



NYANDARUA COUNTY EXECUTIVE

ORGANIZATION STRUCTURES

SEPTEMBER 2025

SECRETARY
COUNTY PUBLIC SERVICE BOARD
APPROVED
COUNTY GOVERNMENT OF NYANDARUA
P.O. Box 701-20303, OL-KALOU

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25/09/2025

PREFACE

The development of clear and functional organizational structures is a critical step in strengthening governance and enhancing service delivery within the County Government of Nyandarua. These structures provide the framework through which mandates are executed, responsibilities are defined, and accountability is ensured across all departments and directorates.

This document on the Organizational Structures of the County Executive and has been prepared in line with the Constitution of Kenya, the County Governments Act, and other relevant legal and policy instruments. It seeks to provide clarity on reporting lines, improve coordination among departments, and promote the efficient utilization of human resources in pursuit of the County's development priorities as outlined in the County Integrated Development Plan (CIDP) and Annual Development Plans (ADPs).

The preparation of these structures has been a consultative and participatory process involving the Executive Committee Members, the County Secretary, Chief Officers, and the Department of Human Resource Management. Their input has ensured that the organograms presented herein are not only reflective of legal mandates and best practice in public service management, but also responsive to the unique needs and aspirations of Nyandarua County.

It is our expectation that this document will serve as a vital reference point for decision-making in recruitment, deployment, training, succession planning, and performance management. More importantly, it will act as a cornerstone for building a professional, efficient, and accountable County Public Service that is fully committed to delivering quality services to the people of Nyandarua.

H.E Dr. Moses Ndirangu Badilisha

Governor,

Nyandarua County

Signature

Date



FOREWORD

An effective public service begins with a well-defined structure that clearly sets out the mandates, roles, and reporting lines of every office. The Nyandarua County Government recognizes that without clarity in organizational arrangements, accountability and efficiency in service delivery are greatly undermined. It is for this reason that the development of this Organizational Structures Document was prioritized.

This document provides a comprehensive outline of the structures of the County Executive, ensuring that each department and directorate is properly aligned to its constitutional and statutory mandates. It serves as a practical tool for guiding human resource management, policy implementation, and institutional coordination across all levels of the County Government.

The organograms herein are not merely charts; they are instruments for governance and service delivery. They will support workforce planning, strengthen reporting relationships, and improve resource allocation while fostering teamwork and transparency. Importantly, they also align Nyandarua County with national standards and best practices in public administration.

The preparation of this document has been made possible through the collaboration of the Executive Committee Members, the County Secretary, the Chief Officers, and the Department of Human Resource Management. Their collective efforts have ensured that the structures are functional, realistic, and responsive to the service delivery needs of our people.

As we implement these organizational structures, I call upon all public officers to embrace them as a guide for effective performance, accountability, and innovation. Together, let us build a public service that is efficient, people-centered, and fully dedicated to making Nyandarua County better.

William Gatehi

Chairman County Public Service Board

Signature

Date 30-09-2025



ACKNOWLEDGEMENT

The development of the Organizational Structures for the Nyandarua County Government Executive has been made possible through the dedication, collaboration, and commitment of key stakeholders.

We extend our sincere appreciation to the Executive Committee Members for their policy guidance and strategic oversight, which ensured that the structures align with the County's service delivery priorities and legal mandates.

Special recognition is given to the County Secretary and Head of Public Service, whose leadership and coordination have been instrumental in steering this process to completion.

We also acknowledge the invaluable contributions of the Chief Officers, who provided technical inputs, departmental perspectives, and practical insights that enriched the accuracy and functionality of the structures.

Finally, we appreciate the Department of Human Resource Management, whose technical expertise in organizational design, human resource planning, and compliance with national norms and standards provided the foundation for developing these structures.

Their collective efforts have culminated in this comprehensive document, which will serve as a vital tool for strengthening governance, enhancing efficiency, and promoting accountability in the management of the County Public Service.

Dr. James Ndirangu Kung'u

Secretary County Public Service Board

Date: 30-09-2025

Signature: 





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ABBREVIATIONS AND ACRONYMS

AD (SCAO	
AD/ SCLPO	
AI	Artificial Insemination
AMS	Agriculture Mechanised Services
Asst.	Assistant
ATC	Agriculture Training Center
CA	County Attorney
CAC	County Attorney Act
CCO	County Chief Officer
CEC	County Executive Committee
CECM	County Executive Committee Member
CGA	County Government Act
CIDP	County Integrated Development Plans
CPSB	County Public Service Board
Dir	Director
FAEO	Frontline Agriculture Extension Officers
HR	Human Resource
HRM	Human Resource Management
HRO	Human Resource Officer
Mgt	Managment
NYANDAWAS	Nyandarua Water and Sanitation Services
OLWASCO	Olkalou Water and Sanitation Services
SCM	Supply Chain Management
Snr	Senior
WAEO	Ward Agriculture Extension Officers



CHAPTER 1.0

INTRODUCTION

1.1 Preamble

The County Public Service Board recognizes the critical role that a clear and functional organizational structure plays in the efficient and effective delivery of services to its citizens. In alignment with the Constitution of Kenya, the County Governments Act (No. 17 of 2012), and other relevant legislation, this document presents the approved organizational structures for departments under the County Executive.

These structures are designed to ensure proper delineation of roles, streamlined reporting lines, optimal utilization of human resources, and enhanced accountability across all county departments. They are also intended to support the County's strategic objectives and development priorities, as outlined in the County Integrated Development Plan (CIDP), Sectoral Plans, and Annual Development Plans.

By providing a standardized framework for staffing and operations, this document will guide the recruitment, deployment, and performance management of county staff while enabling responsive and citizen-focused service delivery. The structures herein have been developed through a consultative process, taking into account existing functions, service demands, and resource realities.

The County Public Service Board remains committed to institutional strengthening and continuous improvement in governance and public Service Management.

1.2 Background

The establishment of devolved units of government under the Constitution of Kenya (2010) brought about the need for each county to develop institutional frameworks that support effective service delivery, accountability, and citizen participation. Nyandarua County, in discharging its mandate as provided under the Fourth Schedule of the Constitution, has progressively developed its administrative and operational capacity to meet the socio-economic needs of its residents.

To support this growth, an effective organizational structure is essential. It defines how roles, responsibilities, and authority are distributed across departments and directorates. This clarity enhances coordination, minimizes duplication, and enables the optimal use of resources. Furthermore, a well-defined structure forms the foundation for performance management, budgeting, strategic planning, and the recruitment and deployment of staff.



This document outlines the approved organizational structures for all departments within the County Executive. It reflects current operational realities, emerging priorities, and the need to align county functions with national standards and public service best practices. The structures were developed through an inclusive process involving departmental consultations and technical reviews.

By adopting these structures, the County Public Service Board affirms its commitment to building a competent, responsive, and accountable public service that is well-equipped to deliver on its mandate on development agenda.



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CHAPTER 2.0

LEGAL FRAMEWORK

County Governments' Organizational Structures are developed in compliance with the Constitution, and other relevant Legislations and Policies .

2.1 The Constitution

Article 176(2) provides that every County Government shall decentralize its functions and the provision of its services to the extent that it is efficient and practicable to do so.

Article 235(1) provides that a County Government is responsible for staffing of County Government within a framework of uniform norms and standards prescribed by an Act of Parliament.

2.2 County Governments Act, No. 17 of 2012

Section 5(2)(f) provides for establishment and staffing of the County public service as contemplated under Article 235 of the Constitution.

Section 49 stipulates that structures and functions of urban areas and cities shall be as is provided for in the Urban Areas and Cities Act, No. 13 of 2011.

Section 55 provides for:

- (a) 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 ;
- (b) Institutions, systems and mechanisms for human resource utilization and development in a manner that best enhances service delivery by County public service institutions.

Section 108 (2) (a) provides that each County integrated development plan shall at least identify the institutional framework, which shall include an organization chart, required for:

- i. The implementation of the integrated development plan; and
- ii. Addressing the County's internal transformation needs.

2.3 Public Finance Management Regulations, 2015

Section 167 (1) of the County Governments Regulations 2015 requires each County Government entity to establish an audit committee.

2.4 Office of the County Attorney Act, 2022

Section 4 provides for establishment in each County the Office of the County Attorney, which is an office in the County public service.



CHAPTER 3.0

CONSTITUTIONAL AND OTHER OFFICES IN THE COUNTY GOVERNMENT EXECUTIVE

3.1 Office of the Governor

The County Governments Act No. 17 of 2012, Section 30 (2) & (3) states that the Office of the Governor shall:

- (a) Diligently execute the functions and exercise the authority provided for in the Constitution and legislation;
- (b) Perform such State functions within the County as the President may from time to time assign on the basis of mutual consultations;
- (c) Represent the County in national and international fora and events;
- (d) Appoint, with the approval of the County assembly, the County Executive Committee in accordance with Article 179(2)(b) of the Constitution;
- (e) Constitute the County Executive Committee portfolio structure to respond to the functions and competencies assigned to and transferred to each County;
- (f) Submit the County plans and policies to the County assembly for approval;
- (g) Consider, approve and assent to bills passed by the County assembly;
- (h) Chair meetings of the County executive committee;
- (i) By a decision notified in the County gazette, assign to every member of the County executive committee, responsibility to ensure the discharge of any function within the County and the provision of related services to the people;
- (j) Submit to the County assembly an annual report on the implementation status of the County policies and plans;
- (k) The governor, as the chief executive officer of the County Government, who shall be the vice-chairperson of the Board, and in his absence, the deputy governor of the County shall be the vice-chairperson
- (l) Deliver annual state of the County address containing such matters as may be specified in County legislation; and
- (m) Sign and cause to be published in the County Gazette, notice of all-important formal decisions made by the governor or by the County executive committee.

In performing the above functions, the governor shall:

- i. provide leadership in the County 's governance and development
- ii. provide leadership to the County executive committee and administration based on the County policies and plans



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- iii. promote democracy, good governance, unity and cohesion within the County
- iv. promote peace and order within the County
- v. promote the competitiveness of the County
- vi. be accountable for the management and use of the County resources; and
- vii. promote and facilitate citizen participation in the development of policies and plans, and delivery of services in the County.

3.2 Deputy Governor

The County Governments Act No. 17 of 2012, Section 32 states that the Deputy Governor:

- (a) Shall take and subscribe to the oath or affirmation as set out in the Schedule to this Act before assuming office
- (b) Shall deputize for the governor in the execution of the governor's functions
- (c) May be assigned any other responsibility or portfolio as a member of the County executive committee by the County governor
- (d) When acting in office as contemplated in Article 179(5) of the Constitution, the deputy governor shall not exercise any powers of the governor, to nominate, appoint or dismiss, that are assigned to the governor under the Constitution or other written law;
- (e) The governor shall not delegate to the deputy governor any of the functions referred to in subsection (4) above;
- (f) Be a member of County Development Board and in the absence of the Governor, shall be the Vice Chairperson.

3.3 County Executive Committee (CEC)

As provided under Article 183 of the Constitution of Kenya, 2010 as read together with Section 36 of the County Governments Act No. 17 of 2012, a County executive committee shall:

- (a) implement County legislation;
- (b) implement, within the County, national legislation to the extent that the legislation so requires;
- (c) manage and coordinate the functions of the County administration and its departments; and
- (d) perform any other functions conferred on it by the Constitution or national legislation.
- (e) A County executive committee may prepare proposed legislation for consideration by the County assembly.



- (f) The County executive committee shall provide the County assembly with full and regular reports on matters relating to the County.

In addition to the functions provided under Article 183 of the Constitution, a County executive committee shall:

- i. Supervise the administration and delivery of services in the County and all decentralized units and agencies in the County
- ii. Perform any other functions conferred on it by the Constitution or national legislation; and
- iii. Carry out any function incidental to any of the assigned functions.

3.4 County Executive Committee Member

Pursuant to section 30 (2) (d) & (e) of the County Government Act (CGA), the Governor shall appoint and assign responsibilities to an Executive Committee Member as may be contained in the respective County Executive Order.

3.5 Office of the County Secretary

The County Governments Act, No 17 of 2012, section 44 (3) states that the County Secretary and Head of County Public Service shall:

- a) Be the head of the County public service;
- b) Be responsible for arranging the business and keeping the minutes of the County Executive Committee subject to the directions of the executive committee;
- c) Convey the decisions of the County Executive Committee to the appropriate persons or authorities; and
- d) Perform any other functions as directed by the County Executive Committee.

In addition to the above functions, the County Secretary and Head of County Public Service shall:

- i. chair meetings of the Assumption of office of Governor as per the Assumption of office of Governor Act, 2019 Section 5(2) (a);
- ii. chair County Human Resource Management Advisory Committee (CHRMAC) meetings;
- iii. power to deploy County Public officer from one department to another (County Governments Act 2012 Section 72(2));
- iv. Be the Secretary to County Development Board and provide secretariat services to the Board as an ex officio member (Section 91A (1)(k))



3. 6 Office of the County Attorney

Part II, Section 7 of the Office of the County Attorney Act (CAC), Chapter 265E (Revised Edition 2022) states that the County Attorney shall:

- (a) be the principal legal adviser to the County Government;
- (b) attend the meetings of the County executive committee as an ex - officio member of the executive committee
- (c) on the instructions of the County Government, represent the County executive in court or in any other legal proceedings to which the County executive is a party, other than criminal proceedings;
- (d) advise departments in the County executive on legislative and other legal matters;
- (e) negotiate, draft, vet and interpret documents and agreements for and on behalf of the County executive and its agencies
- (f) be responsible for the revision of County laws
- (g) may liaise with the Office of the Attorney-General when need arises; and
- (h) perform any other function as may be necessary for the effective discharge of the duties and the exercise of the powers of the County Attorney.

