



NYANDARUA COUNTY EXECUTIVE

STAFF ESTABLISHMENT SEPTEMBER 2025

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28/09/2025

**SECRETARY
COUNTY PUBLIC SERVICE BOARD
APPROVED
COUNTY GOVERNMENT OF NYANDARUA
P.O. Box 701-20308 .OL-KALOU**

PREFACE

The development of a comprehensive staff establishment is a critical milestone in the strategic management of human resources within any government institution. For Nyandarua County, this document represents not only a structured inventory of approved positions across departments and units, but also a guiding framework for ensuring efficiency, accountability, and optimal service delivery to the residents of the county.

This Staff Establishment document has been prepared in line with the principles of good governance, fiscal responsibility, and institutional growth. It seeks to align the county's human resource capacity with its mandate, development priorities, and emerging needs as outlined in the County Integrated Development Plan (CIDP) and other relevant policy frameworks.

The content herein provides a clear overview of the current organizational structure, sanctioned positions, staffing gaps, and proposed adjustments based on workload assessments, budgetary considerations, and sector-specific service demands. It is an essential tool for workforce planning, recruitment, promotions, and performance management.

We acknowledge the input of all departments, the County Secretary & Head of Public Service, chief officers, human resource practitioners, and stakeholders whose collaboration made this document possible. It is our hope that this staff establishment will serve as a living document—regularly reviewed and updated to reflect evolving service delivery goals and ensure the County Public Service remains responsive, efficient, and well-aligned to its constitutional mandate.

H.E Dr. Moses N. Badilisha
Governor, Nyandarua County
Signature
Date



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FOREWORD

The success of any institution, particularly in the public service, is deeply rooted in the strength, capacity, and structure of its human resource framework. In this regard, the preparation and adoption of a Staff Establishment for Nyandarua County marks a significant step toward enhancing organizational efficiency, accountability, and service delivery.

This document provides a well-organized structure of the County Government's workforce, outlining the approved positions across departments, their respective roles, and reporting hierarchies. It is a critical tool for workforce planning and management, ensuring that staffing levels are not only commensurate with service demands but also aligned with budgetary realities and statutory guidelines.

The Staff Establishment will guide decision-making in recruitment, deployment, and succession planning while promoting equity, transparency, and meritocracy in the management of the County Public Service. It also supports compliance with the standards set by the Public Service Commission, Salaries and Remuneration Commission, and other relevant regulatory bodies.

We appreciate the collaborative efforts of all county departments, the Directorate of Human Resource Management, and stakeholders who contributed to the development of this document. I wish to sincerely appreciate the support that we received from H.E the Governor and county executive members during the preparation this document.

As we move forward, let this Staff Establishment be a cornerstone in our journey toward a more responsive, people-centered, and performance-driven public service in Nyandarua County.

William Gatehi

Chairman- County Public Service Board

Signature

Date 30-09-2025



ACKNOWLEDGEMENT

The preparation of this Staff Establishment for the Nyandarua County Executive has been a collaborative effort made possible through the dedication and commitment of many individuals and institutions.

We wish to extend our sincere appreciation to the Executive Committee Members, whose policy guidance and strategic direction ensured that this document reflects the development priorities and service delivery goals of the County.

Special thanks go to the Chief Officers, whose technical oversight and departmental inputs were critical in aligning staffing needs with operational mandates and fiscal realities.

We also acknowledge the valuable contributions of the Directors, who provided detailed data, analysis, and recommendations from their respective sectors to enrich the establishment framework.

Equally, we recognize the Human Resource Officers, whose expertise in human resource planning, data validation, and integration into HRIS-KENYA has been indispensable in ensuring the accuracy and practicality of this document.

Finally, we appreciate all other staff and stakeholders who provided input and support throughout the process. Their collective efforts have culminated in a robust and comprehensive Staff Establishment that will guide effective human resource management in Nyandarua County Government.

Dr. James Ndirangu Kung'u

Secretary County Public Service Board

Date 30-09-2025

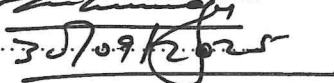
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SECRETARY
COUNTY PUBLIC SERVICE BOARD
APPROVED
COUNTY GOVERNMENT OF NYANDARUA
P.O. Box 791-20303, OL-KALOU

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INTRODUCTION

The County Government of Nyandarua is committed to strengthening public service delivery through structured and accountable human resource management. As part of this commitment, the reviewed Staff Establishment for the Nyandarua County Executive (April 2025) serves as a critical planning and compliance tool for aligning staffing needs with departmental mandates, fiscal sustainability, and evolving service delivery demands.

This staff establishment outlines the authorized positions, current staffing levels, and existing variances across all departments under the Executive arm. It provides a clear foundation for recruitment planning, redeployment, succession management, and workforce development over the medium term.

Importantly, this establishment is designed to meet the operational standards set by the Human Resource Information System – Kenya (HRIS-KENYA). As per national government directives and intergovernmental agreements on public service automation, the data contained herein will be uploaded to the HRIS-KENYA platform for centralized tracking, real-time updates, and compliance monitoring. This integration will enhance transparency, eliminate duplication, and support evidence-based human resource decisions across the County Government.

The reviewed staff structure reflects adherence to constitutional principles, public service laws, the Salaries and Remuneration Commission (SRC) guidelines, and the wage bill ceilings established under the Public Finance Management Act. It is expected that this establishment will guide the County Executive Committee, and all departments in managing human resources effectively and sustainably. The common establishment shall terminate at job group M. for all cadres.

LEGAL AND POLICY FRAMEWORK

This staff establishment report for the Nyandarua County Executive is anchored on the following legal and policy instruments:

1. The Constitution of Kenya, 2010

Article 10: Provides the national values and principles of governance, including human dignity, equity, social justice, inclusiveness, and integrity.

Article 235: Grants counties the authority to establish and manage their public service. It also grants county governments the power to establish and manage their own public services within a framework of uniform norms and standards.

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Article 232: Establishes values and principles of public service including accountability, transparency, efficiency, and use of technology.

2. County Governments Act, 2012

Section 59: Outlines the functions of the County Public Service Board, including establishment and abolition of offices in the county public service.

Section 74: Requires every county government to have a staffing plan aligned with its functions and service delivery priorities, performance management and human resource planning.

3. Public Service (Values and Principles) Act, 2015

Reinforces merit-based recruitment, transparency, accountability, and continuous professional development in public service staffing.

Reinforces the need for transparent and merit-based employment processes, which HRIS-KENYA facilitates through real-time records and audit trails.

4. Public Finance Management Act, 2012

Section 107(2)(b): Stipulates that the county's wage bill must not exceed 35% of total revenue, underscoring the need for a rationalized and cost-effective staff establishment.

5. Salaries and Remuneration Commission (SRC) Guidelines

Provides guidance on job grading, staff ceilings, and compensation structures to ensure equity and fiscal sustainability.

Mandate uniform job grading and establishment structures that can be mapped and validated within the HRIS system

6. Intergovernmental HRIS-KENYA Policy Directive

Developed by the Ministry of Public Service, Gender and Affirmative Action in collaboration with the Council of Governors (COG).

Requires all County Governments to digitize staff establishment and payroll data for central oversight, planning, and performance monitoring.

7. National Human Resource Planning Framework


Promotes digitization and integration of HR planning tools with HRIS to inform recruitment, succession, training, and deployment.

8. Data Protection Act, 2019

Governs the lawful collection, storage, and use of employee data within digital systems like HRIS-KENYA.

9. Nyandarua County Human Resource Policies and Procedures Manual

Offers internal frameworks for recruitment, deployment, succession planning, and establishment review, tailored to county-specific needs.



10. Annual Development Plan (ADP) and County Integrated Development Plan (CIDP)

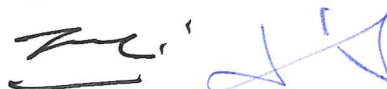
Aligns staffing with the strategic development priorities of the county for effective service delivery.

RATIONALE

A well-defined staff establishment is the foundation of an efficient, accountable, and responsive public service. The rationale for reviewing and updating the Staff Establishment for Nyandarua County Executive is anchored on the need to realign the county's human resource structure with its strategic priorities, evolving service delivery demands, and fiscal constraints.

Several factors underscore the importance of this review:

1. Alignment with mandates and service delivery. The functions assigned to county governments under the Fourth Schedule of the Constitution require adequate technical, administrative, and operational capacity. A functional staff establishment ensures that each department has the right number and mix of personnel to execute its mandate effectively.
2. Compliance with legal and policy frameworks. The review aligns with provisions of the Constitution of Kenya (Article 235), County Governments Act, and Public Finance Management Act, which mandate rationalization of public service and sustainable management of the wage bill.
3. Containment of the Wage bill. Nyandarua County faces a growing wage bill that threatens the allocation of resources to development and service delivery. A rationalized establishment helps manage staffing levels in accordance with the 35% ceiling set by the PFM Act.
4. Identification of skills gaps and surpluses. The review allows for an accurate assessment of existing human resource capacity, revealing critical staffing shortages in technical departments and potential duplications in others. This forms the basis for targeted recruitment, redeployment, and up skilling.
5. Support for planning and budgeting. An updated staff establishment informs budget preparation, workforce planning, and departmental performance targets. It provides a realistic foundation for resource allocation and justifies requests for additional staff or funding.
6. Guidance for succession planning. With a significant number of staff approaching retirement, especially in essential sectors such as health and education, the establishment provides a tool for anticipating future gaps and planning for seamless transitions.
7. Enhancing accountability and transparency. A clear staff structure enhances transparency in recruitment, deployment, and promotions while ensuring accountability in public service management.



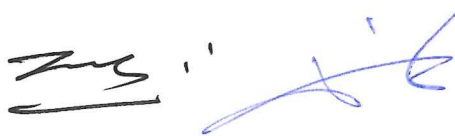
In essence, the staff establishment is both a human resource management instrument and a policy tool for optimizing service delivery. It enables the County Executive to make data-driven decisions in staffing, strengthen institutional capacity, and advance good governance.

IMPLEMENTATION FRAMEWORK

The Staff Establishment shall be operationalized through close alignment with existing Human Resource instruments, including the Schemes of Service and the Performance Management Policy. Recruitment, promotions, and deployments will strictly follow the provisions of the Schemes of Service to ensure merit-based career progression, while staff appraisals and performance targets will be guided by the Performance Management Policy. Departmental Human Resource Officers, in collaboration with the County Public Service Board and the Directorate of Human Resource Management, will be responsible for ensuring that all staffing actions comply with the County HR Policies and Procedures Manual, SRC guidelines, and applicable laws. Regular monitoring and evaluation will be conducted to guarantee accountability, transparency, and continuous improvement in service delivery.

