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# THE KENYA GAZETTE

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## CORRIGENDA

IN Gazette Notice No. 8838 of 2014, Cause No. 125 of 2014, *amend* the petitioner's name printed as "Paul Thou Kibuna" to read "Paul Thuo Kibuna"

IN Gazette Notice No. 8838 of 2014, Cause No. 126 of 2014, *amend* the deceased's name printed as "Martin Nduta Kibuna" to read "Martha Nduta Kibuna".

IN Gazette Notice No. 14519 of 2013, Cause No. 670 of 2013, *amend* the deceased's name printed as "Veronica Wangari Muraya" to read "Joseph Muraya Kariuki".

## GAZETTE NOTICE NO. 189

## THE CONSTITUENCIES DEVELOPMENT FUND ACT, 2013

## APPOINTMENT

IN EXERCISE of the powers conferred by section 5 (2) (d) of the Constituencies Development Fund Act, 2013, the Cabinet Secretary, Ministry of Devolution and Planning appoints—

ELIAS MBAU

as a member of the Board of the Constituencies Development Fund, with effect from 1st January, 2015, for a period three (3) years.

Dated the 7th January, 2015.

ANNE WAIGURU,  
*Cabinet Secretary, Ministry of Devolution and Planning.*

## GAZETTE NOTICE NO. 190

## THE NATIONAL MUSEUMS AND HERITAGE ACT

(No. 6 of 2006)

## DECLARATION OF MONUMENT

IN EXERCISE of the powers conferred by section 25 (1) (c) of the National Museums and Heritage Act, the Cabinet Secretary for Sports, Culture and the Arts, declares the site specified in the Schedule, which he considers to be of pre-historical interest, to be a National Monument within the meaning of the Act.

Any objection to the declaration shall be lodged with the Cabinet Secretary within sixty (60) days from the date of publication of this notice.

## SCHEDULE

## NARIOKOTOME SITE

All that area of land known as Nariokotome Site also known as the Turkana Boy Site, measuring approximately 45 metres by 60 metres on geographical co-ordinates 35° 52' 38.78" E, 4° 7' 52' 54" N, situated in Lowangerak Sub-location, Lokitaung Division of Turkana County.

Dated the 19th December, 2014.

HASSAN WARIO ARERO,  
*Cabinet Secretary, Ministry of Sports, Culture and the Arts.*

## GAZETTE NOTICE NO. 191

## THE CENTRAL BANK OF KENYA ACT

(Cap. 491)

## THE CENTRAL BANK OF KENYA (FOREIGN EXCHANGE BUSINESS) REGULATIONS, 2007

(L. N. 62 of 2007)

## REVOCATION OF FOREX BUREAU LICENCES

IT IS notified for information of the general public that in exercise of the powers conferred by regulation 6 (2) of the Central Bank of Kenya (Foreign Exchange Business) Regulations, 2007, the Central Bank of Kenya revokes the licences of the Forex Bureaus specified in the first column of the Schedule, with effect from the respective date specified in the second column of the Schedule.

## SCHEDULE

<i>Name of Bureau</i>	<i>Effective Date</i>
Hodan Global Forex Bureau Limited	31st December, 2014
Tawakal Forex Bureau Limited	31st December, 2014

Dated the 12th January, 2015.

N. NDUNG'U,  
*Governor, Central Bank of Kenya.*

## GAZETTE NOTICE NO. 192

## THE COUNTY GOVERNMENTS ACT

(No. 17 of 2012)

## THE NAIROBI CITY COUNTY ASSEMBLY STANDING ORDERS

## SPECIAL SITTING OF THE ASSEMBLY

PURSUANT to Standing Orders 26 of the Nairobi City County Assembly Standing Orders, notice is given to all Members of the Nairobi City County Assembly that a Special Sitting of the County Assembly shall be held in the County Assembly Chamber, situated at Charter Hall, City Hall Way, on Tuesday 20th January, 2015 at 2.30 p.m.

At the sitting, the Nairobi City County Assembly will consider the Nairobi City County Urban Regularization of Developments Bill, 2015.

Dated the 13th January, 2015

ALEX OLE MAGELO,  
*Speaker, Nairobi City County Assembly.*

## GAZETTE NOTICE NO. 193

## THE COUNTY GOVERNMENTS ACT

(No. 17 of 2012)

## THE COUNTY ASSEMBLY OF KWALE

## SPECIAL SITTING OF THE ASSEMBLY

PURSUANT to Standing Orders of the County Assembly of Kwale, it is notified for the information of Members of the County Assembly of Kwale that a Special Sitting of the Assembly shall be held in the County Assembly Chamber in the County Assembly Buildings, Kwale, on Monday, 19th January, 2015 at 10.00 a.m. for purposes of tabling the Kwale County Supplementary Budget for Financial Year 2014/2015.

Dated the 14th January, 2015.

S. N. RUWA,  
*Speaker, County Assembly of Kwale*

## GAZETTE NOTICE NO. 194

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## ISSUE OF A PROVISIONAL CERTIFICATE

WHEREAS (1) Nancy Wangui Mwangi and (2) Waithira Mwangi, as administrators of the estate of John Mwangi Chege (deceased), both of P.O. Box 2866-00200, Nairobi in the Republic of Kenya, are the registered proprietors lessees of all that piece of land known as L.R. No. 209/7963/383, situate in the city of Nairobi, by virtue of a lease registered as L.R. 34717/1, and whereas sufficient evidence has been adduced to show that the said lease issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a provisional certificate of title provided that no objection has been received within that period.

Dated the 16th January, 2015.

C. N. KITUYI,  
*Registrar of Titles, Nairobi.*

## GAZETTE NOTICE No.195

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## ISSUE OF A PROVISIONAL CERTIFICATE

WHEREAS Ajit Kumar Ratilal Haria, as administrator of the estate of Ratilal Velji Haria (deceased), of P.O. Box 36-10100, Nyeri in the Republic of Kenya, is the registered proprietor lessee of all that piece of land known as L.R. No. 6392/26, situate in the north of Nyeri Township in Nyeri District, by virtue of a certificate of title registered as I.R. 5285/1, and whereas sufficient evidence has been adduced to show that the said certificate of title thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a provisional certificate of title provided that no objection has been received within that period.

Dated the 16th January, 2015.

MR/6724186

C. N. KITUYI,  
*Registrar of Titles, Nairobi.*

## GAZETTE NOTICE No. 196

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## ISSUE OF A PROVISIONAL CERTIFICATE

WHEREAS (1) Piva Aelita and (2) Angelo de Faveri, both of P.O. Box 856, Malindi in the Republic of Kenya, are the registered proprietors in leasehold ownership interest of that piece of land known as 624/51 House No. 26, situate within Malindi Municipality in Kilifi District, by virtue of a certificate of lease registered as C.R. 24720/1, and whereas sufficient evidence has been adduced to show that the certificate of lease issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a provisional certificate of title provided that no objection has been received within that period.

Dated the 16th January, 2015

MR/6724368

S. K. MWANGI,  
*Registrar of Titles, Mombasa.*

## GAZETTE NOTICE No. 197

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## ISSUE OF A PROVISIONAL CERTIFICATE

WHEREAS Mahfudh Karama Tatsir, of P.O. Box 60681-80100, Mombasa in the Republic of Kenya, is the registered proprietor in freehold ownership interest of that piece of land known as MN/1/794, situate within Mombasa Municipality in Mombasa District, by virtue of a certificate of freehold, and whereas sufficient evidence has been adduced to show that the certificate of title issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a provisional certificate of title provided that no objection has been received within that period.

Dated the 16th January, 2015.

MR/6724436

J. G. WANJOHI,  
*Registrar of Titles, Mombasa.*

## GAZETTE NOTICE No. 198

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## ISSUE OF A PROVISIONAL CERTIFICATE

WHEREAS (1) Baroli Monica and (2) Ficcarelli Giovanni, both of P.O. Box 856, Malindi in the Republic of Kenya, are the registered proprietors in leasehold ownership interest of that piece of land known as 624/11 House No. 68, situate within Malindi Municipality in Kilifi District, by virtue of a certificate of lease registered as C.R. 25234/1, and whereas sufficient evidence has been adduced to show that the certificate of lease issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a provisional certificate of title provided that no objection has been received within that period.

Dated the 16th January, 2015.

MR/6724367

S. K. MWANGI,  
*Registrar of Titles, Mombasa.*

## GAZETTE NOTICE No. 199

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## ISSUE OF A NEW LAND TITLE DEED

WHEREAS Daniel Obudho Dwasip, of P.O. Box 811, Maseno in the Republic of Kenya, is registered as proprietor in absolute ownership interest of that piece of land containing 3.4 hectares or thereabouts, situate in the district of Kisumu, registered under title No. Kisumu/Karateng/442, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015.

MR/6724373

I. N. NJIRU,  
*Land Registrar, Kisumu East/West Districts.*

## GAZETTE NOTICE No. 200

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## ISSUE OF A NEW LAND TITLE DEED

WHEREAS Francis Odhiambo Aborh, is registered as proprietor in absolute ownership interest of that piece of land containing 0.9 hectare or thereabouts, situate in the district of Kisumu, registered under title No. Kisumu/Ojola/3896, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015.

MR/6724271

I. N. NJIRU,  
*Land Registrar, Kisumu East/West Districts.*

## GAZETTE NOTICE No. 201

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## ISSUE OF A NEW LAND TITLE DEED

WHEREAS Ajuang Nyaucho Thaddeus, of P.O. Box 402, Bondo in the Republic of Kenya, is registered as proprietor in absolute ownership interest of that piece of land containing 0.04 hectare or thereabouts, situate in the district of Kisumu, registered under title No. Kisumu/Manyatta 'B'/1851, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015.

MR/6724471

G. O. NYANGWESO,  
*Land Registrar, Kisumu East/West Districts.*

## GAZETTE NOTICE No. 202

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## ISSUE OF NEW LAND TITLE DEEDS

WHEREAS Norbert Cliff Rakiro, of P.O. Box 1365-00621, Nairobi in the Republic of Kenya, is registered as proprietor in absolute ownership interest of those pieces of land containing 0.40, 0.20, 0.10, 0.20 hectare or thereabouts, situate in the district of Kisumu, registered under title No. Kisumu/Kogony/5785, 6180, 6179 and 6177, and whereas sufficient evidence has been adduced to show that the land title deeds issued thereof have been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue new title deeds provided that no objection has been received within that period.

Dated the 16th January, 2015.

MR/6724461

J. S. ONARY,  
*Land Registrar, Kisumu East/West Districts.*

## GAZETTE NOTICE NO. 203

## THE LAND REGISTRATION ACT

(No 3 of 2012)

## ISSUE OF A NEW LAND TITLE DEED

WHEREAS Joseph Wambaisi Omuga, is registered as proprietor in absolute ownership interest of that piece of land containing 3.0 acres or thereabouts, situate in the district of Kakamega, registered under title No. Marama/Shinamwenyuli/317, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015

J. M. FUNDIA,

MR/6724197

*Land Registrar, Kakamega District*

## GAZETTE NOTICE NO. 204

## THE LAND REGISTRATION ACT

(No 3 of 2012)

## ISSUE OF A NEW LAND TITLE DEED

WHEREAS Chesimbiri Sindani, is registered as proprietor in absolute ownership interest of that piece of land containing 9.85 hectares or thereabouts, situate in the district of Kakamega, registered under title No. S/Kabras/Chevero/1193, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015

J. M. FUNDIA,

MR/6724361

*Land Registrar, Kakamega District*

## GAZETTE NOTICE NO. 205

## THE LAND REGISTRATION ACT

(No 3 of 2012)

## ISSUE OF A NEW LAND TITLE DEED

WHEREAS Lucy Wambui Ndungu (ID/6421086), of P.O. Box 643-00900, Kiambu in the Republic of Kenya, is registered as proprietor in absolute ownership interest of that piece of land containing 0.0465 hectare or thereabouts, situate in the district of Thika, registered under title No. Ruru/Mugutha Block 1/T 5808, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015

J. K. NJOROGE,

MR/6724173

*Land Registrar, Thika District*

## GAZETTE NOTICE NO. 206

## THE LAND REGISTRATION ACT

(No 3 of 2012)

## ISSUE OF A NEW LAND TITLE DEED

WHEREAS Paul Njau Mwaura (ID/9152148), of P.O. Box 1601-00100, Nairobi in the Republic of Kenya, is registered as proprietor in absolute ownership interest of that piece of land containing 0.0375 hectare or thereabouts, situate in the district of Thika, registered under title No. Thika/Municipality Block 20/1758, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015

J. K. NJOROGE,

MR/6724187

*Land Registrar, Thika District*

## GAZETTE NOTICE NO. 207

## THE LAND REGISTRATION ACT

(No 3 of 2012)

## ISSUE OF A NEW LAND TITLE DEED

WHEREAS Mary Njeri Kimani (ID/2019474), of P.O. Box 840, Thika in the Republic of Kenya, is registered as proprietor in absolute ownership interest of that piece of land containing 0.202 hectare or thereabouts, situate in the district of Thika, registered under title No. Mitubiri/Wempa Block 1/445, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015

S. W. KARIUKI,

MR/6724274

*Land Registrar, Thika District*

## GAZETTE NOTICE NO. 208

## THE LAND REGISTRATION ACT

(No 3 of 2012)

## ISSUE OF A NEW LAND TITLE DEED

WHEREAS (1) Hannah Muthoni Njuguna (ID/32807280) and (2) Naomi Wambui Waweru (ID/3048861), are registered as proprietors in absolute ownership interest of that piece of land containing 2.5 acres or thereabouts, situate in the district of Kiambu, registered under title No. Komothai/Kiambururu/9, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015

W. N. MUGURO,

MR/6724365

*Land Registrar, Kiambu District*

## GAZETTE NOTICE NO. 209

## THE LAND REGISTRATION ACT

(No 3 of 2012)

## ISSUE OF A NEW LAND TITLE DEED

WHEREAS Alice Wangui Kamau (ID/9267206), is registered as proprietor in absolute ownership interest of that piece of land containing 0.112 hectare or thereabouts, situate in the district of Kiambu, registered under title No. Githunguri/Ikinu/T 27, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015

W. N. MUGURO,

MR/6724364

*Land Registrar, Kiambu District*

## GAZETTE NOTICE NO. 210

## THE LAND REGISTRATION ACT

(No 3 of 2012)

## ISSUE OF A NEW LAND TITLE DEED

WHEREAS Richard Kangethe Karanja (ID/5708863), of P.O. Box 51, Ngewa in the Republic of Kenya, is registered as proprietor in absolute ownership interest of that piece of land containing 0.190 hectare or thereabouts, situate in the district of Kiambu, registered under title No. Githunguri/Nyaga/1676, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015

W. N. MUGURO,

MR/6724463

*Land Registrar, Kiambu District*



## GAZETTE NOTICE NO. 211

THE LAND REGISTRATION ACT  
(No. 3 of 2012)

## ISSUE OF A NEW LAND TITLE DEED

WHEREAS Ndunge Mwalimu Mwatu, of P.O. Box 1, Kivunga in the Republic of Kenya, is registered as proprietor in absolute ownership interest of that piece of land containing 1.62 hectares or thereabout, situate in the district of Machakos, registered under title No. Kinyatta/Ikombe 'B'/205, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015

G. M. NJORGE,  
Land Registrar, Machakos District.

## GAZETTE NOTICE NO. 212

THE LAND REGISTRATION ACT  
(No. 3 of 2012)

## ISSUE OF A NEW LAND TITLE DEED

WHEREAS Muluki Kyule Mulwa, of P.O. Box 1-90105, Kathiani in the Republic of Kenya, is registered as proprietor in absolute ownership interest of that piece of land containing 0.36 hectare or thereabouts, situate in the district of Machakos, registered under title No. Mitaboni/Kathiani/399, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015

