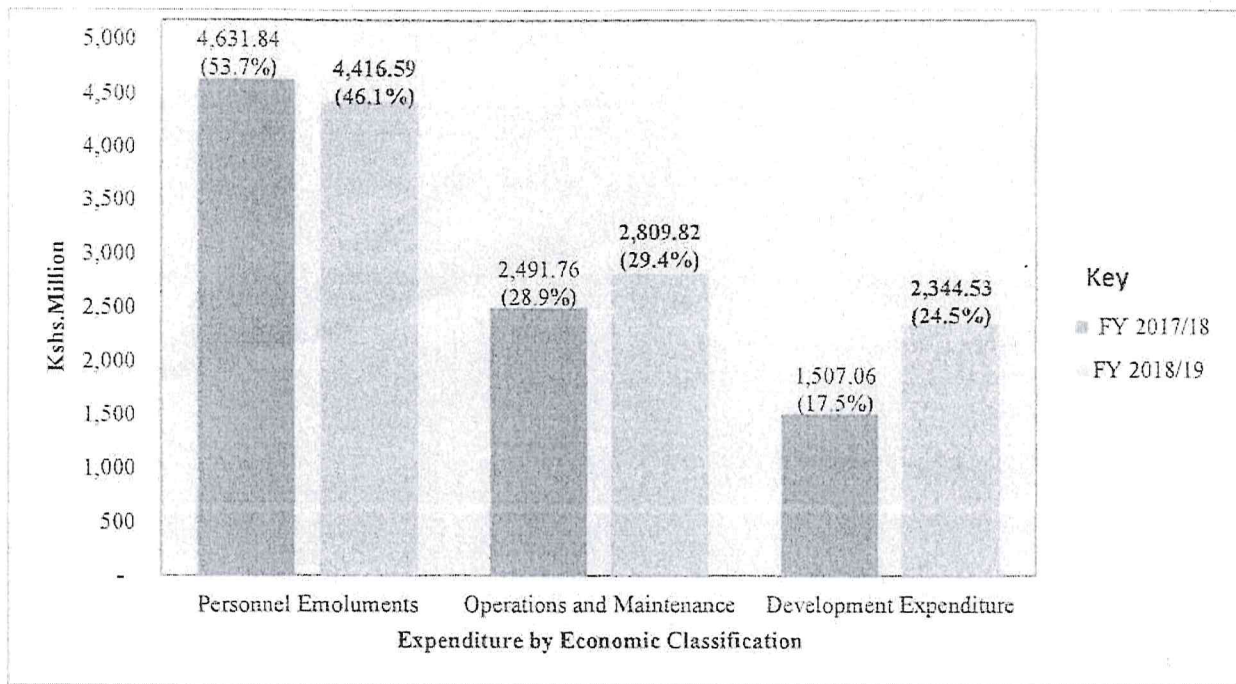
FY 2018/19

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Commissioner For Oath.

AUGUST, 2019

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Figure 3.11: Bungoma County, Expenditure by Economic Classification



Source: Bungoma County Treasury

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3.3.6 Development Expenditure Analysis

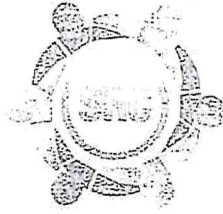
The total development expenditure of Kshs.2.34 billion represented 55.9 per cent of the annual development expenditure estimates of Kshs.4.19 billion. Table 3.8 provides a summary of development projects with the highest expenditure in the financial year.

Table 3.8: Bungoma County, List of Development Projects with the Highest Expenditure in FY 2018/19

S/No.	Project Name	Project location	Project budget (Kshs.)	FY2018/19 Project Expenditure (Kshs.)	Absorption rate (%)
1.	Construction of Office Block	County Assembly	220,972,464	56,561,575	25.6
2.	Procurement of Fertilizer	all 45 wards	101,686,974	40,418,500	39.7
3.	Procurement of certified maize seed	all 45 wards	32,462,500	31,543,866	97.2
4.	Construction of Intake, Pipeline And Tanks	Chebukwabi-Kibingei Water Project Phase 11	38,390,917	30,712,726	80.0
5.	Construction of storm water drainage	Bungoma town	37,257,250	28,358,395	76.1
6.	Establishment of a county processing plant	Webuye Sub County	56,918,708	27,207,968	47.8
7.	Purchase of GIS system	Survey office	17,983,952	13,730,000	76.3
8.	Construction of Theatre at Bumula Hospital	Bumula	12,000,000	10,709,630	89.2
9.	Construction of Periphery fence phase 1	Mabanga ATC	9,029,585	8,199,866	90.8
10.	Rehabilitation of Buildings at Mabanga ATC	Mabanga ATC	8,370,445	7,820,743	93.4