THE STAFF ESTABLISHMENT

The table below presents the approved Staff Establishment for the Nyandarua County Executive, as reviewed in September 2025. It outlines the authorized positions per designation and department, the current number of officers in post, and the resulting variances. This data serves as the official reference point for human resource planning, recruitment, redeployment, and budgetary alignment. The structure reflects the county's service delivery needs, organizational mandates, and the requirement for compliance with the wage bill ceiling. It is designed to be compatible with the HRIS-KENYA system for digitized record keeping and ongoing monitoring of staffing levels across all units of the County Executive.



OFFICE OF THE GOVERNOR				
DESIGNATION	JOB GROUP	AUTHORIZED	IN POST	VARIANCE
H.E the Governor	5	1	1	0
H.E the Deputy Governor	6	1	1	0
		2	2	0
Directorate of Administrative Services				
Chief of Staff	S	1	1	0
Personal Assistants	M	2	2	0
Senior Assistant Office Administrator (Secretary)	L	1	1	0
Security		0	0	0
Chief Clerical Officer	J	2	2	0
Principal Administrative Officer	N	4	4	0
Assistant Director Administration	P	1	1	0
Personal Assistant	M	2	2	0
Office Administrator	K	2	2	0
Accountant I	K	2	2	0
Monitoring & Evaluation Officer	J	1	1	0
Clerical Officer	H	7	7	0
Records Officer	H	1	1	0
Chef/Cook	G	2	0	-2
Cleaning Supervisor	F	1	1	0
Support Staff	D	2	2	0
		31	29	-2
Directorate of Governor's Advisory Services				
Legal Advisor	R	1	1	0
Economic Advisor	R	1	1	0
Political Advisor	R	1	1	0
		3	3	0
Directorate of Liaison & Intergovernmental Relations				
Director Liaison and Intergovernmental Affairs	R	1	1	0
Liaison Officer	N	1	1	0
Intergovernmental Engagement officers	L	1	0	-1
		3	2	-1
County Chaplaincy				
Chaplain	K	2	2	0
DIRECTORATE OF GOVERNOR'S PRESS SERVICE				



Director of Governor's Press Service	R	1	1	0
Senior Information Officer	L	1	1	0
Communication Officers	J	3	3	0
		5	5	0
Directorate of Governor's Protocol				
Protocol Officer	N	1	1	0
		1	1	0
Directorate of Governor's Strategic and Delivery Unit				
Director- Administration (Special Programs)	R	1	1	0
Deputy Director SDU	Q	1	1	0
Assistant Director Special Programs	P	1	2	-1
Chief Program Officer	M	1	2	-1
		4	6	-2
Public Participation and Civic Education Unit				
Assistant Director Public Participation	P	0	0	0
Principal Public Participation Officer	N	1	1	0
		1	1	0
		52	51	-5
COUNTY SECRETARY AND HEAD OF PUBLIC SERVICE				
County Secretary & Head of Public Service	T	1	1	0
		1	1	0
Cabinet Affairs				
Director Cabinet Affairs	R	1	0	-1
Deputy Director Cabinet Affairs	Q	1	0	-1
Clerical Officer -Records Clerk	H	1	0	-1
Clerical Officer	H	1	1	0
		4	1	-3
Directorate of Communication & Public Relations				
Public Communication Officer				
Director Of Public Communication	R	1	1	0
Deputy Director of Public Communication	Q	1	0	-1
Assistant Director of Public Communication	P	1	0	-1
Principal Public Communication Officer	N	1	0	-1
Chief Public Communication Officer	M	1	0	-1
Public Communication Officer I	L	1	3	2
Public Communication Officer II	K	1	0	-1
		7	4	-3
Public Communication /Sign Interpreter				



Chief Public Communication Officer Assistant	N	1	0	-1
Senior Public Communication Officer Assistant	M	1	0	-1
Public Communication Officer Assistant	L	1	0	-1
Public Communication Officer Assistant I	K	1	3	2
Public Communication Officer Assistant II	J	1	0	-1
Public Communication Officer Assistant III	H	1	0	-1
		6	3	-3
Photo Journalists				
Senior Photojournalist	L	1	0	-1
Photojournalist I	K	1	0	-1
Photojournalist II	J	1	0	-1
Photojournalist III	H	1	0	-1
		4	0	-4
Camera Man				
Photojournalist Assistant I	K	1	0	-1
Photojournalist Assistant II	J	1	1	0
Photojournalist Assistant III	H	1	1	0
		3	2	-1
Directorate of Administration and Support Services				
Administrative Officers				
Director Administration	R	1	0	-1
Deputy Director Administration	Q	1	0	-1
Assistant Director Administration	P	1	2	1
Principal Administration Officer	N	1	0	-1
Principal Administration Officer (Asset Valuer)	M	1	0	-1
		5	2	-3
Assistant Office Administrator				
Principal Assistant Office Administrator	N	2	0	-2
Chief Assistant Office Administrator	M	3	0	-3
Senior Assistant Office Administrator	L	3	0	-3
Assistant Officer Administrator I	K	4	3	-1
Assistant Officer Administrator II	J	5	3	-2
Assistant Officer Administrator III	H	6	9	3
		23	15	-8
Office Administrator Assistant				
Senior Office Administrator Assistant	K	5	1	-4
Officer Administrator Assistant	J	6	1	-5
Officer Administrator Assistant II	H	8	5	-3
Officer Administrator Assistant III	G	9	3	-6
		28	10	-18



Office Secretaries				
Executive Secretary	L	3	3	0
Senior secretary	J	1	1	0
Secretary	G	1	1	0
		5	5	0
Directorate of Records Management				
Record Management Officers				
Director of Records management	R	1	0	-1
Deputy Director of Records management	Q	1	0	-1
Assistant Director of Record management	P	1	0	-1
Principal Records Management Officer	N	1	0	-1
Chief Records Management Officer	M	2	1	-1
Senior Records Management Officer	L	3	0	-3
Records Management Officer I	K	3	7	4
Records Management Officer II	J	3	3	0
Records Management Officer III	H	3	3	0
		18	14	-4
Clerical Officers				
Principal Clerical Officer	K	3	1	-2
Chief Clerical Officer	J	4	1	-3
Senior clerical Officer	H	8	5	-3
Clerical Officer I	G	6	2	-4
Clerical Officer II	F	7	4	-3
Clerical Officer (4)	C	9	6	-3
		37	19	-18
Drivers				
Principal Driver	J	10	2	-8
Chief Driver	H	11	6	-5
Senior Driver	G	33	5	-29
Driver I	F	64	4	-60
Driver II	E	72	67	-5
Driver III	D	4	4	0
Driver (1)	C	2	2	0
Driver (2)	B	1	1	0
		197	91	-107
Support Staff				
Cleaning Supervisor I	G	14	14	0
Cleaning Supervisor II A	F	14	4	-10
Cleaning Supervisor IIB/ Support Staff Supervisor	E	28	28	0
Cleaning supervisor III/ Senior Support Staff/ senior sanitary Cleaner	D	41	41	0



Support staff I/ Sanitary Cleaner I	C	13	13	0
Support staff II/ Sanitary Cleaner II	B	10	10	0
Support Staff III/ Sanitary Cleaner III	A	2	0	-2
		122	110	-12
		460	277	-183
OFFICE OF THE COUNTY ATTORNEY				
County Attorney	T	1	1	0
County Solicitor	S	1	1	0
		2	2	0
Directorate of Legal Services				
Legal Officers				
Director Legal Services	R	1	1	0
Deputy Director, Legal Services	Q	1	0	-1
Assistant Director, Legal services	P	1	0	-1
Principal Legal Officer	N	1	0	-1
Chief Legal Officer	M	1	1	0
Senior Legal Officer	L	1	2	1
Legal Officer	K	1	0	-1
		7	4	-3
Legal Assistant				
Principal Legal Assistant	N	0	0	0
Chief Legal Assistant	M	1	0	-1
senior Legal Assistant	L	0	0	0
Legal Assistant I	K	0	0	0
Legal Assistant II	J	1	0	-1
Legal Assistant III	H	0	0	0
		2	0	-2
		11	6	-5
PUBLIC SERVICE, ADMINISTRATION AND DEVOLUTION				
County Executive Committee Member	T	1	1	0
Chief Officer	S	2	2	0
		3	3	0
Directorate Of Public Service Management				
Human Resource Management Officers				
Director Human Resource Management	R	1	1	0
Deputy Director Human Resource Management.	Q	3	2	-1
Assistant Director Human Resource Management	P	3	0	-3
Principal Human Resource Management Officer	N	4	0	-4



Chief Human Resource Management Officer	M	4	0	-4
Senior Human Resource Management Officer	L	4	4	0
Human Resource Management Officer I	K	1	6	5
		20	13	-7
Human Resource Management. Assistant				
Chief Human Resource Management Assistant	M	1	0	-1
Senior Human Resource Management Assistant	L	1	0	-1
Human Resource Management Assistant I	K	2	0	-2
Human Resource Management Assistant II	J	2	1	-1
Human Resource Management Assistant III	H	1	0	-1
		7	1	-6
Psychological Counsellors				
Assistant Director Counsellor	P	1	0	-1
Principal Counsellor	N	1	0	-1
Chief Counsellor	M	1	0	-1
Senior Counsellor	L	2	0	-2
Counsellor I	K	2	0	-2
Counsellor II	J	2	0	-2
		9	0	-9
Directorate of Enforcement Services				
Enforcement Officers				
Deputy Director Enforcement	Q	1	0	-1
Assistant Director Enforcement	P	2	0	-2
Principal Enforcement Officer	N	3	1	-2
Chief Enforcement Officer	M	4	0	-4
Senior Enforcement Officer	L	5	1	-4
Enforcement Officer I	K	8	0	-8
Enforcement Officer II	J	10	0	-10
		33	2	-31
Assistant Enforcement Officers				
Principal Assistant Enforcement Officer	M	0	0	0
Chief Assistant Enforcement Officer	L	0	0	0
Senior Assistant Enforcement Officer	K	0	0	0
Assistant Enforcement Officer I	J	0	0	0
Assistant Enforcement Officer III	H	20	47	27
Assistant Enforcement Officer III	G	10	10	0
		30	57	27
Enforcement Assistant				
Enforcement Assistant I	J	8	1	-7
Enforcement Assistant II	H	10	0	-10



