



Meet the Nyeri County Public Service Board
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Narumoru Level 4 Hospital at the roofing stage
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NYERI COUNTY WEEKLY REVIEW

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24 Nyeri water projects receive Kshs. 51 million water pipes



PHOTOS | PETER WANGARI



H.E Governor Mutahi Kahiga flagging off part of the Kshs. 51 million worth of water pipes. He was accompanied by Nyeri Water CEC Fredrick Kinyua (right) and Gataragwa MCA Hon. Clement Warutere (centre). INSET: Some of the water pipes.

H.E Governor Mutahi Kahiga flagged off part of the water pipes worth Kshs. 51 million which will go to 24 water projects in the county. The G1 and plastic pipes will go to 11 wards which are undertaking the water projects during this financial year.

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24 Nyeri water projects receive Kshs. 51 million water pipes

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H.E Governor Mutahi Kahiga (centre), Nyeri Water CEC Fredrick Kinyua (right) and Gataragwa MCA Hon. Clement Warutere (left) during the flagging off of water pipes.

Other pipes have been transported to the projects directly as there are no meetings being held due to Coronavirus.

The Governor noted that the County Government of Nyeri has embarked on prioritizing water projects in the fight against COVID-19 and also roads which have been destroyed due to heavy rains.



PHOTOS | PETER WANGARI

Water CEC Fredrick Kinyua said this will ensure Nyeri residents access clean piped water for domestic use and also water for irrigation purposes. This will boost food production. Gataragwa MCA Hon. Clement Warutere lauded the move saying this is a major boost to the ongoing water projects in his ward.

Nganyuthe, Manooro, Gituchu and Kiahuria water projects in Gataragwa ward, Kieni West sub-county are among the beneficiaries of the pipes.

Other projects are ongoing at Othaya, Kieni East, Mathira West, Kieni West and Mukurwe-ini sub-counties.

Governor Kahiga reminded Nyeri residents to continue observing precautionary measures such as wearing of face masks, regular hand-washing and sanitizing and social distancing in the fight against the Coronavirus pandemic.



Renovations of Chinga Community Library



PHOTO | SOURCE

Renovations of Chinga Community Library in Chinga ward, Othaya sub-county is almost complete. This is a boost to the education sector as it will greatly support locals who embrace reading and writing. The project is expected to be completed by the end of this month. Area MCA Hon. Kiruga Thuku said that the expanded library will accommodate more learners as well as researchers.

All you need to know about Nyeri CPSB and its achievements



Nyeri County Public Service Board chairman Paul Kimondo during a past board meeting.

- To facilitate the development of a coherent integrated human resource planning and budgeting for personnel emoluments in the county.
 - Make recommendations to the salaries and remuneration commission on behalf of the county government on remuneration, pension and gratuities for County Public Service employees.

chief officers to discuss pertinent matters affecting the workforce HRM in the county.

- Accorded the incoming board members an opportunity to be inducted in Mombasa courtesy of the COG.
- Commissioned an audit exercise on casual employees in our county.
- Commissioned a survey on employee/customer satisfaction/Compliance to values and Principles of the Public Service by Makan Consultants.

While Nyeri has been on the spotlight for its achievements such as the Number 2 ranking by the World Bank under the Kenya Devolution Support Program (KDSP) among other feats, the county has been flagged for having an unusually high wage bill. Why is this so and what efforts are going into mitigating this?

What is the mandate of the County Public Service Board?

- To establish or abolish offices in the Public Service.
- To appoint persons to hold or act in the offices established and to confirm appointments.
- To exercise disciplinary control over employees of the county. Removing persons holding or acting in those offices.
- To promote values and principles of the Public Service.
- Evaluate and report to the county assembly the extent to which these values and principles have been complied with by the Public Service.
- To furnish the County Assembly with annual reports of the progress of the board's programmes.
- To establish a coherent and integrated staff planning on employments.
- To advise the County Executive on human resource matters.

Despite you having been in office for five months, what inroads and gains have you made so far?