G. M. NJORGE,  
Land Registrar, Machakos District.

## GAZETTE NOTICE NO. 213

THE LAND REGISTRATION ACT  
(No. 3 of 2012)

## ISSUE OF A NEW LAND TITLE DEED

WHEREAS Kanampiu Ntauri (ID/2494045), is registered as proprietor in absolute ownership interest of that piece of land containing 0.9 hectare or thereabouts, situate in the district of Meru, registered under title No. Igoji/Gikui/1542, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015

H. S. W. MUSUMIAH,  
Land Registrar, Meru District.

## GAZETTE NOTICE NO. 214

THE LAND REGISTRATION ACT  
(No. 3 of 2012)

## ISSUE OF A NEW LAND TITLE DEED

WHEREAS Sospeter Nyakundi Nyang'au (ID/8192186), of P.O. Box 3325-20100, Nakuru in the Republic of Kenya, is registered as proprietor in absolute ownership interest of that piece of land situate in the district of Kisumu Central, registered under title No. Nyaribari Chache/B/B/Boburia/5475, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015

S. R. KAMBAGA,  
Land Registrar, Kisumu Central District.

## GAZETTE NOTICE NO. 215

THE LAND REGISTRATION ACT  
(No. 3 of 2012)

## ISSUE OF A NEW LAND TITLE DEED

WHEREAS Gideon David Orare Momanyi (ID/0301631), of P.O. Box 1400, Kisumu in the Republic of Kenya, is registered as proprietor in absolute ownership interest of that piece of land situate in the district of Kisumu Central, registered under title No. C/Kitutu/Mwabundusi/752, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015

D. D. OMOLU,  
Land Registrar, Kisumu Central District.

## GAZETTE NOTICE NO. 216

THE LAND REGISTRATION ACT  
(No. 3 of 2012)

## ISSUE OF A NEW LAND TITLE DEED

WHEREAS Koyioni ole Ndikolu Liamio (ID/0092525), of Kajado in the Republic of Kenya, is registered as proprietor in absolute ownership interest of that piece of land containing 109.3 hectares or thereabout, situate in the district of Kajado, registered under title No. Kajado/Elangata Wuas/515, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015

J. M. WAMBUA,  
Land Registrar, Kapado District.

## GAZETTE NOTICE NO. 217

THE LAND REGISTRATION ACT  
(No. 3 of 2012)

## ISSUE OF A NEW LAND TITLE DEED

WHEREAS Simon Kamau Mbuguah (ID/14676808), of P.O. Box 2163, Kiambu in the Republic of Kenya, is registered as proprietor in absolute ownership interest of that piece of land containing 0.0461 hectare or thereabouts, situate in the district of Kajado, registered under title No. Kajado/Kitengela/35585, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015

J. M. WAMBUA,  
Land Registrar, Kapado District.

## GAZETTE NOTICE NO. 218

THE LAND REGISTRATION ACT  
(No. 3 of 2012)

## ISSUE OF A NEW LAND TITLE DEED

WHEREAS Ndirtu Nuthu, of P.O. Box 16, Othaya in the Republic of Kenya, is registered as proprietor in absolute ownership interest of that piece of land containing 0.7252 hectare or thereabouts, situate in the district of Laikipia, registered under title No. Laikipia/Ngobit/Supuko Block 2/1971 (Wiyumirrie), and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015

J. M. MWINZI,  
Land Registrar, Laikipia District.

## GAZETTE NOTICE No. 219

**THE LAND REGISTRATION ACT**  
(No. 3 of 2012)

**ISSUE OF A NEW LAND TITLE DEED**

WHEREAS John Muchemi Mutahi, of P.O. Box 155, Nyahururu in the Republic of Kenya, is registered as proprietor in absolute ownership interest of that piece of land containing 1.294 hectares or thereabout, situate in the district of Laikipia, registered under title No. Mutim/Ngoru Block 1/458 (Leshau Pondo), and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015.

J. M. MWINZI,  
*Land Registrar, Laikipia District.*

MR/6724257

## GAZETTE NOTICE No. 220

**THE LAND REGISTRATION ACT**  
(No. 3 of 2012)

**ISSUE OF A NEW LAND TITLE DEED**

WHEREAS Ndegwa Muranja Iguru (ID/2335961), of P.O. Box 4, Matathia in the Republic of Kenya, is registered as proprietor in absolute ownership interest of that piece of land containing 2.137 hectares or thereabout, situate in the district of Trans Nzoia, registered under title No. Kaisagat/Chekoilel Block 5/Kiriita/93, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015.

H. C. MUTAI,  
*Land Registrar, Kitale.*

MR/6724180

## GAZETTE NOTICE No. 221

**THE LAND REGISTRATION ACT**  
(No. 3 of 2012)

**ISSUE OF A NEW LAND TITLE DEED**

WHEREAS Rosalina Hellen Ajando Mulindi, of P.O. Box 23092-00100, Nairobi in the Republic of Kenya, is registered as proprietor in absolute ownership interest of that piece of land containing 1.8 hectares or thereabout, situate in the district of Sabatia, registered under title No. N/Maragoli/Lusengeli/180, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015.

T. BIKETI,  
*Land Registrar, Sabatia District.*

MR/6724261

## GAZETTE NOTICE No. 222

**THE LAND REGISTRATION ACT**  
(No. 3 of 2012)

**ISSUE OF A NEW LAND TITLE DEED**

WHEREAS Ashman Magero Ondieki (ID/1523012), is registered as proprietor in absolute ownership interest of that piece of land containing 1.15 hectares or thereabout, situate in the district of Rachuonyo, registered under title No. Kabondo/Kasewe/1598, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015.

J. O. OSILOLO,  
*Land Registrar, Rachuonyo South/North Districts.*

MR/6254583

## GAZETTE NOTICE No. 223

**THE LAND REGISTRATION ACT**  
(No. 3 of 2012)

**ISSUE OF A NEW LAND TITLE DEED**

WHEREAS George Oduor Oloo (ID/8234345), of P.O. Box 137-40600, Siaya in the Republic of Kenya, is registered as proprietor in absolute ownership interest of that piece of land containing 0.15 hectare or thereabouts, situate in the district of Ugenya, registered under title No. South Ugenya/Rang'ala/862, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015.

P. A. NYANJA,  
*Land Registrar, Ugenya District.*

MR/6724159

## GAZETTE NOTICE No. 224

**THE LAND REGISTRATION ACT**  
(No. 3 of 2012)

**ISSUE OF A NEW LAND TITLE DEED**

WHEREAS James Okol Ndola, of P.O. Box 214, Bondo in the Republic of Kenya, is registered as proprietor in absolute ownership interest of that piece of land containing 3.6 hectares or thereabout, situate in the district of Bondo, registered under title No. North Sakwa/Nyawita/168, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015.

G. M. MALUNDU,  
*Land Registrar, Bondo District.*

MR/6724470

## GAZETTE NOTICE No. 225

**THE LAND REGISTRATION ACT**  
(No. 3 of 2012)

**ISSUE OF A NEW LAND TITLE DEED**

WHEREAS (1) Pauline Atieno Nguka and (2) Alex Awuondo Owidi, of P.O. Box 483, Luanda in the Republic of Kenya, is registered as proprietor in absolute ownership interest of that piece of land containing 0.45 hectare or thereabouts, situate in the district of Bondo, registered under title No. North Sakwa/Nyawita/1407, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015.

G. M. MALUNDU,  
*Land Registrar, Bondo District.*

MR/6724470

## GAZETTE NOTICE No. 226

**THE LAND REGISTRATION ACT**  
(No. 3 of 2012)

**ISSUE OF NEW LAND TITLE DEEDS**

WHEREAS Michael Ajierh Kombugoh, of P.O. Box 51856, Nairobi in the Republic of Kenya, is registered as proprietor in absolute ownership interest of those pieces of land containing 2.16 hectares or thereabout, situate in the district of Bondo, registered under title Nos Asembo/Ramba/4524 and 4523, and whereas sufficient evidence has been adduced to show that the land title deeds issued thereof have been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue new title deeds provided that no objection has been received within that period.

Dated the 16th January, 2015.

G. M. MALUNDU,  
*Land Registrar, Bondo District.*

MR/6724483

## GAZETTE NOTICE No. 227

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## ISSUE OF A NEW LAND TITLE DEED

WHEREAS Lubonga Iminyĩ, is registered as proprietor in absolute ownership interest of that piece of land containing 5.02 hectares or thereabout, situate in the district of Bungoma, registered under title No. Ndivisi/Mihuu/326, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015.

P. K. SIBUCHI,  
MR/6724836 *Land Registrar, Bungoma/Mt. Elgon Districts.*

## GAZETTE NOTICE No. 228

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## ISSUE OF A NEW LAND TITLE DEED

WHEREAS Wanyama Warufu, is registered as proprietor in absolute ownership interest of that piece of land containing 3.8 hectares or thereabout, situate in the district of Bungoma, registered under title No. Ndivisi/Khalumuli/613, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015

P. K. SIBUCHI,  
MR/6724836 *Land Registrar, Bungoma/Mt. Elgon Districts.*

## GAZETTE NOTICE No. 229

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## ISSUE OF A NEW LAND TITLE DEED

WHEREAS Gimase Maroa Mtuki, of P.O. Box 1, Kehancha in the Republic of Kenya, is registered as proprietor in absolute ownership interest of that piece of land containing 4.0 hectares or thereabout, situate in the district of Kuria, registered under title No. Bukira/Bwisaboka/942, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015.

L. N. MOCHACHE,  
MR/6724199 *Land Registrar, Kuria District.*

## GAZETTE NOTICE No. 230

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## ISSUE OF A NEW LAND TITLE DEED

WHEREAS Levi Akivanga Aviha, of P.O. Box 30, Kapsabet in the Republic of Kenya, is registered as proprietor in absolute ownership interest of that piece of land containing 1.64 hectares or thereabout, situate in the district of Nandi, registered under title No. Nandi/Kapgangani/Kaimosi/395, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015.

E. A. ODERO,  
MR/6724360 *Land Registrar, Nandi District.*

## GAZETTE NOTICE No. 231

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## ISSUE OF A NEW LAND TITLE DEED

WHEREAS Naftaly Ketwo Barichok, of P.O. Box 36, Nandi Hills in the Republic of Kenya, is registered as proprietor in absolute ownership interest of that piece of land containing 0.72 hectare or thereabouts, situate in the district of Nandi, registered under title No. Nandi/Chemase/Kaimosi/159, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015

E. A. ODERO,  
MR/6724370 *Land Registrar, Nandi District.*

## GAZETTE NOTICE No. 232

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## ISSUE OF A NEW LAND TITLE DEED

WHEREAS Gideon David Orare Momanyi (ID/0301631), of P.O. Box 1400-40200, Kisumu in the Republic of Kenya, is registered as proprietor in absolute ownership interest of that piece of land containing 0.025 hectare or thereabouts, situate in the district of Nyamira, registered under title No. East Kitutu/Mwamangera/1427, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015.

R. S. SANDUKI,  
MR/6254966 *Land Registrar, Nyamira District.*

## GAZETTE NOTICE No. 233

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## ISSUE OF A NEW LAND TITLE DEED

WHEREAS George Wainaina Kamau (ID/4442073), of P.O. Box 2606-3100, Eldoret in the Republic of Kenya, is registered as proprietor in absolute ownership interest of that piece of land containing 1.236 hectares or thereabout, situate in the district of Naivasha, registered under title No. Naivasha/Mwachiringiri Block 4/3015, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015.

J. MWAURA,  
MR/6724474 *Land Registrar, Naivasha District.*

## GAZETTE NOTICE No. 234

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## ISSUE OF A NEW LAND TITLE DEED

WHEREAS Alfred Angengo Anindo, of P.O. Box 82, Butula in the Republic of Kenya, is registered as proprietor in absolute ownership interest of that piece of land containing 3.83 hectares or thereabout, situate in the district of Busia/Teso, registered under title No. Marachi/Esikoma/2202, and whereas sufficient evidence has been adduced to show that the land title deed issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall issue a new title deed provided that no objection has been received within that period.

Dated the 16th January, 2015

G. O. ONDIGO,  
MR/6724402 *Land Registrar, Busia/Teso Districts.*

## GAZETTE NOTICE NO. 235

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## RECONSTRUCTION OF LOST OR DESTROYED LAND REGISTER

WHEREAS Yohana Ong'asia Shisanya (deceased), is registered as proprietor in absolute ownership interest of that piece of land containing 3.2 hectares or thereabout, known as North Maragoli/Bugina/I, situate in the district of Sabatia, and whereas the land register in respect thereof is lost or destroyed, and whereas efforts made to locate the said land register have failed, notice is given that after the expiration of sixty (60) days from the date hereof, the property register shall be reconstructed under the provisions of section 33 (5) of the Act, provided that no objection has been received within that period.

Dated the 16th January, 2015

MR/6724198

K M OKWARO,  
*Land Registrar, Sabatia District*

## GAZETTE NOTICE NO. 236

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## RECONSTRUCTION OF LOST OR DESTROYED LAND REGISTER

WHEREAS Daniel Toroitich arap Moi, of P.O. Box 59839-00100, Nairobi in the Republic of Kenya, is registered as proprietor lessee of that piece of land known as L.R. No. 12422/19, situate in the city of Nairobi, by virtue of a certificate of title registered as I.R. 36415/1, and whereas the land register in respect thereof is lost or destroyed, and whereas efforts made to locate the said land register have failed, notice is given that after the expiration of sixty (60) days from the date hereof, the property register shall be reconstructed under the provisions of section 33 (5) of the Act, provided that no objection has been received within that period.

Dated the 16th January, 2015

MR/6724456

W M MUIGAI,  
*Land Registrar, Nairobi*

## GAZETTE NOTICE NO. 237

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## RECONSTRUCTION OF LOST OR DESTROYED LAND REGISTER

WHEREAS Peter Mutiso Mbulo, of P.O. Box 70240, Nairobi in the Republic of Kenya, is registered as proprietor lessee of that piece of land known as L.R. No. 13858/9, situate in the district of Kiambu, by virtue of a certificate of title registered as I.R. 51739/1, and whereas the land register in respect thereof is lost or destroyed, and whereas efforts made to locate the said land register have failed, notice is given that after the expiration of sixty (60) days from the date hereof, the property register shall be reconstructed under the provisions of section 33 (5) of the Act, provided that no objection has been received within that period.

Dated the 16th January, 2015

MR/6724371

W M MUIGAI,  
*Land Registrar, Nairobi*

## GAZETTE NOTICE NO. 238

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## OPENING OF A NEW REGISTER

WHEREAS Benjamin Odwe Odhiambo (ID/1467922), of God Abuoro Sub-location in the Republic of Kenya, is registered as proprietor in absolute ownership interest of that piece of land situate in the district of Muhoroni, registered under title No. Kisumu/East Sidho/2206, and whereas sufficient evidence has been adduced to show that the land register issued thereof has been lost, notice is given that after the expiration of sixty (60) days from the date hereof, I shall

open a new land register provided that no objection has been received within that period.

Dated the 16th January, 2015

MR/6724404

S L WERE,  
*Land Registrar, Muhoroni District*

## GAZETTE NOTICE NO. 239

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## REGISTRATION OF INSTRUMENT

WHEREAS Nairobi City County, of P.O. Box 30075-00100, Nairobi in the Republic of Kenya, is the registered proprietor lessee of all that piece of land known as L.R. No. 209/5533, situate in the city of Nairobi, held under a grant registered as I.R. 14560/1, and whereas Nairobi City Council has executed an instrument of lease in favour of Mohamud Abdi Ahmed, and whereas an affidavit has been filled in terms of section 65 (1) (h) of the said Act declaring that the said grant registered as I.R. 14560/1 is not available for registration, notice is given that after the expiration of fourteen (14) days from the date hereof, provided no valid objection has been received within that period, I intend to dispense with the production of the said grant and proceed with the registration of the said instrument of lease.

