



PARLIAMENT  
OF KENYA

# Public Service Commission of Kenya

## Annual Report 2009



354  
6762  
006  
PSC

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KENYA NATIONAL ASSEMBLY  
2010  
LIBRARY  
MAIN BUILDING

KENYA NATIONAL ASSEMBLY LIBRARY  
ACCESSION No. ....

CLASS No. 354.6762 008  
PSC

## List of Acronyms

AAPAM	African Association of Public Administration and Management
AAPSCOMS	Association of African Public Services Commissions
ACU	AIDS Control Unit
AHITI	Animal Health & Industry Training Institutes
ASAL	Arid and Semi Arid Lands
CID	Criminal Investigation Department
CUEA	Catholic University of East Africa
DIT	Directorate of Industrial Training
EAC	East Africa Community
GJLOS	Governance, Justice, Law and Order Sector
GTI	Government Training Institute
HIV/AIDS	Human Immuno Virus/Acquired Immuno Deficiency Syndrome
HRD	Human Resource Department
HRDO	Human Resource Development Officer
HRM	Human Resource Management
HRMO	Human Resource Management Officer
ICPAK	Institute of Certified Public Accountant of Kenya
IAT	International Air Travel
ICT	Information Communication Technology
IEC	Information, Education & Communication
ISO	International Standard Organization
JKUAT	Jomo Kenyatta University of Agriculture & Technology
KESI	Kenya Education Staff Institute
KIA	Kenya Institute of Administration
KIBIT	Kenya Institute of Business and Industrial Training
KLDC	Kenya Leadership Development Centre
KICC	Kenyatta International Conference Centre
KISM	Kenya Institute of Survey and Mapping
KIMC	Kenya Institute of Mass communication
KITI	Kenya Industrial Training Institute
KTTC	Kenya Technical Teachers College
LAN	Local Area Network
M&E	Monitoring & Evaluation
MHRMAC	Ministerial Human Resource Management Advisory Committee
MMU	Multi-media University
MSPS	Ministry of State for Public Service
NSIS	National Security Intelligence Service
NYS	National Youth Service
OP	Office of the President
PC	Provincial Commissioner
PM	Prime Minister
POEA	Public Officer Ethics Act
PSCK	Public Service Commission of Kenya
R&S	Recruitment & Selection
UON	University of Nairobi
W&M	Weights & Measures
WAN	Wide Area Network

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## Message from the Chairman

The year 2009 marked accelerated national reforms with a direct involvement of the Public Service Commission of Kenya. Notable was the work on the review of the constitution of Kenya steered by the Committee of Experts. In this regard the Commission made a submission to the Committee with a specific focus on the chapter on public service. In the submission, the Commission put emphasis on the need to build a public service that is guided by values, principles, ethos, and norms that are near uniform and reflect the aspirations of Kenyans. In this vein, the Commission submitted that the new constitution should assure a public service that builds Kenya's nationhood, accommodates national diversity and competently delivers its mandate of nation building.

Accordingly, the end of the year 2009 was marked with high expectations for a new constitution that will set a new gearing on the delivery of the mandate of the Commission. In this regard, the Commission developed the strategic plan 2009-2012 which is aligned to Kenya Vision 2030. The plan is founded upon three core thematic areas, namely, equity in employment, improvement in service delivery and promotion of good governance. The Commission's delivery on these strategic themes sets the impetus towards achieving a citizen focused and ethical public service envisaged in the Vision.

In the year under review the Commission issued improved administrative procedures under legal notice 76 of 2009 and accompanying guidelines with a view to mainstreaming submission of financial declarations by public officers. The ministries, departments, local authorities and state corporations were fully sensitized on the procedures and the need to comply. These initiatives were intended to advance the integrity of public officers and to intensify the Government policy on the fight against and zero tolerance to corruption. To support these initiatives, the Commission put in place measures for expeditious determination of cases of alleged breach of the public officer code of conduct.

The Commission consistently contributed towards Government service delivery by making timely decisions in cases of appointments and promotions. During the year a total of one thousand seven hundred and forty nine officers were promoted while four thousand one hundred and fifteen officers were appointed to the service at entry grades. In line with the Government policy on gender parity, about forty one percent of the new entrants were female. In addition, the Commission developed and issued to the Service instruction guidelines to implement the Government District Recruitment policy for lower job groups and which have since been implemented by the ministries and departments. To assure effective implementation of these policies and other delegated powers, the Commission's human resource audit function was intensified and recommendations in the audit reports communicated to the service for appropriate action.

Within the framework of widening and deepening the East African Community, it is notable that the EAC Council of Ministers established the Sectoral Committee on Public Service Management. The establishment of the Committee was a culmination of the initiatives of the Public Service Commissions of the partner states and paved way for closer cooperation in the area of public service management.

In conclusion I wish to acknowledge the good work of the Secretariat throughout the year under review under the stewardship of the Commission Secretary Bernadette M. Nzioki, EBS. My special thanks go to the Commissioners for their dedication and tireless efforts towards the discharge of the Commission's mandate. Finally, I wish to, as always, reassure all the Commission's customers, Kenyans and other stakeholders of our unwavering commitment to effective and efficient service delivery. The Commission continues to bank on your unflinching cooperation and support in the discharge of our mandate.

**Titus J. K. Gateere, CBS, MBS**  
**Chairman**  
**30th April 2010**



## Message from the Commission Secretary

The Commission achieved numerous milestones in service delivery during the year under review. This was characterized by embracing and implementing the Government reform initiatives and delivery on core Commission's constitutional and statutory functions.

Inline with Kenya Vision 2030 the Commission launched the 2nd generation strategic plan 2009 to 2012 setting out the strategic objectives and activities to be undertaken towards realization of the Commission's contribution in National Development. To that end the Commission remained dedicated to improved service delivery through the reviewed Citizens Service Delivery Charter. Accordingly, staff redoubled their efforts as shown by the various outputs in this report.

The Commission continued to support staff by sharpening competencies and creating an enabling work environment. During the year, the Commission implemented the Government training policy and all officers were accorded an opportunity to undertake various training and development programmes. The use of ICT in service delivery was intensified through acquisition of better infrastructure including hard and soft wares compatible with the Commission's needs. The improved margins in service delivery were evidenced in the impressive customer satisfaction index of eighty seven percent.