- Put the county employees on a pension programme by County Pension Fund (CPF).
- Rolled out the second cohort of internship programme.
- Recruited critical staff across the departments.
- Conducted field visits in the health facilities including PGH, Mukurweini, Othaya, Karatina Hospitals and Agricultural Machineries Services (AMS).
- Formulated the Voluntary Early Retirement Programme (VERP) which will hopefully be rolled out later this year.
- Participated in the preparation of a scheme of service for enforcement officers.
- Prepared a programme to meet with stakeholders ie. the Excom and

Nyeri County was formerly a provincial headquarter hence had an extra responsibility of absorbing the bulk of employees formerly under the National Government. Past county regimes had also employed excess staff due to political expediency without consideration of its effect on the wage bill thus resulting in the high wage bill. The issue of casual employees (employed outside of the IPPD) has also been addressed contributing to the soaring wage bill. The Board intends to roll out the VERP with an attractive take home package for the employees who may opt to go home and pursue other gainful activities in order to mitigate this.



Nyeri County Public Service Board chairman Paul Kimondo (centre) chairing a meeting recently with a section of board members at his office. From left; Serah Githaiga (member), Jane Kiraguri (vice-chair), Chairman, John Kihonge (member) and Edward Mwangi (Assistant Director - HRM).

The Internship Program in Nyeri has been a pace setter, where the county takes an average of 200 interns annually and pays them a stipend of 10,000 shillings. What fruits has this program borne and what are the challenges faced?

Nyeri County has been a trailblazer in Kenya by offering young people an opportunity to gain hands on experience in their respectful fields of training. The interns earn a stipend of Ksh.10,000 , 11,000 and 12,000 for certificate, diploma and degree holders respectively. The board has engaged 184 out of a possible 200 so far and intends to fill the remaining slots. A good number of former interns have been absorbed by the county and are doing a commendable job where they are working including four working with the board on contractual terms. The Board in conjunction with the office of the Governor has held discussions on partnering with the private sector with a view to give young people an

opportunity to serve in order to hone their skills and get the necessary experience. The programme so far has been a success with most performing exemplary based on the encouraging appraisals received from their departments. For instance, The Asian Bus Termini currently under construction was designed by interns serving in the Department of Housing and Physical Planning. The programme has not been without challenges. There have been instances of lack of proper co-ordination, poor mentorship by supervisors leading to low morale on the part of interns. The Board is aware of these challenges and is working towards addressing them.

Recently, the County Government of Nyeri under the leadership of Governor Mutahi Kahiga awarded teams that had posted exemplary results such as the Finance team for adhering to procurement laws and clearing pending bills in good time and the Nyeri choir, Squash

and Darts teams for performing splendidly during the 7th edition of KICOSCA games in Kericho county. Is this something that the county is gearing up to continue, that of rewarding workers who are doing well and surpassing expectations?

The Board is aware of the tremendous effort put by H.E Governor Mutahi Kahiga in kickstarting the reward scheme for officers whose performance goes beyond the call of duty. As such, the Board is in the process of working closely with the Department of Public Service Management, the County Secretary and other players in coming up with a vibrant Performance Management System (PMS). This is a system for getting better results from employees by managing performance within an agreed framework of planned goals, objectives and standards.

How do you handle promotions in the county and on the flip side, how do you tackle disciplinary issues?

CHRAC has delegated authority from the Board to deliberate on issues of staff promotions. A policy on promotion on merit is currently being prepared and soon be shared the EXCOM and the other players. This policy will address the concern to promote those that are worthy of promotion.

What measures have you put in place to create a conducive working environment that will ensure that the staff perform optimally?

The Board is desirous of creating a conducive working environment for the county staff. Towards this end, the Board commissioned a survey on customer/employee satisfaction compliance to principles and values of the Public Service which revealed among many other things that employee satisfaction was not being met optimally. Some of our employees work in small spaces that result in discomfort. In other instances, sanitation facilities are not only inadequate but also not well maintained. Employees are not trained to on how to handle emergencies e.g.

fire, terror attacks etc with no designated fire assembly points. Our buildings do not provide for easy accessibility by the physically challenged and the elderly. The Board has discussed these challenges and has planned for meetings with all the stakeholders to find and offer solutions to the same. The Board also shared the findings of the survey that was mentioned earlier with the executive and the county assembly. Further, the Board will facilitate discussions with the stakeholders to address the challenges that hamper the performance of our employees.