3. 7 The County Public Service Board (CPSB)

Section 59 of the County Governments Act No. 17 of 2012 states that the County Public Service Board shall be, on behalf of the County Government:

- (a) establish and abolish offices in the County public service;
- (b) 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) exercise disciplinary control over, and remove, persons holding or acting in those offices as provided for under Section 59 of the County Governments Act No. 17 of 2012;
- (d) prepare regular reports for submission to the County assembly on the execution of the functions of the Board;
- (e) promote in the County public service the values and principles referred to in Articles 10 and 232;
- (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;
- (g) facilitate the development of coherent, integrated human resource planning and budgeting for personnel emoluments in counties;



- (h) advise the County Government on human resource management and development;
- (i) advise County Government on implementation and monitoring of the national performance management system in counties;
- (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; and
- (k) the chairperson of the County Public Service Board, shall be an ex-officio member of the County Development Board.

3.8 County Chief Officer (CCO)

Section 45 of the County Governments Act No. 17 of 2012 states that a County chief officer shall:

- (a) be responsible to the respective County executive committee member for the administration of a County department as provided under section 46 of the County Governments Act No. 17 of 2012
- (b) be the authorized officer in respect of exercise of delegated power as per the provisions of section 31 (c) of the County Governments Act, 2012
- (c) be designated the accounting officer in line with Section 148 (1) of the Public Finance Management Act, 2012
- (d) develop and implement the departmental strategic plans and sector development plans;
- (e) be responsible for the overall management of County departmental programs, projects and effective and efficient utilization of resources; and
- (f) perform any other duties as may be assigned by the County Executive Committee Member, the County Governor or the County Secretary.

3.9 Audit Committee

Section 168 of the Public Finance Management (County Governments) Regulations, 2015 states that the audit committee shall:

- a. support the accounting officers with regard to their responsibilities for issues of risk, control and governance and associated assurance: Provided that the responsibility over the management of risk, control and governance processes remains with the management of the concerned County Government entity; and
- b. follow up on the implementation of the recommendations of internal and external auditors.



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CHAPTER 4.0

ORGANIZATION STRUCTURE FOR NYANDARUA COUNTY GOVERNMENT

4.1 Introduction

In developing the structures key reference was Constitutional functions of devolved government under the Fourth Schedule, provisions of Section 5, 6 and 46 (2) of the County Governments Act and the priorities, objectives and strategies as generally envisaged in the Nyandarua County Integrated Development Plans (CIDP) III.

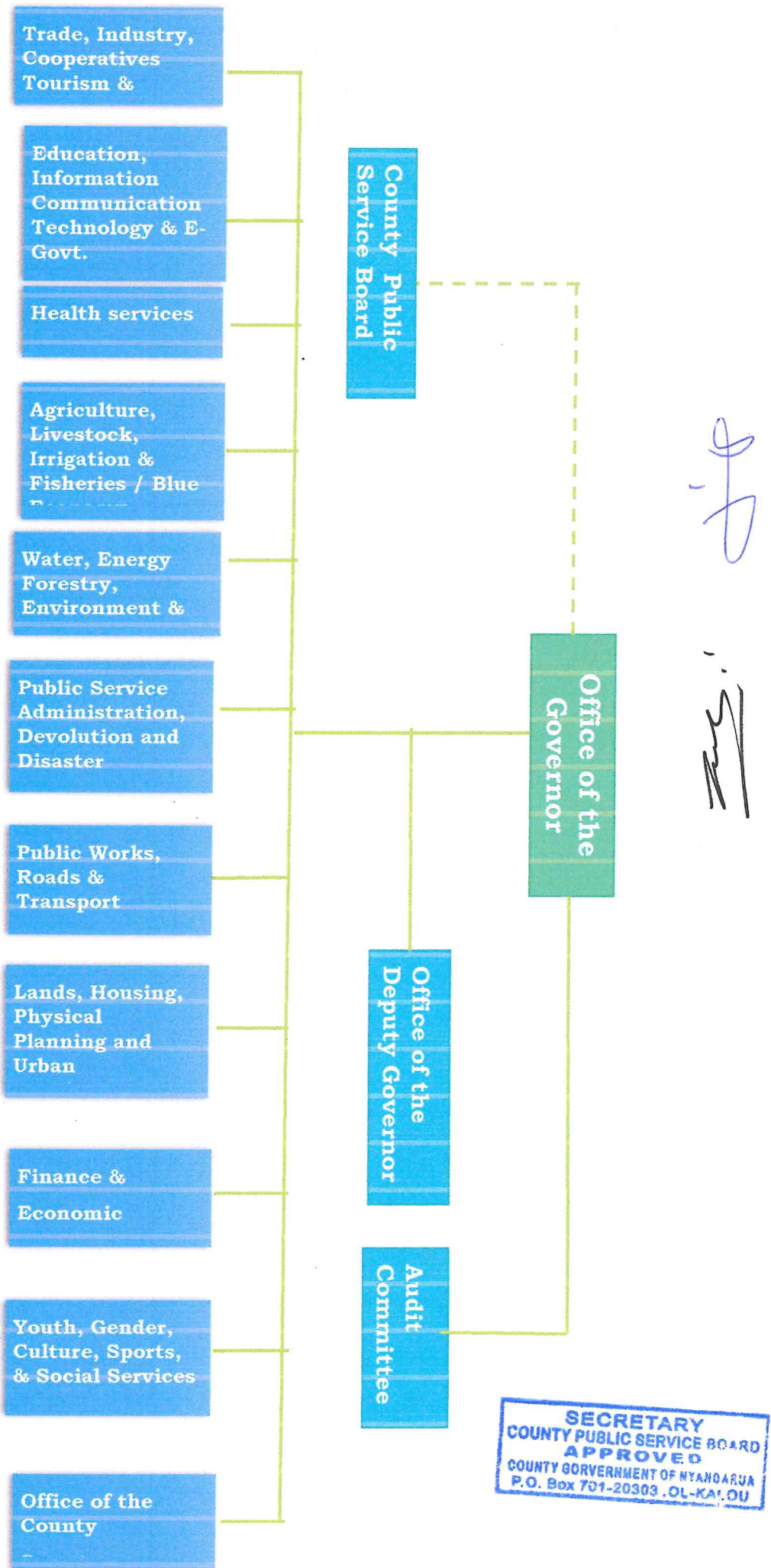
4.2 High Level Model Organizational Structure

The development of the Model Organizational Structures entailed functional analysis of the mandate of County Governments. A functional analysis of the devolved functions set out in the Fourth Schedule of the Constitution was carried out to determine the key thematic areas which in turn formed the basis of the recommended County Governments Model Organizational Structures.

Article 179 (3) of the Constitution provides that the number of County Executive Committee Members shall not exceed one-third of the number of members of the County Assembly, if the Assembly has less than Thirty (30) members or Ten (10) if the Assembly has Thirty (30) or more members. In this respect Nyandarua county Assembly has Twenty-five (25), hence 10 Executive Committee Members.



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Figure 1: High Level Model Organizational Structure for the County Executive

4.2 Office of The Governor

Organizational Structure of the Office of the Governor

The Office of the Governor organization structure is as outlined in the figure below:

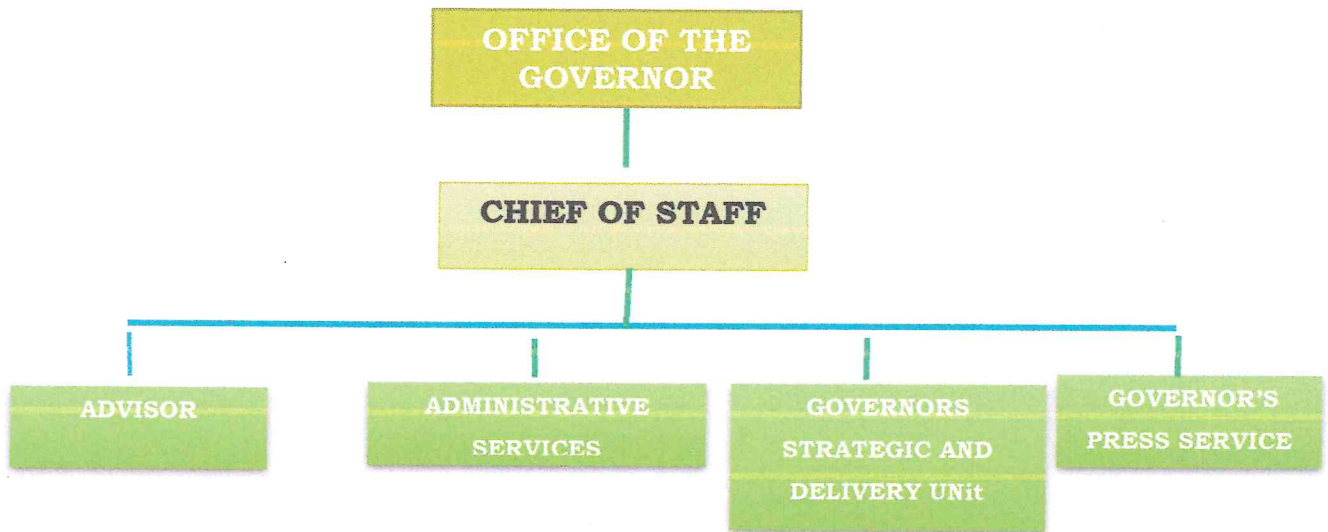


Figure 2: Organizational Structure for the Office of the Governor

The Governor is the Chief Executive of the County and is responsible for provision of overall policy direction and leadership in the County Government Administration, Governance and Development. In the performance of the above functions, the Governor is assisted by the Deputy Governor, Chief of Staff, Advisors and Governor's Press Service.

4.3 Office of The County Secretary & Head Of Public Service

The County Secretary and Head of County Public Service reports to the Governor and is the Secretary to the County Executive Committee. The Office of the County Secretary is supported by a secretariat charged with supporting the functions of the office. The secretariat comprise of officers deployed from within the existing County staff establishment. Its structure is as per the figure below.



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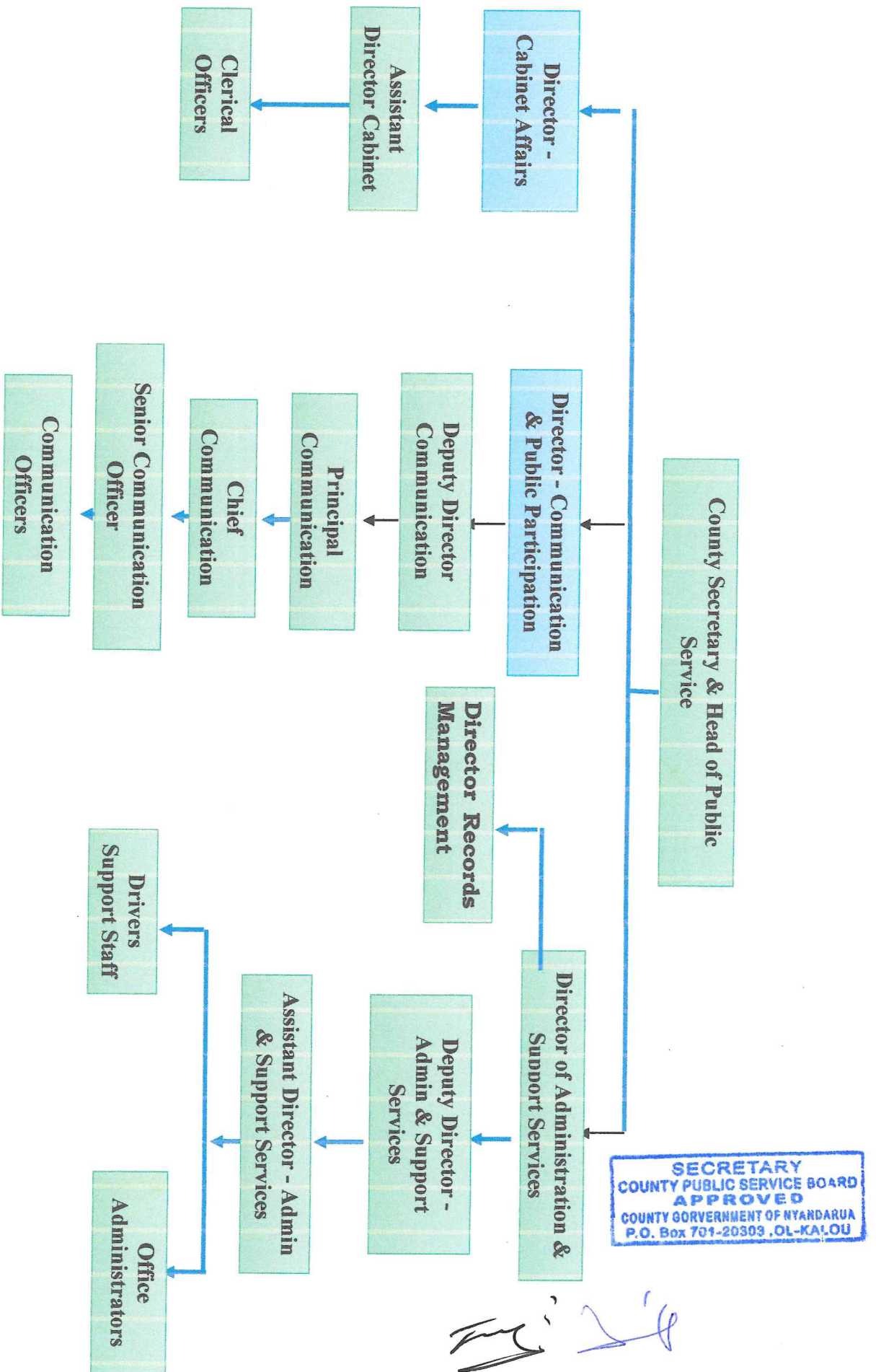


Figure 3: Organizational Structure for the Office of the County Secretary

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4.4 Office of The County Attorney

The Office of the County Attorney Act, 2020 establishes the office of the County Attorney (CA), County Solicitor, and County Legal Counsels as may be consultatively considered necessary. The Office of the County Attorney shall provide legal services to the County Government in its entirety. The structure is as shown in the figure below.