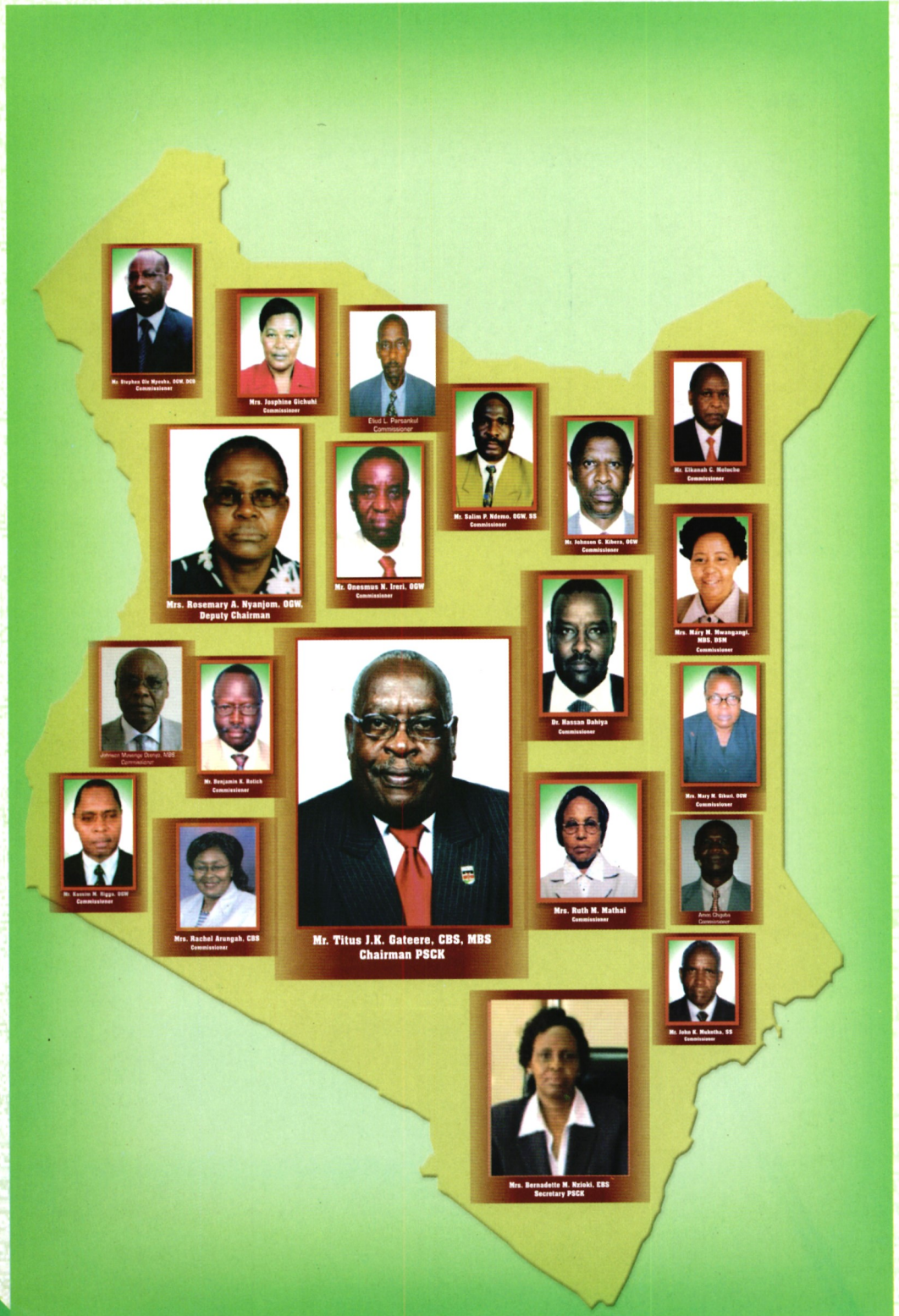
During the year, emphasis was placed on participatory approach to planning and implementation of annual work plans. This was inline with the Commission's core value of team spirit and which was best displayed in the development of the strategic plan 2009 to 2012. To this end I wish to thank the Commissioners led by the Commission Chairman Titus J.K. Gateere, CBS, MBS for the focused manner in which they offered good leadership throughout the process.

The Commission continued to implement the Public Service Integrity Programme throughout the year under review. In particular, the Commission took action in accordance with the internal Corruption Prevention Plan 2007 to 2010 by sensitizing staff and sealing gaps to ensure zero tolerance to corruption. In addition, the internal Corruption Prevention Policy and Staff Code of Conduct and Ethics were formulated with clear implementation framework. As a service wide initiative, the Commission vigorously implemented the Public Officer Ethics Act, 2003. Special focus was on streamlining financial declarations during the December 2009 first wave of the every two year declarations. This process was greatly aided by the improved administrative procedures issued by the Commission under legal notice 76 of 2009 and the guidelines issued to the service.

I look forward to a prosperous 2010 and I appeal to the Commission staff to rededicate themselves to public service delivery. For the Commission's clients and stakeholders, your support is appreciated and I reassure you of our commitment to best service delivery.