Enforcement Assistant II	G	15	0	-15
Enforcement Assistant III	F	21	21	0
Sergeant	F	1	1	0
Support Staff	E	13	13	0
		68	36	-32
		131	95	-36
Directorate of Public Administration				
Director County Administration	R	1	0	-1
Sub County Administrator	Q	6	4	-2
Deputy Sub County Administrator	P	5	5	0
Principal Ward Administrator	N	5	13	8
Chief Ward Administrator	M	5	0	-5
Senior Ward Administrator	L	6	1	-5
Ward Administrator I	K	6	6	0
Ward Administrator II	J	2	0	-2
		36	29	-7
		201	141	-60
TRADE, INDUSTRIALIZATION, COOPERATIVE DEVELOPMENT AND PARTNERSHIP				
County Executive Committee Member	T	1	1	0
Chief Officer	S	2	2	0
		3	3	0
Directorate of Trade				
Trade Development Officers				
Director of Trade	R	1	0	-1
Deputy Director Trade	Q	1	0	-1
Assistant Director Trade	P	1	1	0
Principal Trade Development Officer	N	1	0	-1
Chief Trade Development Officer	M	1	0	-1
Senior Trade Development Officer	L	1	0	-1
Trade Development Officer I	K	1	2	1
		7	3	-4
Directorate of Partnership and diaspora Affairs				
Deputy Director Marketing	Q	1	0	-1
Assistant Director Marketing	P	1	0	-2
Principal Marketing Officer	N	1	0	-3
Chief Marketing Officer	M	2	0	-2
Senior Marketing Officer	L	1	0	-1
Marketing Officer	K	4	0	-1

		10	0	-10
Weights & Measure Officers				
Assistant Director Weights & Measures	P	0	0	0
Principal Weights & Measures Officer	N	0	0	0
Chief Weights & Measures Officer	M	1	1	0
Senior Weights & Measures Officer	L	1	1	0
Weights & Measures Officer I	K	1	0	-1
Weights & Measures Officer II	J	1	0	-1
		4	2	-2
Directorate of Industrialization				
Industrial Development Officers				
Deputy Director of Industries	P	0	0	0
Assistant Director of Industries	N	0	0	0
Chief Industrial Development Officer	M	1	0	-1
Senior Industrial Development Officer	L	1	0	-1
Industrial Development Officer I	K	3	1	-2
Industrial Officer II	J	1	0	-1
		6	1	-5
Directorate of Cooperatives Development				
Cooperative Officers				
Director of Cooperatives	R	1	0	-1
Senior Assistant Commissioner for Cooperatives Development	Q	1	0	-1
Assistant Commissioner Co-operative Development	P	1	0	-1
Principal Cooperative Officer	N	1	0	-1
Chief Cooperative Officer	M	1	1	0
Senior Cooperative Officer	L	4	0	-4
Cooperative Officer I	K	5	3	-2
Cooperative Officer II	J	2	0	-2
		16	4	-12
Assistant Cooperative Officers				
Principal Assistant Cooperative Officer	N	1	0	0
Chief Assistant Cooperative Officer	M	1	0	0
Senior Assistant Cooperative Officer	L	1	0	0
Assistant Cooperative Officer I	K	1	0	-1
Assistant Cooperative Officer II	J	1	0	-1
Assistant Cooperative Officer III	H	1	1	0
		6	1	-2
Cooperative Auditors				
Assistant Director of cooperative Audit	P	1	0	-1
Principal Cooperative Auditor	N	1	1	0



Chief Cooperative Auditor	M	1	0	-1
Senior Cooperative Auditor	L	1	0	-1
Cooperative Auditor I	K	1	1	0
Cooperative Auditor II	J	2	0	-2
Cooperative Auditor III	H	2	1	-1
		9	3	-6
		61	17	-41
DEPARTMENT OF HEALTH SERVICES				
County Executive Committee Member	T	1	1	0
Chief Officer Health Services	S	2	1	-1
		3	2	-1
Health Administrative Officers				
Senior Assistant Director Health Administrative Officer	Q	1	0	-1
Assistant Director Chief Health Administrative Officer	P	3	1	-2
Principal Health Administrative Officer	N	4	2	-2
Assistant Chief Administrative Officer	M	2	1	-1
Senior Health Administrative Officer	L	6	0	-6
Health Administrative Officer	K	2	0	-2
		18	4	-14
Medical Officers				
Senior Deputy Director Medical Services/Chief Medical Specialist	S	3	1	-2
Deputy Director Medical Services/Senior Medical Specialist	R	10	0	-10
Senior Assistant Director Medical Services (Specialist I)	Q	13	13	0
Assistant Director Medical Services (Specialist II)	P	13	0	-13
Senior Medical Officer	N	13	8	-5
Medical Officer	M	13	12	-1
		65	34	-31
Pharmacist				
Senior Deputy Director Pharmaceutical Services	S	2	1	-1
Deputy Director of Pharmaceutical Services	R	4	0	-4
Senior Assistant Director Pharmacist/Pharmaceutical Specialist I	Q	5	4	-1
Assistant Director Pharmacist/Pharmaceutical Specialist II	P	5	1	-4
Senior Pharmacist	N	5	2	-3
Pharmacist	M	5	0	-5

		26	8	-18
Pharmaceutical Technologists				
Senior Principal Pharmaceutical Technologist	P	1	0	-1
Principal Pharmaceutical Technologist	N	4	0	-4
Chief Pharmaceutical Technologist	M	5	1	-4
Senior Pharmaceutical Technologist	L	5	2	-3
Pharmaceutical Technologist I	K	5	4	-1
Pharmaceutical Technologist II	J	10	6	-4
Pharmaceutical Technologist III	H	11	10	-1
		41	23	-18
Dentist				
Deputy Director/Senior Dental Specialist	R	2	0	-2
Senior Assistant Director/Dental Specialist I	Q	2	1	-1
Assistant Director Dental Services/Dental Specialist II	P	3	1	-2
Senior Dental Officer	N	3	2	-1
Dental Officer	M	1	0	-1
		11	4	-7
Dental Technologists				
Senior Principal Dental Technologist	P	0	0	0
Principal Dental Technologist	N	1	0	-1
Chief Dental Technologist	M	1	0	-1
Senior Dental Technologist	L	1	0	-1
Dental Technologist I	K	1	0	-1
Dental Technologist II	J	1	1	0
Dental Technologist III	H	1	0	-1
		6	1	-5
Community Oral Health Officers				
Principal Community Oral Health Officer	N	1	1	0
Chief Community Oral Health Officer	M	1	0	-1
Senior Community Oral Health Officer	L	2	0	-2
Community Oral Health Officer I	K	3	0	-3
Community Oral Health Officer II	J	4	1	-3
Community Oral Health Officer III	H	4	3	-1
		15	5	-10
Clinical Officers				
Deputy Director Clinical Services	R	1	0	-1
Senior Assistant Director Clinical Services	Q	5	0	-5
Assistant Director Clinical Services	P	2	2	0
Principal Clinical Officer	N	5	0	-5
Chief Clinical Officer	M	7	2	-5



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Senior Clinical Officer	L	7	2	-5
Clinical Officer	K	10	3	-7
		37	9	-28
Registered Clinical Officers				
Principal Registered Clinical Officer I	P	10	4	-6
Principal Registered Clinical Officer [II]	N	10	2	-8
Chief Registered Clinical Officer	M	15	3	-12
Senior Registered Clinical Officer	L	6	6	0
Registered Clinical Officer I	K	6	6	0
Registered Clinical Officer II	J	54	51	-3
Registered Clinical Officer III	H	44	23	-21
		145	95	-50
Medical Engineering Technologist				
Principal Medical Engineering Technologist	N	1	1	0
Chief Medical Engineering Technologist	M	1	0	-1
Senior Medical Engineering Technologist	L	1	0	-1
Medical Engineering Technologist I	K	1	1	0
		4	2	-2
Medical Engineering Technician				
Senior Medical Engineering Technician	K	1	0	-1
Medical Engineering Technician I	J	1	1	0
Medical Engineering Technician I/II	H	1	0	-1
Medical Engineering Technologist III	G	1	0	-1
		4	1	-3
Nursing Services Officers				
Nursing Officers				
Deputy Director, Nursing Services	R	1	0	-1
Senior Assistant Director, Nursing Director, Nursing Services	Q	1	0	-1
Assistant Director, Nursing Services	P	4	0	-4
Principal Nursing Officer	N	19	1	-18
Chief Nursing Officer	M	30	1	-29
Senior Nursing Officer	L	34	6	-28
Nursing officer Intern	K	35	1	-34
		124	9	-115
Registered Nurses				
Senior Principal Registered Nurse	P	1	2	1
Principal Registered Nurse	N	35	17	-18
Chief Registered Nurse	M	67	29	-38
Senior Registered Nurse	L	126	9	-117
Registered Nurse I	K	118	107	-11



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Registered Nurse II	J	129	140	11
Registered Nurse III	H	55	49	-6
		531	353	-178
Enrolled Nurses				
Senior Enrolled Nurse I	L	69	69	0
Senior Enrolled Nurse II	K	33	33	0
Enrolled Nurse I	J	35	35	0
Enrolled Nurse II	H	3	3	0
Enrolled Nurse III	G	0	0	0
		140	140	0
Laboratory Services Officers				
Medical Laboratory Officers				
Assistant Director Medical Laboratory Services	P	2	0	-2
Principal Medical Laboratory Officer	N	2	0	-2
Chief Medical Laboratory Officer	M	2	0	-2
Senior Medical Laboratory Officer	L	2	1	-1
Medical Laboratory Officer	K	2	1	-1
		10	2	-8
Medical Laboratory Technologists				
Principal Medical Laboratory Technologist I	P	1	1	0
Principal Medical Laboratory Technologist II	N	3	3	0
Chief Medical Laboratory Technologist	M	10	7	-3
Senior Medical Laboratory Technologist	L	11	20	9
Medical Laboratory Technologist I	K	22	16	-6
Medical Laboratory Technologist II	J	18	12	-6
Medical Laboratory Technologist III	H	10	4	-6
		75	63	-12
Medical Laboratory Technician				
Principal Medical Laboratory Technician I	M	2	0	-2
Chief Medical Laboratory Technician I	L	1	0	-1
Senior Medical Laboratory Technician I	K	1	0	-1
Medical Laboratory Technician I	J	1	7	6
Medical Laboratory Technician III	H	1	0	-1
Medical Laboratory Technician III	G	1	0	-1
		7	7	0
Registered Physiotherapist				
Senior Principal Registered Physiotherapist	P	1	0	-1
Principal Registered Physiotherapist	N	1	1	0
Chief Registered Physiotherapist	M	1	1	0
Senior Registered Physiotherapist	L	1	1	0
Registered Physiotherapist I	K	1	0	-1