Training is a critical component of enhancing service delivery, what collaborative measures have you put in place together to implement and sustain this?

Government policy mandates continuous upgrading of public servants on matters core competencies, knowledge, skills and attitude. This will enable employees to seize opportunities for social advancement, economic growth and individual fulfilment. The mandate to develop human resource in the county is vested in the Board and details on implementation of training in the county are contained in the train-

ing policy document. Public officers are eligible for at least 5 days training in a year while new newly recruited or transferred officers must be inducted within 3 months of joining the county. All trainings shall be based on identified training needs. The planning and coordination of training is delegated to the Department of Public Service Management which works closely with authorized officers i.e. Chief Officers through CHRAC. The Board has deliberated at length concerning the functions delegated to CHRAC and chiefly in the areas of staff discipline, training and promotion. The Board is desirous of a system that easily identifies the training needs of the employees and fast tracks their training to enable them to perform their duties optimally. This will also boost their morale, self-confidence and increase their chances in career advancement.

Other members of the Board are:

1. Jane Kiraguri - vice-chair
2. Serah Githaiga - member.
3. Benson Gichohi - member
4. Halima Mayow - member.
5. John Kihonge - member.
6. David Runga - secretary/CEO.



PHOTO | PETER WANGARI

Former and current Nyeri County Public Service Board members with H.E Mutahi Kahiga (fifth right) during a past function.

More partners join in the fight against Covid -19



From left; Businessman Bipin Shah, H.E Mutahi Kahiga and Agriculture CEC James Wachuhi. The Governor received eight heavy duty tanks with a capacity of 230 litres each that are meant to aid in preserving water during this period of COVID-19.

The County Government of Nyeri through H.E Governor Mutahi Kahiga was grateful to receive the donation of eight heavy duty tanks from Kasturi Supermarket through philanthropic businessman Bipin Shah.

The tanks each with a capacity of 230 litres are meant to aid in preserving water especially at this critical time, where there is need for clean water to enhance hand-washing in the fight against the Coronavirus and even after as they can serve up to 10 years.

The people of Nyeri and the nation at large are urged to continue keeping safe in the fight against COVID-19 through practices such as hand-washing, wearing face masks, social distancing and observing guidelines given by the Ministry of Health.

The County Government of Nyeri is appealing to well wishers to chip in with their donations including food-stuffs in order to distribute to the needy people in the county.

Iria-ini ward farmers benefit with avocado seedlings

The County Government of Nyeri through the Department of Agriculture, Livestock and Fisheries delivered 8,300 avocado seedlings procured by the county government for Iria-ini ward farmers in Othaya sub-county. Avocado grows in almost all sub-counties in the county and thus farmers are encouraged to take up this farming. The county government plans to set up an avocado plant soon for farmers to get ready market and for value addition.

The seedlings are available at Wambugu ATC nursery, in Nyeri town at a reduced price of Ksh.120.

Iria-ini ward MCA Hon. John Theuri (right) delivering some of the 8,300 avocado seedlings.



Donation from Nyeri Municipal Board members

The County Government of Nyeri through H. E Governor Mutahi Kahiga was grateful to receive 30 bales of maize flour donation from the Nyeri Municipal Board members.

The team led by the chairman Jeremiah Ichaura noted that the effort is geared towards feeding the vulnerable people in Nyeri County in the wake of Covid-19.

Governor Kahiga thanked the board and called upon other well wishers to also donate in a bid to support the vulnerable ones within the society.

He reiterated that the County Government of Nyeri has set aside Kshs. 10 million for initial purchase of food to be distributed to Nyeri residents whose sources of income have been disrupted by Coronavirus.

Over 200,000 people in the county are facing starvation in this time of COVID-19.