**Bernadette M. Nzioki, EBS**  
**Secretary**  
**Public Service Commission of Kenya**

# Composition of the Public Service Commission of Kenya year 2008 - 2009



**Mr. Stephen Ole Nyambh, OGW, OGB**  
Commissioner

**Mrs. Josephine Gichohi**  
Commissioner

**Enid L. Pitarantui**  
Commissioner

**Mr. Salim P. Mwanza, OGW, SS**  
Commissioner

**Mr. Johnson G. Kibera, OGW**  
Commissioner

**Mr. Elizabeth C. Gitau**  
Commissioner

**Mrs. Rosemary A. Nyanjom, OGW,**  
Deputy Chairman

**Mr. Gideon N. Ireri, OGW**  
Commissioner

**Dr. Hassan Bahya**  
Commissioner

**Mrs. Mary M. Mwangi,**  
MBS, OGB  
Commissioner

**Amos Mwangi Orop, OGB**  
Commissioner

**Mr. Benjamin K. Bwih**  
Commissioner

**Mr. Titus J.K. Gateoro, CBS, MBS**  
Chairman PSC

**Mrs. Beth M. Mathai**  
Commissioner

**Mrs. Mary M. Ghari, OGW**  
Commissioner

**Mr. Eason N. Ngugi, OGB**  
Commissioner

**Mrs. Rachel Arangat, CBS**  
Commissioner

**Arin Ojiambo**  
Commissioner

**Mrs. Bernadette M. Njoki, EBS**  
Secretary PSC

**Mr. John B. Mbatia, SS**  
Commissioner

## Introduction

### Historical Background

The origin and operations of the Public Service Commission of Kenya can be traced back to 1947 when the colonial government set up the Holmes Salaries Commission to review the structure, remuneration and superannuation arrangements of the Civil Service of the East African Territories.

The Holmes Commission recommended, among other things, that a Public Service Commission be set up for each of the East African Territories. Consequently, the Civil Service Commission was established by ordinance No. 62 of 1954 and started operating legally in 1955 with the mandate to advise the colonial government on appointments in the civil service. It was subsequently enshrined in the Constitution at independence by the Kenya Order in Council of 1963 making the Commission a Constitutional body with the mandate to manage the entry, stay, and exit of civil servants in the Public Service as provided for by Section 107 of the Constitution of Kenya.

### Functions

The Commission's functions are broadly stipulated in Section 107 of the Constitution. They include the powers to appoint persons to hold or act in offices in the Public Service, including Local Authorities, the power to exercise disciplinary control over persons holding or acting in such offices and the power to remove such officers from the service.

Under the Public Officer Ethics Act 2003, the Commission is designated as one of the responsible Commissions for the implementation of the Public Officer Code of Conduct and administration of financial declarations.

### Composition of the Commission

The composition of the Commission is spelt out in the Constitution of Kenya Section 106(1). The Commission consists of the Chairman, the Deputy Chairman and fifteen other members appointed by His Excellency the President for a term of three years.

### The Secretariat

The Commission is supported by a Secretariat headed by the Commission Secretary appointed pursuant to sections 3(1) of the Service Commissions Act Cap 185. The Secretariat facilitates the Commission to deliver on its mandate.

The Secretariat is organized into the following departments:

- Administration
- Agenda
- Recruitment and Selection
- Human Resource Audit
- Discipline
- Examination



## Vision

To be a world class constitutional body in the provision of a globally competitive human resource that serves the needs of Kenyans.

## Mission

To enhance excellence in public service delivery by providing the required human resource in the most effective manner.

## Core Functions of the Commission

The Commission's core functions include:

- Recruitment and selection for the public service including local authorities;
- Appointment, promotion and acting appointment of public officers;
- Disciplinary control in the public service including local authorities;
- Retirement and removal of public officers including local authorities;
- Protection of pension benefits;
- Issuance of service regulations;
- Administration of staff performance appraisal system;
- Promotion of good governance, ethics and integrity in the public service in accordance with the provisions of the Public Officer Ethics Act, 2003;
- Human resource audit in the public service including local authorities; and
- Administration of civil service examinations and occupational tests.

## Core Values

The Commission is guided by the following core values:

- Integrity
- Reliability
- Confidentiality
- Team Spirit
- Meritocracy
- Fairness
- Transparency and Accountability
- Equity and Diversity
- Continuous improvement

## Reports from Departments

### ADMINISTRATION DEPARTMENT

The Administration department co-ordinates activities of the Commission and provides support services. It comprises of the following sections:

- Human Resource Management
- Finance
- General Office Services
- Procurement
- Legal Services
- Public Relations
- Library Services
- Transport Services
- Telephone Services
- Information and Communication Technology (ICT)
- Aids Control Unit (ACU)
- Accounts
- Ethics and Integrity

### Human Resource Management

During the year under review, the Commission carried out capacity building and competencies development by:

- i) Availing training opportunities for various categories of staff, both locally and in foreign countries.
- ii) Organizing group workshops and seminars for staff.
- iii) Carrying out induction for newly posted officers to induct them on the operations of the Commission.

**Table1: Courses undertaken by staff during the year 2009.**

S/No.	Title of course	Institution	Duration	No. trained
1.	Various courses	ESAMI	2-4 weeks	54
2.	Masters programmes	Local Universities(9), KDI, Korea(1)	2 years, 1 year Respectively	10
3.	Strategic Leadership Development Course	KIA	6 weeks	8
4.	Certificate in Typing & Shorthand	Kenya Polytechnic	1 year	1
5.	CIPS level 5 (Diploma)	Kenya Institute Of Supplies Management	1 year	1
6.	Telephone Supervision	MMU	4 weeks	6
7.	Diploma in Printing and Packaging	Kenya Polytechnic	2 years	1
8.	Performance Management for Senior Public Servants	KIA	3 weeks	1
9.	Leadership Dynamics for Senior Women Managers	KLDC	1 week	1
10.	Certified Information Systems Auditor	Vision Institute of Professionals	6 months	1
11.	Telephone Operation and Administration	MMU	4 weeks	2
12.	The Global Economic Crisis: Lack of good Governance	Mombasa	3 days	1
13.	Supervisory Skills	KIA	3 weeks	2
14.	Workplace Substance Abuse Counseling Course	Amani, plaza	1 week	1

S/No.	Title of course	Institution	Duration	No. trained
15.	Motor Cycle Riders Training	Rocky Training School	1 month	2
16.	Critical Skills Development Programme	KDLC	1 week	2
17.	Certificate in Reception Techniques	Kenya Utalii College	3 months	1
18.	Fire Prevention and Safety Awareness	In-House	1 day	64
19.	Public Sector Customer Care	GTI, Mombasa	1 week	5
20.	Fire Marshals and Disaster Management Training Programme	Lions Court Lodge, Nanyuki	1 week	4
21.	Performance Management	Utalii College/ MSPS	3 days	3
22.	Ethics and Integrity Sensitization Workshops	ICPAK	3 days	26
23.	Security awareness workshops	CID Training School/NSIS	1 day	161
24.	Induction Course for newly posted officers	ICPAK	1 week	20
25.	Microsoft Certified Systems Engineer	Techno - Brain	6 months	4
26.	Sensitization Workshops for staff on internal policy and operational documents	KIA	2 days	130

During the year 2008 - 2009, the Commission implemented the Government training policy and all officers were accorded an opportunity to undertake various training and development programmes as shown in Table 1. Precisely, in line with the new procurement regulations in place the Commission ensured that the staff were updated with the new procedures.