Dated the 16th January, 2015

MR/6742067

W M MUIGAI,  
*Registrar of Titles, Nairobi*

## GAZETTE NOTICE NO. 240

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## REGISTRATION OF INSTRUMENT

WHEREAS Gacheha Ngunyenye (deceased), is registered as proprietor of that piece of land containing 0.0294 hectare or thereabouts, known as Thika/Municipality Block 2/339, situate in the district of Thika, and whereas the High Court at Nyeri in succession cause No. 168 of 1998, has issued grant of letters of administration to Miriam Nyanjuki Gacheha, and whereas the land title deed issued earlier to the said Gacheha Ngunyenye (deceased) has been reported missing or lost, notice is given that after the expiration of thirty (30) days from the date hereof, provided no valid objection has been received within that period, I intend to dispense with the production of the said land title deed and proceed with registration of the said instrument of R.L. 19 and R.L. 7, and upon such registration the land title deed issued earlier to the said Gacheha Ngunyenye (deceased), shall be deemed to be cancelled and of no effect.

Dated the 16th January, 2015

MR/6724369

J K NJORGE,  
*Land Registrar, Thika District*

## GAZETTE NOTICE NO. 241

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## REGISTRATION OF INSTRUMENT

WHEREAS Wabacha Gicheha alias Gicheha Wabacha Gicheha (deceased), is registered as proprietor of that piece of land containing 2.2 hectares or thereabout, known as Kiambu/Gatanyaga/146, situate in the district of Thika, and whereas the chief magistrate's court at Thika in succession cause No. 75 of 2013, has issued grant of letters of administration to George Njoroge Wabacha, and whereas the land title deed issued earlier to the said Wabacha Gicheha alias Gicheha Wabacha Gicheha (deceased) has been reported missing or lost, notice is given that after the expiration of thirty (30) days from the date hereof, provided no valid objection has been received within that period, I intend to dispense with the production of the said land title deed and proceed with registration of the said instrument of R.L. 19 and R.L. 7, and upon such registration the land title deed issued earlier to the said Wabacha Gicheha alias Gicheha Wabacha Gicheha (deceased), shall be deemed to be cancelled and of no effect.

Dated the 16th January, 2015

MR/6724369

M M MUTAI,  
*Land Registrar, Thika District*



GAZETTE NOTICE NO. 242

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## REGISTRATION OF INSTRUMENT

WHEREAS Hannah Nyakirimi Kimani (deceased), is registered as proprietor of that piece of land containing 2.15 hectares or thereabouts, known as Ngurubi/Ndiuni/191, situate in the district of Kiambu, and whereas the chief magistrate's court at Thika in succession cause No. 251 of 2011, has issued grant of letters of administration to Bernard Chege Kimani, and whereas the land title deed issued earlier to the said Hannah Nyakirimi Kimani (deceased) has been reported missing or lost, notice is given that after the expiration of thirty (30) days from the date hereof, provided no valid objection has been received within that period, I intend to dispense with the production of the said land title deed and proceed with registration of the said instrument of R.L. 19 and R.L. 7, and upon such registration the land title deed issued earlier to the said Hannah Nyakirimi Kimani (deceased), shall be deemed to be cancelled and of no effect

Dated the 16th January, 2015

W. N. MUGURO,

MR/6724283

*Land Registrar, Kiambu District*

GAZETTE NOTICE NO. 243

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## REGISTRATION OF INSTRUMENT

WHEREAS John Peter Kamau, is registered as proprietor of all that piece of land known as Tigithi/Matanya Block VI/785 (Thome IV), situate in the district of Laikipia, and whereas sufficient evidence adduced proves that the said land title deed was erroneously issued, and whereas all efforts made to compel the registered proprietor to surrender the said land title deed for cancellation have failed, notice is given that after the expiration of thirty (30) days from the date hereof provided no valid objection has been received, I intend to dispense with production of the said land title deed and give a new title deed to the rightful owner, Mary Wanjiku Kahju, and upon such publication the land title deeds issued earlier shall be deemed to have been cancelled and of no effect

Dated the 16th January, 2015.

B. W. MWAI,

MR/6724257

*Land Registrar, Laikipia District*

GAZETTE NOTICE NO. 244

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## REGISTRATION OF INSTRUMENT

WHEREAS Vitalis Okello Onyango (deceased), is registered as proprietor of that piece of land containing 1.0 hectare or thereabouts, known as W. Kasipul/Kodera Kamiyawa/935, situate in the district of Rachuonyo, and whereas the Oyoigis Law Courts in succession cause No. 69 of 2010, has issued grant documents, notice is given that after the expiration of thirty (30) days from the date hereof, provided no valid objection has been received within that period, I intend to dispense with the production of the said land title deed and proceed with the registration of instrument of R.L. 19 and R.L. 9 to read Odera Joash Odhiambo, and upon such registration the land title deed issued earlier to the said Vitalis Okello Onyango (deceased), shall be deemed to be cancelled and of no effect

Dated the 16th January, 2015

J. O. OSILOLO,

MR/6724374

*Land Registrar, Rachuonyo North/South Districts*

GAZETTE NOTICE NO. 245

## THE LAND REGISTRATION ACT

(No. 3 of 2012)

## REGISTRATION OF INSTRUMENT

WHEREAS Miriti M'litimitu (deceased), is registered as proprietor of that piece of land containing 0.108 hectare or thereabouts, known as Kiegori/Kinyanka/1811, situate in the district of Meru North, and whereas the High Court at Meru in succession cause No. 68 of 2014 has issued grant of letters of administration in the name of M'Nchebere M'litimitu, and whereas the land title deed issued earlier in respect of the said piece of land by the land registrar has been reported missing or lost, notice is given that after the expiration of thirty (30) days from the date hereof, provided no valid objection has been received within that period, I intend to dispense with the production of the said land title deed and proceed with registration of the said instrument of R.L. 19 and R.L. 7, and upon such registration the land title deed issued earlier to the said Miriti M'litimitu (deceased), shall be deemed to be cancelled and of no effect

Dated the 16th January, 2015.

D. M. KAMANJA,

MR/6724497

*Land Registrar, Meru North District*

GAZETTE NOTICE NO. 246

## THE COUNTY GOVERNMENTS ACT

(No. 17 of 2012)

## THE COUNTY GOVERNMENT OF TAITA TAVETA

## TAITA TAVETA COUNTY PUBLIC SERVICE BOARD

SECOND ANNUAL REPORT SUBMITTED TO THE COUNTY ASSEMBLY OF  
TAITA TAVETA DECEMBER, 2014THE COUNTY PUBLIC SERVICE BOARD SECOND REPORT TO  
THE COUNTY ASSEMBLY

## Preamble

This report is prepared in accordance with the Constitution and section 59 (1) (d) and (f) and subsection (5) of section 59 of County Government Act No. 17 of 2012 which states that the County Public Service Board shall

59 (1) (d) prepare regular reports for submission to the county assembly on the execution of the functions of the Board,

59 (1) (f) evaluate and report to the County Assembly on the extent to which the values and principles referred to in Articles 10 and 232 are complied with in the county public service,

It is a requirement under section 59 (5) (a) of the County Governments Act (2012) that each County Public Service Board must deliver a report to the respective County Assembly in the month of December each year. The scope of the report which is itemized in the section 59 (5) (b-f) (Annex I) is primarily on the extent to which the county is implementing the promotion and protection of the principles and values elicited in Articles 10 and 232 of the Constitution. This report meets all the requirements in section 59 sub section (5) of the county Government Act. However it is noted that subsection 6 of section 59 may not be complied with at this time because the County Government has not yet established the County Gazette in which this report is supposed to be published within seven (7) days after the report has been delivered to the County Assembly. This report shall be gazzeted in the *Kenya Gazette*.

## Introduction

Taita Taveta County Public Service Board is under County Government of Taita Taveta. It is established under Article 235 of the constitution and section 57 of the County Government Act No. 17 of 2012. It is a board corporate with perpetual succession and capable of suing and being sued. It comprises of a Chairman and five Members of Board and a secretary as per section 58 of County Government Act. The Members of the board are at 50 per cent gender balance. In terms of regional balance we have

Mwatate—1, Margaret Mwachanya (Mrs.)

Voi—1, Evelyn Shighi (Mrs.).

Wundanyi—2, Rhoda Mwashighadi (Mrs.) and Basil T. Ngoma

Taveta—2, Isaac Makange and Stanley Kidondi

The function and powers of County Public Serviced Board are stipulated in section 59 of County Governments Act.

The Board in the execution of its mandate operated in committees which were set out in the draft Bill and as guided by the Public Service Commission. The four committees namely are:

- Human Resource Planning, Recruitment and Selection, Capacity and Capability Development Committee, chaired by Margaret Mwachanya (Mrs.).
- Finance, Planning General Purpose and Staff Welfare, chaired by Everline Shighi (Mrs.).
- Audit, Governance, ICT and Risk Management, chaired by Stanely Kidondi
- Conditions of Service, Compliancy and Quality Assurance, chaired by Isaac Makange

Section 59 subsection (5)

This report is delivered to the County Assembly in December.

#### STEPS TAKEN AND DECISIONS MADE BY THE BOARD

##### *Recruitment of County Public Officers*

The board received indents from the Executive and discussed the same in the Human Resource Committee

Some of the adverts were released in the national newspapers as a requirement in section 66 of the County Government Act No. 17 of 2012 while others were not due to financial constraints but were placed in the County website. In exceptional cases where the Board felt that the target audience was at the grassroots and not likely to read the daily newspapers this was augmented with announcements and talk shows in some of the local radio stations with wide following in the County, the County website and religious institutions. For the senior positions where issues of integrity must come to play, candidates were asked to come with the necessary clearance from Ethics and Anti-Corruption Commission (EACC), Higher Education Loans Board KRA etc.

Positions like those of Chief Officers, Directors and Chief Finance Officer carry immense responsibility and should only be occupied by people of outstanding integrity.

The appointments were done on merit, professionalism, gender, minority, disability and regional balance.

The CPSB is mandated to ensure adequate staffing levels in the County Public Service. Based on Indents received the County Public Service Board advertised 66 positions for the following positions based on the received indents from various departments during the year 2014 (ANNEX 1).

##### *Advertisements of positions to be widely publicized*

The board faced budgetary challenges in which it was allocated only Two (2) Millions for advertisement and hence could not advertise all vacant posts in the newspapers as required by law. Treasury also issues a circular advising that all adverts be done through the County Government website due to huge debts in procurement adverts. Copies of every advert released have been forwarded to the Assembly with a request to the Clerk to produce copies for all the Members of the County Assembly. Copies of the adverts have been sent to the Sub County Administrators with instructions to ensure that they are displayed in all strategic areas in the County. Despite all these attempts to ensure that the positions are given adequate publicity, it has come to the notice of the Board that some people within the County have not seen some of the adverts. The board will look into more innovative methods of ensuring that the adverts get more publicity through other channels including the use of ICT.

##### *Positions for which interviews have been done*

Various positions were successfully filled while others are to be re-advertised because they did not attract qualified candidates (ANNEX 1).

##### *Recruitment of ECDE Teachers*

The process of recruiting teachers for Early Childhood Development and Education (ECDE) level in the County had started but was stopped by a court order. Interviews had been conducted except phase II shortlists.

##### *Community Policing Authority*

Twelve (12) names were forwarded to the Governor after competitive sourcing through interviews conducted by the Board. There was adequate gender and regional representation to meet the requirements of Article 232 of the Constitution. However when the names were forwarded for vetting to the County Assembly a petition was raised by the public and the exercise was stopped. The Assembly later requested for the whole process to start again.

##### *Re-advertised Positions*

The Board has to re-advertise 48 posts which were not filled due to lack of attracting qualified candidates.

##### *Applicants who are not from the County*

It is important to have the face of Kenya among the County employees as one way of achieving national unity. Applicants who are not from the County have been very few indeed but the board has recruited those who met the minimum requirements. This indeed is a key motivational force to ensure that the County should be able to generate its own manpower. It should be self-reliant in the event that there are skills gaps where local personnel are not available and Kenyans from other parts of the County are not willing to take them. As one of the principles of the public service under Article 232, therefore, the Board has clearly done all it can to ensure that the members of all ethnic groups are reached. Quality of course cannot be compromised and affirmative action has got minimum benchmarks with the key requirement being one's ability to perform.

##### *Qualifications which are seen to be too high by the residents*

Complaints have been raised in various forums to the effect that the requirements set by the Board for various positions have been rather high pitched. It should be noted that requirements for a particular position are set by the consumer department. It is however important to recognize that a strong workforce can only be made up of individuals with the right competencies critical of which are academic capability, experience and skills. The County will not be doing itself any good if it recruits a KCSE graduate for a job which can only be done by a degree holder who has worked for a minimum of ten years. At the level of a Chief Officer for example, one is supposed to be very conversant with several government procedures in transacting business both in theory and practice. Someone who has just left college for example may not perform very well in a senior managerial position for which he will require skills in managing people, work, money, time, crises etc.

It is therefore standard practice for some positions to only be filled by individuals with some minimum levels of competence and experiences with specific minimum levels of academic qualifications.

It is noted that there are career progression structures in practically every sector including the private sector which define promotion opportunities on the basis of what one can do at a certain level before being promoted to the next. It is further acknowledged that the people of the county as tax payers are key stakeholders in available national positions which are normally advertised in the national papers. The citizens should be encouraged to apply for the national jobs too.

##### *County Government website*

The County Government website has been very important to the board. It can be used to provide information on what the government is doing, what it intends to do, why it has not done certain things and when it will do them. The advertisements which are costing the County Government some millions of shillings have been released through the website with only short advisories referring the reader to the website being released through the print media at minimal costs. The board had no option but to use the website when funds were not available.

##### *Board to maintain records of applicants*

Section 68 of the CGA states Subject to the relevant legislation, the County Public Service Board shall, for a specified period, maintain a record of all applications received in response to advertisements inviting applications and such record may be inspected by any person. The board has facilitated inspection of documents by the public.

##### *Summary of Recruitment (ANNEX 3)*

The Board has employed a total of 258 employees as indicated below.

	<i>Natives of Taita Taveta County</i>	<i>Natives of Other Counties</i>	<i>Total</i>
Male	82	49	131
Female	78	49	127
Total	160	98	258
Percentages	62.01%	37.9%	

The board has fully absorbed the Health workers on SEP and RHP as follows

#### OFFICERS ABSORBED THROUGH THE ESP AND RHP PROGRAMME

	<i>Natives of Taita Taveta County</i>	<i>Natives of Other Counties</i>	<i>Total</i>
Male	8	20	28
Female	27	39	66
Total	35	59	94

It should be noted that.

- In terms of percentages, The Board has surpassed the Constitutional requirements of ensuring that people from other counties are employed. The statistics stand at 62.1% Locals and 37.9% from other counties
- In terms of Gender, out of the 258 appointments, males are slightly more at 50.77% while females are at 49.22% which is over and above the a third gender rule

#### Critical Decisions Made by the Board

- Driving test for drivers—The board decided to include practical tests for drivers. This was done in collaboration with the mechanical Engineers from the Roads department.
- Inclusion of experts in the panels for short listing and interviews.
- Give offer letters for only one month
- The board recommended LAPFUND pension Administrator for the county.
- NHIF was recommended for officer from Job group A-P
- Delegation of powers. The board has appointed authorized officers by delegating as per section 86 of the CGA.

#### Policy Documents

The board intends to develop the following policy documents

- Disciplinary policy, codes of conduct and codes of ethics documents, training policy and recruitment policy.
- Develop and adhere to Citizens Service Delivery Charter.
- Develop recruitment and selection policy.
- Develop training and development policy.
- Domestication and develop officer's code of ethics and integrity.
- Develop and implement work plans.