Governor Kahiga further urged Nyeri people to adhere to the government's directive of staying safe at home, washing hands, wearing face masks and maintaining social distancing.



PHOTO | PETER WANGARI

H.E Mutahi Kahiga receiving 30 bales of maize flour donation from the Nyeri Municipal Board members led by the chairman Jeremiah Ichaura in an effort geared towards feeding the vulnerable people in Nyeri County at this time of COVID-19.



PHOTOS | DYNNAH MWANGI

Nyeri rescue team together with contracted local divers at Mau Mau waterfalls cave located along River Burguret in Kiamathaga/Naromoru Ward.

Body of a pupil from Mau Mau falls retrieved

The County Government of Nyeri rescue team together with contracted local divers retrieved the body of Kelvin Gakenda from Mau Mau waterfalls cave located along River Burguret in Kiamathaga/Naromoru Ward.

The 14-year-old class 8 pupil from Kimbo Primary School drowned recently while demonstrating swimming skills to four of his age mates who later raised an alarm about the occurrence. He is a son to Jane Kathure of Njoguini vilage, in Kieni East sub-county.

It took the divers about 30 minutes to retrieve the body which was highly appreciated by the locals as it saw great relief to the affected family.

Cases of young boys drowning have been rampant in the county hence they are asked to avoid rivers and dams especially now because most are flooded. Parents have also been asked to closely monitor their children especially now that all schools are closed.



Narumoru Level 4 Hospital at the roofing stage

Narumoru Level 4 Hospital in Narumoru town, Kieni East sub-county is now at the roofing stage.

The progress of the total work done is now at 60 per cent. It is expected to be completed by the end of this year after the work started in August last year.

A high powered delegation from Nyeri Health Services department led by CEC Dr. Rachel Kamau, Chief Officer Newton Wambugu and Director Dr. Nelson Muriu (*pictured*) inspected the facility where they assured local residents that once the facility is complete it will be operationalized immediately. Its completion will ease the suffering of Kieni people who have not had any Level 4 Facility and have had to seek treatment in either in Karatina, Nyeri or Nyahururu hospitals.

This project is jointly funded by the County Government under the leadership of H.E Governor Mutahi Kahiga and the World Bank under the Kenya Devolution Support Programme

(KDSP) at a cost of Kshs. 335 million. The funds were allocated to Nyeri under Governor Kahiga, after it emerged second position during the ranking of county governments' performance by the World Bank.

The construction of this three -storeyed 175-bed-capacity hospital will host key departments including; two operating theatres, general OPD, Casualty, Pharmacy, Laboratory, Maternal and Child Health unit, specialized clinics, maternity and inpatient wards (medicine, orthopedic, surgical).

This hospital will guarantee provision of surgical and inpatient services and ultimately contribute to decongestion of the Nyeri County Referral Hospital.



PHOTO | PETER WANGARI

Nyeri fire brigade response to Wagamana fire tragedy



PHOTO | DYNAH MWANGI

The County of Nyeri fire brigade team extinguished a fire tragedy that occurred at Hathaini village, Kigwandi location, Wamagana ward in Tetu sub-county recently. The fire is suspected to have been caused by a gas cylinder that was in the house.

For prompt emergency response please reach out to the team on 0612032961.

Governor inspects projects in Rugi and Mukurwe-ini Central wards

He also urged the people to obey government's directives of washing hands and sanitizing, maintaining social distancing, wearing masks and observing curfew in the wake of Coronavirus pandemic.

H. E Governor Mutahi Kahiga inspected the ongoing construction of markets and roads, which are ward specific projects, at Rugi and Mukurwe-ini Central wards.

In Rugi ward, Mihuti market will be installed with shades and stalls, and once complete, it will accommodate more than 300 traders while decongesting Mihuti shopping centre. Muchatha market will be graded, installed with shades and the street lights will be repaired. A tank will also be installed to ensure the market has adequate supply of water. Governor Kahiga also inspected the ongoing grading and compacting of Wangondu road and Mukurwe-ini Boys road in Rugi and Mukurwe-ini Central wards respectively. Each road is being upgraded for a stretch of 1.2 Kilometres. While inspecting the projects, the Governor also distributed sanitizers and face masks to residents of Mihuti, Gichecheni, Mweru, Wang'ondu, Giathugu, Muchatha and Gatitu in Mukurwe-ini sub county.