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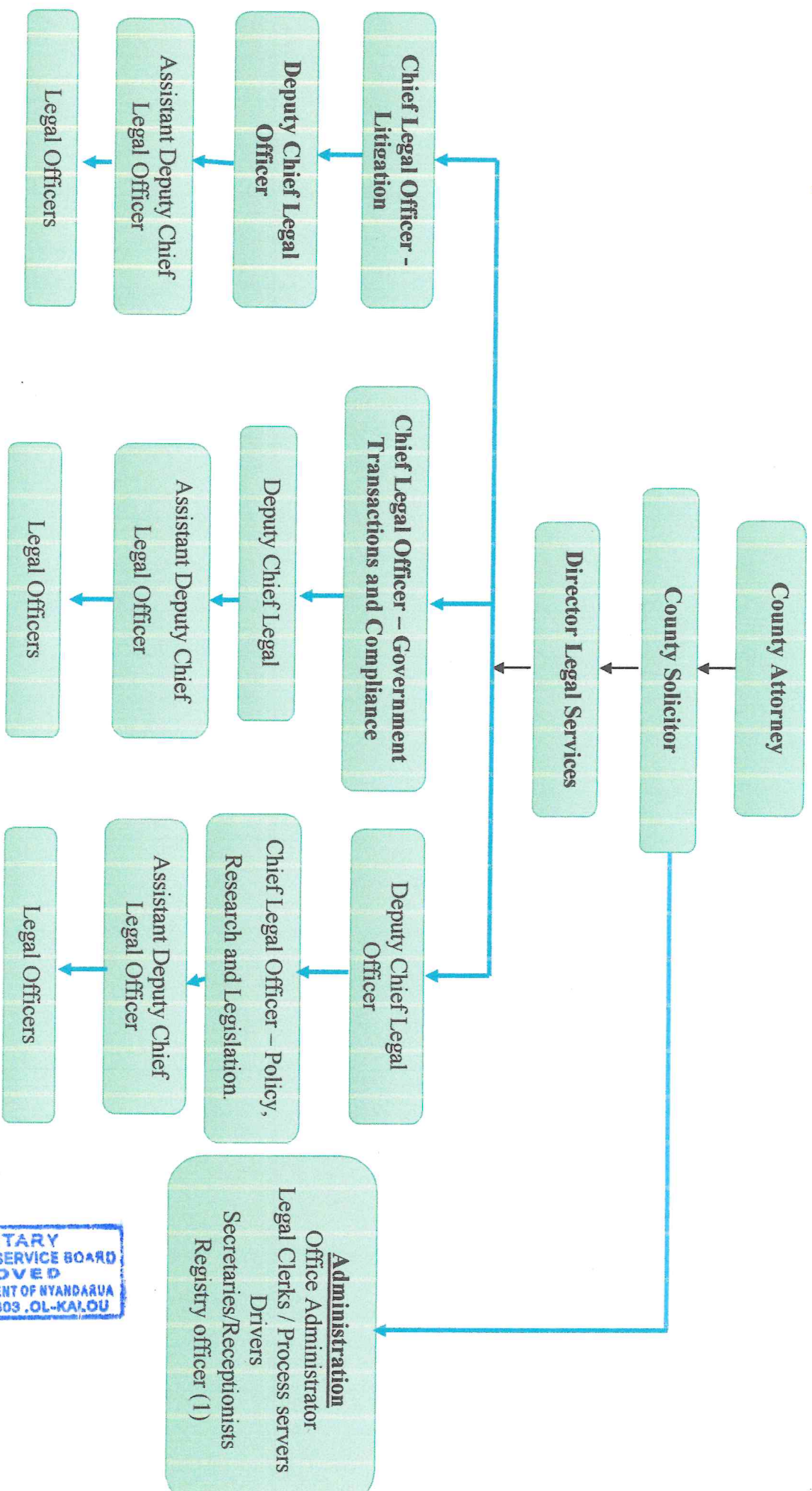


Figure 4: Organizational Structure for the Office of County Attorney

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4.5 Department of Health Services

The County Department of health services will be headed by a County Executive Committee Member (CECM) who will be responsible to the Governor for providing leadership and policy direction on health matters. The CECM will be assisted by Chief Officer(s) who shall be the Accounting and Authorized officers and responsible for day-to-day management of their departments.

The Department will be responsible for the following functions:

- (1) Medical services**
 - i. County health facilities and pharmacies; and
 - ii. ambulance services.

- (2) Public Health**
 - i. cemeteries, funeral parlours and crematoria;
 - ii. licensing and control of undertakings that sell food to the public; and
 - iii. promotion of primary health care.

The structure is presented in figure 5.



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4.5 Department of Agriculture, Livestock, Irrigation and Fisheries/ Blue Economy

The County department of Agriculture, Livestock, Irrigation and Fisheries / Blue Economy will be headed by a County Executive Committee Member (CECM) who will be responsible to the Governor for providing leadership and policy direction on Agriculture, Livestock, Irrigation and Fisheries / Blue Economy matters. The CECM will be assisted by Chief Officer(s) who shall be the Accounting and Authorized officer(s) and responsible for day-to-day management of their departments.

The Department will be responsible for the following functions:

(1) Agriculture

- i. Crop
- ii. Plant Disease Control

(2) Livestock

- i. Animal Husbandry
- ii. Livestock Sale Yards
- iii. Animal Disease Control

(3) Veterinary Services

- i. County Abattoirs
- ii. Veterinary Services
- iii. Animal Control and Welfare, Including:
- iv. Licensing of Dogs
- v. Facilities for the accommodation, Care and Burial of Animals.

Fisheries/Blue Economy

- i. Fisheries.



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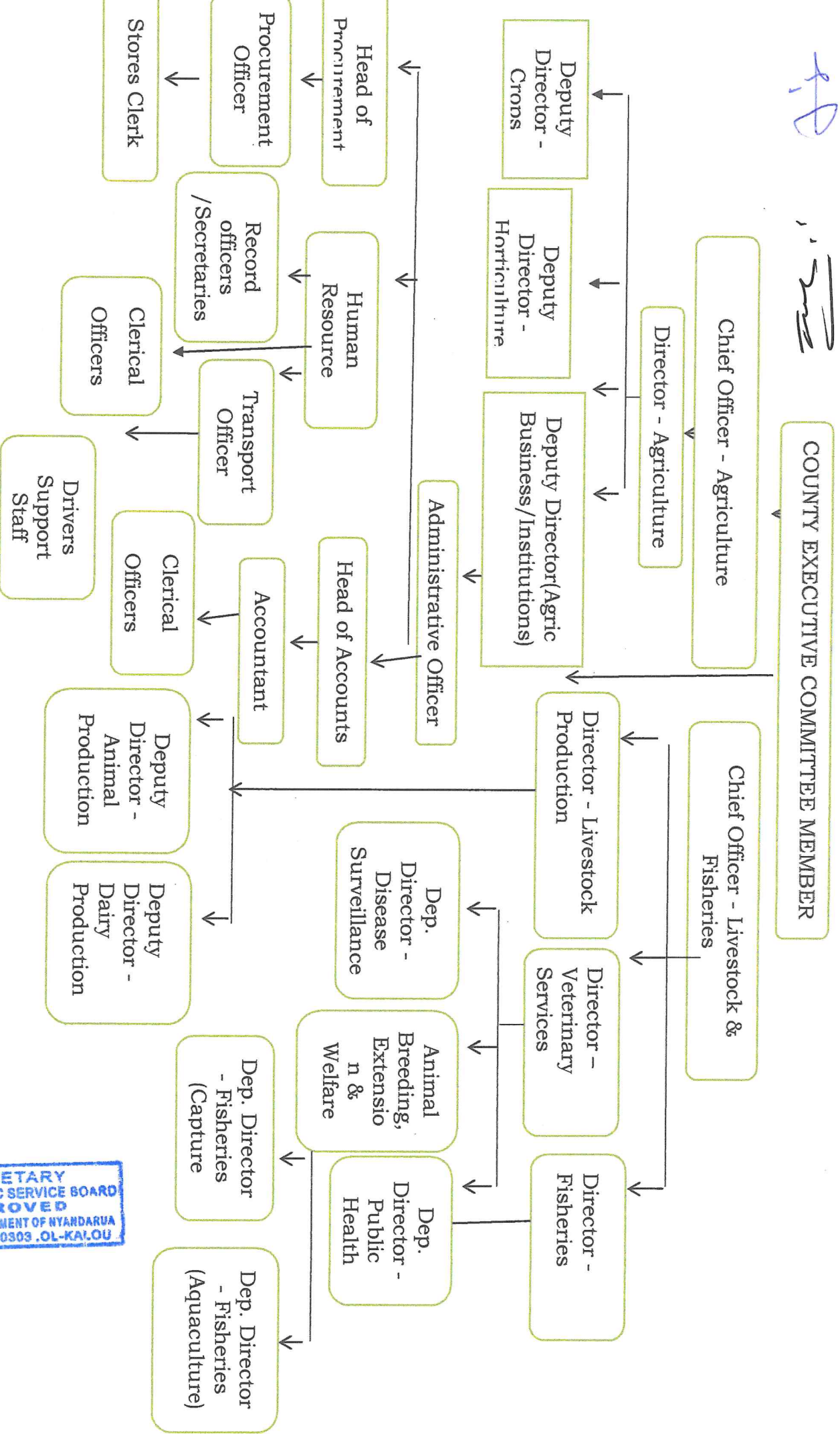
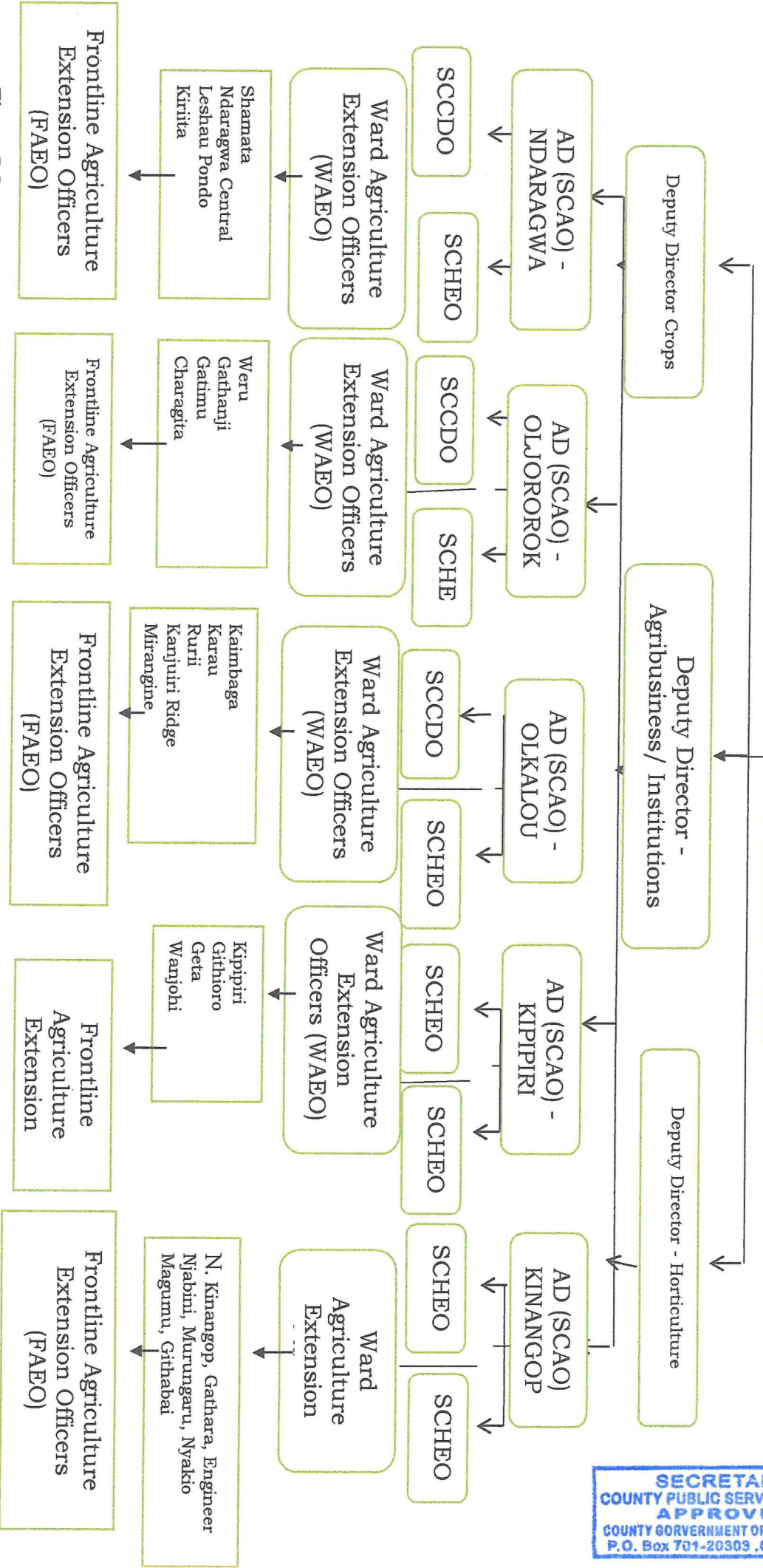