#### Strategic plan and Service Charter

The importance of having strategic plans to guide strategic operations of any organization is cannot be overemphasized. The County and the Board have developed the documents already. Using consultants for the exercise was an option but most departments used National Government officers. Alongside the strategic plans it is now standard practice to have citizens' service charters to indicate the services provided by the Government. These are documents which should be produced in the first half of 2015.

#### Performance Contract

It is now standard practice in Government and in many countries cross the world to account for the resources and time one has been allocated to document the achievements after a certain period. Performance contracting is not new in Kenya and it has been practised over a number of years. This is about the principle of accountability in the public service. Performance contracting in a simplified form to be designed by the County should be introduced

#### County establishment and organization of Government

One great challenge the Board is facing is that of having a clear establishment for each department and cumulatively an establishment

for the County. Section 46 of the County Governments Act, 2012 states that "the County Executive Committee shall determine the organization of the county and its various departments". This will then lead on to each department coming up with its personnel requirements. The Board should be filling positions against clear establishments. Even if the County intends to use a consultant to do it, this should be done as a matter of urgency. The absorption of the casuals can only depend on an establishment of the vacant positions to be filled. The new challenge of absorbing staff carrying out duties under devolved functions with clear evidence that some departments may be having bloated staff needs to be resolved. The number of persons to be absorbed and the number to be surrendered for deployment to other needy counties under devolved functions will only be determined through an agreed establishment which will be guided by an acceptable budget ceilings on personal emoluments among other variables. To this end the Board has co-ordinated all departments to come up with organograms with optimal staffing levels of all carders. It has worked with CARPS and a final report will realize this goal

*Include specific recommendations that require to be implemented in the promotion and protection of the values and principles.*

The board has issued a circular to all professional staff to ensure that they have the requisite practicing certificate from their professional bodies. These specific recommendations require to be implemented in the promotion and protection of the values and principles.

The board has not made any specific decisions on particulars of persons or public body who have violated the values and principles, including action taken or recommended against them. The county departments have developed their strategic plans as recommended earlier by the board.

The major impediment in the promotion of the values and principles is lack of unbundling of the values and principles. The board has written to transition Authority to assist in capacity building on the same.

Programmes the board is undertaking or has planned to undertake in the medium term towards the promotion of the values and principles.

The board has prepared its strategic plan. The strategic objective 1.2. To promote and enhance values and principles referred to in Articles 10 and 232 of Constitution of Kenya, the board strategy is to create awareness of the same to the public service. This will be done by developing manuals on Civic education in the county and Conduct awareness and sensitization programs on values and principles to County Public service officers. The board will also collaborate with other departments in the County Government in promotion of programs on values and principles to County Public Service officers and prepare and disseminate a code of conduct for the officers in the county.

#### Public Meetings

The County Public Service Board has conducted awareness campaigns in the four sub counties for the staff and the public

#### Citizens' Satisfaction Surveys

It is standard practice to carry out surveys as a way of getting feedback from citizens on service delivery by the Government. Reputable firms should be sourced competitively to carry out citizen's satisfaction surveys as a way of identifying areas for improvement on service delivery.

#### STAFF MATTERS

##### Non Conducive Working Environment

One reason which can contribute to poor performance is the nature of the environment one works in. The Board has worked in an environment which can be described as difficult. The board has been allocated offices at Maghamba building but the partitioning has not been completed hence some board members are sitting in the board room which does not have good furniture. The board does not have enough space for Registry. The Board must now recruit a records manager as it is increasingly becoming difficult to trace a document without the support of a records management officer as a result of the continuous

The board also requested for work environment reports from all departments and gave advice on the basic facilities to be provided by the authorized officers



The Government ought to source for funds to construct the County Headquarters so as to provide a good working environment for all for efficient and effective service delivery

#### *Discipline Cases*

Very few cases of violation of the Articles have been brought to the notice of the board. The Board has therefore handled one case of indiscipline since taking office and investigation is going on.

#### *County Government Human Resource Management and Development Advisory Committee (CGHRMDAC)*

One of the principles listed in articles 10 and 232 is that of fairness. In a move to achieve this, the Board is recommended the establishment of the committee cited above so that some functions can be delegated as explained in the County Governments Act. The body deals with minor disciplinary issues for staff on the lower cadres. Only appeals are presented to the Board so that officers on these cadres have a chance for a second opinion. In disciplinary processes, an employee will appeal to the Board if he is not satisfied with the verdict of the committee. He will still have another opportunity to appeal to the Public Service Commission as given in section 77 of the County Governments Act 2012 if he is not satisfied with the decision of the Board. Promotions for some cadres at lower levels may also be delegated to the committee which will then forward recommendations for ratification by the Board if the process is deemed to be fair. This indeed is promoting the values of fairness and efficiency in handling staff discipline and promotions. This model borrows from the national level where Ministerial Human Resource Management Committees carry out some functions on delegation by the Public Service Commission.

#### *Promotions*

No officers have been promoted yet. The focus for the County government has been on recruiting essential staff to carry out duties for which there are no qualified personnel currently.

Many promotion letters have been received from National Government back dated as far as 2010 especially for health department. The board is verifying the data in collaboration with the department to ascertain which officers are still working in the County how to get funds for payment of salary arrears.

#### **FUTURE PLANS**

The board has the following future plans in the strategic plan

- (1) Establish procedures for handling disciplinary cases
- (2) Establish complain and compliments reporting and feedback mechanisms
- (3) Conduct awareness and sensitization programs on values and principles to County Public Service officers
- (4) Provide strategic leadership and oversight on matters relating to county public service performance
- (5) Carry out staff satisfaction surveys and address the feasible recommendations.
- (6) Recruiting and maintaining competent Public Service within the county
- (7) Developing and building capacity of the county staff to ensure efficient and effective service delivery
- (8) Ensuring that training needs among the staff working under various sub sector are identified and necessary training provided for, for the purpose of service delivery
- (9) Ensuring that qualified expertise are attracted and retained within the county by offering attractive remuneration
- (10) Ensuring that principles and values are upheld by the staff within the county for the purpose of having professionalism in service delivery
- (11) Policies on human resource management and development to guide several operations in the County staff within the national guidelines

#### *Seminars and workshops attended by the County Public Service Board members*

- (a) Induction workshop for County Chief Officers and Heads of Departments on delegation of power on 31st July at Andymac.

- (b) Workshop on leadership and rationalization sensitization of county secretary, chairperson and CEC on 30th July, 2014

- (c) Retreat Diani leisure lodge 27 to 31st August, 2014

- (d) Workshop with lap fund on pension on 3rd to 5th November, 2014

- (e) Workshop on human rights from 25th to 29th, November, 2014.

- (f) Training on garps on 8th to 10th September, 2014.

- (g) Programme for capacity building for all County Public Service Board on 11th to 14th August, 2014 by PSC

- (h) ICPSK at Nyali on 20th to 22nd August, 2014

- (i) CIC workshop in Wundanyi from 23rd to 25th June, 2014.

- (j) ICPSK on governance, integrity and investments on 26th to 27th September, 2014.

#### **CHALLENGES**

##### *Constitutional gender balance requirements*

This illustrates the gender imbalances among the applicants which at times make it difficult to achieve the required proportions. As much as it is a constitutional requirement therefore, it will not be possible to meet the requirement for each particular position. The Board will therefore look at the totality of all appointments and much as possible ensure that the gender requirement is met in the entirety of officers on senior grades and those on the lower grades.

##### *Limited Budgetary Allocations*

The Board has continuously faced financial challenges as a result of inadequate funding. It is unfortunate that the Board is never called by the Assembly to defend its budget in the Assembly. The Board's Budget has continuously been slashed without consultation which has negatively affected its operations. Among those hit hard has been advertisement. The Constitution provides that a job advert should appear in at least two dailies with wide national circulation. With such inadequacies, the Board has resorted to advertisements in the Website which has not been effective.

##### *Political Interference*

The legislative arm of the County, the County Assembly, has failed to recognize the independence of the Board and its activities. It stopped recruitment processes for the Board at interview level for various medical positions which were to take place from 16<sup>th</sup> September 2014. Attempts by the Board to get copies of petitions as alleged in the letter bore no fruits. This left the board with no option but to restart the process where it had reached because no specific issues were raised on the legality of the process.

##### *Mainstreaming of People with Special Needs*

The Constitution provides for inclusiveness in employment. The Board has found it challenging to achieve this threshold since the said category does not respond to the adverts posted by the Board, in cases when they respond, they either do not attain the minimum qualification or the jobs are not favorable.

##### *Specialized Competencies*

Inability to attract and retain competitive staff especially in technical areas like medical positions is a real challenge in the county.

##### *Board Secretariat*

The Board however appreciates the constraints the County is facing as it addresses the challenge of managing a huge pay roll. With this background therefore, the board will in the meantime use the services of the County Government legal officer.

##### *Comprehensive Capacity Building Plan*

With the new dispensation, it is essential to orient the county workforce on several new developments. It is for example important to give an orientation to all workers on Articles 10 and 232 of the constitution. It is important to educate the workforce on the transition from Local Government Act to the new County Governments Act, 2012. The board therefore requires adequate funds for capacity building. Human capital with no capacity is a liability to a County.



The County should develop well planned capacity building programmes for its staff. It is the duty of a government to develop its staff so that service delivery improves. As a county it is time to come out with capacity gaps and approach local, national and international agencies like CIDA, DFID, GIZ, JICA which Fund training to start supporting the County to build capacity for its staff

#### Conclusion

The County Public Service Board is extremely grateful for the support it has received from the office of the Governor in undertaking its mandate. It has indeed been an extremely cordial working relationship. The Board is also grateful for the support it has received from the County Assembly. The forums for which the Board has been invited have been cordial and specifically they have resulted in fruitful consultations being made. The Board reiterates its resolve to continue offering services to the County within its mandate and as per the oath the members took. The Board reiterates its tenacity to deliver services to the people of the County transparently, impartially, objectively and professionally.

ELIPIDA MWAKAMBA,  
Secretary/CEO,  
County Public Service Board

MR/6724189

#### GAZETTE NOTICE NO. 247

### THE COUNTY GOVERNMENTS ACT

(No. 17 of 2012)

### MURANG'A COUNTY GOVERNMENT

### MURANG'A COUNTY PUBLIC SERVICE BOARD

REPORT ON THE EXTENT OF COMPLIANCE WITH THE NATIONAL VALUES AND PRINCIPLES OF GOVERNANCE AND OF PUBLIC SERVICE IN THE MURANG'A COUNTY PUBLIC SERVICE FOR THE YEAR ENDED 31ST DECEMBER, 2014

#### Introduction

The Murang'a County Public Service Board is a body corporate established by Sec. 57 of the County Government Act, 2012 being the actualization of Article 235 of the Constitution of Kenya 2010.

The board has perpetual succession and is capable of suing and being sued under its corporate name.

The Board is composed of the following

Peterson Mwangi—Chairman (Resigned on December 6th 2014)  
Nancy Njoroge (Mrs.)—Vice Chair (Acting Chair)  
Richard Kamani—Secretary  
Titus Waitthaka—Member  
Andrew Ngunjiri—Member (Acting Vice Chair)  
Catherine Wanjiku (Mrs.)—Member  
Mary Baaro (Mrs.)—Member

#### Functions of the Murang'a County Public Service Board

The functions of the Board as given by Sec. 59 of the County Government Act, 2012 are as follows.

- (a) To establish and abolish offices in the County Public Service
- (b) To appoint persons to hold or act in offices of the County Public Service including in the Boards of Cities and Urban Areas within the county and to confirm appointments
- (c) To exercise disciplinary control over, and remove, persons holding or acting in those offices as provided for under this part.
- (d) To prepare regular reports for submission to the County Assembly on the execution of the functions of the board;
- (e) To promote in the County Public Service the values and principles referred to in Articles 10 and 232.
- (f) To evaluate and report to the County Assembly on the extent to which the values and principles referred to in Articles 10 and 232 are complied with in the County Public Service.
- (g) To facilitate the development of coherent, integrated human resource planning and budgeting for personnel emoluments in the county;

(h) Advise the County Government on human resource management and development.

(i) To advise County Government on implementation and monitoring of the national performance management system in the county.

(j) Make recommendations to the Salaries and Remuneration Commission, on behalf of the County Government, on the remuneration, pensions and gratuities for County Public Service employees

This report therefore dwells on this particular function of the board

*Promotion of the National values and Principles of Governance in the Public Service (Article 10 and 232 of the Kenya Constitution 2010).*

The Murang'a County Public Service Board was constituted on 16th August, 2013 and since then, in accordance with its mandate and powers, has undertaken the following successfully,

In readiness to offer effective and efficient services including compliance with the national values and principles of governance, the Murang'a county public service board made decisions to recruit for various cadres during the year ended 31st December 2014 as shown in Table 1

The Board consists of the following Committees.

- Promotion of Values & Principles Committee
- Recruitment and Restructuring Committee
- Performance Management Committee
- Training & Development Committee
- Industrial Relations and Disciplinary Committee

*The Board in the course of executing its mandate undertook the following*

- (a) Utilized the resources available to the board with efficiency, effectiveness, transparency and accountability
- (b) The Board has endeavoured to have a good working relationship with two arms of Government
- (c) Mainstreamed values and principles in performance management by including it in the performance management appraisal tool
- (d) The Board has also rolled out the wealth declaration forms to all county employees for filling and submission to the public service Board

#### Upcoming and On-going Programmes

- (a) The Board intends to develop and launch a strategic plan to guide its future activities
- (b) The board will in the second half of year 2014/2015 visit all the (8) sub counties of Murang'a with a view to,
  - Evaluate and report the extent to which the National values and principles referred to in articles 10 and 232 of the Constitution are complied with in the County Public Service.
  - Enforce steps taken and decisions made by the board vis a vis compliance to the National Values and Principles
  - To promote the values and principles within the County
  - To investigate and act on any impediments in the promotion of the values and principles and
  - Formulate realistic medium term plans towards the promotion and compliance to the values and principles.

#### *Impediments faced by the Board in the Promotion of the National Values and Principles of Governance and Public Service*

In the performance of its function of promotion of national values and principles of governance in the public service, the board has experienced the following challenges

#### *Gender Balance*

The Board has faced challenges in attaining gender balance due to,

- Male and female candidates excelling in different professional skills and capacities.
- Technical professions such as accounts, engineering and driving which attracts fewer female applicants than their male counterparts.

In conclusion the Board envisages that gender balance will be attained gradually. However, the Board continues to encourage female applicants in the advertisements for vacancies.

#### *Residence by Marriage Vis-A-Vis Birth*

Capturing data of applicants' especially female applicants during data entry and short listing per Sub-county and wards creates confusion. At short listing, a candidate's identification documents may indicate that she is from a particular County, whereas at the time of interview she clarifies that she is from a different County. Such claims require proof such as Affidavit of Marriage Certificate which candidates normally lack.

Such confusion affects the allocation of appointments and balancing in the wards and Sub counties.

#### *Regional Balancing*

Whereas the board would want to uphold the requirement of regional balancing within the County, there have been challenges when it comes to meeting minimum requirements as per the advertised vacancies across the county.

Sometimes the Board finds out that during the shortlisting, there are no applicants from some regions in the Country.

The board supplements adverts on print media with posters within the County so as to reach a wider audience.

#### *Diverse Communities*

Murang'a County is largely not cosmopolitan. People from other ethnic communities are present in the county mostly as public servants, students or members of the minority business community and applicants for various vacancies from diverse communities are few.

The law require that the Dominant Ethnic Group be 70 percent and non-Dominant Ethnic Group be 30 per cent according to section 55(1) (e) of the County Governments Act, No.17 of 2012. However, certain vacancies do not attract applicants from outside the Dominant Ethnic Group. The Board has strived to ensure this through advertisements that persons from other communities apply by indicating at all times that Murang'a County is an equal opportunity employer.

#### *Political Environment*

The Board recognizes the fact that it operates with in a political environment amongst others. This therefore can affect certain aspects of recruitments and selection exercise and by extension the board's activities. The board however strives to remain non-political while at the same time encourage consultation and consensus building in the discharge of its duties and delivering on its mandate.