He also urged the people to obey government's directives of washing hands and sanitizing, maintaining social distancing, wearing masks and observing curfew in the wake of Coronavirus pandemic.

Mukurwe-ini Central MCA Hon. Gatherû wa Maaî who accompanied the Governor, hailed the concerted efforts between the executive and the county assembly, while

committing to identifying and increasing developmental projects in the area.

Hon. Gatherû also reiterated the need for heightened awareness against the spread of Coronavirus.



CLOCKWISE: H.E Governor Mutahi Kahiga distributing face masks in Mukurwe-ini. One of the roads which is being murramed in Mukurwe-ini. The Governor (second left) with Mukurwe-ini Central MCA Hon. Kenneth Wamai` and Mukurwe-ini sub-county administrator Asha Bakari after inspecting the ongoing construction of Mihuti Market in Rugi ward.

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Newly upgraded Ruthagati Factory-Kwa Njari-Kwa Gachari road in Kirimukuyu ward, Mathira.



Kianjogu Catholic to Kianjogu Dispensary grading and murraming has already kicked off in Kirimukuyu ward.



Ongoing rehabilitating of Gwa Wachira Gaichira Road & Gwa Munyororo - Gwa Ndei Road which link parts of in Hiriga, Kibiru-ini, Karuthi sub-locations in Ruguru ward, Mathira.



Ongoing murraming of Mashimoni-Kariahu road, Kirimukuyu ward in Mathira.

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PHOTOS | PETER MUBARI & SOURCE



Ongoing murraming of Kwa Wagura road in Dedan Kimathi ward, Tetu sub-county.



Lela road, Ruguru ward in Mathira: The work of bush-clearing, grading and murraming of this road is complete. High quality compression of the road shall be done in the next few weeks.

Mweiga Bus Park upgrade



ABOVE & BELOW: Upgrading work of Mweiga Bus Park to cabro/paving block standard has kicked off in Mweiga township, Kieni West sub-county. The project is expected to be completed in early July this year.



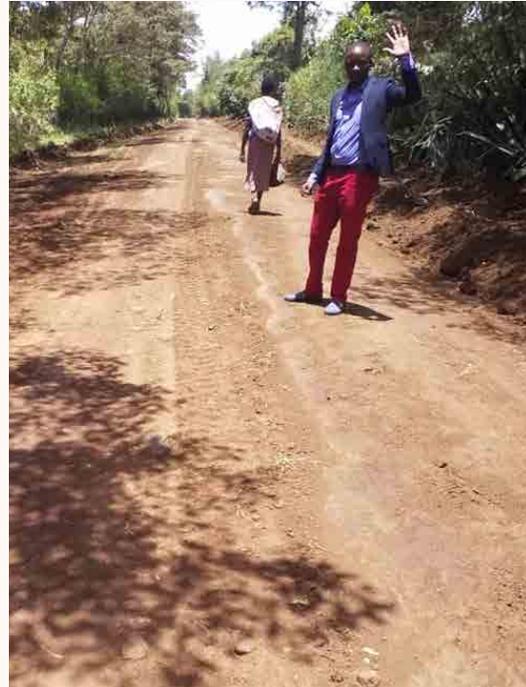
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Improvement of Kwa Vuru Kabebero road in Iria-ini ward, Othaya sub-county.



Upgraded Kimenjo Cattle Dip road. Murraming to commence immediately. The road borders Mweiga ward and Kiganjo/Mathari ward.



Recently upgraded Gwa King'ori road in Karima ward, Othaya sub-county.



Upgrading of vehicle parking spaces on selected areas in Rware ward, Nyeri town has kicked off.



Ongoing rehabilitation of the Giathaimu/Kariko and Kagongo (Near Kagongo ACK Church).



The new status of Lela road, Ruguru ward in Mathira. Murraming process is now complete.