Figure 6 Organizational Structure for the Office of the Department of Agriculture and Livestock

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DIRECTORATE OF AGRICULTURE

DIRECTOR - AGRICULTURE

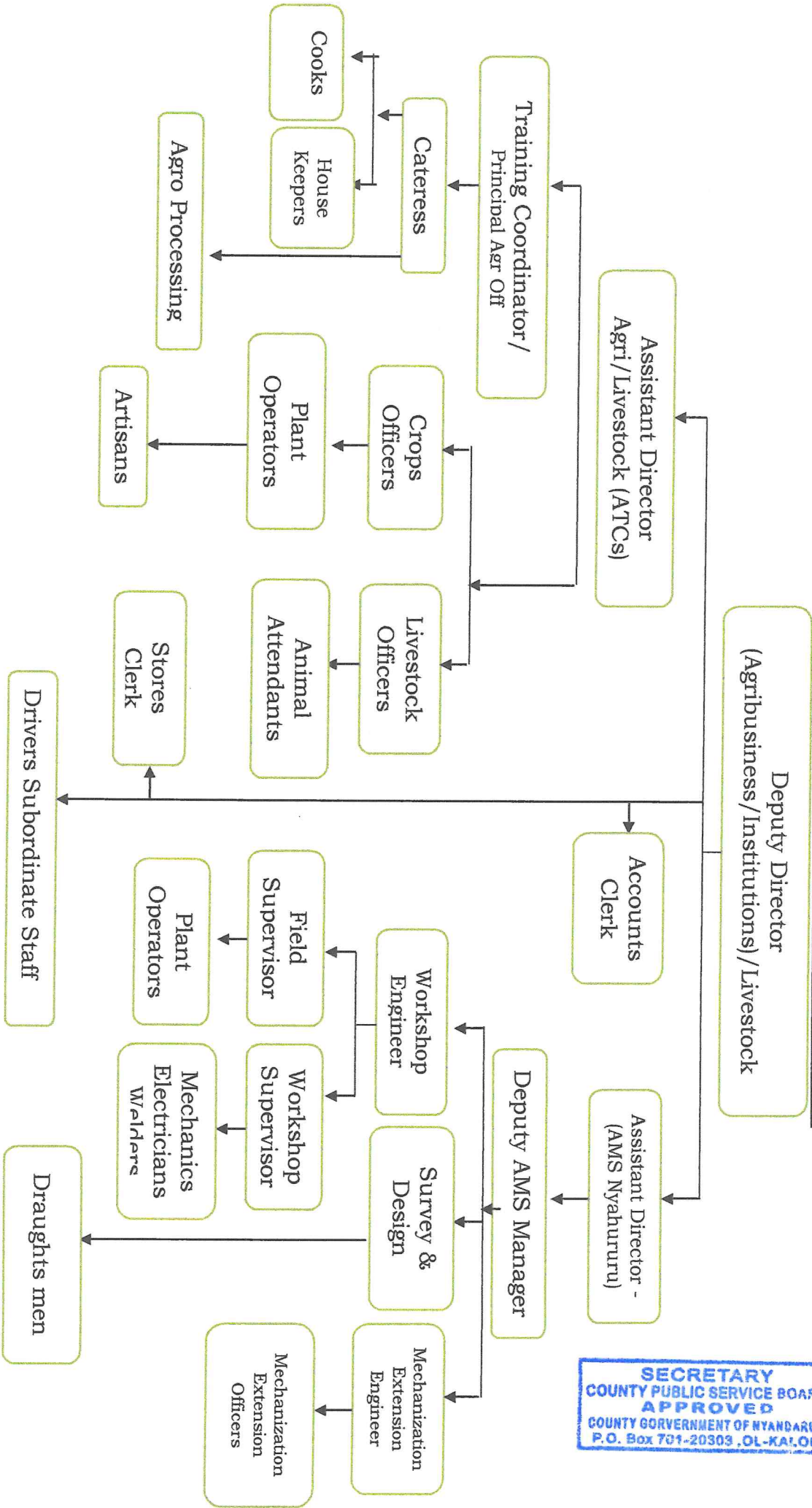


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Figure 7 Organizational Structure for the Office of the Directorate of Agriculture

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DIRECTORATE OF AGRICULTURE (INSTITUTIONS)



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Figure 8: Organizational Structure for the Office of the Directorate of Agriculture (Institutions)

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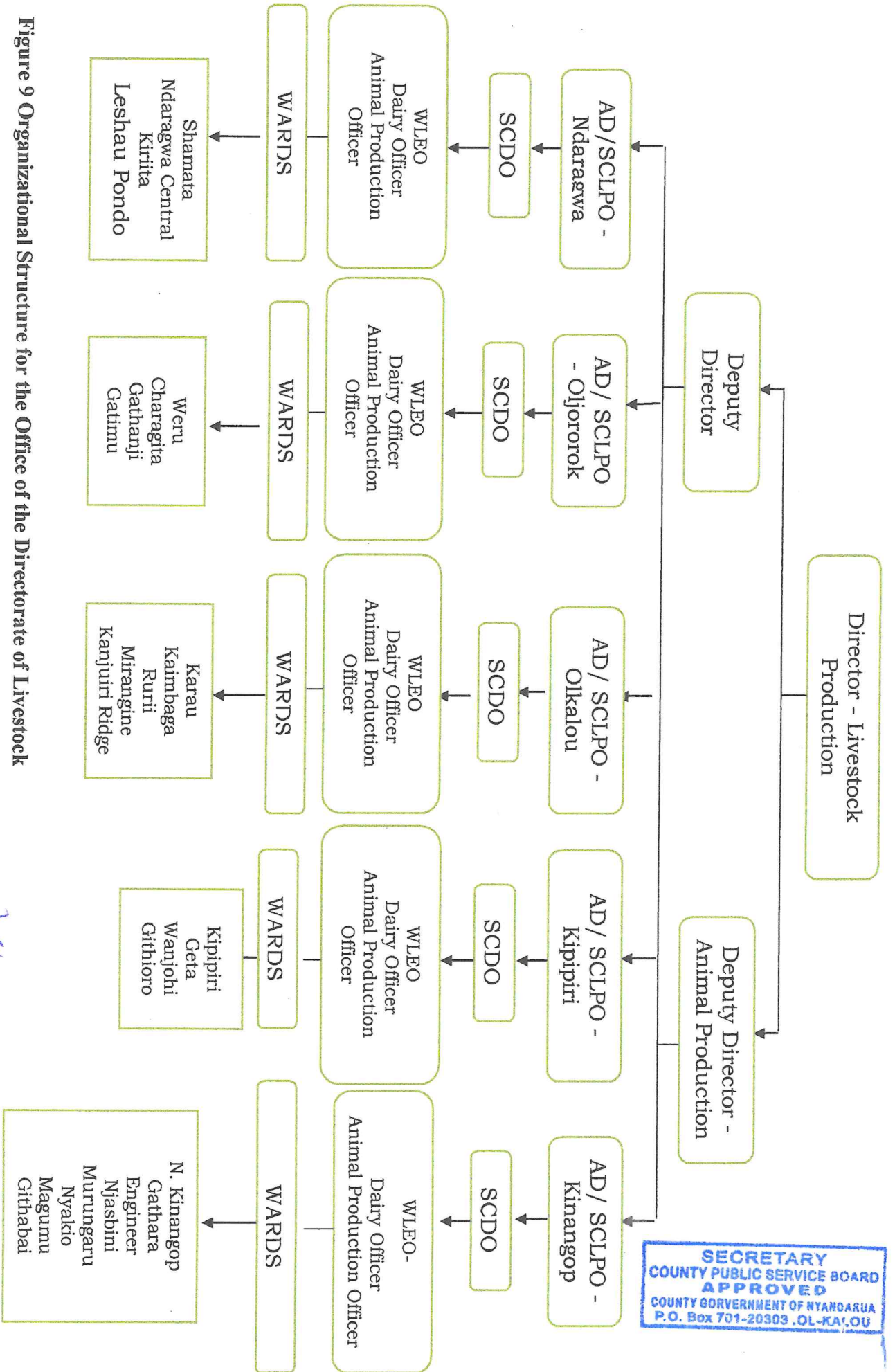