More so, the Commission's Gender mainstreaming process went a notch higher with the training of Commission staff who undertook the leadership dynamics for senior women managers' course. Again in consultation with other stakeholders the Commission sensitized 64 newly posted members of staff on fire prevention and safety at the work place. In addition, 161 members of staff participated in a security awareness workshop facilitated by Government agency dealing with security of Government property and information.

During the year under review, the Commission Secretariat, through the Departmental Human Resource Management Committee handled various cases as indicated in table 2 below:

**Table 2: Cases handled by Human Resource Management Committee in the year 2009**

Promotions/Appointments	Ex-gratia Assistance	Discipline
18	8	5

The Authorized Officer promoted eighteen (18) members of staff to higher posts under delegated powers. In addition eight (8) officers were assisted in payment of medical expenses incurred during the year 2009.

In addition, the Commission experienced deployment of staff in and out of the Commission as indicated below:

**Table 3: Deployment of staff in the year 2009**

Deployment	
Outgoing	Incoming
8	24

The Commission benefited from the Government Policy on re-deployment of officers who have served in one station for over five (5) years, while eight (8) officers left the Commission, 24 officers joined the Commission thus the Commission realizing a surplus of 16 new officers.

**Table 4: Utilization of allocated budget: 2009**

Vote	Allocation	Cumulative Expenditure	Balance
R27	407,895,220	327,626,531	80,268,689

The Commission was allocated Kshs. 407,895,220 during the 2009 - 2010 financial year to run its programmes. The utilization of the allocated funds as at 31st December 2009 was at 80.32% (that is total payments and commitments).

## Legal Unit

### General

The Legal Section rendered its core function of giving practical effect and initiating improvement to the relevant constitutional and statutory provisions relating to the public service law and practice.

In particular, the unit had a core input in the following:

- Drafting the Corruption Prevention Policy for Staff of the Commission.
- Drafting the Commission Guidelines on Legal Services.
- Drafting the Internal Code of Conduct and Ethics for the Staff of the Commission.
- Drafting the Public Officer Ethics (Public Service Commission) Administrative Procedures, 2009. Legal Notice No. 76 of 2009.
- Drafting of Administrative Guidelines for implementation of the Administrative Procedures.
- Participated in the formulation of the Commission's position paper on the Chapter on Public Service in the proposed constitution and submitted by the Commission to the Committee of Experts.
- Reviewed the harmonized draft Constitution of Kenya issued by Committee of Experts and made recommendations as part of the Commission's submission to the Committee of Experts.
- Sensitized link persons in Ministries, Departments, Local Authorities and State Corporations on the new procedures for financial declarations (Legal Notice Number 76 of 2009).
- Sensitized the public officers on the service regulations in line with scheduled workshops and seminars.
- Participated in drafting the internal Commission policy on prevention of HIV and AIDS.
- Participated in the Commission public awareness programmes such as the public service week.
- Participated in deepening and widening the integration process with the East African Community framework especially towards the formulation of the East African Community Sectoral Committee on Public Service Management.
- Participated in the formulation of the Commission's medium term plan 2009 – 2012 which is aligned to the Kenya vision 2030 and was launched during the year.
- Participated in the review of the Commission's Service Charter which was aligned to the medium term plan.

### Court Cases

- At the beginning of 2009 there were sixty cases against the Commission arising from decisions made on disciplinary matters.
- In the course of the year six cases were finalized and judgments delivered, two of which were in favour of the government and four against.

- Three new cases were filed in the year such that at the end of the year there were 57 cases pending.
- The table below gives a summary of the status of court cases as at 31st December 2009:

**Table 5: Status of court cases filed against PSCK decisions pending as at 31 December 2009**

Cases pending for 2 years and below	Cases pending between 3 to 4 years	Cases pending between 5 to 6 years	Cases pending for 7 to 8 years	Cases pending for 9 to 10 years	Cases pending for over 10 years	Total number of cases
20	11	10	7	4	5	57

### Opinions

- During the year the legal unit prepared fifty seven opinions and briefs on various cases relating to public service law and practice.

### Complaints

- In the year the legal unit handled fifteen complaints relating to public service law and practice. A majority of the complaints related to alleged breaches of the Public Officer Code of Conduct. They were investigated and handled in accordance with the service regulations.

### Meetings.

- The legal unit attended meetings as per the schedules and notices including 47 Wednesday weekly Commission meetings as well as the administrative operational meetings in the Secretariat.

### Library Unit

During the year under review, the library strived to achieve high standards in information provision, in the shortest time possible. Among the services in operation are;

#### Interlibrary loaning Agreement

The Commission maintains a cordial relationship with the National Archives and the High Court of Kenya Library where the Commission occasionally makes references and borrows information resources for staff.

### Updating laws of Kenya

The Library section continued to strive to update the Laws of Kenya so that decisions made are based on up to date information. An additional set of the Laws of Kenya was purchased making the total to three sets. Each set contains 15 volumes. In addition four sets of the New Labour Laws were acquired.

The Commission also subscribed to the Kenya Gazette. The Commission will strive to update the chapters as the laws come out.

### Purchase of information materials

During the year in review, the Commission acquired a variety of print resources;

#### o Books

The Commission increased the library book stock by 460.

#### o Periodicals

The Commission subscribes to 11 periodicals from local periodical vendors and ensures the information centers are well stocked.

#### • Lending services

A total of 947 books were charged to Commission readers. Most of these were returned on time, although there were a few defaulters.

#### • Reference services

672 references were made in person and over the telephone during the year under review.