#### *Inadequate Infrastructure*

Inadequate infrastructure is still a challenge in Murang'a County as a whole and therefore by extension affects the Board's intention to attract competitive candidates and qualified personnel in its Public Service. Some of the neighboring Counties are better off when it comes to infrastructure development thereby attracting applicants due to the same. The Board has noted that even some successful candidates are still compelled to seek residence in other Counties due to this challenge particularly when it comes to educational institutions, residential houses, ICT, medical facilities and road networks.

#### *Persons with Disability*

Advertised positions have so far attracted few people living with disabilities. The Board is currently seeking ways and means of capturing data on disabilities among the applicants; such initiatives may include requirements that enable the board to ascertain as at the time of short listing, information that can capture Persons Living with Disability.

#### *Inadequate Funding*

This has posed a challenge in the efficient delivery of services.

#### *Recommendations to be implemented in the Promotion of Values and Principles*

The board recommends the following be applied in order to make the national values and principles of governance and of public service

be adhered to and assist in having an efficient and effective County Public Service.

- The County Government place Suggestions Boxes in all offices to ensure transparency in its' operations.
- The Board needs more training and capacity building programs in the area of good governance
- The Board be facilitated in terms of resource to enable it undertake its mandate.

#### *Conclusion*

The Board would wish to conclude by assuring all stakeholders that it is committed to ensuring that the National Values and Principles of Governance in the Public Service are adhered to: -

- Undertaking a vigorous campaign to promote them among the public officers and the general public
- Formulating effective measures to promote the values and principles.
- Formulating and implementing programs intended to inculcate in the county public officers the duty to uphold the values and principles
- Advising the County Government on its obligation under international treaties and conventions on good governance in the County Public Service.
- Visiting any county public office or body with a view to assessing and inspecting the status of compliance with the values and principles
- Prompt investigation of any violation of values and principles and recommending to the relevant authorities for the necessary action to be taken
- Cooperating with other institutions working in the field of good governance in the Public Service

Table 1.0: Persons Recruited By PSB

#### RECRUITED OFFICERS FROM JANUARY – DECEMBER, 2014

<i>Cadre</i>	<i>Subcounty</i>	<i>Numbers</i>
Engineer	Kiharu	2
Head Dental Care Services	Kangema	1
Director Human Resource	Kigumo	1
Tourism Officer	Kiharu	1
Sub-County Administrator	Kiambu	1
Sub-County Administrator	Kigumo	1
Sub-County Administrator	Kandara	1
Sub-County Administrator	Nyandarua	1
Sub-County Administrator	Makueni	1
Sub-County Administrator	Nyeri	1
Sub-County Administrator	Kiambu	1
Town Administrator	Kigumo	1
Community Oral Health Officer	Mathioya	2
Trade Development Officer	Kigumo	1
Pharmaceutical Technologist	Kandara	1
Dental Technologist III	Kiambu	1
Dental Technologist III	Kiharu	1
Principal Talent Mgt. Officer	Kigumo	1
Dental Technologist	Kiharu	1
Animal Health Assistant	Gatanga	3
Animal Health Assistant	Kahuro	6
Animal Health Assistant	Kandara	4
Animal Health Assistant	Kangema	7
Animal Health Assistant	Kigumo	5
Animal Health Assistant	Kiharu	7
Animal Health Assistant	Maragua	4
Animal Health Assistant	Mathioya	5
Animal Health Assistant	Maragua	1
Quality Controller	Gatanga	1
Pharmaceutical Technologist	Kandara	1
Radiographer	Nyeri	1
Radiographer	Maragua	1
Radiographer	Mathioya	1
County Secretary	Kajiado	1
Chief Officer Trade, Industry and Tourism	Kiharu	1
Chief Officer Agri-business and Marketing	Kigumo	1

Chief Officer –Roads and Infrastructure	Kigumo	1
Chief officer – Co-operatives	Kangema	1
Chief Officer Agriculture, Livestock	Kandara	1
Chief Officer Health	Gatanga	1
Chief Officer Youth, Culture and Social Services	Kiambu	1
Chief Officer Sports	Kigumo	1
Director Education	Gatanga	1
Project co-ordinator	Gatanga	1
Clerk	Kangema	1
Clerk	Gatanga	1
Clerk	Kiharu	1

Dated the 13th January, 2015

NANCY NJOROGE,

MR/6742100 Ag. Chair Murang'a County Public Service Board.

GAZETTE NOTICE NO. 248

# THE COUNTY GOVERNMENTS ACT

(No. 17 of 2012)

## MURANG'A COUNTY GOVERNMENT

### MURANG'A COUNTY PUBLIC SERVICE BOARD

#### REPORT ON THE EXECUTION OF THE FUNCTIONS OF THE BOARD FOR THE PERIOD ENDED 31ST DECEMBER, 2014

##### Introduction

The Murang'a County Public Service Board is a body corporate established under Sec 57 of the County Government Act, 2012 being the actualization of Article 235 of the Constitution of Kenya 2010.

The board has perpetual succession and is capable of suing and be sued under its corporate name. The Board is composed of the following:

Peterson Mwangi—Chairman (Resigned on 6th December, 2014)  
Nancy Njoroge (Mrs.)—Vice Chair (Acting Chair)  
Richard Kamani (CS)—Secretary  
Titus Waihaka—Member  
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Catherine Wanjiku (Mrs.)—Member  
Mary Baaro (Mrs )—Member

##### Functions of the Murang'a County Public Service Board

The functions of the Board as given by Sec. 59 of the County Government Act, 2012 are as follows:

- To establish and abolish offices in the County Public Service
- To appoint persons to hold or act in offices of the County Public Service including in the Boards of Cities and Urban Areas within the county and to confirm appointments.
- To exercise disciplinary control over, and remove, persons holding or acting in those offices as provided for under this part;
- To prepare regular reports for submission to the County Assembly on the execution of the functions of the board.
- To promote in the County Public Service the values and principles referred to in Articles 10 and 232;
- To evaluate and report to the County Assembly on the extent to which the values and principles referred to in Articles 10 and 232 are complied with in the County Public Service;
- To facilitate the development of coherent, integrated human resource planning and budgeting for personnel emoluments in the county.
- Advise the County Government on human resource management and development.
- To advise County Government on implementation and monitoring of the national performance management system in the county;
- Make recommendations to the Salaries and Remuneration Commission, on behalf of the County Government, on the

remuneration, pensions and gratuities for County Public Service employees.

In the performance of its functions as given by Sec. 59 (1) (d) of the County Government Act, 2012 i.e 'To prepare regular reports for submission to the County Assembly on the execution of the functions of the board' the Board presents the following report to the County Assembly of Murang'a

#### EXECUTION OF BOARD MANDATE

In the year ended 31st December 2014, the Board in accordance with its mandate and powers undertook the following

##### *Establishing and abolishing offices in the County Public Service*

The board established and filled various positions as shown in the table titled Table 1

Further, the Board was part of the team that undertook the Capacity Assessment Rationalization Program an exercise jointly undertaken with the National Government and the Transitional Authority This output from this exercise will guide the Board on this mandate

*Appoint persons to hold or act in offices of the County Public Service including in the Boards of Cities and Urban Areas within the county and to confirm appointments.*

In pursuit of this mandate, the Board was involved in the recruitment process of candidates to be appointed to the County Land Board of Murang'a The process was undertaken in collaboration with the National Land Commission.

*Exercise disciplinary control over, and remove, persons holding or acting in those offices as provided for under this part,*

In pursuit of this mandate, the Board has received some disciplinary cases which led the Board to advise the County Government to constitute an Advisory Committee to deliberate on Human resource matters and forward the same to the Board for determination.

Promotion in the County Public Service the values and principles referred to in Articles 10 and 232 and evaluation and reporting to the County Assembly the extent to which the values and principles referred to in Articles 10 and 232 are complied with in the County Public Service;

In pursuit of this mandate, the Board has delivered a separate report on this.

*Advise the County Government on human resource management and development*

In the pursuit of this mandate:-

- The Board was instrumental in the development of the 2014/2015 Human Resource budget that was subsequently approved by the County Assembly.
- The Board intends to complete development of policy documents that will govern the County Public Service in order to bring uniformity. The following policies are in being developed;
- Training Policy, Recruitment Policy, retirement policy, training policy, leave policy, promotion policy amongst others
- The Board sensitized Chief Officer's and sub county administrators on its mandate in an induction training. The Board approved training for County Government employees based on a Training Needs Analysis exercise conducted by the Board in the financial year ended 2013/2014

*To advise the County Government on implementation and monitoring of the national performance management system in the county;*

In pursuit of this mandate, the board has:

- Developed a performance management framework and tool. Senior County staff have been sensitized and the tool was to be rolled out on 1st August 2014.
- In future, the Board intends to develop a Balance Score card framework which will complement the existing performance appraisal system



*Make recommendations to the Salaries and Remuneration Commission, on behalf of the County Government, on the remuneration, pensions and gratuities for County Public Service employees*

In pursuit of this mandate, The Board has continuously consulted with SRC as regards this mandate

The Board is involved in the forum working towards the establishment of a county pension scheme for county government employees

#### CONCLUSION

The Board will continue engaging all stakeholders in line with the requirements of the Constitution and County Government Act as it pursues achievement of its mandate

Table 1.0 Persons Recruited By PSB

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Sub-County Administrator	Makueni	1
Sub-County Administrator	Nyeri	1
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Town Administrator	Kigumo	1
Community Oral Health Officer	Mathioya	2
Trade Development Officer	Kigumo	1
Pharmaceutical Technologist	Kandara	1
Dental Technologist III	Kiambu	1
Dental Technologist III	Kiharu	1
Principal Talent Mgt Officer	Kigumo	1
Dental Technologist	Kiharu	1
Animal Health Assistant	Gatanga	3
Animal Health Assistant	Kahuro	6
Animal Health Assistant	Kandara	4
Animal Health Assistant	Kangema	7
Animal Health Assistant	Kigumo	5
Animal Health Assistant	Kiharu	7
Animal Health Assistant	Maragua	4
Animal Health Assistant	Mathioya	5
Animal Health Assistant	Maragua	1
Quality Controller	Gatanga	1
Pharmaceutical Technologist	Kandara	1
Radiographer	Nyeri	1
Radiographer	Maragua	1
Radiographer	Mathioya	1
County Secretary	Kajiado	1
Chief Officer Trade, Industry and Tourism	Kiharu	1
Chief Officer Agri-business and Marketing	Kigumo	1
Chief Officer –Roads & Infrastructure	Kigumo	1
Chief officer – Co-operatives	Kangema	1
Chief Officer Agriculture, Livestock	Kandara	1
Chief Officer Health	Gatanga	1
Chief Officer Youth, Culture and Social Services	Kiambu	1
Chief Officer Sports	Kigumo	1
Director Education	Gatanga	1
Project co-ordinator	Gatanga	1
Clerk	Kangema	1
Clerk	Gatanga	1
Clerk	Kiharu	1

Dated the 13th January, 2015.

NANCY NJOROGE,

MR/6742100 Ag. Chair Murang'a County Public Service Board.

GAZETTE NOTICE NO 249

#### THE COUNTY GOVERNMENTS ACT

(No. 17 of 2012)

#### BUSIA COUNTY GOVERNMENT

#### BUSIA COUNTY PUBLIC SERVICE BOARD

#### Executive Summary

This report provides an account of performance progress attained by the County Public Service Board of the County Government of Busia in 2013/14 financial year. The County Public Service Board is established under Section 57 of the County Governments Act 2012 to establish and abolish offices in the county public service, appoint persons to hold or act in offices in the county public service including the Boards of Cities and Urban areas and exercise disciplinary control over human resource in the county public service. In addition, the County Public Service Board is required to prepare regular reports and submit the same to the County Assembly, as well as evaluate and report to the County Assembly the extent to which national values and principles expressed in Articles 10 and 232 of the Constitution are complied with in the public service. Moreover, the County Public Service Board is required to facilitate the development of coherent integrated human resource planning, make recommendations to the Salaries and Remuneration Commission on behalf of the County Government on, remuneration, pension and gratuities of county public service employees.

During the current reporting period, the Board undertook several approaches to achieve its mandate that was accomplished through regular fortnightly Board sittings, special meetings and ad hoc meetings. Key accomplishments included staff recruitment to fill the vacant positions of Chief Officers, Sub-County Administrators and Ward Administrators. It is important to emphasize that recruitment to fill the said positions was carried out transparently and competitively, taking into account to the extent possible, ethnic and gender diversity as well as consideration for people with disabilities. At the same time, the Board acting on departmental staff needs assessment, presided over the competitive recruitment and eventual appointment of various cadres of staff in the county public service to provide essential operational service at the County Treasury, Supply Chain Management Office, Payroll Office and ICT Office among others.

The Board also conducted suitability interviews that culminated in consideration for regularization of appointment for 10 medical doctors, two pharmacists and 172 Economic Stimulus Programme staff in the Departments of Health and Sanitation and of Agriculture and Animal Resource. Similar suitability interviews were conducted by the Board for staff that originated from the defunct local authorities with a view to placing such staff appropriately based on their competencies, skills and qualification, a process is soon expected to be completed.

More recently, and guided by Section 66 of the County Governments Act 2012, the Board advertised for the Position of County Secretary, shortlisted and interviewed qualified candidates through a process that is expected to be completed soon. Similarly the Board advertised for ninety three (93) positions of different cadres from the Department of Health and Sanitation whose shortlisting is nearing completion.

During the current reporting period, the Board facilitated staff training targeted at induction of newly recruitment staff and also on a sensitization of staff on national values, principles of public service. In particular, the Board held a workshop to sensitize senior staff including County Executive Committee Members, Chief Officers and the Public Service Board Members on obligations of the County to International Treaties and Conventions. This was in line with Section 59 (1) (c) and (4) (d) of the County Governments Act, 2012. The sensitization provided a benchmark for the Board to monitor and evaluate compliance on the National Values and principles of public service in every department in future.

Finally, the Board was able to develop a number of guideline documents to standardize and streamline human resource management and training operations. The Human Resource Development and Training Guidelines and a document on Functions, Organization Structure and Staffing for the County Government of Busia, serve to illustrate this point. In addition, the Board prepared the Draft Strategic Plan which when finalized, will form the basis of guiding the Board's activities over the next five years thereby ensuring that the County



Public Service moves towards a cohesive strategic direction. The Board through this Strategic Plan intends to inculcate national values, institutional capacity and professionalism for improved citizen-centred service delivery by ensuring a vibrant and productive work force that is able to spur economic growth in the County.

#### Introduction

The Article 1 of the Constitution of Kenya, 2010, provides that all sovereign power in Kenya belongs to the people of Kenya and is exercised at two levels, the national and county levels. Further, Article 6 (1) divides the territory of Kenya into forty-seven counties at which the sovereign power is exercised at the county level. Pursuant to and in accordance with Article 176, each county shall have a county government consisting of a county executive and a county assembly. The functions of the two levels of government are specified and spelt out under Articles 186 and 187 as read together with the Fourth Schedule of the Constitution.

In order that a county government is able to carry out its functions and perform its responsibilities, Article 235 (1) of the Constitution empowers and confers on county governments responsibility, within a framework of uniform norms and standards prescribed by an Act of Parliament, for establishing and abolishing offices in its public, appointing persons to hold or act in those offices, confirming appointments and exercising disciplinary control over such persons. This framework is contained in the County Governments Act No. 17 of 2012 which, under Section 57, establishes a County Public Service Board for each county.

#### BUSIA COUNTY PUBLIC SERVICE BOARD

Busia County Public Service Board (CPSB) is constituted in accordance with section 57 of the County Governments Act 2012. In accordance with that section, BCPSB is a body corporate with perpetual succession and seal and is capable of suing and being sued in its corporate name.