Figure 9 Organizational Structure for the Office of the Directorate of Livestock

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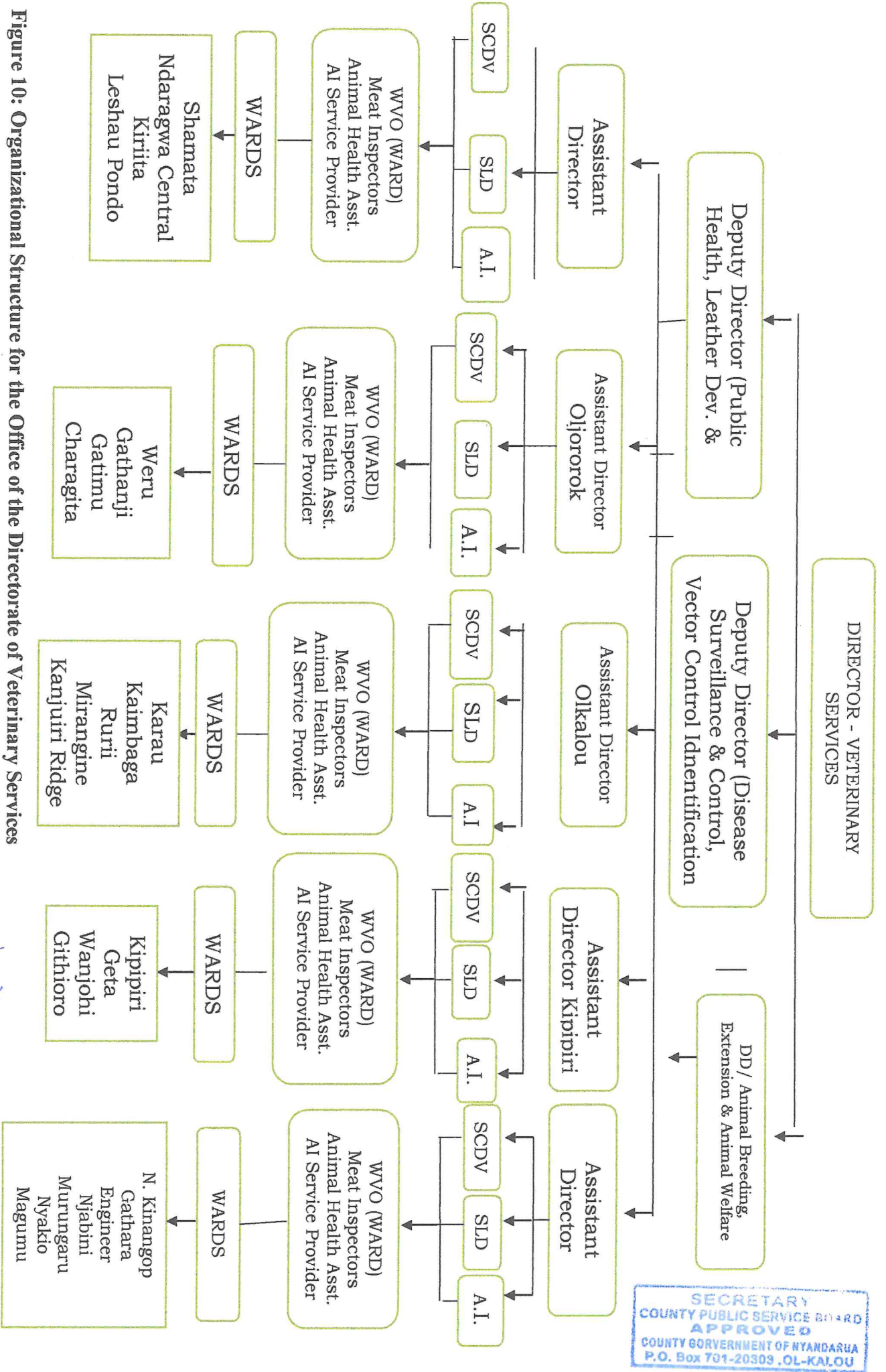
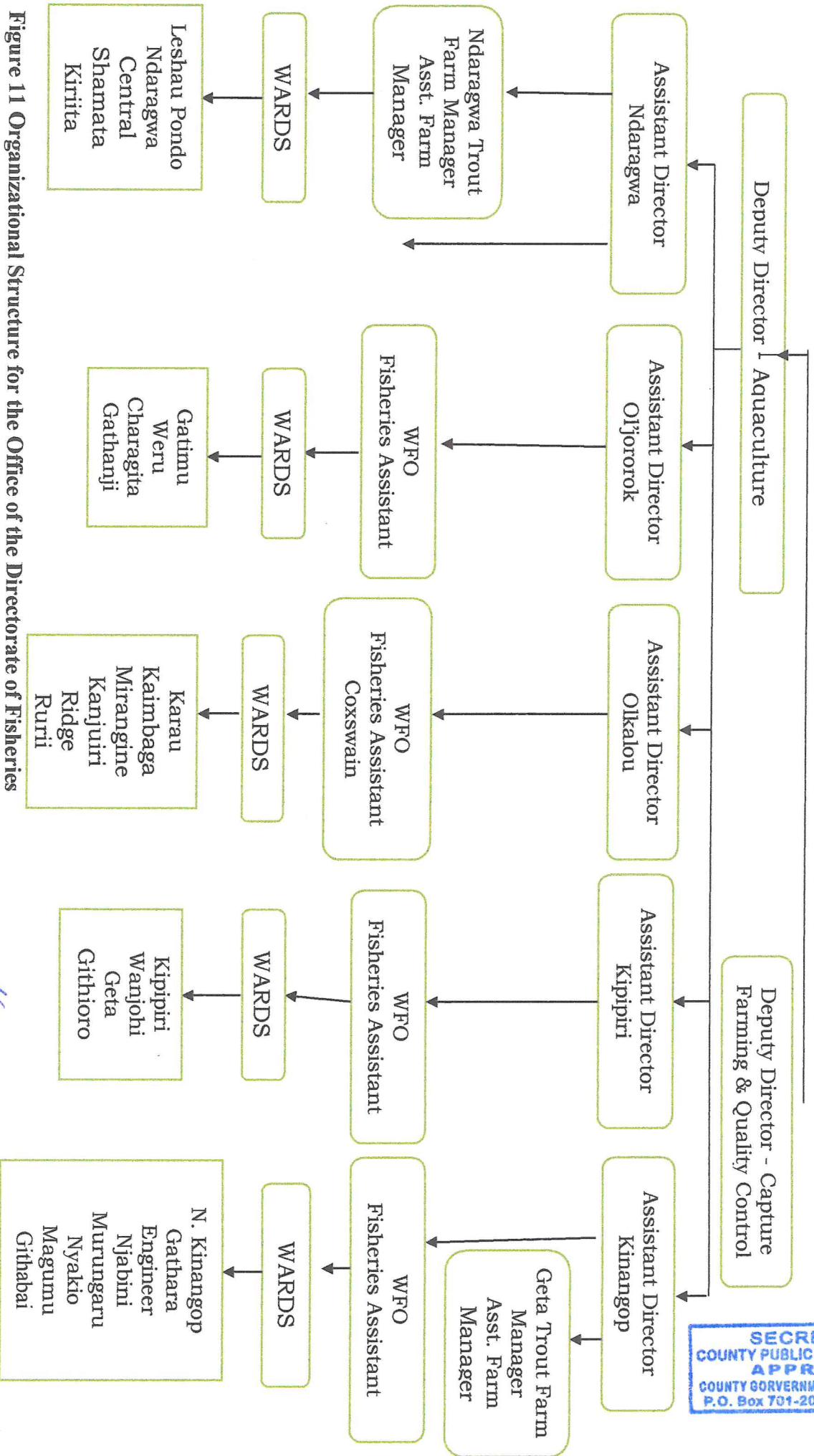


Figure 10: Organizational Structure for the Office of the Directorate of Veterinary Services

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DIRECTORATE OF FISHERIES

DIRECTOR - FISHERIES -



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Figure 11 Organizational Structure for the Office of the Directorate of Fisheries

4.7 DEPARTMENT OF EDUCATION, TECHNICAL TRAINING, CULTURE, GENDER AND SOCIAL PROTECTION

The County department of Education, Gender and Social Protection will be headed by a County Executive Committee Member (CECM) who will be responsible to the Governor for providing leadership and policy direction on Early Childhood Education, Vocational Training and Social Services. The CECM will be assisted by Chief Officer(s) who shall be the Accounting and Authorized officers and responsible for day-to-day management of their departments.

The department will be responsible for the following functions:

(1) Education, Child Care Services

- i. Pre-primary education;
- ii. Childcare facilities.

(2) Vocational Training

- i. Village polytechnics;
- ii. Home craft centers

(3) Social Services

- i. Libraries;
- ii. Public entertainment and public amenities including: County parks, beaches and recreation facilities; and
- i. Control of drugs and pornography.
- i. Liquor licensing



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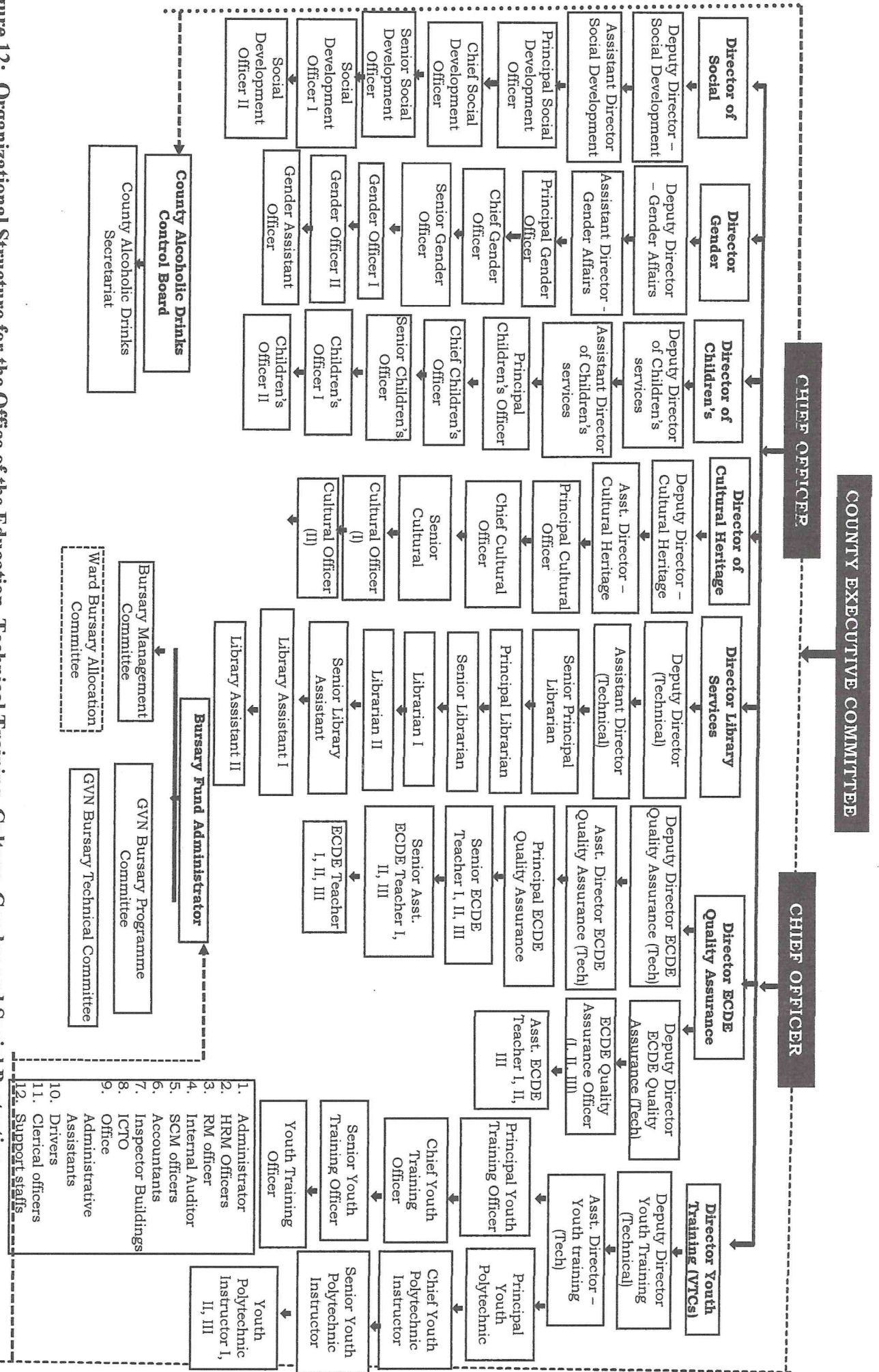


Figure 12: Organizational Structure for the Office of the Education, Technical Training, Culture, Gender and Social Protection

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4.8 OFFICE OF THE COUNTY:- DEPARTMENT OF FINANCE, ECONOMIC PLANNING AND ICT AND REVENUE

4.8.1 Department of Finance and Economic Planning

The County Department of Finance and Economic Planning will be headed by a County Executive Committee Member (CECM) who will be responsible to the Governor for providing leadership and policy direction on Finance and Economic Planning matters. The CECM will be assisted by Chief Officer(s) who shall be the Accounting and Authorized officers and responsible for day-to-day management of their departments.

The Department will be responsible for the following functions:

(1) Finance

- i. Accounting
- ii. Asset management
- iii. Debt management

(2) Revenue

- i. Revenue management
- ii. ICT

(3) Economic Planning

- i. Budget
- ii. Resource mobilization
- iii. Monitoring and Evaluation

(4) Supply Chain Management

- i. Procurement
- ii. Supply chain management

(5) Internal Audit

- i. Governance
- ii. Compliance and control
- iii. Risk management



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DEPARTMENT OF FINANCE, ECONOMIC PLANNING AND ICT AND REVENUE
COUNTY EXECUTIVE COMMITTEE MEMBER

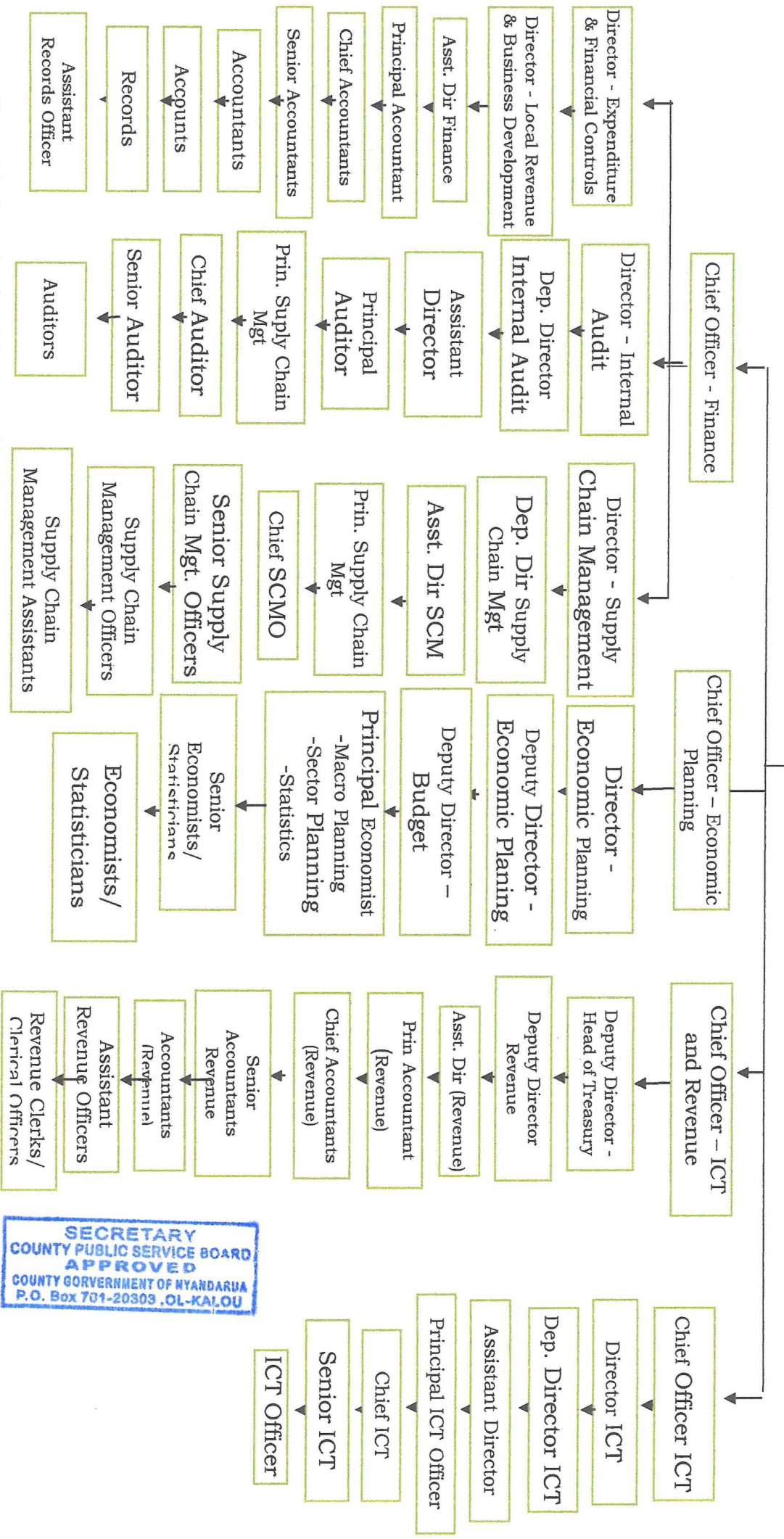


Figure 13: Organizational Structure for the Office of the Directorate of Finance, Economic Planning ICT and Revenue

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4.9 Office Of The County Department Of Trade, Industrialization, Cooperative Development And Partnership

4.9.1 Organizational Structure for the Office of the Department of Trade, Industrialization, cooperative Development and Partnership

Department of Trade, Industry, Cooperatives, Tourism and Wildlife

The County department of Trade, Industrialization, Cooperatives, will be headed by a County Executive Committee Member (CECM) who will be responsible to the Governor for providing leadership and policy direction on Trade, Industry, Cooperatives, Tourism & Wildlife matters. The CECM will be assisted by Chief Officer(s) who shall be the Accounting and Authorized officer(s) and responsible for day-to-day management of their departments.