#### • Internet services

An average of two searches for specialized information per day, were done for users.

### Aids Control Unit (ACU)

During the year under review the Commission continued with the implementation and coordination of activities geared towards prevention and control of HIV/AIDS.

The Commission carried out the following activities:

- Participated in the World AIDS Day.
- Held capacity building workshop for the Peer educators.
- Held two family Open Days on HIV/AIDS behaviour change communication and drug and substance abuse.
- Undertook day-to-day dissemination of information on HIV/AIDS through educational video shows, books and brochures in the library.
- Initiated the formulation of the internal Commission's HIV/AIDS workplace policy.



### Ethics & Integrity Unit

The Public Officer Ethics Act, 2003 came into force on 2nd May 2003. It was enacted to enhance and advance the integrity of officers in the Public Service. The Act provides for a general code of conduct and ethics for all public officers. It also requires the Responsible Commissions to formulate a specific code of conduct and ethics for their respective officers. The Public Service Commission of Kenya has formulated a specific code of conduct for its officers. The Act requires public officers to make financial declarations on entering service, every two years and upon ceasing to be public officers.

During the year, the Commission:

- Initiated the review of the administrative procedures for financial declarations culminating into new procedures which were published under legal notice 76 of May 2009.
- Developed administrative guidelines amplifying the new procedures for easy implementation by authorized officers and link persons in ministries, departments, local authorities and state corporations.
- Initiated circulars and press notices reminding public officers on the need to make financial declarations during the first wave of the every two year declarations submitted in December 2009.
- Successfully held sensitization workshops on the new procedures for district commissioners, clerks to local authorities, human resource officers in state corporations, ministries and departments, and, Commission staff. Similar workshops were held on special invitation such as at State Law Office, Kenya Police Force, National Hospital Insurance Fund, Ministry of Medical Services, Kenya Medical Research Institute, Ministry of National Heritage, Ministry of Agriculture and Public Service Commission of Kenya.
- Issued four hundred thousand financial declaration forms to the service for use by officers during the every two year financial declarations of December 2009.
- Initiated the formulation of the Commission's internal corruption prevention policy.
- Initiated the development of the internal code of conduct and ethics for the Commission staff within the framework of Public Service Integrity Programme.
- Participated in the formulation of the Executive Sector National Anti-Corruption Plan.
- Received returns for every two year declarations.
- Participated in Kenya Integrity Forum on the National Corruption Prevention Plan.

## Information Communication Technology (ICT) Unit

The ICT unit undertakes the following core functions:

- Implementation of Government ICT laws, policies and regulations;
- Support and maintenance of Local Area Network (LAN) and Wide Area Network (WAN) for the Commission;
- Documentation of ICT systems;
- System administration and support;
- Recommending hardware and software specifications for ICT equipment;
- Providing user support such as updating the user's applications;
- Maintenance of ICT equipment; and
- Management of the Commission's website ([www.publicservice.go.ke](http://www.publicservice.go.ke)).
- Implementation of the ICT Steering Committee resolutions.

During the year under review the Commission carried out the following activities:

**Redesign and Upgrade of Commission Website:** The website was redesigned and hosted to facilitate the navigation of the important links and make it user friendly. The job portal, examination links, wealth declaration and application forms can now be easily accessed from the home page.

**Security Enforcement:** Configuration and installation of the security gadget to facilitate the management of internet usage by users, enforcement of security of data in the Commission and management of the scarce resources like bandwidth.

**Upgrading of Recruitment and Selection Data Base System:** The system is now user friendly, lighter and easier to load from a browser, easier to navigate and the on-line application form is split into manageable parts which can be saved in bits at the applicant's convenience. Other features in the new system include the summary of the data submitted as proof for applying for the post.

**Upgrading of the Commission Internet connection bandwidth from 512 Kbps to 2048 Kbps:** Access of the Commission website/job portal from outside was a problem due to low bandwidth but the upgrade will enable the clients to access the Commission website, job portal and other resources easily.

**Connection of the Commission House to all Government Ministries through Fibre Optic Cable:** This will make the access and integration of common systems within ministries and the Commission to be easier and the cost of sharing resources across government ministries will be minimized. In addition, integration of data and voice will be realised.

## HUMAN RESOURCE AUDIT DEPARTMENT

The department's core functions are:

- To Monitor the exercise of the Commission's delegated powers in Ministries, Departments and Local Authorities;
- Follow up on implementation of the Commission's decisions;
- Investigate and report on human resource management complaints; and
- Carry out human resource audit inspections in Ministries, Departments and Local Authorities.

In the year under review the department undertook the following:

1. Carried out Audit inspection in ten (10) ministries/Departments and fifty six (56) Local Authorities;
2. Carried out special audits in the Ministry of Finance, Ministry of Health and Machakos Municipal Council.
3. Observed the recruitment process in eighteen (18) Ministries and departments.
4. Produced the first Human Resource Audit inspection report of Ministries and departments for the financial year 2007/2008.
5. Sensitized staff in one hundred sixty seven (167) Local Authorities as shown below:-

<b>Province</b>	-	<b>No. of Councils</b>
Central Province	-	24 Councils
Eastern Province	-	23 Councils
Western Province	-	22 Councils
North Rift Region	-	18 Councils
Coast Province	-	13 Councils
North Eastern Province	-	6 Councils
Nyanza Province	-	36 Councils
South Rift Region	-	25 Councils
<b>Total</b>		<b>167</b>

6. Analyzed Ministerial Human Resource Management Advisory Committee meetings (MHRMAC) minutes, implementation of the Public Service Commission decisions and handled Complaints from Public officers as indicated in tables 6 - 9 below:

## Ministerial Human Resource Management Advisory Committee Meetings

The Authorized officers made 20,410 decisions through the Ministerial Human Resource Management Advisory Committee (MHRMAC). An analysis of the nature of decisions made is given in Table 6 below:

**Table 6: Analysis of MHRMAC Decisions**

	Ministry/Department	Discipline	Confirmation	Appointment/Posting/ Up-grading	Promotions	Re-Designations	Special Duty Allowance	Medical Ex-gratia	Totals
1	Provincial Administration and Nat. Sec	6	120	8	565	6	174	158	1037
2	State for Defence	6	18	1	226	1	9	18	279
3	Home Affairs	15	156	6	250	2	81	33	543
4	National Heritage	3	10	1	32	2	5	7	60
5	Immigration and Reg. Of Persons	129	319	29	857	10	23	28	1395
6	State for Public Service	2	35	7	9	1	16	2	72
7	Prime Ministers Office		4		8		4	2	18
8	Planning, Nat. Dev & V. 2030	5	87		98	5	8	15	218
9	Trade	3	15		12	1	47	6	85
10	Local Government	41	26	1	10		114	6	198
11	Agriculture	21	348	225	844	3	1	15	1457
12	Co-Operative Development	25	59		210		57	0	351
13	Education	22	41	-	172	2	111	25	373
14	E. A Community	2	3	18	8		52	12	95
15	Energy	5	11	93	36		35		180
16	Environment	12	69		62	6	90	9	248
17	Finance	20	14	18	593	19	97	27	788
18	Fisheries Development	7	14	9	297	4	40	11	382
19	Forestry and Wildlife				535				535
20	Foreign Affairs	2	16	2	13	1	3	7	44
21	Gender, Children and Soc. Dev't	2	170	21	141	12	23	18	387
22	Higher Education Science and technology	6	15		12	4	50	6	93
23	Housing		21		13	2	17	7	60
24	Industrialization	5	16		36	2	20	3	82
25	Information and Communication	8	51		53	3	31	26	172
26	Justice, Nat. Cohesion & Const. Affairs	3	7	1	12	1	6	6	36
27	Labour	15	102	3	69	5	477	27	698

	Ministry/Department	Discipline	Confirmation	Appointment/Posting/Up-grading	Promotions	Re-Designations	Special Duty Allowance	Medical Ex-gratia	Totals
28	Lands	28	45	2	215	3	19	7	319
29	Livestock Development	76	238	2	1872	90	258	52	2588
30	Medical Services	1260	304	3	457		68	53	2145
31	Public Health	307	267	586	1520	9	57	52	2798
32	Public Works	5	21		42	5	63	6	142
33	Roads	2	29		75		26	8	140
34	Regional Development Authority	2	2		12		23	9	48
35	Public Works	8	101		178	3	188	19	497
36	Tourism	2	30	6	20	4	52	6	120
37	Transport		4	45	4	3	21	3	80
38	Water and Irrigation	11	40		72	18	226	11	378
39	Youth Affairs and Sports	16	801	104	44	1	12	26	1004
40	State law Office	5	86		61		2	9	163
41	Special Programmes	2	7		8		27	4	48
42	Public Service Commission	3	10	1	7		30	3	54
	TOTAL								20,410

A comparative analysis of decisions made by authorized officers through the MHRMAC in the years 2008 and 2009.

**Table 7: Comparative analysis of MHRMAC decisions made in 2008 and 2009**

YEAR	NUMBER OF CASES	MALE	FEMALE
2009	20,410	12,931	7,479
2008	18,731	14,049	4,682

### Commission's Decisions

During the year under review the Commission made 2,045 decisions regarding various ministries/departments. An analysis of the decisions made and status of implementation is given in table 8 below:

**Table 8: Implementation Of Commission's Decisions: January — December, 2009**

S/No.	Ministry/ Department	Decisions Made	Decisions Implemented	Decisions Not Implemented	% of Implementation
1	Agriculture	366	366	0	100%
2	Cabinet Office	21	15	6	71.4%
3	Commissioner of Police	62	62	0	100%
4	Comptroller, State House	5	4	1	80%
5	Co-operative Development	22	22	0	100%
6	Defence	13	13	0	100%
7	Director of Pensions	13	13	0	100%
8	East African Community	3	3	0	100%
9	Education	14	14	0	100%
10	Energy	25	25	0	100%
11	Environment & Natural Resources	42	42	0	100%
12	Finance	58	58	0	100%
13	Fisheries	16	16	0	100%
14	Foreign Affairs	21	14	7	66.7%
15	Forestry & Wildlife	12	12	0	100%
16	Gender, Sports, Culture & Social Services	10	10	0	100%
17	Higher Education	18	9	9	50%
18	Housing	11	11	0	100%
19	Immigration & Reg. of Persons	47	47	0	100%
20	Industrialization	10	10	0	100%
21	Information & Communications	44	44	0	100%
22	Justice & Constitutional Affairs	7	7	0	100%
23	Labour & Human Resource Development	20	20	0	100%
24	Lands	60	60	0	100%
25	Livestock Development	53	53	0	100%
26	Local Government	167	166	1	99.4%
27	Medical Services	248	152	96	61.2%
28	Min. of State for Public Service	111	111	0	100%
29	Nairobi Metropolitan	2	2	0	100%

S/No.	Ministry/ Department	Decisions Made	Decisions Implemented	Decisions Not Implemented	% of Implementa- tion
30	National Heritage and Culture	13	13	0	100%
31	Office of the Prime Minister	57	57	0	100%
32	Planning and National Development	14	14	0	100%
33	Police Department	70	59	11	84.2%
34	Provincial Admin. & National Security	116	80	36	68.9%
35	Public Health & Sanitation	22	22	0	100%
36	Public Service Commission (K)	3	3	0	100%
37	Public Works	29	29	0	100%
38	Regional Development	9	9	0	100%
39	Roads	34	34	0	100%
40	Standing Committee of Public Complaints	2	2	0	100%
41	Solicitor General	11	11	0	100%
42	Special Programmes	1	1	0	100%
43	State Law Office	19	19	0	100%
44	Tourism	9	9	0	100%
45	Trade	20	11	9	55%
46	Transport	10	10	0	100%
47	V.P. & Min. of Home Affairs	36	36	0	100%
48	Water and Irrigation	44	44	0	100%
49	Youth Affairs	25	25	0	100%
	<b>Total</b>	<b>2045</b>	<b>1869</b>	<b>176</b>	<b>91.39</b>