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Registered Physiotherapist II	J	1	0	-1
Registered Physiotherapist III	H	2	0	-2
		8	3	-5
Assistant Occupational Therapist				
Principal Assistant Occupational Therapist	N	1	0	-1
Chief Assistant Occupational Therapist	M	1	1	0
Senior Assistant Occupational Therapist	L	1	0	-1
Assistant Occupational Therapist I	K	1	0	-1
Assistant Occupational Therapist II	J	1	0	-1
Assistant Occupational Therapist III	H	1	2	1
		6	3	-3
Plaster Technician				
Senior Plaster Technician	K	1	0	-1
Plaster Technician I	J	1	2	1
Plaster Technician II	H	2	2	0
Plaster Technician III	G	2	0	-2
		6	4	-2
Orthopaedic Technologist				
Principal Orthopaedic Technologist	N	1	0	-1
Chief Orthopaedic Technologist	M	1	0	-1
Senior Orthopaedic Technologist	L	1	0	-1
Orthopaedic Technologist I	k	1	0	-1
Orthopaedic Technologist II	J	1	2	1
Orthopaedic Technologist III	H	2	1	-1
		7	3	-4
Orthopaedic Trauma Technician				
Orthopaedic Trauma Technician	K	2	1	-1
Orthopaedic Trauma Technician I	J	2	2	0
Orthopaedic Trauma Technologist II	H	3	2	-1
Orthopaedic Trauma Technologist III	G	5	4	-1
		12	9	-3
Radiographers				
Assistant Director Radiography services	P	1	0	-1
Principal Radiographer	N	1	1	0
Chief Radiographer	M	2	0	-2
Senior Radiographer	L	2	0	-2
Radiographer I	K	2	0	-2
Radiographer II	J	3	3	0
Radiographer III	H	3	3	0
		14	7	-7
Public Health Officer				



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Deputy Director Public Health Officer	R	1	0	-1
Senior Assistant Director Public Health Officer	Q	1	0	-1
Assistant Director Public Health Officer	P	3	0	-3
Principal Public Health Officer	N	2	1	-1
Chief Public Health Officer	M	3	1	-2
Senior Public Health Officer	L	4	1	-3
Public Health Officer I	K	3	1	-2
		17	4	-13
Assistant Public Health Officers				
Principal Assistant Public Health Officer	N	10	1	-9
Chief Assistant Public Health Officer	M	20	15	-5
Senior Assistant Public Health Officer	L	5	2	-3
Assistant Public Health officer I	K	7	5	-2
Assistant Public Health Officer II	J	2	7	5
		44	30	-14
Public Health Assistants				
Senior Public Health Assistant	K	10	12	2
Public Health Assistant I	J	9	7	-2
Public Health Assistant II	H	3	1	-2
Public Health Assistant III	G	2	0	-2
		24	20	-4
Assistant Community Health Officer				
Principal Assistant Community Health Officer	N	2	1	-1
Senior Assistant Community Health Officer	L	4	11	7
Assistant Community Health Officer I	K	8	1	-7
Assistant Community Health Officer II	J	3	0	-3
Assistant Community Health Officer III	H	3	2	-1
		20	15	-5
Community Health Assistants				
Senior community Health Assistant	K	1	0	-1
Community Health Assistant I	J	1	2	1
Community Health Assistant II	H	2	1	-1
Community Health Assistant III	G	2	1	-1
		6	4	-2
Medical Social Worker				
Senior Assistance Medical Social Worker	P	1	0	0
Principal Medical Social Worker	N	1	0	-1
Chief Medical Social Worker	M	2	0	-2
Senior Medical Social Worker	L	3	0	-3
Medical Social Worker I	K	5	1	-4
Medical social Worker II	J	5	3	-2



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Medical social Worker III	H	2	1	-1
		19	5	-13
Nutrition And Dietetics				
Deputy Director Nutrition & Dietetic Officer	Q	1	0	-1
Assistant Director Nutrition & Dietetic Officer	P	1	1	0
Principal Nutrition & Dietetics Officer	N	2	1	-1
Chief Nutrition & Dietetics Officer	M	4	3	-1
Senior Nutrition & Dietetics Officer	L	8	1	-7
Nutrition & Dietetics Officer	K	8	1	-7
		24	7	-17
Nutrition and Dietetic Technologist				
Principal Nutrition & Dietetics Technologist	N	1	0	-1
Chief Nutrition & Dietetics Technologist	M	2	0	-2
Senior Nutrition & Dietetics Technologist	L	8	2	-6
Nutrition & Dietetics Technologist I	K	5	1	-4
Nutrition & Dietetics Technologist II	J	7	3	-4
Nutrition & Dietetics Technologist III	H	9	1	-8
		32	7	-25
Health Records and Information Management Officer				
Assistant Director Health Records & Information Management Officer	P	1	0	-1
Principal Health Records & Information Management Officer	N	1	1	0
Chief Health Records & Information Management Officer	M	2	0	-2
Senior Health Records & Information Management Officer	L	1	0	-1
Health Records & Information Management Officer	K	1	0	-1
		6	1	-5
Assistant Health Records & Information Management Officer				
Principal Assistant Principal Health Records & Information Management Officer	N	1	0	-1
Senior Assistant Chief Health Records & Information Management Officer	M	2	2	0
Assistant Health Records & Information Management Officer I	K	3	1	-2
Assistant Health Records & Information Management Officer II	J	5	3	-2
Assistant Senior Health Records & Information Management Officer III	H	3	4	1



		14	10	-4
Health Records & Information Management Assistant				
Senior Health records & information Management Assistant	K	2	3	1
Health records & information Management Assistant I	J	3	2	-1
Health records & information Management Assistant II	H	4	2	-2
Health records & information Management Assistant III	G	4	0	-4
		13	7	-6
		1534	848	-686
DEPARTMENT OF AGRICULTURE, LIVESTOCK AND FISHERIES				
County Executive Committee Member	T	1	1	0
Chief Officer	S	2	2	0
		3	3	0
Directorate of Agriculture				
Agricultural Officers				
Director of Agriculture	R	1	1	0
Deputy Director of Agriculture	Q	3	1	-2
Assistant Director of Agriculture	P	8	5	-7
Principal Agricultural Officer	N	10	8	-7
Chief Agricultural Officer	M	10	0	-10
Senior Agricultural Officer	L	12	1	-11
Agricultural Officer I	K	5	11	6
		49	27	-31
Assistant Agricultural Officers				
Principal Assistant Agricultural Officer	N	6	0	-6
Chief Assistant Agricultural Officer	M	7	0	-7
Senior Assistant Agricultural officer	L	14	0	-14
Assistant Agricultural Officers I	K	15	6	-9
Assistant Agricultural Officers II	J	7	0	-7
Assistant Agricultural Officers III	H	2	0	-2
		51	6	-45
Agricultural Assistant				
Principal Agricultural Assistant	M	1	0	-1
Chief Agricultural Assistant	L	4	0	-4
Senior Agricultural Assistant	K	8	0	-8
Agricultural Assistant I	J	4	0	-4



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Agricultural Assistant II	H	5	1	-4
Agricultural Assistant III	G	1	0	-1
		23	1	-22
Agricultural Engineers				
Principal Superintending Engineer (Agriculture)	P	1	0	-1
Chief Superintending Engineer (Agriculture)	N	1	0	-1
Senior Superintending Engineer (Agriculture)	M	1	1	0
Superintending Engineer (Agriculture)	L	1	0	-1
Engineer I (Agriculture)	K	1	1	0
Engineer II (Agriculture)	J	1	0	-1
		6	2	-4
Laboratory Analysts				
Assistant Deputy Director Laboratory Services	P	1	0	-1
Principal Laboratory Analyst	N	2	0	-2
Chief Laboratory Analyst	M	3	0	-3
Senior Laboratory Analyst	L	2	0	-2
Laboratory Analyst I	K	2	5	3
Laboratory Analysts II	J	1	0	-1
		11	5	-6
Laboratory Technologists				
Principal Laboratory Technologist	M	1	0	-1
Chief Laboratory Technologist	L	3	1	-2
Senior Laboratory Technologist	K	2	0	-2
Laboratory Technologist I	J	4	0	-4
Laboratory Technologist II	H	2	0	-2
Laboratory Technologist III	G	1	0	-1
		13	1	-12
Plant Operator				
Senior Plant Operator II	J	1	0	-1
Principal Plant Operator I	H	2	0	-2
Chief Plant Operator	G	2	2	0
Senior Plant Operator	F	2	1	-1
Plant Operator I	E	2	2	0
Plant Operator II	D	2	0	-2
Plant Operator III	C	1	0	-1
		12	5	-7
Milkmen, labourers, mechanics, plumbers, artisans				
Senior Charge hand (Mechanical)	H	2	0	-2
Charge hand	G	2	3	1
Artisan I	F	2	1	-1



Artisan II	E	2	0	-2
Artisan III	D	1	0	-1
		9	4	-5
Directorate Of Livestock Production				
Livestock Production Officer				
Director of Livestock Production	R	1	1	0
Deputy Director of Livestock Production	Q	1	0	-1
Assistant Director of Livestock Production	P	2	0	-2
Principal Livestock Production Officer	N	5	0	-5
Chief Livestock Production Officer	M	2	2	0
Senior Livestock Production Officer	L	4	2	-2
Livestock Production Officer	K	2	2	0
		17	7	-10
Senior Assistant Livestock Production Officer				
Principal Assistant Livestock Production Officer	N	1	1	0
Chief Assistant Livestock Production Officer	M	7	1	-6
Senior Assistant Livestock Production Officer	L	5	1	-4
Assistant Livestock Production Officer I	K	6	0	-6
Assistant Livestock Production Officer II	J	4	0	-4
Assistant Livestock Production Officer III	H	2	1	-1
		25	4	-21
Livestock Production Assistant				
Principal Livestock Production Assistant	M	1	0	-1
Chief Livestock Production Assistant	L	2	0	-2
Senior Livestock Production Assistant	K	7	5	-2
Livestock Production Officer Assistant I	J	5	5	0
Livestock Production Assistant II	H	2	6	4
Livestock Production Assistant III	G	1	0	-1
		18	16	-2
Directorate of Veterinary Services				
Veterinary Officer				
Director of Veterinary Services	R	1	1	0
Deputy Director Veterinary Services	Q	3	0	-3
Senior Assistant Director of Veterinary Services	P	2	0	-2
Assistant Director of Veterinary Services	N	2	0	-2
Chief Veterinary Officer	M	4	2	-2
Senior Veterinary Officer	L	3	7	4
Veterinary Officer	K	1	0	-1
		16	10	-6
Assistant Animal Health Officers				
Senior Principal Assistant Animal Health Officer	P	3	0	-3