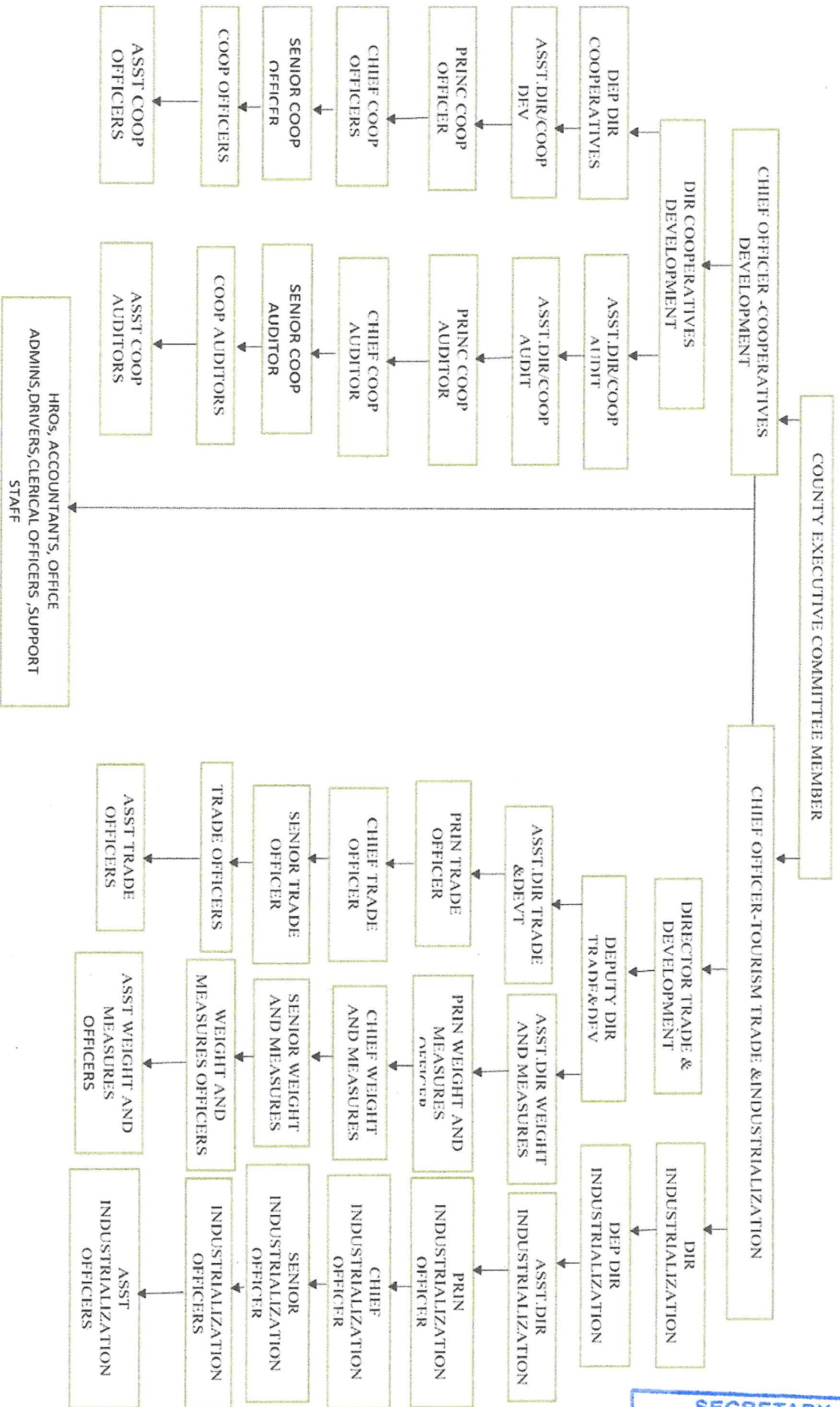
The department will be responsible for the following functions:

- (1) Trade and Industry
 - i. Markets
 - ii. Trade licenses (excluding regulation of professions)
 - iii. Fair trading practices
 - v. Cinemas
 - vii. Video shows and hiring
 - viii. Betting, casinos and other forms of gambling
- (2) Cooperatives
 - i. Cooperative Societies



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Figure 14: Organizational Structure for the Office of the Department of Trade, Industrialization, cooperative Development and Partnership

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4.10 DEPARTMENT OF WATER, ENVIRONMENT, CLIMATE CHANGE AND NATURAL RESOURCES

The County Department of Water, Energy, Forestry, Environment, Natural Resource, Tourism and wildlife will be headed by a County Executive Committee Member (CECM) who will be responsible to the Governor for providing leadership and policy direction on Water, Energy, Forestry, Environment and Natural Resources matters. The CECM will be assisted by Chief Officer(s) who shall be the Accounting and Authorized officer(s) and responsible for day-to-day management of their departments.

The Department will be responsible for the following functions:

(1) Water

- i. soil and water conservation; and
- ii. water and sanitation services.

(2) Environment and Climate Change

- i. control of air pollution, noise pollution, other public nuisances and outdoor advertising; and
- ii. refuse removal, refuse dumps and solid waste disposal.

(3) Energy

- i. Electricity, gas reticulation and energy regulation; and
- ii. Solarization.

(4) Forestry and Natural Resources

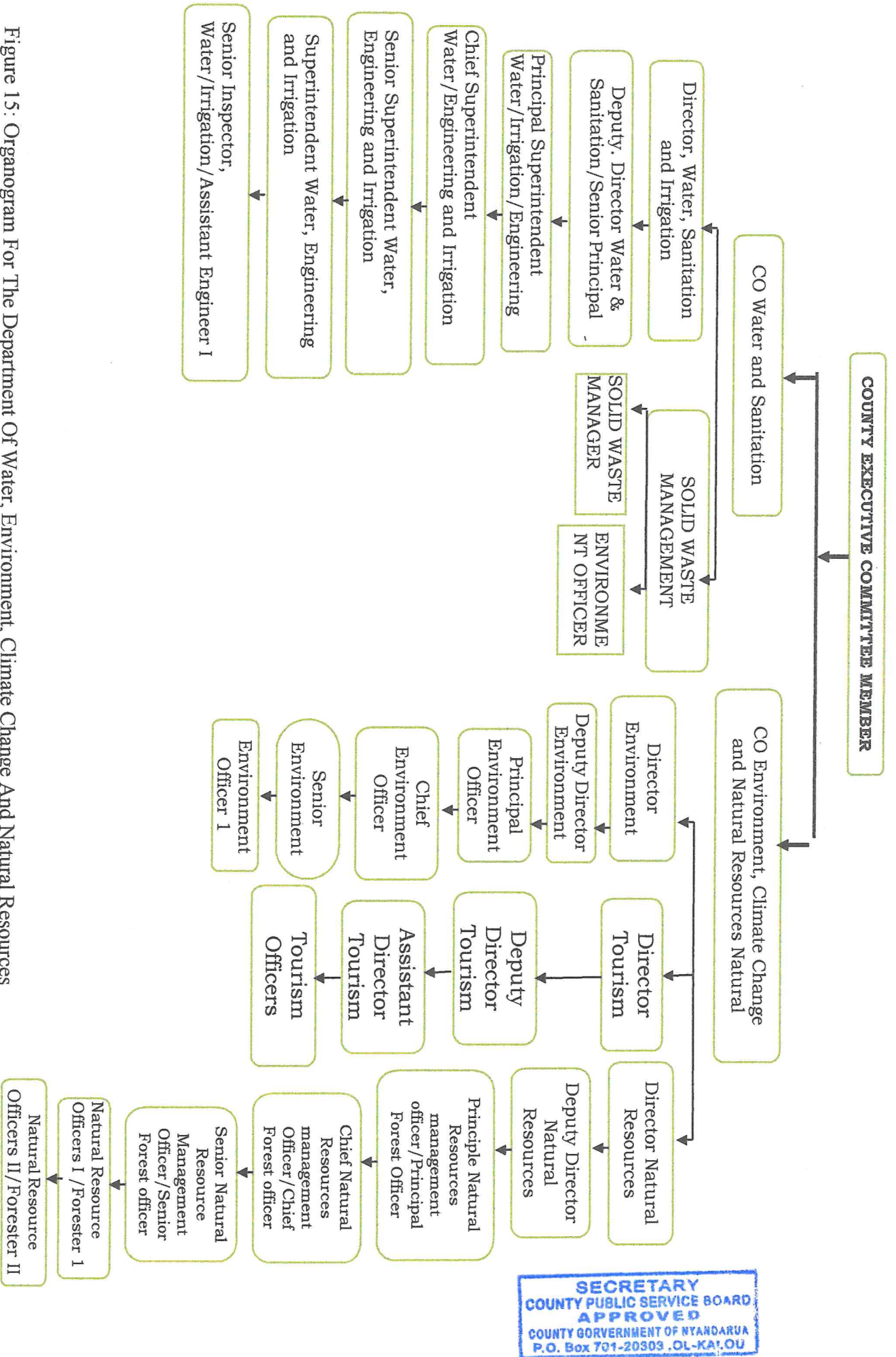
- i. natural resources and environmental conservation; and
- ii. forestry.

(5) Tourism and Wildlife

- iii. i. Local Tourism
- iv. ii. County parks, beaches and recreation facilities

(6) Solid waste Management





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Figure 15: Organogram For The Department Of Water, Environment, Climate Change And Natural Resources

4.11 DEPARTMENT OF PUBLIC SERVICE, ADMINISTRATION AND DEVOLUTION

Department of Public Service Administration, Devolution and Disaster Management

The County Department of Public Service management, Administration, Devolution will be headed by a County Executive Committee Member (CECM) who will be responsible to the Governor for providing leadership and policy direction on Public Service Administration, Devolution and Disaster Management matters. The CECM will be assisted by Chief Officer(s) who shall be the Accounting and Authorized officers and responsible for day-to-day management of their departments.

The Department will be responsible for the following functions:

(1) Public Service and Administration

- i. Ensuring and coordinating the participation of communities and locations in governance at the local level; and
- ii. Assisting communities and locations to develop the administrative capacity for the effective exercise of the functions and powers and participation in governance at the local level.