#### Composition Busia County Public Service Board

The members of the Board were nominated and, with the approval of the County Assembly, appointed by H.E. the Governor in accordance with Section 58 of the County Governments Act. The members are -

- (a) Agneta S. B. Akhaabi (Mrs.) HSC—Chairperson,
- (b) Pancras Otiani—Vice-Chairperson
- (c) Jostah Wanyama—Member
- (d) Susan Masake Kapule (Ms)—Member;
- (e) Praxedes Otieno (Ms)—Member,
- (f) Francis Nang'ayo (Dr)—Member
- (g) Charles Victor Orod (Rev.)—Secretary/CEO

Except for the Secretary who assumed office in June 2014, all the other members of the Board assumed office between July and August 2013.

Regrettably Hon. Pancras Otiani (HSC) sadly passed on in Kisumu on 6th December 2014 following a short illness. This death has dealt the Board a heavy blow and the Board will greatly miss his experience, insight and incisive contributions. The Board prays that the Almighty God gives him perpetual rest.

#### Functions of County Public Service Board

Broadly, a County Public Service Board is, responsible for:-

- (a) establishing and abolishing offices in the county public service;
- (b) appointing persons to hold or act in those offices, and confirming appointments,
- (c) providing for the organization, staffing and functioning of the county public service in ways that ensure efficient, quality and productive services for the people of the county,
- (d) advising the county government on human resource development and management and utilization that best enhances service delivery by county public service institutions,
- (e) providing for human resource management and career development practices to address staff shortages and barriers to staff mobility;
- (f) facilitating the development of coherent, integrated human resource planning and budgeting for personnel emoluments in counties,

- (g) making recommendations to the Salaries and Remuneration Commission, on behalf of the county governments, on the remuneration, pensions and gratuities for county public service employees, and
- (h) exercising disciplinary control over and removing persons holding or acting in those offices;

In addition, under section 59 (1) (e) of the County Governments Act, it is the responsibility of the CPSBs to promote, in the county public service, the values and principles set out in Articles 10 and 232 of the Constitution. In accordance with section 59 (1) (f) of the County Government Act, the CPSB is required to evaluate and report to the County Assembly the extent to which the values and principles are complied with by the county public service.

The CPSB is required to provide standards to promote ethical conduct and professionalism in county public service and advise the County Government on implementation and monitoring of the county performance management systems. The CPSB is further required, to prepare regular reports for submission to the county assemblies on the execution of its functions.

Under section 59 (5) (1) of the County Government Act, CPSB reports shall

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

This report is made pursuant to and in accordance with the said provisions of the law, it gives an account of the performance of the Busia County Public Service Board during the year 2013/2014. The Report is structured into seven (7) parts. Section 1 introduces the constitutional basis and functions of County Public Service Boards. Section 2 provides a detailed account of Board Decisions taken since inception in 2013 while Section 3 covers the outcomes suitability interviews for Economic Stimulus Staff and Staff of the defunct Local Authorities. In Section 4, we report on advertisement of vacancies in the department of Health and Sanitation. Section five (5) deals with Training and Capacity Building for staff in Busia County public service while as Section six (6) lists important documents developed during this reporting period. Finally, Section seven (7) covers challenges encountered, recommendations and Way Forward into 2015.

#### BOARD MEETINGS AND DECISIONS TAKEN BY THE BOARD

##### Board Meetings

Over the past year the Board has held scheduled fortnightly meetings. Special meetings and ad hoc meetings to map the way forward for the implementation of its mandate.

##### Shortlisting of Chief Officers

When it assumed office in August 2013, CPSB found that the Transition Authority Interim staff had advertised the following positions of Chief Officers for ten departments, Sub-County Administrators for seven (7) sub-counties, and 35 Wards Administrators for 35 Wards and village Administrators in the daily Nation issue of 27<sup>th</sup> June 2013. The positions for Chief Officers were for the following departments.

- Finance & Economic Planning
- Health and Sanitation
- Labour, Public Service, ICT, Publicity & Intergovernmental Affairs
- Lands, Housing & Urban Development
- Agriculture & Animal Resources
- Water, Environment & Natural Resources
- Education & Vocational Training
- Public Works, Transport & Disaster Management
- Community Development, Sports, Culture & Social Services

CPSB's first task was to evaluate these applications and shortlist the applicants for the positions of Chief Officers and sub-county administrators

Thereafter, and in accordance with sections 45 (1) (a) and 50 (b) of the County Governments Act, through The Standard and Daily Nation Newspaper advertisements on 23<sup>rd</sup> and 24<sup>th</sup> September 2013 respectively, the shortlisted applicants for the positions of Chief Officers and Sub-county Administrators were invited for interviews on various indicated dates between October to November 2013.

For the positions of Ward Administrators, in accordance with Section 51 (2) of the County Governments Act, CPSB, through notices published in the Standard and Daily Nation Newspapers of 23<sup>rd</sup> and 24<sup>th</sup> December 2013, invited shortlisted applicants for interviews during the month of January and February 2014 as indicated in the notices.

In order to take services to the people and allow them to participate in the exercise in the spirit of devolution and the Constitution, CPSB took the interviews to the sub-counties and conducted them at the sub-county headquarters in Teso North, Teso South, Nambale, Matayos, Funyula, Budalangi and Butula.

The first decision the Board made with regard to these applications was to shortlist the applicants for the positions of Chief Officers and Sub-County Administrators. In line with Section 45 (1)(a) and 50 (b) of the County Governments Act, the shortlisted applicants for the positions of the Chief Officers and Sub-county Administrators were invited for interview through The Standard and the Daily Nation Newspapers of 23<sup>rd</sup> and 24<sup>th</sup> September 2013 and interviews conducted between October to November 2013.

#### APPOINTMENTS AND DISTRIBUTION

##### Chief Officers

In compliance with and pursuant to Article 232 (1) (h) and (i) of the Constitution and section 45 (1) (b) of the County Governments Act, the Chief officers were competitively sourced and recommended to the Governor for appointment with approval of the County Assembly.

The applicants for the positions of chief officers interviewed and recommended to H.E. the Governor for appointment were as follows in terms of gender and age and ethnic distribution.

Breakdown for Chief Officers in terms of gender, youth, ethnicity and nationality	
Female	4
Male	10
Youth	3
Disability	None
Luhya	8
Teso	4
Luo	2

##### Sub-county Administrators

In line with Section 50 (2) of the County Governments Act, CPSB competitively sourced and appointed Sub-county Administrators taking into account the ethnic composition in the county, gender and youth representation as follows

Breakdown Sub-County Administrators in terms of gender, ethnicity and youth	
Female	1
Male	6
Disability	None
Youth	3
Luhya	5
Teso	2

##### Ward Administrators

Likewise, Ward Administrators were competitively sourced and were appointed by CPSB in line with Section 51 (2) of the County Governments Act with the following breakdown in terms of ethnicity, gender, disability and youth representation.

Breakdown of Ward administrators in terms of gender, ethnicity disability and youth	
Female	12
Male	23

Disability	1
Youth	14
Luhya	23
Teso	12

##### Village Administrators

Village administrators have not been recruited because the legal frame work to define what a village is yet to be developed. However, a task force formed following a motion in the County Assembly on 20<sup>th</sup> February 2014 has gathered information from all stakeholders on the parameters to be used in determining village boundaries and made recommendations to be captured in the Busia County Village Administration Bill, which is currently being prepared

##### Doctors

In the year ending 31<sup>st</sup> December 2014, CPSB, through suitability interviews, sourced and appointed ten (10) doctors and two (2) pharmacists who had already completed internship in the department of Health and Sanitation establishment to provide health and sanitation services in the county as their services were required by the Department. Their representation in terms of ethnicity and national distribution, gender and youth is as here-under:

Breakdown of Doctors in terms of gender, ethnicity, youth and nationality	
Female	5
Male	7
Disability	None
Youth	12
Busia (Luhya)	1
Kakamega (Luhya)	2
Bungoma (Luhya)	2
Siaya (Luo)	3
Kisumu (Luo)	1
Kisii	1
Homabay (Luo)	1
Nakuru (Kikuyu)	1

##### Office of the County Secretary

Section 56 of the County Governments Act provides that every county shall, in accordance with Article 235 (1) of the Constitution, have its own public service headed by the County Secretary. The office of the County Secretary is established under section 44(1) of the County Governments Act in respect of each county. The functions of this office are set out in section 44(3) of the Act and are central to the effective and efficient functioning of a county government. The County Secretary is appointed in accordance with section 44(2) of the Act.

Since the constitution of Busia County Government following the general elections of 4<sup>th</sup> of March 2013, Busia County did not have a substantive holder of the office of County Secretary. An Interim Secretary held the office pending appointment of a substantive holder thereof.

By a notice published in The Standard and The Daily Nation Newspapers of 23<sup>rd</sup> and 24<sup>th</sup> 2013 respectively, CPSB invited applications for position to the office of County Secretary for Busia County. Applications were received and, on evaluation, were short-listed. Of the short-listed applicants, only one was interviewed and H.E. the Governor nominated and submitted her name to the County Assembly for approval before appointment as required by law.

Unfortunately, this nomination raised quite some controversy both within and outside the County Assembly. Nevertheless, the County Assembly approved the nomination and H.E. the Governor duly appointed her to the office. However, hardly a month after the appointment, the County Secretary tendered her resignation and it became necessary to re-start the process of recruitment and appointment of the County Secretary

By a notice published in the Standard Newspaper of 15<sup>th</sup> October 2014, CPSB advertised a vacancy in the office of the County Secretary and invited applications there-for, which were received and shortlisted by CPSB. By notices published in the Standard and the Star newspapers of 10<sup>th</sup> and 11<sup>th</sup> November 2014 respectively, the short-listed applicants were invited to attend interviews on 25<sup>th</sup> November 2014.

CPSB has prepared its report on the interviews results for forwarding it to H.E the Governor for further action as he may deem necessary.

#### Other Appointments

Further, CPSB acting on departmental staff needs presided over the competitive recruitment and eventual appointment of various cadres of staff in the county public service to provide essential operational service at the County Treasury, Supply Chain Management Office, Payroll Office and ICT Office among others during the year under review. The table below shows the distribution of appointees by gender, ethnicity, youth and disability.

Position	Gender	Age	Disability	Ethnicity
Head of Treasury Budgeting and Expenditure	Female	36	None	Teso
Head of Treasury Accounting	Male	37	None	Kisii
Principal Supply Chain Management	Male	48	None	Luhya
Head of County Revenue Collection	Male	39	None	Luhya
Director Cooperatives Fund	Male	43	None	Luhya
Records Management Officer	Male	36	None	Teso
Head Of Treasury Audit	Male	48	None	Teso
Payroll Officer	Male	35	None	Teso
Principal Human Resource Management Officer	male	38	None	Luhya
Chief Human Resource Management Officer	Female	29	None	Luhya
Chief ICT Officer	Male	30	None	Luhya
Personal Secretary/ Administration Officer	Male	31	None	Kisumu (Luo)
Senior ICT Officer Kakamega	Male	33	None	Kakamega (Luhya)
Town Administrator Busia Town	Male	45	None	Teso

It is regretted that most times, the responses to advertisements by people with disabilities was absent. CPSB is not able to explain at present the reason for this unusual situation but is determined to undertake and carry out a study to establish the reasons behind this situation.

Breakdown for other Appointments in terms of gender, ethnicity, youth and nationality	
Female	2
Male	12
Disability	None
Youth	5
Luhya	7
Teso	4
Kisii	1
Kakamega	1
Kisumu (Luo)	1

#### SUITABILITY ASSESSMENT AND INTERVIEWS

##### Economic Stimulus Programme Staff

At the request of the user department of Health and Sanitation and department of Agriculture and Animal Resource that Economic Stimulus Programme staff be absorbed into the county public Service, as their services are still required by those user departments, CPSB conducted suitability interviews for Economic Stimulus Programme staff in the Departments of Health and Sanitation and Agriculture and Animal Resources. The Department of Health and Sanitation had 155 of such public officers to be interviewed while Agriculture and Animal Resources had seventeen (17) them

##### Defunct Local Authority Staff

In the same period, suitability interviews were also conducted on the staff formerly in the service of the defunct local government

authorities within the County. The purpose of the interviews was to determine their appropriate placement depending on their qualifications, skills and competencies. The objective is to enable the County Government to manage its human resource effectively in accordance with Section 59 (h) of the County Governments Act for improved performance, productivity and service delivery to the citizens of Busia as well as improving their morale and creating a sense of belonging

As at the time of writing this report, a report on the suitability interview was being compiled.

#### ADVERTISEMENT OF VACANCIES IN THE DEPARTMENT OF HEALTH AND SANITATION

##### Recruitment of Staff for the Department of Health and Sanitation

Responding to the request and staffing needs from the Department of Health and Sanitation, ninety three (93) positions of different cadres from the Department of Health and Sanitation were advertised vide the Standard Newspaper and The Star Newspapers of 7th and 13th October 2014 respectively.

In keeping in line with requirements of Section 66 of the County Governments Act 2012, copies of the advertisement were circulated through the sub-county administrators and ward offices to reach a wide area in the far flung areas of the county. The advertisement attracted overwhelming response an indication that many people had access to it and therefore an opportunity to apply. For example the position of driver with 9 vacancies attracted 329 applications, 34 vacancies of nursing officers attracted 269 applicants, five (5) vacancies of clinical officers attracted 205 applicants, 6 vacancies of medical laboratory technologists attracted 117 applicants, 5 posts of pharmaceuticals attracted 104 applicants while 4 posts of health records attracted 140 applicants

At the time of writing this report, shortlisting exercise for these positions was underway

#### TRAINING AND CAPACITY BUILDING

##### Induction for Newly Recruited Staff

CPSB held induction workshops in Kisumu for chief officers for a period of five days. Similarly sub-county administrators and ward administrators were also inducted at Kakamega Golf hotel for five days. The purpose of the workshops was to bring all the newly recruited officers to the same level of understanding of operations of the County Government in the devolved system

The contents covered during the workshop included;

- Concept, Objectives and laws of devolution
- County Government organs
- Intergovernmental Relations
- National Values and Principles of public service
- Responsibilities of chief officers
- Procurement
- Financial Management
- Records Management and Good Governance

##### Corporate Governance Training for Board Members

Members of the County Public Service Board attended a two week training programme in Esami Arusha on Good Governance, Corporate Governance and Human Resource Management. This was to equip members of the Board with skills and knowledge in good governance and human resource management for their effective discharge of duties.