Source: Bungoma County Treasury

J.W.K-57
SRC 008 / 07 / 2013



Salaries & Remuneration
 Commission
Rewarding productivity

This is the Exhibit Marked
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 Day Of 20.....
 At.....
 Commissioner For Oaths

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J.W.K-57A

Ref No: SRC/TS/CGOVT/3/16

29th July, 2013

All Governors
 County Governments
 KENYA

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REMUNERATION AND BENEFITS FOR STAFF SERVING IN THE COUNTY GOVERNMENT

Reference is made to the Transition Authority letters dated 18th April 2013 and 12th July 2013 on the remuneration and benefits for staff serving in the county government. The Salaries and Remuneration Commission deliberated on the remuneration package and held a consultative meeting with the stakeholders of the County Governments on the 23rd July 2013 on the subject matter. Consequently, the Commission approved and advise that the public officers serving in the County Government be paid as shown in Table 1 below.

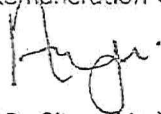
Table 1: Remuneration and Benefits of public servants serving in the county government

Title	Gross Remuneration Level Executive Arm							
	Minimum Pay				Maximum Pay			
	Basic	House	Other Allowances	Total	Basic	House	Other	Total
County Secretary	135,000	70,000	20,000	225,000	180,000	70,000	50,000	300,000
Chief Officer/ Chief of Staff	120,270	60,000	20,000	200,270	180,660	60,000	20,000	260,660
Directors, Economic Advisor, Legal Advisor, Political City Manager	109,089	40,000	16,000	165,089	144,928	40,000	16,000	200,928
Sub County Administrator, Municipal Manager	89,748	40,000	14,000	143,748	120,270	40,000	14,000	174,270
Deputy sub county Administrator, Town Administrator	77,527	40,000	12,000	129,527	103,893	40,000	12,000	155,894
Ward Administrator	48,190	24,000	8,000	80,190	65,290	24,000	8,000	97,290
Personal Assistant	41,590	20,000	8,000	69,590	55,840	20,000	8,000	83,840
Village Administrator, Personal Secretary	35,910	20,000	16,000	61,910	45,880	20,000	16,000	71,880
Driver	19,323	5,000	4,000	28,323	24,662	5,000	4,000	33,662
Messenger/Tea Person /Cook	11,370	3,500	3,000	17,870	13,140	3,500	3,000	19,640
Gardener	10,380	3,300	3,000	16,680	13,140	3,300	3,000	17,760

Notes

- i) New officers shall join the salary scale at the minimum point on the date of appointment to the County Government, and progress annually to the maximum level.
- ii) Any salary structure existing before the salary structure provided herein ceases to apply forthwith.
- iii) For efficiency and prudence in management of the wage bill, county governments are advised to start off their structures with skeleton staff then build on gradually over time based on the volume and value of the work.
- iv) For effective utilization of staff, county governments are advised to avoid duplication of functions which makes cost of employment expensive.
- v) Multiskilling should be encouraged so that one officer covers a wider scope of work.
- vi) The effective date of this remuneration structure is 1st May 2013.

The purpose of this letter therefore is to communicate the decision and advice of the Salaries and Remuneration Commission for implementation.



Anne R. Gitau (Mrs)
For Commission Secretary

CC:
Mr. Kinuthia Mwangi
Chairman,
Transition Authority
NAIROBI

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Dr. Kamau Thuge
Principal Secretary
National Treasury
NAIROBI

Mrs. Agnes Odhiambo
Controller of Budget
BIMA House
NAIROBI

Mr. Edward R. Ouko
Auditor General
Kenya National Audit Office
NAIROBI

J.W.K-56

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REPUBLIC OF KENYA

**MINISTRY OF PUBLIC SERVICE, YOUTH AND
GENDER AFFAIRS**

**Implementation
of
Job Evaluation Results:
Phase I Salary Review
for
Civil Servants**

 **#iKUWEiKUWE COPY**

Effective date: 1st July, 2017

CONVERSION TABLE NO. 10

JOB GROUP K

Current Salary Scale: KSh. 31,020 x 1,560 – 32,580 x 1,620 – 34,200 x 1,710 – 35,910 x 1,800 – 37,710 x 1,890 – 39,600 x 1,990 – 41,590 p.m.

New Salary Scale: KSh. 34,260 x 1,550 - 35,810 x 1,610 - 37,420 x 1,690 - 39,110 x 1,790 - 40,900 x 1,870 - 42,770 x 1,980 - 44,750 p.m.

Current Salary KSh. p.m.	New Salary KSh. p.m.
31,020	34,260
32,580	35,810
34,200	37,420
35,910	39,110
37,710	40,900
39,600	42,770
41,590	44,750

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