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Principal Assistant Animal Health Officer	N	2	2	0
Chief Assistant Animal Health Officer	M	8	1	-7
Senior Assistant Animal Health Officer	L	9	0	-9
Assistant Animal Health Officer	K	10	0	-10
Assistant Animal Health Officer I	J	6	2	10
Assistant Animal Health Officer II	H	7	11	-5
Assistant Animal Health Officer III	H	5	0	-5
		50	16	-29
Animal Health Assistant Officer				
Chief Animal Health Assistant Officer	L	3	0	-3
Senior Animal Health Assistant Officer	K	2	0	-2
Animal Health Assistant Officer I	J	3	0	-3
Animal Health Assistant Officer II	H	3	8	5
Animal Health Assistant Officer III	G	2	0	-2
		13	8	-5
Directorate Of Fisheries				
Fisheries Officer				
	Q	1	0	-1
Assistant Director Fisheries	P	1	1	0
Principal Fisheries Officer	N	1	0	-1
Chief Fisheries Officer	M	1	0	-1
Senior Fisheries Officer	L	1	1	0
Fisheries Officer	K	1	1	0
		6	3	-3
Assistant Fisheries Officer				
Principal assistant Fisheries Officer	N	1	0	-1
Chief assistant Fisheries Officer	M	1	0	-1
Senior assistant Fisheries Officer	L	1	0	-1
Assistant Fisheries Officer I	K	1	0	-1
Assistant Fisheries Officer II	J	1	0	-1
Assistant Fisheries Officer III	H	2	2	0
		7	2	-5
ARTISAN (2) MILK MAN (2) CATERESS (2) MOTOR VEHICLE MECHANICS (2) FARM LABOURER (6)				
Senior Change hand	J	1	0	-1
Change hand	H	2	0	-2
Artisan I	G	3	0	-3
Artisan II	F	6	0	-6
Artisan III	E	2	0	-2
		14	0	-14



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		343	120	-227
FINANCE, ECONOMIC PLANNING, ICT AND REVENUE				
County Executive Committee Member	T	1	1	0
Chief Officer	S	3	2	-1
		4	3	-1
Directorate of Finance				
Finance/Budget Officers				
Director Finance/Budget	R	1	1	0
Deputy Director Finance/Budget	Q	1	0	-1
Assistant Director Finance/Budget	P	2	0	-2
Principal Finance Officer/Budget	N	2	0	-2
Chief Finance Officer/Budget	M	2	0	-2
Senior Finance Officer/Budget	L	1	1	0
Finance Officer II/Budget	K	1	2	1
Finance Officer I/Budget	J	1	0	-1
		11	4	-7
Accounting Officers				
Director - Accounting	R	1	0	-1
Deputy director -Accounting	Q	1	1	0
Assistant Director-Accounting	P	1	0	-1
Principal Accounting officer	N	1	1	0
Chief Accountant	M	2	1	-1
Senior Accountant	L	8	6	-2
Accountant I	K	13	9	-4
Accountant II	J	5	5	0
Accounts Assistant (ass. New scheme)	J	4	0	-4
Accounts Assistant	H	0	4	4
		36	27	-9
Clerical Officers- Accounts				
Principal Clerical Officer	K	4	9	5
Chief Clerical Officer	J	5	0	-5
Senior clerical Officer	H	2	2	0
Clerical Officer I	G	3	2	-1
Clerical Officer II	F	1	5	4
Clerical Officer III	C	1	1	0
		16	19	3
Directorate of ICT and Revenue				
Revenue Officers				
Director Revenue	R	1	1	0
Deputy Director Revenue	Q	1	1	0



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Assistant Director Revenue	P	1	0	-1
Principal Revenue Officer	M	1	0	-1
Chief Revenue Officer	N	1	0	-1
Senior Revenue Office	L	1	1	0
Revenue Officers I	K	2	0	-2
Revenue Officers II	J	3	0	-3
Revenue Officers III	H	3	0	-3
		14	3	-11
Assistant Revenue Officer				
Principal Assistant Revenue Officer	N	1	0	-1
Chief Assistant Revenue Officer	M	2	0	-2
Senior Assistant Revenue Officer	L	3	0	-3
Assistant Revenue Officer I	K	2	0	-2
Assistant Revenue Officer II	J	2	0	-2
Assistant Revenue Officer III	H	1	0	-1
		11	0	-11
Revenue Assistants				
Principal Revenue Assistant	M	1	0	-1
Chief Revenue Assistant	L	1	0	-1
Senior Revenue Assistant	K	2	0	-2
Revenue Assistant I	J	2	0	-2
Revenue Assistant II	H	2	0	-2
Revenue Assistant III	G	1	0	-1
		9	0	-9
Revenue Clerks				
Revenue Clerks	G	3	3	0
Senior Revenue Clerk	E	4	4	0
Revenue Clerk 1	D	1	1	0
Revenue Clerk 2	C	1	1	0
		9	9	0
Clerical Officer - Revenue				
Clerical Officer I	F	55	29	-26
Clerical Officer II	E	29	29	0
Clerical Officer III	D	6	6	0
Market masters, corporal, cleaners	D-C	32	32	0
		122	96	-26
Directorate of ICT				
Director ICT	R	1	1	0
Deputy Director ICT	Q	1	1	0
Assistant Director ICT	P	1	0	-1
Principal ICT officer	N	1	1	0



Chief ICT Officer	M	5	0	-5
Senior ICT Officer	L	6	6	0
ICT Officer	K	5	4	-1
ICT Officer II	J	3	3	0
ICT Officer III	H	1	1	0
		24	17	-7
Supply Chain Management				
Director Supply Chain Management	R	1	1	0
Deputy Director Supply Chain Management	Q	1	1	0
Assistant Director Supply Chain Management	P	2	2	0
Principal Supply Chain Management Officer	N	2	0	-2
Chief Supply Chain Management Officer	M	3	2	-1
Senior Supply Chain Management Officer	L	2	1	-1
Supply Chain Management Officer I	K	5	3	-2
Supply Chain Management Officer II	J	4	0	-4
		20	10	-10
Supply Chain Management Assistant				
Principal Supply Chain Management Assistant	N	2	0	-2
Chief Supply Chain Management Assistant	M	3	0	-3
Senior Supply Chain Management Assistant	L	3	0	-3
Supply Chain Management Assistant I	K	2	3	1
Supply Chain Management Assistant II	J	2	8	6
Supply Chain Management Assistant III	H	2	2	0
		14	13	-1
Directorate of Audit				
Director of Audit	R	1	1	0
Deputy Director of Audit	Q	2	1	-1
Assistant Director of Audit	P	2	1	-1
Principal Auditor	N	2	2	0
Chief Auditor	M	2	2	0
Senior Auditor	L	3	1	-2
Audit Assistant	K	5	2	-3
		17	10	-7
Directorate Economic Planning				
Director	R	1	0	-1
Deputy Director	Q	2	0	-2
Principal Economist	P	2	1	-1
Senior Economist I	N	2	2	0
Senior Economist II	M	3	1	-2
Economist I	L	4	4	0
Economist II	K	6	4	-2



		20	12	-8
		327	223	-104
YOUTH SPORTS AND INNOVATION				
County Executive Committee Member	T	1	1	0
Chief Officer	S	1	1	0
		2	2	0
Directorate of Sports				
Deputy Director Sports	Q	1	0	-1
Assistant Director Sports	P	1	1	0
Principal Sports Officer	N	3	0	-3
Chief Sports Officer	M	3	1	-2
Senior Sports Officer	L	3	0	-3
Sports Officer I	K	3	3	0
Sports Officer II	J	3	0	-3
Stadium Manager	K	1	1	0
		18	6	-12
Directorate Of Youth Affairs				
Director Youth Development Affairs	R	1	1	0
Deputy Director Youth Development Affairs	Q	1	0	-1
Assistant Director Youth Development Affairs	P	1	0	-1
Principal Youth Development Officer	N	1	0	-1
Chief Youth Development Officer	M	1	0	-1
Senior Youth Development Officer	L	1	1	0
Youth Development Officer I	K	1	2	1
Youth Development Officer II	J	1	0	-1
		8	4	-4
Directorate Of Arts				
Assistant Director the Arts	P	1	0	-1
Principal Arts Officer	N	1	0	-1
Chief Arts Officer	M	1	0	-1
Senior Arts Officer	L	1	0	-1
Arts Officer I	K	1	4	3
Arts Officer II	J	1	0	-1
		6	4	-2
		34	16	-18
EDUCATION, TECHNICAL TRAINING, CULTURAL HERITAGE AND GENDER				
County Executive Committee Member	T	1	1	0
Chief Officer	S	2	2	0



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		3	3	0
Directorate of Cultural Heritage				
Director of Cultural Heritage	R	1	1	0
Deputy Director of Culture	Q	1	0	-1
Assistant Director of Cultural Heritage	P	1	1	0
Principal Cultural Officer	N	1	1	0
Chief Cultural Officer	M	1	0	-1
Senior Cultural Officer	L	1	1	0
Cultural Officer I	K	1	1	0
Cultural Officer II	J	1	0	-1
		8	5	-3
Directorate of Education- VTC				
Director, Education	R	1	0	-1
Deputy Director, Youth Training	Q	1	0	-1
Assistant Director, Youth Training	P	2	0	-2
Principal Youth Training Officer	N	1	1	0
Chief Youth Training Officer	M	1	0	-1
Senior Youth Training Officer	L	1	0	-1
Youth Training Officer	K	1	0	-1
Youth Training Officer III - <i>remove</i>	J	1	0	-1
		9	1	-8
Youth Polytechnic Instructors				
Principal Youth Polytechnic Instructor	N	4	0	-4
Chief Youth Polytechnic Instructor	M	7	7	0
Senior Youth Polytechnic Instructor	L	12	8	-4
Youth Polytechnic Instructor I	K	14	0	-14
Youth Polytechnic Instructor II	J	18	14	-4
Youth Polytechnic Instructor III	H	19	15	-4
Charge hands	G	6	5	-1
		80	49	-31
Directorate of Education-ECDE				
Director ECDE Quality Assurance	R	1	0	-1
Deputy Director ECDE Quality Assurance	Q	1	1	0
Assistant Director ECDE Quality Assurance	P	1	3	2
Principal ECDE Quality Assurance Officer	N	2	1	-1
Chief ECDE Quality Assurance Officer I	M	1	0	-1
Senior ECDE Quality Assurance Officer II	L	2	0	-2
ECDE Quality Assurance Officer	K	8	8	0
		16	13	-3
ECDE Teachers (Diploma holder)				
Senior ECDE Teacher I	N	1	0	-1