(2) Enforcement, inspectorate and compliance

(3) Human Resource Management and Development

- i. Human Resource Management; and
- ii. Human Resource Development.
- iii. Counselling Unit



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PUBLIC SERVICE, ADMINISTRATION AND DEVOLUTION

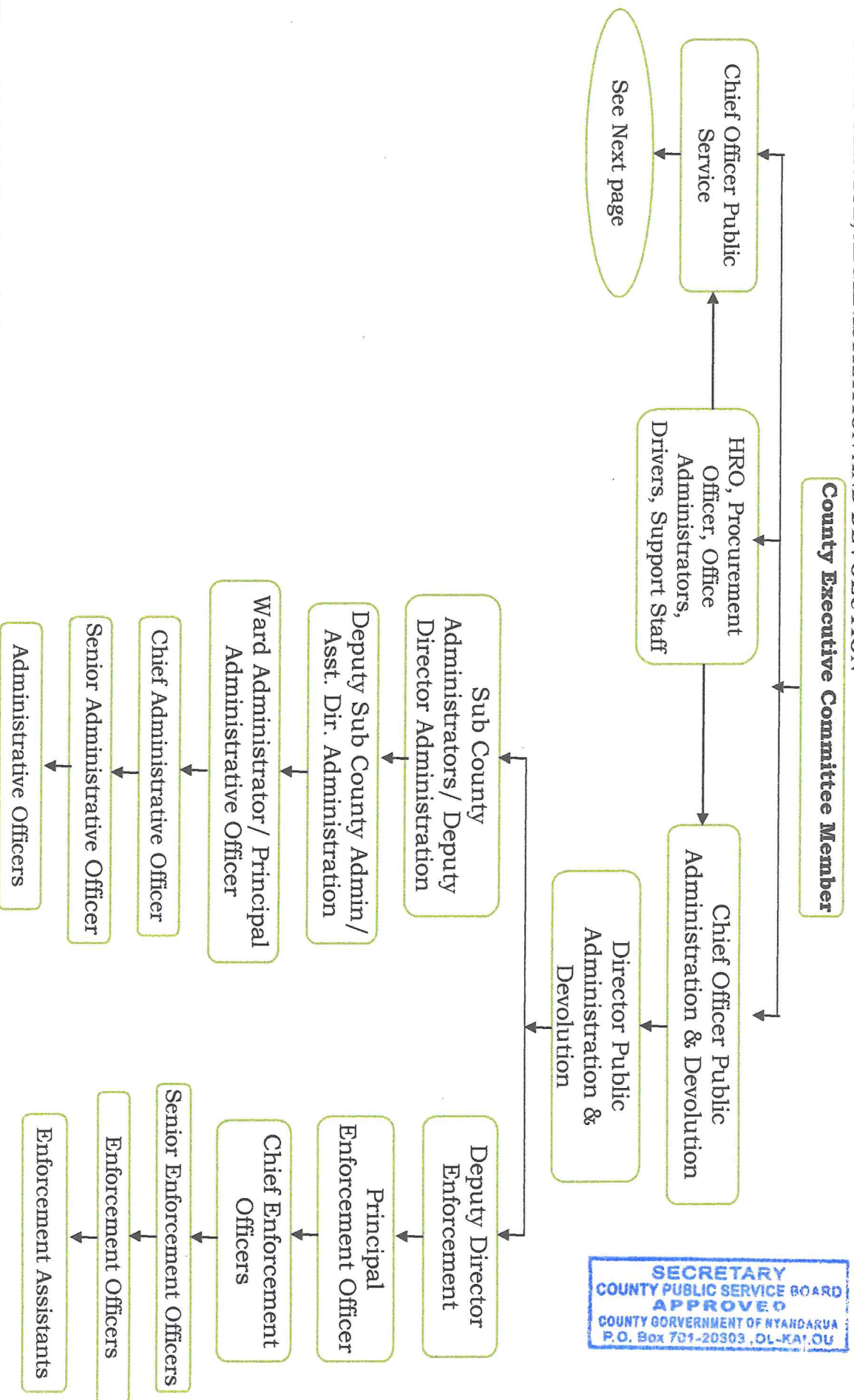
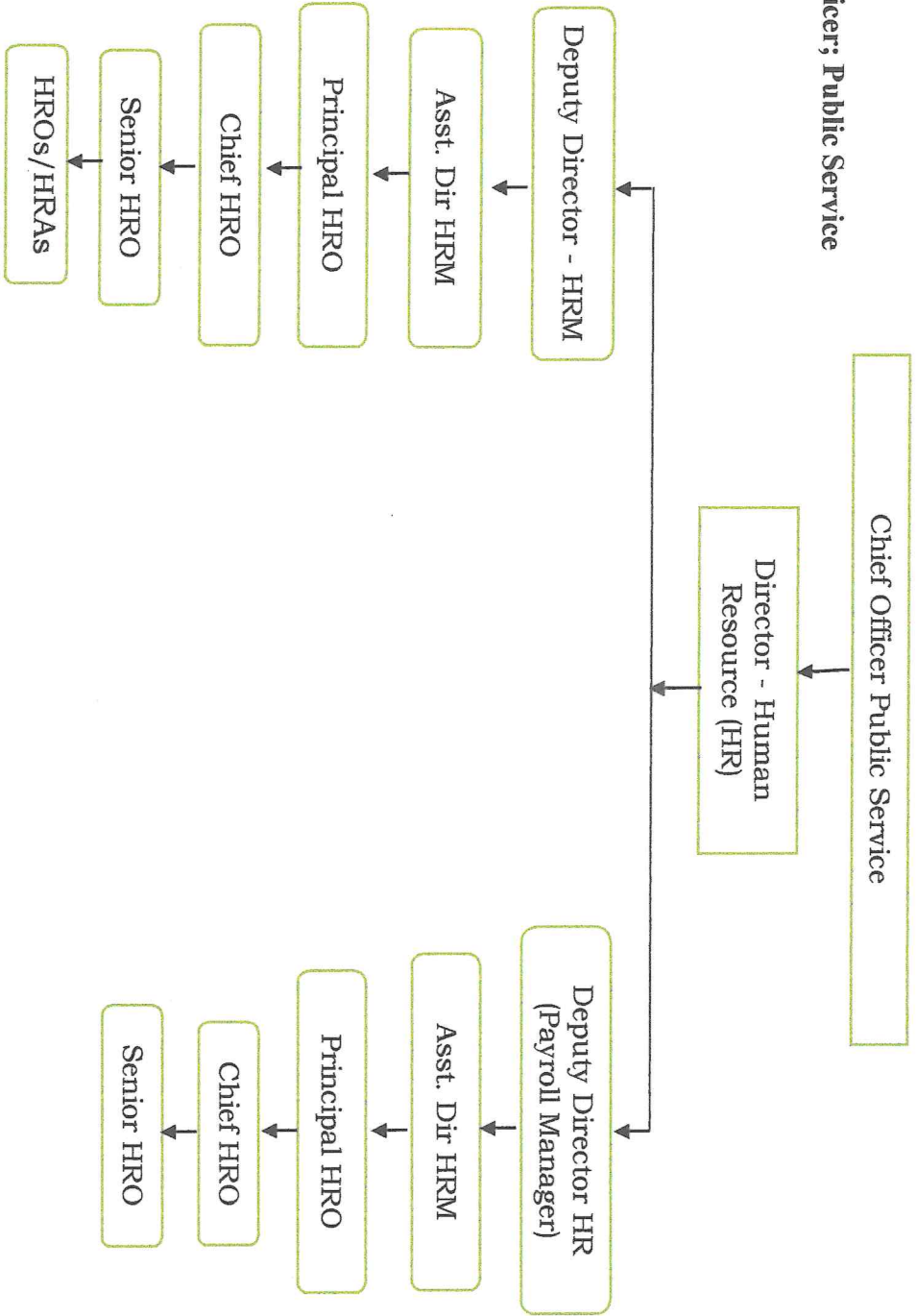


Figure 16: Public Service, Administration and Devolution

Office of the Chief Officer; Public Service



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Figure 17; Organogram under the Chief Officer Public Service

4.12 Department Of Lands, Physical Planning And Urban Development

Department of Lands, Housing, Physical Planning and Urban Development

The County department of Lands, Housing, Physical Planning and Urban Development will be headed by a County Executive Committee Member (CECM) who will be responsible to the Governor for providing leadership and policy direction on Lands, Housing, Physical Planning and Urban Development matters. The CECM will be assisted by Chief Officer(s) who shall be the Accounting and Authorized officer(s) and responsible for day-to-day management of their departments. The Cities, Municipalities and Towns are answerable to the CECM.

The department will be responsible for the following functions:

(1) Lands

- i. Land survey and mapping.

(2) Housing and Urban Development

- i. Housing; and
- ii. Urban Planning and development.

(3) Physical planning

- i. Physical planning;
- ii. Statistics; and
- iii. Boundaries and fencing.

(4) Municipalities



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4.12.1 Department of Lands, Physical Planning and Urban Development

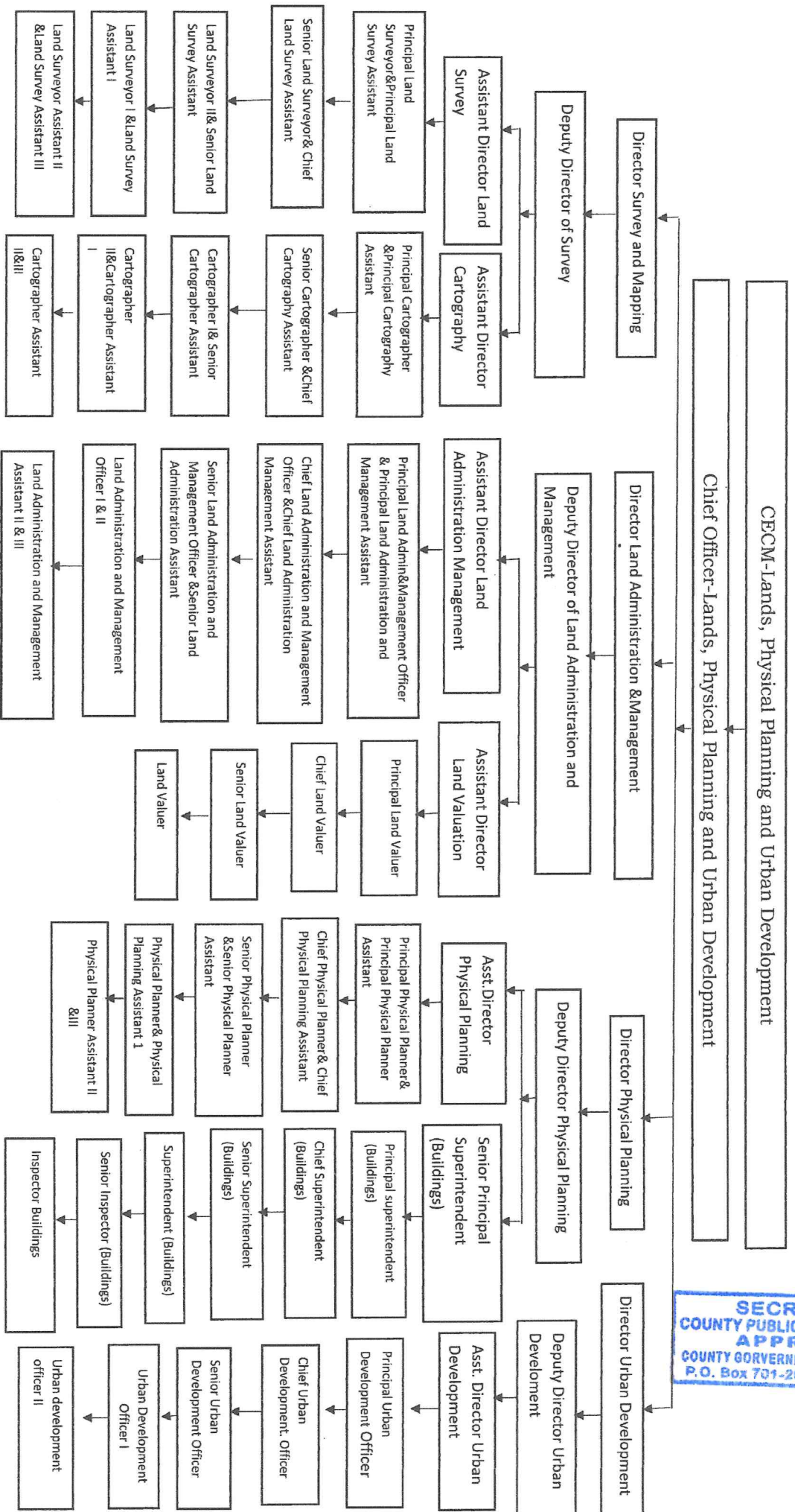


Figure 18: Organogram for the Department of Lands, Physical Planning And Urban Development