**Table 9: Comparative analysis of Implementation of decisions made by Commission in 2008 and 2009.**

Year	Decisions Made	DecisionS Implemented	Decisions Not Implemented	% of Implementation
2009	2,045	1,869	176	91.39
2008	1,254	902	352	71.93

## Complaints

The department received a total of sixty nine (69) complaints from public officers as indicated in Table 10 below:-

**Table 10: Complaints To the Commission for the period Jan-Dec. 2009**

	Ministry/ Department	No. of Cases	Acted Upon	P e n d - ing	Total
1	Provincial Administration and Nat. Sec	9	-	-	9
2	Trade	1	-	-	2
3	Local Government	8	--	-	8
4	Education	1	-	-	1
5	Environment	1	-	-	1
6	Finance	6	-	-	6
7	Planning	1	-	-	1
8	PSCK	1	-	-	1
9	Medical Services	17	-	-	17
10	Roads	2	-	-	2
11	Labour	2	-	-	2
12	Co-operative Development	1	-	-	2
13	Information & Communication	3	-	-	3
14	Industry	1	-	-	1
15	Water and Irrigation	1	-	-	1
16	Livestock Development	3	-	-	3
17	Defence	1	-	-	1
18	Cabinet	1	-	-	1
19	N.S.S.F	2	-	-	2
20	Public Complaints Standing Committee	3	-	-	3
21	Thika Municipal Council	1	-	-	1
22	Busia Municipal Council	1	-	-	1
23	Mombasa Municipal Council	1	-	-	1
24	Ahero Town Council	1	-	-	1
	<b>TOTAL</b>	<b>69</b>			<b>69</b>

**Table 11: Comparative analysis of the Complaints received from public officers in 2008 and 2009.**

YEAR	NUMBER OF CASES
2009	69
2008	45



## RECRUITMENT AND SELECTION DEPARTMENT

The Department is responsible for :

1. Advertising vacancies which require competitive filling by the Commission
2. Receiving and sorting applications
3. Verifying information in applications as per the indents for pre-selection purpose
4. Facilitating the Commission in the interviewing process.

### SERVING OFFICERS

During the year 2009, the Department processed a total of 382 posts for serving officers advertised for competitive filling as shown in Table 12. The number of vacancies declared by the Ministries and Local Authorities for these posts totaled 2,426.

**Table 12: Appointments/ Promotions processed in 2009 for serving officers — Advertised Posts**

Date of Advert	V/No.	Post	Ministry/ Dept.	No. of Vac.	J.G.	No. of appl	No. Short-listed	No. appt	M	F	Decision Date
18.9.2008	288/2008	Principal Accountant	Finance	26	N	268	0	0	0	0	28.01.2009
9.10.2008	331/2008	Pilot II	Environment and Mineral Resources	1	K	2	1	1	1	0	4.02.2009
25.8.2008	242/2008	Principal Livestock Production officer	Livestock	52	N	223	74	52	44	8	4.02.2009
25.8.2008	228/2008	Senior District Officer	OP- Provincial Admin	29	N	171	83	29	28	1	4.02.2009
18.9.2008	296/2008	Principal Superintending Engineer (Structural)	Public Works	1	Q	2	2	1	1	0	4.02.2009
25.8.2008	231/2008	Executive Secretary	Public Service	98	M	539	52	46	0	46	4.02.2009
25.8.2008	226/2008	Senior Asst. Secretary	OP- Provincial Admin	60	N	324	21	60	51	9	11.02.2009
18.9.2008	295/2008	Senior Superintending Engineer (Material)	Roads	5	N	14	6	4	4	0	11.02.2009

Date of Advert	V/No.	Post	Ministry/ Dept.	No. of Vac.	J.G.	No. of appl	No. Short-listed	No. appt	M	F	Decision Date
18.9.2008	297/2008	Principal Superintending Quantity Surveyor	Public Works	3	Q	4	2	2	1	1	11.02.2009
18.9.2008	304/2008	Senior Leather Dev Officer	Livestock	10	M	20	2	2	2	0	11.02.2009
18.9.2008	298/2008	Senior Lecturer	Industrialization	1	M	67	6	2	2	0	11.02.2009
18.9.2008	293/2008	Senior Deputy Director Renewable Energy (Biomass)	Energy	1	R	12	1	1	1	0	11.02.2009
18.9.2008	294/2008	Senior Superintending Geologist (Geothermal/Coal)	Energy	1	P	5	3	1	1	0	11.02.2009
18.9.2008	287/2008	Senior Nursing Officer	Deputy Prime Minister & Min of Local Govt	7	SS7	123	8	7	0	7	11.02.2009
25.8.2008	240/2008	Veterinary Officer	Livestock	100	L	374	258	100	74	26	18.02.2009
30.11.2009	135/2009	Superintendent of Police	OP/Police	30	PG 7	30	30	30	25	5	25.02.2009
30.11.2009	136/2009	Superintendent of Police	OP/Police	52	PG 7	29	29	52	18	34	4.03.2009
21.1.2009	8/2009	Snr. Asst. Dir (Information Mgt) Mcs	Public Service	1	Q	42	0	0	0	0	4.03.2009
21.1.2009	71/2009	Asst. Director of Tourism	Tourism	2	P	69	0	0	0	0	11.03.2009
21.1.2009	33/2009	Dep. Dir Resource Mobilisation and investment	Regional	1	R	26	0	0	0	0	11.03.2009
12.02.2009	137/2009	Asst. Dir Library Services	National Heritage	1	P	1	1	1	1	0	11.03.2009
12.02.2009	138/2009	Principal Librarian	National Heritage	9	N	9	9	9	8	1	11.03.2009