##### Topics covered included.

- Overview of Public and Private Sector: Organizational Environmental/Structures
- Ethics accountability Public and Private - Global Interest and Resurgence
- Public and Corporate Governance: Definitions & Backgrounds
- Board Composition, Independent Non-Executive Board Members Appointment
- Board Function and Role, Board Operations
- Board Committees
- Dynamics of the Board



- Board Performance assessment Board Committees, individual Directors
- Board Charters
- Risk Management Policy
- Ethics, Definition and Application
- Code of Ethics and Integrity
- Corporate Social Responsibility
- Fraud Elements and Policy
- Corruption
  - Definition
  - Causes
  - Consequences
- Oversight Institutions Appointing and Reporting, Arrangements
- Introduction, Survey of Pax Needs and Course Overview
- Introduction Talent Management and HRM
- Competence-based Recruitment and Selection
- Common challenges for interviewers
- Managing Staff Entry
- Competence-based Training and Development
- Human Capital Management
- Employee Engagement, Performance and Retention
- Human Resources Audit
- Managing Employee Discipline
- Managing Employee Grievances

#### *Sensitization Workshop on National Values*

CPSB organized sensitization workshop on National Values, principles of public service and obligations of the County to International treaties and conventions for County Executive Committee Members, Chief Officers and the Public Service Board Members. This is in line with Section 59 (1) (e) and (4) (d) of the County Governments Act. The sensitization provided a way forward for the CPSB to monitor and evaluate compliance on the National Values and principles of public service in every department

#### *Topics covered included*

- National Values
- Principles of Public Service
- Corporate Governance in the Public Sector
- Obligations of the County Government with regard to International Treaties and Conventions
- Communication and Interpersonal Relations
- Security in handling Government Information

#### *Retreats for Consultative Forum for CPSBs*

Board members have attended several meetings and retreats for County Public Service Boards Consultative Forum for sharing information and experiences on the performance of the 47 county public service boards in the execution of their functions. The main purpose is to promote best practice and where necessary initiate preventive and corrective measures and map the way forward

#### **DOCUMENTS DEVELOPED**

During this reporting period, the Board engaged in development of important documents to facilitate its operations which includes amongst other things the need to (1) Align the HR Management and to aspirations of Busia County Integrated Development Plan, (2) Seek value and competence-based, results-oriented and citizen-centred approach in formulation of policies, process and management systems, (3) Develop and sustain a professional brand, image and public relations strategy, and (4) Facilitate transformative leadership, values and ethics in empowering leaders/ decision makers through provision of high level policy advisory services and coaching to County leadership and staff with managerial and supervisory positions. Towards this end, the following documents were prepared

- County Public Service Board Annual Work plan 2014/2015 financial year to guide the board on its operations during the year under review
- Procurement Plan 2014/2015 financial year to guide the board on procurement
- Human Resource Development and Training Guidelines to standardize and streamline training operations in the county public service.
- In cooperation and collaboration with Directorate of Public Service Management (DPSM) in the Ministry of Devolution

and Planning the Board developed a document on Functions, Organization Structure and staffing for the County Government of Busia

- Draft Strategic Plan for the County Public Service
- Draft Citizens Service Charter to inform the citizenry of Busia county mandate of the Board, what citizenry should expect from the board and what the board expects from them.
- Strategic Plan for the County Public Service

The County Public Service Board of Busia realizes that without a clearly defined and articulated strategy, success in service delivery may be a pipe dream and could inadvertently drive the fledgling County Government of Busia on costly path to failure. Thus the Board has noted the need to develop a shared vision and strategy on how to meet its mandate and provide institutional leadership necessary for improved service delivery

To this end, the Board is about to finalize a Strategic Plan which forms the basis of guiding the Board's activities over the next five years thereby ensuring that the County Public Service moves towards a cohesive strategic direction. The Board through this Strategic Plan intends to inculcate national values, institutional capacity and professionalism for improved citizen-centred service delivery by ensuring a vibrant and productive work force that is able to spur economic growth in the County

#### **CHALLENGES**

The following challenges were experienced during the current reporting period

- Low response to advertisement from people living with disability.
- The Board noted some irregularities in the applications of procedures that have been addressed by invoking Section 75 of the County Government Act
- Motor vehicles for the Board not yet purchased.
- Secretariat for the Board not yet recruited

#### **CONCLUSION**

The County Public Service Board would have wished to undertake more activities especially sensitization of staff on the national values and principles of public service but is constrained by budgetary allocations that are not sufficient.

#### **RECOMMENDATIONS AND THE WAY FORWARD**

- The County Assembly to fast-track the passage of Village Administrators for purposes of their recruitment
- Allow funding for staffing of the County Public Service secretariat for the Board to discharge its mandate effectively and efficiently
- Improve budgetary allocation for purposes of training and sensitizing public officers on the national values and principles of public service
- The establishment of a legal unit is paramount in the county public service to handle county legal issues.

*Moving forward, the Board intends to address the following:*

- Finalize the Strategic Plan and the Citizens Service Charter
- Develop recruitment Policy as a matter of urgency
- Develop the Boards Charter
- Budget for and recruit secretariat staff for the Board
- Purchase two Motor vehicles
- Place 461 former Local Authority Staff appropriately based on their skills and competencies that have been identified through suitability interview
- Sensitize all staff in the Government of Busia on National Values and Principles of Public Service.
- Monitor and evaluate compliance of National Values and Principles of Public Service.
- Compile a list of persons living with disability in Busia County with the help of National Council of persons living with disability

Dated the 23rd December, 2014

VICTOR CHARLES ORODI,

MR/6742092

Secretary, County Public Service Board.



## GAZETTE NOTICE NO 250

## THE COMPANIES ACT

(Cap 486)

## IN THE MATTER OF HERITAGE BANK LIMITED

(In Liquidation)

## NOTICE OF RELEASE OF LIQUIDATOR

(Rule 192 (2), Companies Winding-up Rules)

Name of company—Heritage Bank Limited (In Liquidation).

Address of registered office—2nd Floor, C.B.K. Pension House, Harambee Avenue

Registered postal address.—P.O. Box 45983-00100, Nairobi.

Nature of business—Banking

Court—High Court of Kenya, Milimani Law Courts, Nairobi

Number of matter—H.C.C. Misc. Appl No 380 of 2014

Liquidator's Name—Kenya Deposit Insurance Corporation (KDIC) (Formerly Deposit Protection Fund Board (DPFB)).

Address—2nd Floor C.B.K. Pension House, Harambee Avenue P.O. Box 45983-00100, Nairobi

Date of Release—13th November, 2014.

Dated the 15th December, 2014

AGGREY JONATHAN BETT,

Director,

Kenya Deposit Insurance Corporation (KDIC),  
(Formerly Deposit Protection Fund Board (DPFB))

Liquidator.

## GAZETTE NOTICE NO 251

## THE ADVOCATES ACT

## THE COMPLAINTS COMMISSION

## 96TH QUARTERLY REPORT

1 PURSUANT to section 53(9) of the Advocates Act and Rule 12(1) of the Advocates (Complaints Commission) Rules, 1991 it is notified for general information that from 1st October, 2014 to 31st December, 2014, the commission received a total of one hundred and ninety-seven (197) new complaints out of which thirty-six (36) were classified and files opened. One hundred and sixty-one (161) were submitted for further enquiry under preliminary enquiry initiative.

2. The nature of new complaints is as shown below.

Nature of complaints	No. of complaints
(a) Failure to account	10
(b) Failure to keep client informed	Nil
(c) Failure to render professional services	9
(d) Withholding funds	13
(e) Issuing Dishonored Cheques	2
(f) Delay	Nil
(g) Withholding documents	1
(h) Others	1
<b>TOTAL</b>	<b>36</b>

3 Complaints filed against advocates/firms of advocates were disposed of in the following manner

Classified Complaints	No. of Complaints
(a) Abandoned	1
(b) Settled	4
(c) Closed; no misconduct disclosed	3
(d) Dismissed	2
(e) Withdrawn	Nil
(f) Others	Nil
<b>TOTAL</b>	<b>10</b>

## Preliminary Enquiry (PE) complaints

- Total number of complaints subjected to Preliminary Enquiry (PE) was one hundred and sixty-one (161)
  - Total number of complaints settled under the Preliminary Enquiry (PE) was fifty-eight (58)
4. The matters referred to the Disciplinary Tribunal (DT) during the same period for further action and in accordance with section 57 (1) of the Advocates Act were three (3)
5. During the same period a further twenty-five (25) cases were disposed of as follows:

	No. of Complaints
(a) Advocates struck off the Roll of Advocates	1
(b) Advocates suspended	4
(c) Advocates acquitted	Nil
(d) Settled (matters resolved)	20
(e) Withdrawn	1
(f) Dismissed	8
(g) Admonished	1
(h) Others	Nil
<b>TOTAL</b>	<b>35</b>

6. In pursuant to section 53(4) and in the spirit of section 53(5) of the Advocates Act, forty-eight (48) complaints were settled amicably at the Advocates' Complaints Commission

Dated the 12th January, 2015

BEAUTTAH SIGANGA,

Chairman, Complaints Commission.

## GAZETTE NOTICE NO 252

## THE WATER ACT

(No. 8 of 2002)

## NAIROBI CITY WATER AND SEWERAGE COMPANY LIMITED

## SUBMISSION OF COMMENTS ON THE WATER TARIFF ADJUSTMENT

NOTICE is given to the general public that the Athi Water Services Board (AWSB) which provides water services by authority of a license issued by the Water Services Regulatory Board (WASREB) to the City of Nairobi through Nairobi City Water and Sewerage Company Limited have applied to the Regulator for a water tariff adjustment

(a) The tariff adjustment is for the period 2014/15 to 2017/18.

(b) AWSB proposes an increasing block tariff (IBT) structure with a built in component of a life line tariff of KSh. 204 per month for water consumption of up to 6000 litres per month for piped connections and regulated resale by manned water kiosks vendors at KSh. 1 per 20 litre container.

(c) The tariff adjustment is to enable the Nairobi City Water and Sewerage Company Limited attain full cost recovery, servicing of infrastructural development loan, undertake minor investments in water and sewerage services and generally improve service delivery

The public is invited to visit our website to view details of the proposed water tariff adjustments within the next thirty (30) days and submit comments. Written comments should be addressed by letter or e-mail to the Chief Executive Officer, Water Services Regulatory Board, P.O. Box 41621-00100 Nairobi e-mail: Info@wasreb.go.ke or tariff@wasreb.go.ke

The closing date for such comments shall be on 12th February, 2015.

R. GAKUBIA,

Chief Executive Officer,  
Water Services Regulatory Board.

GAZETTE NOTICE No. 253

THE KENYA INFORMATION AND COMMUNICATIONS ACT  
(Cap. 411A)

## APPLICATION FOR LICENCE

NOTICE is given that the following applicant, have pursuant to the provisions of the Kenya Information and Communications Act, made application to the Communications Authority of Kenya for the grant of broadcasting licence as appear below.

Company	Business
Messrs. Kass Media Group Limited P.O. Box 25636-00603, Nairobi	Commercial Free-to-Air Television on the Digital Terrestrial Television Platform

The reason for the grant of the license is to enable the applicant to operate and provide service as indicated above against their name. The grant of these licence may affect public and local authorities, companies, persons or bodies of persons within the country.

Any public or local authority, company, person or body of persons desirous of making any representation on or objection to the grant of such license as aforesaid must do so by letter addressed to the Director-General, Communications Authority of Kenya, Waiyaki Way, P.O. Box 14448-00800, Nairobi indicating the License Category on the outside of the cover enclosing it on or before expiry of thirty (30) days from the date of this notice and must forward to the applicant a copy of such representation or objection

Dated the 7th January, 2015.

FRANCIS W. WANGUSI,  
*Director-General.*

GAZETTE NOTICE No. 254

THE KENYA INFORMATION AND COMMUNICATIONS ACT  
(Cap. 411A)

## APPLICATION FOR LICENCES

NOTICE is given that the following applicants have, pursuant to the provisions of the Kenya Information and Communications Act, made applications to the Communications Commission of Kenya for the grant of licenses as appears against their respective names.

Name and Address	License Category
Diligent Services Limited, P.O. Box 51253-00800, Nairobi	Intra Country Postal/Courier
Swift Box Limited, P.O. Box 2779-00200, Nairobi	Intra City Postal/Courier

The reason for the grant of the license is to enable the applicants to operate and provide Postal/Courier and Network Systems and Services as indicated above. The grant of the licenses may affect public and local authorities, companies, persons or bodies of persons within the country.

Any public or local authority, company, person or body of persons desirous of making any representation on or objection to the grant of the licenses as aforesaid must do so by letter addressed to the Director-General, Communications Commission of Kenya, Waiyaki Way, P.O. Box 14448-00800, Nairobi indicating the License Category on the outside of the cover enclosing it on or before expiry of thirty (30) days from the date of this notice and must forward to the applicant a copy of such representation or objection.

Dated the 9th January, 2015.

FRANCIS W. WANGUSI,  
*Director-General.*

GAZETTE NOTICE No. 255

## THE POLITICAL PARTIES ACT

(No. 11 of 2011)

## CHANGE OF PARTY OFFICE BEARERS

IN EXERCISE of the power conferred by section 20 (1) (c) of the Political Parties Act, 2011, the Registrar of Political Parties gives

notice that intends to change or amend its Party Office Bearers as follows:

Former Office Bearers	Current Office Bearers	Position
Henry Kosgey	John Mbandi	National Chairperson
Peter Anyang' Nyong'o (Prof.)	Ababu Namwamba	Secretary-General
Mohamud M. Mohamed (Eng.)	Timothy Bosire	National Treasurer
Hassan Ali Joho	Abdikadir Aden	National Organizing Secretary

Further enquiries can be made through the Registrar of Political Parties offices, 1st Floor, Lion Place, Waiyaki Way, and P.O. Box 1131-00606 NAIROBI from 8 00 a.m. to 5.00 p.m.

Dated the 15th of January 2015.

MR/6742109  
LUCY K. NDUNGU,  
*Registrar of Political Parties*

GAZETTE NOTICE No. 256

## THE POLITICAL PARTIES ACT

(No. 11 of 2011)

## CHANGE OF POLITICAL PARTY CONSTITUTION

IN EXERCISE of the power conferred by section 20 (1) (a) of the Political Parties Act, 2011, the Registrar of Political Parties gives notice that Orange Democratic Movement intends to change or amend its Constitution

Further enquiries can be made through the Registrar of Political Parties offices, 1st Floor, Lion Place, Waiyaki Way, and P.O. Box 1131-00606, Nairobi, from 8.00 a.m. to 5.00 p.m.

Dated the 15th of January 2015.

MR/6742109  
LUCY K. NDUNGU,  
*Registrar of Political Parties.*

GAZETTE NOTICE No. 257

## DELAMERE ESTATES LIMITED

(Cap. 265)

## CLOSURE OF ROADS

TAKE NOTICE that all private roads and footpaths of L.R. Nos. 428, 1145, 23404, 23399, within the Manera Estate and L.R. Nos. 9362/4, 439/9 and 11134, within Soysambu Estate and all owned by Delamere Estates Limited will be closed to the public for a period of twenty-four (24) hours from Friday, 30th January, 2015, to midnight Saturday, 31st January, 2015, during this period all pedestrians will be prohibited from using the said private roads.

Dated the 8th January, 2015.

MR/6724411  
KAPLAN & STRATTON,  
*Advocates for Delamere Estates Limited.*

GAZETTE NOTICE No. 258

## OLD MUTUAL LIFE ASSURANCE COMPANY LIMITED

(Incorporated in Kenya)

Head Office P.O. Box 30059-00100, Nairobi

## LOSS OF POLICY

Policy No. 37006048 in the name of Moses Njoroge Kuria.

APPLICATION has been made to this company for the issuance of duplicate of the above numbered policy, the original having been reported as lost or misplaced. Notice is given that unless objection is lodged to the contrary at the office of the company within thirty (30) days from the date of this notice, duplicate policy will be issued, which will be the sole evidence of the contract.

Dated the 29th December, 2014

MR/6724267  
DAVID KOIGI,  
*Officer, Claims*

## GAZETTE NOTICE NO. 259

## OLD MUTUAL LIFE ASSURANCE COMPANY LIMITED

(Incorporated in Kenya)

Head Office: P.O. Box 30059-00100, Nairobi

## LOSS OF POLICY

*Policy No. 37003295 in the name of Fatuma Mohamed Godad.*

APPLICATION has been made to this company for the issuance of duplicate of the above numbered policy, the original having been reported as lost or misplaced. Notice is given that unless objection is lodged to the contrary at the office of the company within thirty (30) days from the date of this notice, duplicate policy will be issued, which will be the sole evidence of the contract

Dated the 29th December, 2014.

DAVID KOIGI,  
Officer, Claims.

MR/6724267

## GAZETTE NOTICE NO. 260

## LIBERTY LIFE ASSURANCE KENYA LIMITED

Head Office: P.O. Box 30364-00100, Nairobi

## LOSS OF POLICY

*Policy No. 8150738 in the name and on the life of Stella Betty Andenyi.*

APPLICATION having been made to this company on the loss of the above numbered policy, notice is given that unless objection is lodged to CfC Life Assurance Limited within thirty (30) days from the date of this notice, duplicate policy will be issued, and shall be used as the only valid document by the company for all future transactions.