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Senior ECDE Teacher II	M	1	0	-1
Senior ECDE Teacher III	L	1	0	-1
ECDE Teacher I	K	15	0	-15
ECDE Teacher II	J	150	0	-10
ECDE Teacher III	H	10	159	9
		178	159	-19
Assistant ECDE Teachers (Certificate holder)				
Senior Assistant ECDE Teacher I	L	1	0	-1
Senior Assistant ECDE Teacher II	K	1	0	-1
Senior Assistant ECDE Teacher III	J	1	0	-1
Assistant ECDE Teacher I	H	36	0	-36
Assistant ECDE Teacher II	G	80	0	-80
Assistant ECDE Teacher III	F	37	150	113
		156	150	-6
Stipend Teachers				
ECDE Preparatory Teachers		607	445	-162
		957	767	-190
General ECDE support staff				
Clerical officer II	F	1	1	0
Senior Support Staff	E	6	6	0
Support Staff I	D	12	12	0
Support staff II	C	0	0	0
Support Staff III	A	47	47	0
		66	66	0
Directorate of Social Protection				
Director Social Protection	R	1	1	0
Deputy Director Social Development	Q	1	0	-1
Assistant Director Social Development	P	1	0	-1
Principal Social Development Officer	N	1	0	-1
Chief Social Development Officer	M	1	0	-1
Senior Social Development Officer	L	1	0	-1
Social Development Officer I	K	1	2	1
Social Development Officer II	J	1	0	-1
		8	3	-5
Social Worker				
Social worker I	F	1	1	0
Social worker II	E	2	1	-1
Social worker III	D	5	6	1
Case worker (2)	C	1	1	0
		9	9	0
Community Welfare Officers				



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Principal Community Welfare Officer	N	0	0	0
Chief Community Welfare Officer	M	0	0	0
Senior Community Welfare Officer	L	0	0	0
Community Development Officer I	K	2	1	-1
Community Development Officer II	J	1	0	-1
Community Development Assistant I	H	1	1	0
Community Development Assistant II	G	1	2	1
Community Development Assistant III	F	1	1	0
Community Development Assistant III	E	1	0	-1
		7	5	-2
Directorate of Gender Affairs				
Director Gender	R	1	0	-1
Deputy Director Gender	Q	1	0	-1
Assistant Director Gender	P	1	0	-1
Principal Gender Officer	N	1	0	-1
Chief Gender Officer	M	1	1	0
Senior Gender Officer	L	1	0	-1
Gender Officer I	K	1	1	0
		7	2	-5
Directorate of Children				
Assistant Director of Children's Services	P	1	0	-1
Principal Children's Officer	N	1	0	-1
Chief Children's Officer	M	1	0	-1
Senior Children's Officer	L	1	0	2
Children's Officer I	K	1	0	-1
Children's Officer II	J	1	2	1
		6	2	-1
County Library Services Unit				
Senior (Chief) Principal Librarian	M	1	0	-1
Chief Principal Librarian	L	1	0	-1
Senior Librarian	K	1	0	-1
Librarian I	J	1	0	-1
Librarian II	H	1	1	0
		5	1	-4
Library Assistant				
Senior Library Assistant	M	1	0	-1
Library Assistant III	L	1	0	-1
Library Assistant II	K	1	0	-1
Library Assistant I	J	1	1	0
		4	1	-3
		1169	914	-252



WATER SANITATION, ENVIRONMENT, TOURISM, NATURAL RESOURCES AND CLIMATE CHANGE				
County Executive Committee Member	T	1	1	0
Chief Officer	S	2	1	-1
		3	2	-1
Directorate of Water Sanitation				
Chief Engineer (Water & Sewerage)	S	1	0	-1
Senior Principal Superintending Engineer (Water Sewerage)	R	1	0	-1
Principal Superintending Engineer (Water& Sewerage)	Q	1	0	-1
Chief Superintending Engineer (Water Sewerage)	P	2	2	0
Senior Superintending Engineer (Water& Sewerage)	N	2	3	1
Superintending Engineer (Water& Sewerage)	M	2	0	-2
Assistant Engineer I (Water& Sanitation)	L	2	4	2
Assistant Engineer II (Water& Sanitation)	K	5	0	-5
		16	9	-7
Superintendent (Water& Sewerage)				
Senior Principal Superintendent (Water & Sewerage)	P	1	0	-1
Principal Superintendent (Water Sewerage)	N	2	1	-1
Chief Superintendent (Water& Sewerage)	M	2	1	-1
Senior Superintendent (Water & Sewerage)	L	4	3	-1
Superintendent (Water& Sewerage)	K	2	2	0
		11	7	-4
Inspector (Water& sewerage)				
Principal Inspector (Water& sewerage)	N	1	0	-1
Senior Inspector (Water& sewerage)	M	1	1	0
Senior Inspector (Water& sewerage)	L	2	2	0
Inspector (Water& sewerage) I	K	2	3	1
Inspector (Water& sewerage) II	J	1	4	3
Inspector (Water& Sewerage) III	H	1	1	0
		8	11	3
Carpentry, Masonry, Welding, Painting, Plumbing				
Senior Charge hand (Mechanical)	J	1	1	0
Charge hand	H	1	0	-1
Artisan I	G	1	0	-1
Artisan II	F	1	0	-1



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Artisan III	E	0	0	0
		4	1	-3
Inspectors (Buildings)				
Senior Principal Superintendent Buildings	P	0	0	0
Principal Superintendent	N	1	0	-1
Chief Superintendent	M	1	0	-1
Senior Superintendent Buildings	L	1	0	-1
Superintendent Buildings	K	1	1	0
		4	1	-3
Directorate Of Environment				
Director Environment	R	1	0	-1
Deputy Environment	Q	1	1	0
Assistant Director Environment	P	1	0	-1
Principal Environment	N	2	0	-4
Chief Environment	M	2	0	-2
Senior Environment	L	5	2	-3
Environment and Natural Resources Officer	K	4	5	3
		16	8	-8
Directorate of Natural Resources				
Director Natural Resources	R	1	1	0
Deputy Director Natural Resources	Q	1	0	-1
Assistant Director Natural Resources	P	1	0	-1
Principal Natural Resources Officer	N	2	0	-2
Senior Natural Resources Officer	M	5	0	-5
Natural Resources Officer	K	5	0	-5
Environment Officer I	L	5	2	-3
		20	3	-17
Forester Officer				
Assistant Director Forester Officer	P	1	0	-1
Principal Forester Officer	N	1	0	-1
Chief Forester Officer	M	1	0	-1
Senior Forester Officer	L	2	1	-1
Forester Officer I	K	2	4	2
		7	5	-2
Directorate of Climate Change				
Director of Climate Change- Administration	R	1	1	0
Deputy Director Climate Change	Q	0	0	0
Assistant Director of Climate Change	P	0	0	0
Principal Climate Change Officer	N	0	0	0
Chief Climate Change Officer	M	1	0	-1



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Senior Climate Change Officer	L	1	0	-1
Climate Change Officer I	K	0	2	2
Senior Climate Change Officer II	J	0	0	0
		3	3	0
Directorate Of Tourism				
Tourism Officers				
Director of Tourism	R	1	0	-1
Deputy Director of Tourism	Q	1	0	-1
Assistant Director of Tourism	P	1	1	0
Principal Tourism Officer	N	1	0	-1
Chief Tourism Officer	M	2	1	-1
Senior Tourism Officer	L	2	0	-2
Tourism Officer I	K	2	1	-1
		10	3	-7
		106	54	-52
ROADS, TRANSPORT, ENERGY AND PUBLIC WORKS				
CECM	T	1	1	0
Chief Officer	S	2	1	0
		3	2	-1
Directorate Of Roads and Transport				
Structural Engineers				
Chief Engineer (Structural) Director Public Works	R	1	0	-1
Senior Principal Superintending Engineer (Structural)	Q	1	1	0
Principal Superintending Engineer (Structural)	P	1	0	-1
Chief Superintending Engineer (Structural)	N	1	0	-1
Senior Superintending Engineer (Structural)	M	1	1	0
Superintending Engineer (Structural)	L	1	0	-1
Assistant Engineer I (Structural)	K	1	0	-1
		7	2	-5
Structural Assistants				
Senior Principal structural Assistant	P	1	0	-1
Principal structural Assistant	N	1	0	-1
Chief Structural Assistant	M	2	0	-2
Senior Structural Assistant	L	2	1	-1
Structural Assistant I	K	3	3	0
Structural Assistant II	J	2	1	-1
Structural Assistant III	H	0	0	0



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		11	5	-6
Inspectors-Building				
Senior Principal Superintendent (Buildings)	P	1	0	-1
Principal Superintendent (Buildings)	N	1	0	-1
Chief Superintendent (Buildings)	M	1	0	-1
Senior Superintendent (Buildings)	L	2	0	-2
Superintendent (Buildings)	K	5	2	-3
Senior Inspector (Buildings)	J	5	5	0
Inspector (Buildings)	H	2	1	-1
Building Works Inspector	F	0	1	1
		17	9	-8
Inspectors- Mechanical				
Senior Principal Superintendent (Mechanical (BS))	P	1	0	-1
Principal Superintendent (Mechanical (BS))	N	1	1	0
Chief Superintendent (Mechanical (BS))	M	1	0	-1
Senior Superintendent (Mechanical (BS))	L	1	0	-1
Superintendent (Mechanical (BS))	K	1	0	-1
Senior Inspector (Mechanical (BS))	J	1	0	-1
Inspector Mechanical (BS)	H	1	1	0
		7	2	-5
Architectural Assistants				
Senior Principal Architectural Assistant	P	1	1	0
Principal Architectural Assistant	N	1	0	-1
Chief Architectural Assistant	M	1	0	-1
Senior Architectural Assistant	L	3	2	-1
Architectural Assistant I	K	2	0	-2
Architectural Assistant II	J	3	2	-1
Architectural Assistant III	H	2	1	-1
		13	6	-7
Quantity Surveyors				
Chief Superintending Assistant Quantity Surveyor	P	1	1	0
Principal Assistant Quantity Surveyor	N	1	0	-1
Chief Assistant Quantity Surveyor	M	1	0	-1
Senior Assistant Quantity Surveyor	L	1	0	-1
Assistant Quantity Surveyor I	K	2	2	0
Assistant Quantity Surveyor II	J	1	1	0
Assistant Quantity Surveyor III	H	1	0	-1
		8	4	-4
Directorate Of Roads and Transport				
Engineers (Roads)				
Senior Principal Superintending Engineer (Roads)	R	1	0	-1



Principal Superintending Engineer (Roads)	Q	1	0	-1
Chief Superintending Engineer (Roads)	P	1	0	-1
Senior Superintending Engineer (Roads)	N	2	0	-2
Superintending Engineer (Roads)	M	2	0	-2
Assistant Engineer I (Roads)	L	3	0	-3
Engineer II (Roads)	K	5	3	-2
		15	3	-12
Road Inspectors (Roads)				
Principal Superintendent	N	1	0	-1
Chief Superintendent	M	1	0	-1
Senior Superintendent	L	1	0	-1
Superintendent	K	1	1	0
Senior Inspector	J	1	1	0
Inspector	H	0	0	0
		5	2	-3
Plant Operators				
Principal Plant Operator	H	2	0	-2
Chief Plant Operator	G	3	0	-3
Senior Plant Operator	F	3	0	-3
Plant Operator I	E	1	2	1
Plant Operator II	D	1	1	0
Plant Operator III	C	0	0	0
		10	3	-7
Drivers				
Principal Driver	J	2	0	-2
Chief Driver	H	2	2	0
Senior Driver	G	5	5	0
Driver I	F	7	0	-7
Driver II	E	18	18	0
Driver III	D	2	1	-1
		36	26	-10
Fire Service Personnel				
Inspector (Fire Service)				
Chief Superintendent	M	1	0	-1
Senior Superintendent	L	1	0	-1
Superintendent	K	1	0	-1
Senior Inspector	J	1	0	-1
Inspector	H	1	0	-1
		5	0	-5
Firemen				
Chief Fireman	J	2	0	-2