4.12.2 MUNICIPALITY

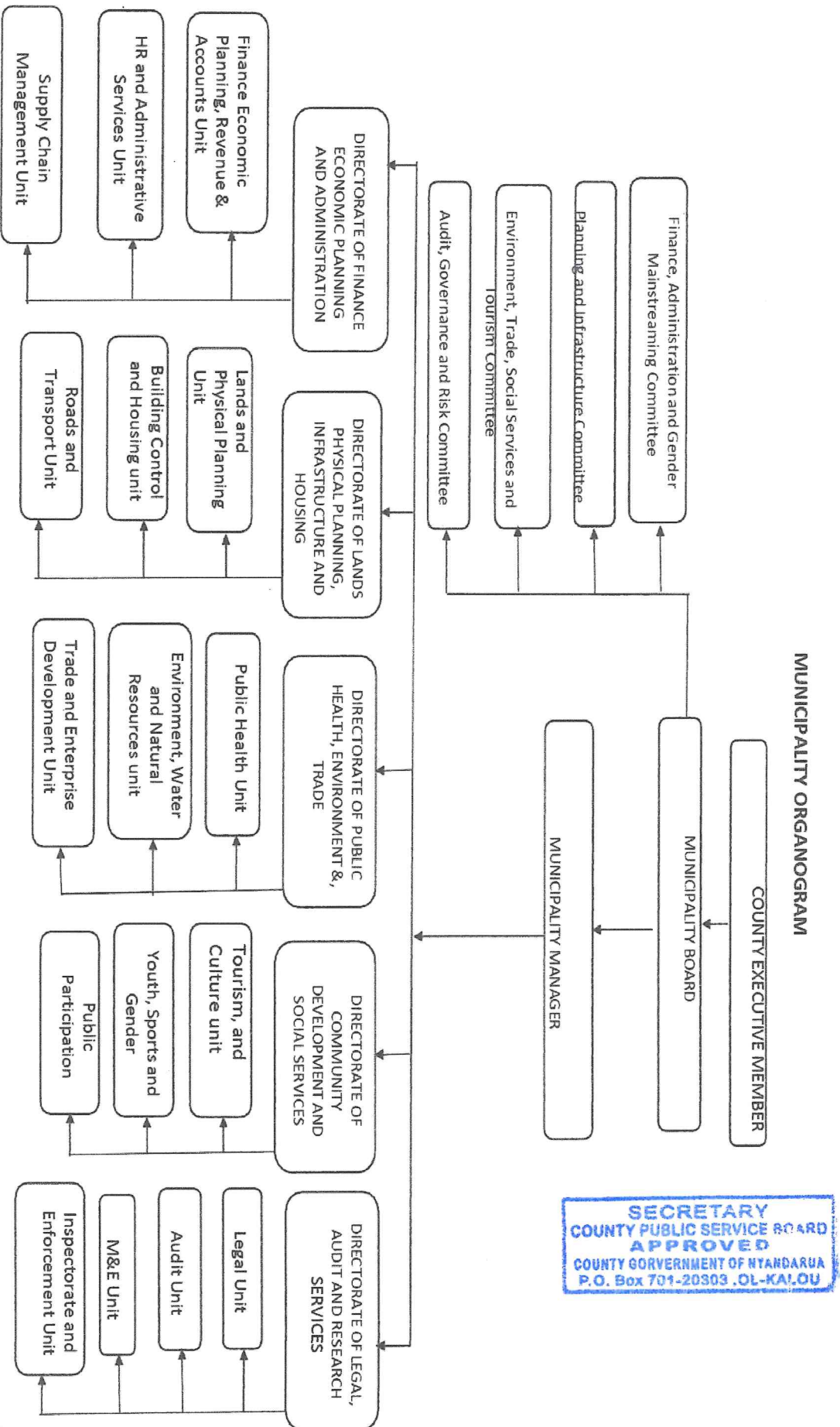


Figure 19: Organogram for the Municipality

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4.13 Department of Youth Empowerment, Sports and The Arts

The County department of Gender, Culture, Sports, and Social Services will be headed by a County Executive Committee Member (CECM) who will be responsible to the Governor for providing leadership and policy direction on Gender, Culture, Sports, and Social Services matters. The CECM will be assisted by Chief Officer(s) who shall be the Accounting and Authorized officer(s) and responsible for day-to-day management of their departments.

The department will be responsible for the following functions:

(1) Youth and Sports

- i. Sports activities and facilities
- ii. Youth empowerment programs

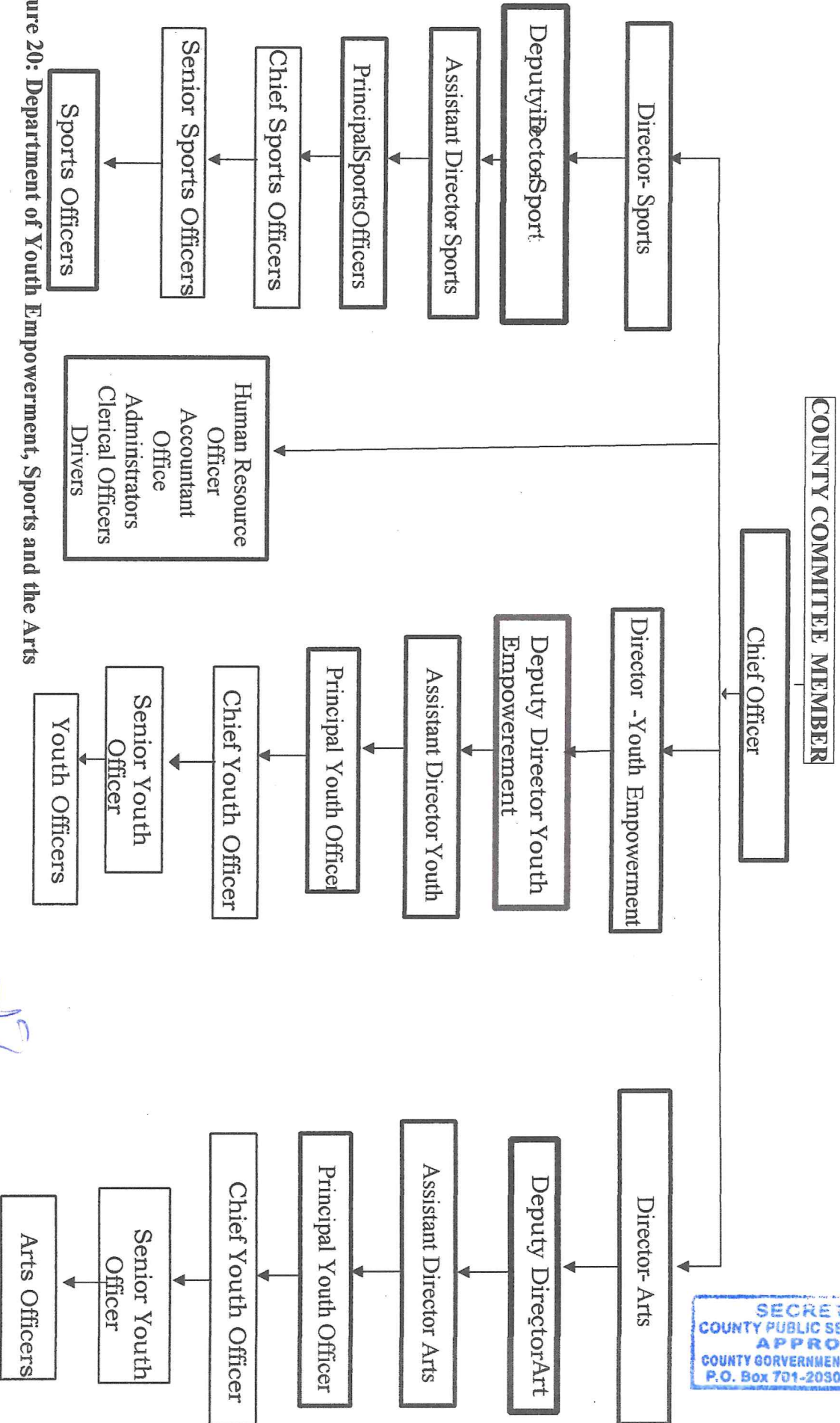
(2) Innovation/ Arts

- i. Music production
- ii. Arts and Cultural activities.



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DEPARTMENT OF YOUTH EMPOWERMENT, SPORTS AND THE ARTS



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Figure 20: Department of Youth Empowerment, Sports and the Arts

4.14 Department of Public Works, Roads

Department of Public Works, Roads and Transport

The County department of Public Works, Roads and Transport will be headed by a County Executive Committee Member (CECM) who will be responsible to the Governor for providing leadership and policy direction on Gender, Culture, Sports, and Social Services matters. The CECM will be assisted by Chief Officer(s) who shall be the Accounting and Authorized officer(s) and responsible for day-to-day management of their departments.

The department will be responsible for the following functions:

(1) Infrastructure and Public Works

- i. Storm water management systems in built-up areas

(2) Transport

- i. Street lighting;
- ii. Traffic and parking;
- iii. Public road transport; and
- iv. Ferries and harbors, excluding the regulation of international; and national shipping and matters related thereto.

(3) Directorate of Roads

- i. County roads.



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Department of Public Works, Roads, Transport, Energy And Housing

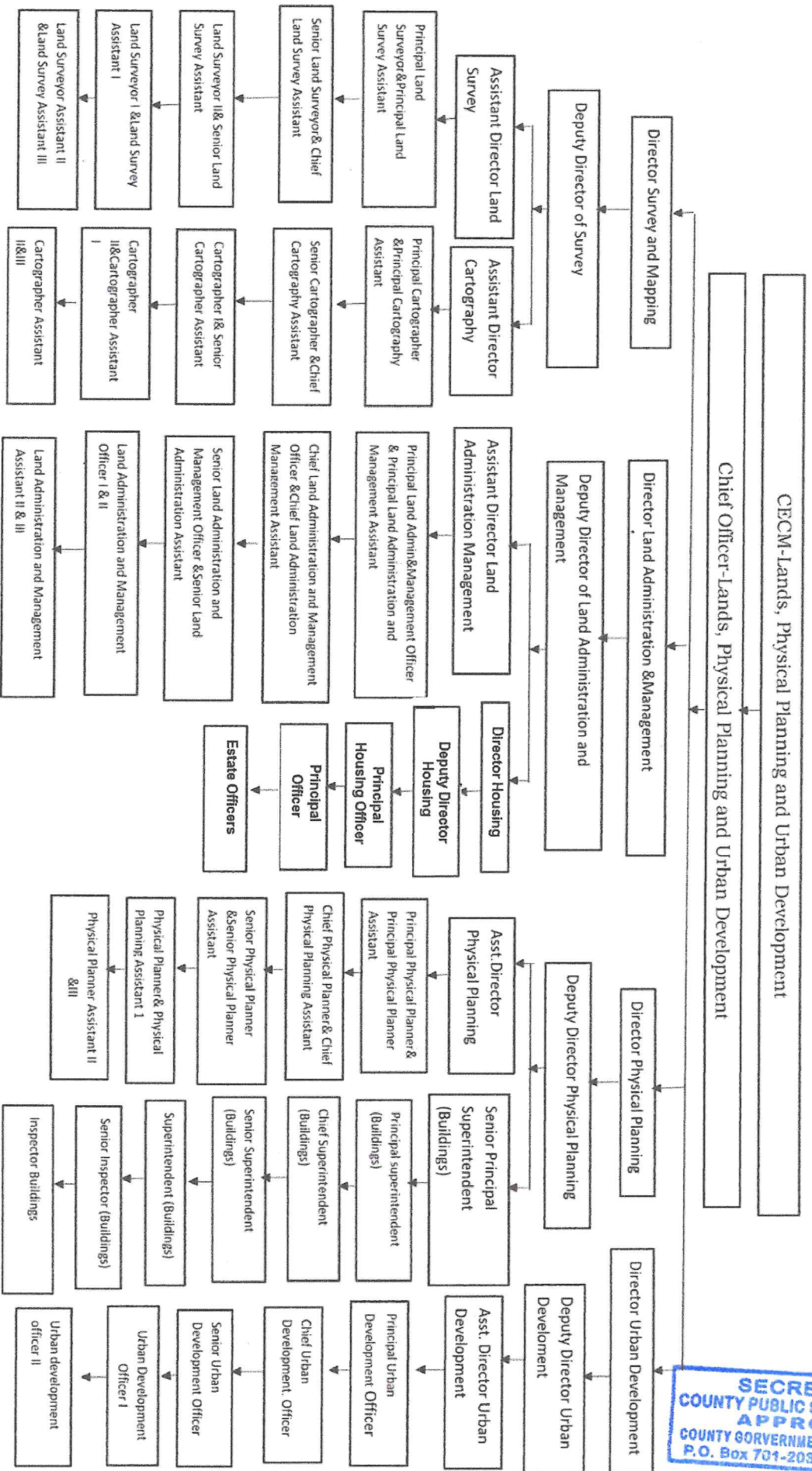


Figure 21: Organogram of Public Works, Roads, Transport, Energy and Housing

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RECOMMENDATION

In order to strengthen the County Government's capacity for efficient and accountable service delivery, it is recommended that these organizational structures be formally adopted and operationalized across all departments. Implementation should be accompanied by:

1. Alignment with Policy and Legal Frameworks – Ensuring continuous conformity with the Constitution of Kenya, the County Governments Act, the Public Service Commission guidelines, and other relevant legislations.
2. Capacity Building – Supporting staff with adequate training and development to enable them to effectively discharge their functions within the approved structures.
3. Resource Allocation – Providing sufficient financial, human, and technological resources to operationalize the structures.
4. Performance Management – Embedding monitoring, evaluation, and performance appraisal systems to strengthen accountability and efficiency.
5. Periodic Review – Reviewing the organizational structures regularly to align them with emerging needs, evolving priorities, and best practices in public service management.

The County Government of Nyandarua should therefore adopt these structures as the foundation for institutional strengthening, improved service delivery, and realization of the County's development agenda.



CONCLUSION

The development and adoption of these organizational structures mark a significant step towards strengthening governance, enhancing efficiency, and ensuring effective service delivery in Nyandarua County. These structures provide clarity in roles, accountability in operations, and alignment with both constitutional and statutory requirements.

The County Government of Nyandarua reaffirms its commitment to continually review and update these structures from time to time, in line with emerging needs, evolving policies, and best practices in public service management. Through this commitment, the County will remain responsive, adaptive, and focused on delivering quality services to its people.



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A handwritten signature in blue ink, appearing to be 'Jus', with a horizontal line underneath.