Dated the 4th October, 2014

KRISTOPHER KINYANJUI,  
Head of Customer Service, Liberty Life.

MR/6724264

## GAZETTE NOTICE NO. 261

## LIBERTY LIFE ASSURANCE KENYA LIMITED

Head Office: P.O. Box 30364-00100, Nairobi

## LOSS OF POLICY

*Policy No. 8154054 in the name and on the life of Ivy Wambui Macharia.*

APPLICATION having been made to this company on the loss of the above numbered policy, notice is given that unless objection is lodged to CfC Life Assurance Limited within thirty (30) days from the date of this notice, duplicate policy will be issued, and shall be used as the only valid document by the company for all future transactions.

Dated the 4th October, 2014

KRISTOPHER KINYANJUI,  
Head of Customer Service, Liberty Life.

MR/6724264

## GAZETTE NOTICE NO. 262

## LIBERTY LIFE ASSURANCE KENYA LIMITED

Head Office: P.O. Box 30364-00100, Nairobi

## LOSS OF POLICY

*Policy No. 6973406 in the name and on the life of Robert Mbat Mutua*

APPLICATION having been made to this company on the loss of the above numbered policy, notice is given that unless objection is lodged to CfC Life Assurance Limited within thirty (30) days from the date of this notice, duplicate policy will be issued, and shall be used as the only valid document by the company for all future transactions.

Dated the 4th October, 2014.

KRISTOPHER KINYANJUI,  
Head of Customer Service, Liberty Life.

MR/6724264

## GAZETTE NOTICE NO. 263

## LIBERTY LIFE ASSURANCE KENYA LIMITED

Head Office: P.O. Box 30364-00100, Nairobi

## LOSS OF POLICY

*Policy No. 8123169 in the name and on the life of Geoffrey Gateri Muchuri.*

APPLICATION having been made to this company on the loss of the above numbered policy, notice is given that unless objection is lodged to CfC Life Assurance Limited within thirty (30) days from the date of this notice, duplicate policy will be issued, and shall be used as the only valid document by the company for all future transactions.

Dated the 4th October, 2014.

KRISTOPHER KINYANJUI,  
Head of Customer Service, Liberty Life.

MR/6724264

## GAZETTE NOTICE NO. 264

## LIBERTY LIFE ASSURANCE KENYA LIMITED

Head Office: P.O. Box 30364-00100, Nairobi

## LOSS OF POLICY

*Policy No. 6944065 in the name and on the life of Beatrice Abuya Ouma.*

APPLICATION having been made to this company on the loss of the above numbered policy, notice is given that unless objection is lodged to CfC Life Assurance Limited within thirty (30) days from the date of this notice, duplicate policy will be issued, and shall be used as the only valid document by the company for all future transactions.

Dated the 4th October, 2014.

KRISTOPHER KINYANJUI,  
Head of Customer Service, Liberty Life.

MR/6724264

## GAZETTE NOTICE NO. 265

## LIBERTY LIFE ASSURANCE KENYA LIMITED

Head Office: P.O. Box 30364-00100, Nairobi

## LOSS OF POLICY

*Policy No. 8115615 in the name and on the life of Robin Taabu Mulunda.*

APPLICATION having been made to this company on the loss of the above numbered policy, notice is given that unless objection is lodged to CfC Life Assurance Limited within thirty (30) days from the date of this notice, duplicate policy will be issued, and shall be used as the only valid document by the company for all future transactions.

Dated the 4th October, 2014.

KRISTOPHER KINYANJUI,  
Head of Customer Service, Liberty Life.

MR/6724264

## GAZETTE NOTICE NO. 266

## LIBERTY LIFE ASSURANCE KENYA LIMITED

Head Office: P.O. Box 30364-00100, Nairobi

## LOSS OF POLICY

*Policy No. 8141715 in the name and on the life of Allan Apollo Adalla.*

APPLICATION having been made to this company on the loss of the above numbered policy, notice is given that unless objection is lodged to CfC Life Assurance Limited within thirty (30) days from the date of this notice, duplicate policy will be issued, and shall be used as the only valid document by the company for all future transactions.

Dated the 4th October, 2014.

KRISTOPHER KINYANJUI,  
Head of Customer Service, Liberty Life.

MR/6724264

## GAZETTE NOTICE No 267

## LIBERTY LIFE ASSURANCE KENYA LIMITED

Head Office: P O Box 30364-00100, Nairobi

## LOSS OF POLICY

*Policy No. 8141714 in the name and on the life of David Adalla.*

APPLICATION having been made to this company on the loss of the above numbered policy, notice is given that unless objection is lodged to CFC Life Assurance Limited within thirty (30) days from the date of this notice, duplicate policy will be issued, and shall be used as the only valid document by the company for all future transactions.

Dated the 4th October, 2014

KRISTOPHER KINYANJUI,

MR/6724264

*Head of Customer Service, Liberty Life.*

## GAZETTE NOTICE No 268

## LIBERTY LIFE ASSURANCE KENYA LIMITED

Head Office P.O Box 30364-00100, Nairobi

## LOSS OF POLICY

*Policy No. 8125194 in the name and on the life of Momty Akinyi Odera.*

APPLICATION having been made to this company on the loss of the above numbered policy, notice is given that unless objection is lodged to CFC Life Assurance Limited within thirty (30) days from the date of this notice, duplicate policy will be issued, and shall be used as the only valid document by the company for all future transactions.

Dated the 4th October, 2014

KRISTOPHER KINYANJUI,

MR/6724264

*Head of Customer Service, Liberty Life*

## GAZETTE NOTICE No 269

## LIBERTY LIFE ASSURANCE KENYA LIMITED

Head Office: P.O. Box 30364-00100, Nairobi

## LOSS OF POLICY

*Policy No 8127358 in the name and on the life of Kevin Amalemba Bulemi.*

APPLICATION having been made to this company on the loss of the above numbered policy, notice is given that unless objection is lodged to CFC Life Assurance Limited within thirty (30) days from the date of this notice, duplicate policy will be issued, and shall be used as the only valid document by the company for all future transactions.

Dated the 4th October, 2014

KRISTOPHER KINYANJUI,

MR/6724264

*Head of Customer Service, Liberty Life*

## GAZETTE NOTICE No 270

## UAP LIFE ASSURANCE LIMITED

(Incorporated in Kenya)

Head Office P O Box 23842-00100, Nairobi

## LOSS OF POLICY

*Policy No. MP04516 in the name of Boniface Edward Mwakesi*

APPLICATION has been made to this company for the issue of duplicate of the above numbered policy, the original having been reported as lost or misplaced. Notice is given that unless objection is lodged to the contrary at the office of the company within thirty (30) days from the date of this notice, duplicate policy will be issued, which will be the sole evidence of the contract

Dated the 23rd December, 2014

EDWARD KARANI,

MR/6724178

*Claims Officer*

## GAZETTE NOTICE No 271

## UAP LIFE ASSURANCE LIMITED

(Incorporated in Kenya)

Head Office P O Box 23842-00100, Nairobi

## LOSS OF POLICY

*Policy No. MP01174 in the name of Bernard Amahaya Kadasia.*

APPLICATION has been made to this company for the issue of duplicate of the above numbered policy, the original having been reported as lost or misplaced. Notice is given that unless objection is lodged to the contrary at the office of the company within thirty (30) days from the date of this notice, duplicate policy will be issued, which will be the sole evidence of the contract

Dated the 2nd January, 2015

EDWARD KARANI,

MR/6724259

*Claims Officer.*

## GAZETTE NOTICE No 272

## ICEA LION LIFE ASSURANCE COMPANY LIMITED

(Incorporated in Kenya)

Head Office P O Box 46143-00100, Nairobi

## LOSS OF POLICY

*Policy No 020/EAW/006891 in the name of George Peter Kvalo*

NOTICE having been given of the loss of the above numbered policy, a duplicate will be issued in substitution unless objection is filed with the undersigned within thirty (30) days from the date of publication of this notice.

Dated the 5th January, 2015

MUIRI WAICHINGA,

MR/6724281

*Manager, Ordinary Life Operations*

## GAZETTE NOTICE No 273

## APA LIFE ASSURANCE LIMITED

(Incorporated in Kenya)

Head Office P O Box 30389-00100, Nairobi

## LOSS OF POLICY

*Policy No N/15228 in the name of Sheila Njeri Gichuhi, of P O Box 52251-00200, Nairobi*

NOTICE is given that evidence of loss or destruction of the above policy document has been submitted to the company and any person in possession of the policy documents or claiming to have interest therein should communicate within thirty (30) days by registered post with the company, failing any such communication certified copies of the policy which shall be the sole evidence of the contracts will be issued

Dated the 19th September, 2014

WILBRODA ODERA,

MR/6724251

*Head of Individual Life*

## GAZETTE NOTICE No 274

## PIONEER ASSURANCE COMPANY LIMITED

(Incorporated in Kenya)

Head Office P O Box 20333-00200, Nairobi

## LOSS OF POLICY

*Policy No 270002066 in the name of John Ndungu Mwaura.*

NOTICE has been made to this company on the loss of the above numbered policy. Notice is given that unless objection is lodged to Pioneer Assurance Company Limited within thirty (30) days from the date of this notice, a duplicate policy will be issued and shall be used as the only valid document by the company for all future transactions

Dated the 6th January, 2014

TIMOTHY MUTUA,

MR/6724300

*Life Manager*



## GAZETTE NOTICE No. 275

## BRITISH AMERICAN INSURANCE COMPANY (K) LIMITED

(Incorporated in Kenya)

Head Office P.O. Box 30375-00100, Nairobi

## LOSS OF POLICY

*Policy No. 160-1410 in the name and on the life of Faith G. Kathomi Njue.*

REPORT having been made to this company on the loss of the above numbered policy, notice is given that unless objection is lodged to British American Insurance Company (K) Limited within thirty (30) days from the date of this notice, a duplicate policy will be issued and shall be used as the only valid document by the company for all future transactions.

Dated the 8th January, 2015

J K MITEI,

MR/6724464

Underwriting Manager, Life

## GAZETTE NOTICE No. 276

## BRITISH AMERICAN INSURANCE COMPANY (K) LIMITED

(Incorporated in Kenya)

Head Office P.O. Box 30375-00100, Nairobi

## LOSS OF POLICY

*Policy No. 161-21547 in the name and on the life of Augustine Kimantira Nthiga*

REPORT having been made to this company on the loss of the above numbered policy, notice is given that unless objection is lodged to British American Insurance Company (K) Limited within thirty (30) days from the date of this notice, a duplicate policy will be issued and shall be used as the only valid document by the company for all future transactions.

Dated the 8th January, 2015.

J K MITEI,

MR/6724450

Underwriting Manager, Life.

## GAZETTE NOTICE No. 277

## BRITISH AMERICAN INSURANCE COMPANY (K) LIMITED

(Incorporated in Kenya)

Head Office P.O. Box 30375-00100, Nairobi

## LOSS OF POLICY

*Policy No. 161-2615 in the name and on the life of Wycliffe Wanyonyi Saenyi*

REPORT having been made to this company on the loss of the above numbered policy, notice is given that unless objection is lodged to British American Insurance Company (K) Limited within thirty (30) days from the date of this notice, a duplicate policy will be issued and shall be used as the only valid document by the company for all future transactions.

Dated the 8th January, 2015.

J K MITEI,

MR/6724450

Underwriting Manager, Life.

## GAZETTE NOTICE No. 278

## BRITISH AMERICAN INSURANCE COMPANY (K) LIMITED

(Incorporated in Kenya)

Head Office P.O. Box 30375-00100, Nairobi

## LOSS OF POLICY

*Policy No. 161-1435 in the name and on the life of Samuel Ogola Ogege.*

REPORT having been made to this company on the loss of the above numbered policy, notice is given that unless objection is lodged to British American Insurance Company (K) Limited within thirty (30) days from the date of this notice, a duplicate policy will be issued and shall be used as the only valid document by the company for all future transactions.

Dated the 8th January, 2015

J. K. MITEI,

MR/6724446

Underwriting Manager, Life

## GAZETTE NOTICE No. 279

## CHANGE OF NAME

NOTICE is given that by a deed poll dated 31st October, 2014, duly executed and registered in the Registry of Documents at Nairobi as Presentation No. 313, in Volume DI, Folio 373/3462, File No. MMXIV, by our client, Onyango Odongo Otieno, of P.O. Box 300-06100, Nairobi in the Republic of Kenya, formerly known as Marvin Onyango Otieno, formally and absolutely renounced and abandoned the use of his former name Marvin Onyango Otieno, and in lieu thereof assumed and adopted the name Onyango Odongo Otieno, for all purposes and authorizes and requests all persons at all times to designate, describe and address him by his assumed name Onyango Odongo Otieno only

Dated the 17th December, 2014

KATEE, OMOLLO, ONYANGO,

MR/6724263

Advocates for Onyango Odongo Otieno,  
formerly known as Marvin Onyango Otieno

## GAZETTE NOTICE No. 280

## CHANGE OF NAME

NOTICE is given that by a deed poll dated 17th September, 2014, duly executed and registered in the Registry of Documents at Nairobi as Presentation No. 1029, in Volume DI, Folio 403/3831, File No. MMXIV, by our client, Henry Japhet Kamau, of P.O. Box 10158, Nairobi in the Republic of Kenya, formerly known as Henry Mirie Kamau, formally and absolutely renounced and abandoned the use of his former name Henry Mirie Kamau, and in lieu thereof assumed and adopted the name Henry Japhet Kamau, for all purposes and authorizes and requests all persons at all times to designate, describe and address him by his assumed name Henry Japhet Kamau only

Dated the 30th December, 2014.

A. N. NDAMBIRI &amp; COMPANY,

MR/6724188

Advocates for Henry Japhet Kamau,  
formerly known as Henry Mirie Kamau

## GAZETTE NOTICE No. 281

## CHANGE OF NAME

NOTICE is given that by a deed poll dated 15th December, 2014, duly executed and registered in the Registry of Documents at Nairobi as Presentation No. 1838, in Volume DI, Folio 412/3912, File No. MMXIV, by our client, Jane Wairimu Njung'e, of P.O. Box 24028-00100, Nairobi in the Republic of Kenya, on behalf of John Ryan Miranga, (minor), formerly known as John Ryan Ndirangu, formally and absolutely renounced and abandoned the use of his former name John Ryan Ndirangu, and in lieu thereof assumed and adopted the name John Ryan Miranga, for all purposes and authorizes and requests all persons at all times to designate, describe and address him by his assumed name John Ryan Miranga only

Dated the 9th December, 2014.

KARANJA &amp; ASSOCIATES,

MR/6724428

Advocate for Jane Wairimu Njung'e,  
on behalf of John Ryan Miranga, (minor),  
formerly known as John Ryan Ndirangu

## GAZETTE NOTICE No. 282

## CHANGE OF NAME

NOTICE is given that by a deed poll dated 26th November, 2014, duly executed and registered in the Registry of Documents at Nairobi as Presentation No. 1962, in Volume DI, Folio 417/3956, File No. MMXIV, by our client, Nisha Sagarkumar Patel, of P.O. Box 41627-00100, Nairobi in the Republic of Kenya, formerly known as Nisha Maheshkumar Mehta, formally and absolutely renounced and abandoned the use of her former name Nisha Maheshkumar Mehta, and in lieu thereof assumed and adopted the name Nisha Sagarkumar Patel, for all purposes and authorizes and requests all persons at all times to designate, describe and address her by her assumed name Nisha Sagarkumar Patel only

Dated the 12th January, 2015.

KAMAU LANDO &amp; ASSOCIATES,

MR/6742070

Advocates for Nisha Sagarkumar Patel,  
formerly known as Nisha Maheshkumar Mehta

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*(Kenya Gazette Supplement No. 59).*

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ACT  
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*Kenya Gazette*

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