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Senior Fireman	H	9	1	-8
Fireman I	G	9	0	-9
Fireman II	F	9	1	-8
Fireman III	E	9	0	-9
		38	2	-36
Directorate of Energy				
Electrical Engineers				
Senior Principal Superintending Engineer (Electrical)	R	1	0	-1
Principal Superintending Engineer (Electrical)	Q	1	0	-1
Chief Superintending Engineer (Electrical)	P	1	0	-1
Senior Superintending Engineer (Electrical)	N	1	0	-1
Superintending Engineer (Electrical)	M	1	0	-1
Assistant Engineer I (Electrical)	L	1	0	-1
Engineer II (Electrical) renewable Energy Officer	K	2	1	-1
		8	1	-7
Inspectors Electrical				
Senior Principal Superintendent (Electrical) BS	P	0	0	0
Principal Superintendent (Electrical) BS	N	0	0	0
Chief Superintendent (Electrical) BS	M	0	0	0
Senior Superintendent (Electrical) BS	L	0	0	0
Superintendent (Electrical) BS	K	1	0	-1
Senior Inspector (Electrical) BS	J	1	0	-1
Inspector (Electrical) BS	H	2	1	-1
		4	1	-3
ARTISAN (1) WELDER (2) AUTOELECTRICIAN (2) MOTOR VEHICLE MECHANICS (5) ELECTRICIAN WIRING (4) PLUMBING, ELECTRICAL (Wiring)				
Senior Change hand	J	1	0	-1
Change hand	H	2	0	-2
Artisan I	G	3	0	-3
Artisan II	F	6	0	-6
Artisan III	E	2	0	-2
		14	0	-14
		201	68	-133
LAND, PHYSICAL PLANNING, HOUSING AND URBAN DEVELOPMENT				
County Executive Committee Member	T	1	1	0
Chief Officer	S	2	1	-1



		3	2	-1
Directorate Of Survey & Mapping				
County Director of Land Survey	R	1	1	0
Deputy Director Land Survey	Q	1	0	-1
Assistant Director Land Survey	P	1	0	-1
Principal Land Surveyor	N	2	0	-2
Senior Land Surveyor	M	2	0	-2
Land Surveyor I	L	1	2	1
Land Surveyor II	K	3	2	-1
		11	5	-6
Land Surveyors Assistants				
Principal Land Surveyor Assistant	N	0	0	0
Chief Lands Survey Assistant	M	0	0	0
Senior Land Surveyor Assistant	L	1	0	-1
Land Survey Assistant I	K	2	0	-2
Land Surveyor Assistant II	J	2	0	-2
Land Surveyor Assistant III	H	2	3	1
		7	3	-4
Cartographers Personnel				
Cartographers				
Assistant Director of Cartography	P	1	0	-1
Principal Cartographer	N	1	0	-1
Senior Cartographer	M	1	0	-1
Cartographer I	L	1	1	0
Cartographer II	K	1	0	-1
		5	1	-4
Cartographer Assistants				
Principal Cartography Assistant	N	1	0	-1
Chief Cartography Assistant	M	1	0	-1
Senior Cartography Assistant	L	1	0	-1
Cartographer Assistant I	K	1	0	-1
Cartographer Assistant II	J	1	0	-1
Cartographer Assistant III.	H	1	1	0
		6	1	-5
Photolithography Personnel				
Photolithography Assistants				
Principal Photolithography Assistant	N	1	0	-1
Chief Photolithography Assistant	M	1	0	-1
Senior Photolithography Assistant	L	1	0	-1
Photolithography Assistant I	K	1	0	-1
Photolithography Assistant II	J	1	0	-1



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Photolithography Assistant III	H	1	1	0
		6	1	-5
Directorate Of Physical Planning				
Physical Planners				
Director of Physical Planning	R	1	1	0
Deputy Director of Physical Planning	Q	1	0	-1
Assistant Director of Physical Planning	P	1	0	-1
Principal Physical Planner	N	1	0	-1
Chief Physical Planner	M	1	0	-1
Senior Physical Planner Assistant	L	1	1	0
Physical Planner	K	1	2	1
		7	4	-3
Physical Planning Assistants				
Principal Physical Planning Assistant	N	1	0	-1
Chief Physical Planning Assistant	M	1	0	-1
Senior Physical Planning Assistant	L	1	0	-1
Physical Planning Assistant I	K	1	0	-1
Physical Planning Assistant II	J	1	0	-1
Physical Planning Assistant III	H	1	1	0
		6	1	-5
Development Control Unit				
Senior Principal Superintendent (Buildings)	P	1	0	-1
Principal Superintendent (Buildings)	N	1	0	-1
Chief Superintendent (Buildings)	M	1	0	-1
Senior Superintendent (Buildings)	L	1	2	1
Superintendent (Buildings)	K	1	0	-1
Senior Inspector (Buildings)	J	1	0	-1
Inspector (Buildings)	H	1	2	1
		7	4	-3
Directorate Of Valuation				
Valuers				
Director Valuation Services	R	1	0	-1
Deputy Director Valuation Services	Q	1	0	-1
Assistant Director Valuation Services	P	1	0	-1
Principal Land Valuer	N	1	0	-1
Chief Land Valuer	M	1	0	-1
Senior Land Valuer	L	1	1	0
Valuer	K	1	0	-1
		7	1	-6
Valuation Assistants				
Principal Valuation Assistant	N	1	0	-1



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Chief Valuation Assistant	M	1	0	-1
Senior Valuation Assistant	L	1	0	-1
Valuation Assistant I	K	1	0	-1
Valuation Assistant II	J	1	0	-1
Valuation Assistant III	H	1	0	-1
		6	0	-6
Directorate of Urban Development				
Director Urban of Development	R	1	0	-1
Deputy Director of Urban Development	Q	1	0	-1
Assistant Director Urban Development	P	1	0	-1
Principal Urban Development Officer	N	1	0	-1
Chief Urban Development Officer	M	1	0	-1
Senior Urban Development Officer	L	1	0	-1
Urban Development Officer I	K	2	0	-2
Urban Development Officer II	J	2	0	-2
		10	0	-10
Housing Directorate				
Principal Housing Officer	N	1	0	-1
Chief Housing Officer	M	1	0	-1
Senior Housing Officer	L	1	0	-1
Housing Officer I	K	1	1	0
Housing Officer II	J	0	0	0
Senior Change hand	J	3	0	-3
Change hand	H	3	0	-3
Artisan I	G	3	0	-3
Artisan II	F	3	0	-3
Artisan III	E	3	0	-3
		19	1	-18
Estate Management Officers				
Assistant Director Estate Management	P	0	0	0
Principal Estate Management Officer	N	1	0	-1
Chief Estate Management Officer	M	1	0	-1
Senior Estate Management Officer	L	1	0	-1
Estate Management Officer I	K	1	1	0
Estate Management Officer II	J	0	0	0
		4	1	-3
		104	25	-79
OLKALOU MUNICIPALITY				
Municipal Manager	Q	1	1	0



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Assistant Director (Administration)	P	1	0	-1
Senior Assistant Office Administrator (Secretary)	L	1	0	-1
Chief Accountant (Finance)	M	1	0	-1
Accountant 1	K	1	1	0
Economist	K	1	1	0
Chief Human Resource Officer	M	1	0	-1
Human Resource Officer	K	1	1	0
Senior Supply Chain Management Officer	L	1	1	0
Supply Chain Management Assistant 1	K	1	0	-1
Senior Accountant (Revenue)	L	1	0	-1
Clerical Officers (Revenue Collection)	E	15	0	-15
ICT Officer	K	1	0	-1
Records Officer	K	1	0	-1
Clerical Officer	H	1	0	-1
Driver	E	2	1	-1
Support Staff	D	2	0	-2
Cleaners/Casual Labors	B	20	19	-1
		53	25	-28
DIRECTORATE OF LANDS, PHYSICAL PLANNING, INFRASTRUCTURE AND HOUSING				
Registered Physical Planner	Q	1	0	-1
Physical Planner	K	1	1	0
Registered Civil Engineer Structural	N	1	0	-1
Assistant Civil Engineer	K	1	0	-1
Senior Superintending Engineer Structural Assistant	N	1	0	-1
Architectural Assistant I	K	1	0	-1
Quantity Surveyor	K	1	0	-1
Land Surveyor	K	2	1	-1
Building Inspector	K	1	0	-1
Housing Officer	K	1	0	-1
Mechanical Engineer	K	1	0	-1
Artisans	E	3	0	-3
		15	2	-13
DIRECTORATE OF PUBLIC HEALTH, ENVIRONMENT, TRADE & TOURISM				
Chief Public Health Officer	M	1	0	-1
Public Health officer	K	1	0	-1
Senior Environment Officer	L	1	0	-1



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Chief Trade Development Officer	M	1	0	-1
Trade officer I	K	1	0	-1
Tourism Officer	K	1	0	-1
Culture Officer	K	1	0	-1
Water Inspector	K	1	0	-1
		8	0	-8
DIRECTORATE OF COMMUNITY DEVELOPMENT AND SOCIAL SERVICES				
Assistant Director Social Development	P	1	0	-1
Senior Social Development Officer	M	1	0	-1
Sports Officer	L	1	0	-1
Youth Officer	K	1	0	-1
Gender Officer	K	1	0	-1
Senior Public Relations Officer	K	1	0	-1
		6	0	-6
DIRECTORATE OF LEGAL, AUDIT AND RESEARCH SERVICES				
Senior Legal Officer	L	1	0	-1
Internal Auditor	K	1	1	0
Senior Enforcement Officer	L	1	0	-1
Enforcement Officer	J	10	0	-10
		13	1	-12
		95	28	-67
ENGINEER MUNICIPALITY				
Municipal Manager	Q	1	1	0
Assistant Director (Administration)	P	1	0	1
Senior Assistant Office Administrator (Secretary)	L	1	0	1
Chief Accountant (Finance)	M	1	0	1
Accountant 1	K	1	1	0
Economist	K	1	1	0
Chief Human Resource Officer	M	1	0	1
Human Resource Officer	K	1	1	0
Senior Supply Chain Management Officer	L	1	1	0
Supply Chain Management Assistant 1	K	1	0	1
Senior Accountant (Revenue)	L	1	0	1
Clerical Officers (Revenue Collection)	E	15	0	15
ICT Officer	K	1	0	1
Records Officer	K	1	0	1
Clerical Officer	H	1	0	1



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Driver	E	2	1	1
Support Staff	D	2	0	2
Cleaners/Casual Labors	B	15	0	15
		48	6	42
DIRECTORATE OF LANDS, PHYSICAL PLANNING, INFRASTRUCTURE AND HOUSING				
Registered Physical Planner	Q	1	0	-1
Physical Planner	K	1	1	0
Registered Civil Engineer Structural	N	1	0	-1
Assistant Civil Engineer	K	1	0	-1
Senior Superintending Engineer Structural Assistant	N	1	0	-1
Architectural Assistant I	K	1	0	-1
Quantity Surveyor	K	1	0	-1
Land Surveyor	K	2	1	-1
Building Inspector	K	1	0	-1
Housing Officer	K	1	0	-1
Mechanical Engineer	K	1	0	-1
Artisans	E	3	0	-3
		15	2	-13
DIRECTORATE OF PUBLIC HEALTH, ENVIRONMENT, TRADE & TOURISM				
Chief Public Health Officer	M	1	0	-1
Public Health officer	K	1	0	-1
Senior Environment Officer	L	1	0	-1
Chief Trade Development Officer	M	1	0	-1
Trade officer I	K	1	0	-1
Tourism Officer	K	1	0	-1
Culture Officer	K	1	0	-1
Water Inspector	K	1	0	-1
		8	0	-8
DIRECTORATE OF COMMUNITY DEVELOPMENT AND SOCIAL SERVICES				
Assistant Director Social Development	P	1	0	-1
Senior Social Development Officer	M	1	0	-1
Sports Officer	L	1	0	-1
Youth Officer	K	1	0	-1
Gender Officer	K	1	0	-1
Senior Public Relations Officer	K	1	0	-1
		6	0	-6
DIRECTORATE OF LEGAL, AUDIT AND RESEARCH SERVICES				
Senior Legal Officer	L	1	0	-1



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Internal Auditor	K	1	1	0
Senior Enforcement Officer	L	1	0	-1
Enforcement Officer	J	10	0	-10
		13	1	-12
		90	9	3
MAIRO INYA MUNICIPALITY				
Municipal Manager	Q	1	1	0
Assistant Director (Administration)	P	1	0	-1
Senior Assistant Office Administrator (Secretary)	L	1	0	-1
Chief Accountant (Finance)	M	1	0	-1
Accountant I	K	1	1	0
Economist	K	1	1	0
Chief Human Resource Officer	M	1	0	-1
Human Resource Officer	K	1	1	0
Senior Supply Chain Management Officer	L	1	1	0
Supply Chain Management Assistant 1	K	1	0	-1
Senior Accountant (Revenue)	L	1	0	-1
Clerical Officers (Revenue Collection)	E	15	0	-15
ICT Officer	K	1	0	-1
Records Officer	K	1	0	-1
Clerical Officer	H	1	0	-1
Driver	E	2	1	-1
Support Staff	D	2	0	-2
Cleaners/Casual Labors	B	20	0	-20
		53	6	-47
DIRECTORATE OF LANDS, PHYSICAL PLANNING, INFRASTRUCTURE AND HOUSING				
Registered Physical Planner	Q	1	0	-1
Physical Planner	K	1	1	0
Registered Civil Engineer Structural	N	1	0	-1
Assistant Civil Engineer	K	1	0	-1
Senior Superintending Engineer Structural	N	1	0	-1
Architectural Assistant I	K	1	0	-1
Quantity Surveyor	K	1	0	-1
Land Surveyor	K	2	1	-1
Building Inspector	K	1	0	-1
Housing Officer	K	1	0	-1
Mechanical Engineer	K	1	0	-1
Artisans	E	3	0	-3
		15	2	-13



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DIRECTORATE OF PUBLIC HEALTH, ENVIRONMENT, TRADE & TOURISM				
Chief Public Health Officer	M	1	0	-1
Public Health officer	K	1	0	-1
Senior Environment Officer	L	1	0	-1
Chief Trade Development Officer	M	1	0	-1
Trade officer I	K	1	0	-1
Tourism Officer	K	1	0	-1
Culture Officer	K	1	0	-1
Water Inspector	K	1	0	-1
		8	0	-8
DIRECTORATE OF COMMUNITY DEVELOPMENT AND SOCIAL SERVICES				
Assistant Director Social Development	P	1	0	-1
Senior Social Development Officer	M	1	0	-1
Sports Officer	L	1	0	-1
Youth Officer	K	1	0	-1
Gender Officer	K	1	0	-1
Senior Public Relations Officer	K	1	0	-1
		6	0	-6
DIRECTORATE OF LEGAL, AUDIT AND RESEARCH SERVICES				
Senior Legal Officer	L	1	0	-1
Internal Auditor	K	1	1	0
Senior Enforcement Officer	L	1	0	-1
Enforcement Officer	J	10	0	-10
		13	1	-12
		95	9	-86
		280	46	-150
County Public Service Board				
Chairman-CPSB	T	1	1	0
Members-CPSB	S	5	5	0
Secretary-CPSB	S	1	1	0
TOTAL		7	7	0
Deputy Director of Human Resource	Q	1	0	-1
Assistant Director of Human Resource	P	1	1	0
Principal Human Resource Management Officer	N	1	0	-1
Chief Human Resource Management Officer	M	1	1	0
Principal Records Management Officer	N	1	0	-1
Chief Records Management Officer	M	1	1	0
Senior Accountant	L	1	1	0
Human Resource Management Assistant III	H	2	1	-1
Senior ICT Officer	L	1	0	-1



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ICT Officer I	K	1	1	0
ICT Officer II	J	1	1	0
Office Administrative Assistant II	K	1	0	-1
Office Administrative Assistant III	H	1	0	-1
Clerical Officers I	G	2	0	-2
Clerical Officers II	F	2	3	1
Senior Support Staff	D	2	0	-2
Senior Driver	H	1	1	0
Driver II	F	1	1	0
		36	26	-10
		GRAND TOTAL		
		4678	2779	-1899

CONCLUSION

The reviewed Staff Establishment for Nyandarua County Executive serves as a strategic framework for effective human resource planning, deployment, and management. It provides a clear picture of the current staffing levels across departments, highlights existing gaps and surpluses, and offers guidance on optimal staffing aligned to the County's functional mandates and fiscal realities.

By aligning staffing with departmental priorities and service delivery demands, the establishment ensures that the County Executive remains responsive, efficient, and compliant with legal and policy standards. It also lays the groundwork for structured recruitment, succession planning, and capacity development initiatives—critical pillars for building a professional, accountable, and performance-driven public service.

Moving forward, it is recommended that this staff establishment be reviewed periodically to respond to emerging needs, organizational restructuring, and demographic shifts within the workforce. Its implementation should be closely monitored by relevant oversight bodies, including the Department



of Public Service and the County Public Service Board, to ensure that Nyandarua County continues to deliver high-quality services to its citizens while maintaining a sustainable wage bill.

This document reaffirms the County Government's commitment to institutional strengthening and continuous improvement in the management of public service resources.

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

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MONITORING AND EVALUATION FRAMEWORK

For the Implementation of Nyandarua County Staff Establishment (2025)

1. Purpose of the M&E Framework

This M&E framework is designed to track, assess, and guide the implementation of the reviewed staff establishment in Nyandarua County. It ensures that the staffing structure remains aligned to county service delivery goals, the wage bill ceiling, and national standards as operationalized through the HRIS-KENYA platform.

2. Guiding Principles

Data-Driven Decision Making – HRIS-KENYA will be used to generate real-time staffing reports.

Accountability and Transparency – Each staffing action will be traceable through the system audit trail.

Continuous Improvement – Routine feedback will be incorporated for refining HR plans.

3. M&E Objectives

Monitor implementation of the approved establishment structure.

Track real-time staffing levels, recruitment, redeployment, and exits.

Ensure compliance with job group ceilings, employment terms, and SRC guidelines.

Evaluate the effectiveness of HR planning in addressing service delivery needs.

4. Key Indicators

Result Area	Indicator	Source (via HRIS-KENYA)	Frequency	Responsible Entity
1. Establishment Implementation	% of authorized positions filled	HR Establishment Module	Quarterly	County HR Directorate
2. Skills Gap Reduction	Number of vacancies filled in critical technical areas	Recruitment Workflow	Quarterly	CPSB / HR Directorate
3. Wage Bill Compliance	% of total wage bill vs county revenue ($\leq 35\%$)	Payroll Integration Report	Semi-annually	County Treasury / HRM
4. HR Data Accuracy	% of active staff updated in HRIS vs physical records	Staff Registry	Monthly	HRIS Focal Person
5. Staff Retirement Planning	% of staff due for retirement with succession plans in place	HR Lifecycle Management	Bi-annually	HR Directorate
6. Training and Capacity Building	% of staff trained against departmental capacity development plans	Training Records	Annually	Departmental HR Officers



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5. Monitoring Mechanism

System Integration: All HR actions (appointments, exits, promotions) must be entered and validated through HRIS-KENYA.

Dashboards: Departmental and county-level dashboards will track real-time staffing patterns and variances.

Monthly HRIS Reports: Automatically generated from the system and submitted to the County Executive Committee Member for Public Service and the CPSB.

Annual HRM Audit: Independent verification of HRIS data vs actual operations.

6. Evaluation Activities

Mid-Term Review (Year 3): Assess impact of establishment changes on service delivery performance.

End-Term Review (Year 5): Determine the overall effectiveness of the framework and recommend policy revisions.

Staff Satisfaction Survey: To be conducted biennially to evaluate the perceived fairness and effectiveness of staffing reforms.

7. Reporting and Feedback Loop

Monthly Updates: HR Directorate compiles reports for internal use and feedback to departments.

Quarterly Briefings: Submitted to CPSB, CECM, and County Treasury for staffing and budget adjustments.

Annual Publication: Consolidated M&E report tabled to the County Assembly and shared with the Council of Governors.

8. Risk Management

Risk	Mitigation
Delay in system updates	Mandate real-time entry of HR transactions
Inadequate system capacity or user skills	Continuous HRIS user training and helpdesk support
Misalignment with fiscal policy	Joint planning with Treasury during budgeting

9. Institutional Roles

Institution	Role
Directorate of Human Resource Management	Leads M&E implementation, coordinates updates on HRIS.
County Public Service Board (CPSB)	Oversees adherence to establishment ceilings and merit-based appointments.
Departmental HR Officers	Validate entries and manage data accuracy.
County Treasury –	Ensures alignment with budget ceilings and sustainability.