Date of Advert	V/No.	Post	Ministry/ Dept.	No. of Vac.	J.G.	No. of appl	No. Short-listed	No. appt	M	F	Decision Date
21.1.2009	86/2009	Medical Officer of Health	Nairobi CC	1	SS2	11	0	0	0	0	11.03.2009
21.1.2009	93/2009	Director of Social Services and Housing	Nairobi CC	1	SS3	23	0	0	0	0	11.03.2009
21.1.2009	94/2009	Deputy Dir. Environment	Nairobi CC	1	SS3	64	0	0	0	0	11.03.2009
21.1.2009	95/2009	Deputy Director Valuation	Nairobi CC	1	SS3	2	0	0	0	0	11.03.2009
21.1.2009	99/2009	Director of Inspectorate	Mombasa MC	1	SS3	5	0	0	0	0	11.03.2009
21.1.2009	83/2009	Senior Assistant Dir of Local Authorities	Local Government	3	Q	33	0	0	0	0	11.03.2009
21.1.2009	84/2009	Senior Assistant Director of Urban Development	Local Government	1	Q	5	0	0	0	0	11.03.2009
21.1.2009	23/2009	Director of Films Services	Information	1	R	5	0	0	0	0	11.03.2009
21.1.2009	29/2009	Deputy Dir. Of Information	Information	1	R	21	0	0	0	0	11.03.2009
21.1.2009	22/2009	Principal Pensions Officer	Finance	2	N	69	0	0	0	0	11.03.2009
21.1.2009	85/2009	Deputy Town Clerk	Nairobi CC	1	SS2	56	17	1	1	0	18.03.2009
21.1.2009	89/2009	Director of City Inspectorate	Nairobi CC	1	SS2	7	2	1	1	0	18.03.2009
21.1.2009	97/2009	Deputy City Treasurer	Nairobi CC	1	SS3	72	6	1	1	0	18.03.2009
27.01.2009	139/2009	Deputy Director of Renewable Energy	Energy	1	Q	1	1	1	1	0	25.03.2009
21.1.2009	53/2009	Deputy Chief Economist/ Statistician	Planning	12	Q	73	5	5	5	0	25.03.2009
21.1.2009	87/2009	Dep. Medical officer of Health	Nairobi CC	1	SS3	13	1	1	0	1	25.03.2009

Date of Advert	V/No.	Post	Ministry/ Dept.	No. of Vac.	J.G.	No. of appl	No. Short-listed	No. appt	M	F	Decision Date
21.1.2009	88/2009	Medical Consultant ( Obstetrician Gynaecologist)	Nairobi CC	2	SS3	9	5	2	1	1	25.03.2009
21.1.2009	90/2009	Deputy Director City Inspectorate	Nairobi CC	1	SS3	12	2	0	0	0	25.03.2009
21.1.2009	98/2009	Municipal Education Officer	Mombasa MC	1	SS3	67	8	1	1	0	25.03.2009
21.1.2009	46/2009	Principal Draughtsman	Lands	1	N	20	0	0	0	0	25.03.2009
21.1.2009	18/2009	Snr. Asst. of Dir. Of National Registration	Immigration	6	Q	61	8	0	0	0	25.03.2009
21.1.2009	19/2009	Asst. Dir. of National Reg.	Immigration	11	P	127	0	0	0	0	25.03.2009
21.1.2009	20/2009	Principal Registration officer (Civil)	Immigration	31	N	276	0	0	0	0	25.03.2009
21.1.2009	68/2009	Asst. Director of Fisheries	Fisheries	24	P	128	0	0	0	0	25.03.2009
21.1.2009	41/2009	Project Co-ordinator, Arid and Semi Arid Land (ASAL) Rehabilitation Project	Water and Irrigation	1	M	42	0	0	0	0	1.04.2009
21.1.2009	122/2009	Town Treasurer	Various Local Authorities	2	SS3	123	8	2	2	0	1.04.2009
21.1.2009	125/2009	Town Clerk/ County Clerk	Various Local Authorities	17	SS3	237	28	17	17	0	1.04.2009
21.1.2009	127/2009	Deputy Town Clerk	Various Local Authorities	5	SS4	101	0	0	0	0	1.04.2009
21.1.2009	131/2009	Medical Officer of Health III	Various Local Authorities	4	SS8	0	0	0	0	0	1.04.2009

Date of Advert	V/No.	Post	Ministry/ Dept.	No. of Vac.	J.G.	No. of appl	No. Short-listed	No. appt	M	F	Decision Date
21.1.2009	132/2009	Municipal/ County Engineer	Various Local Authorities	8	SS4	26	0	0	0	0	1.04.2009
21.1.2009	59/2009	Deputy Prosecution Counsel	State Law Office	1	SL6	6	5	1	0	1	1.04.2009
21.1.2009	42/2009	Chief Superintending Land Surveyor	Roads	1	P	0	0	0	0	0	1.04.2009
21.1.2009	31/2009	Dep. Dir. of Planning and Dev	Regional	1	R	22	4	1	1	0	1.04.2009
21.1.2009	5/2009	Director GTI Msa	Public Service	1	R	22	8	1	1	0	1.04.2009
21.1.2009	6/2009	Deputy Dir. MCS	Public Service	1	R	30	7	1	0	1	1.04.2009
21.1.2009	7/2009	Snr. Asst. Dir. (Org) MCS	Public Service	3	Q	54	8	3	2	1	1.04.2009
21.1.2009	12/2009	SAD/HRD	Public Service	2	Q	57	15	2	1	1	1.04.2009
21.1.2009	52/2009	Chief Economist/ Chief Statistician	Planning	7	R	37	1	0	0	0	1.04.2009
21.1.2009	54/2009	Deputy Chief Health Records and Information Officer	Medical Services	1	M	10	1	1	1	0	1.04.2009
21.1.2009	55/2009	Deputy Chief Physiotherapist	Medical Services	1	M	6	2	1	1	0	1.04.2009
21.1.2009	57/2009	Asst. Chief Health Administrative Officer	Medical Services	1	M	11	2	1	1	0	1.04.2009
21.1.2009	74/2009	Principal Zoologist	Livestock Dev.	1	Q	11	1	1	1	0	1.04.2009
21.1.2009	43/2009	Senior Asst. Dir. Of Land Adjudication and Settlement	Lands	2	Q	7	3	2	2	0	1.04.2009
21.1.2009	44/2009	Senior Asst. Commissioner of Lands (Valuation)	Lands	2	Q	3	3	2	1	1	1.04.2009
21.1.2009	24/2009	Deputy Dir. of Films Services	Information	2	Q	9	1	1	1	0	1.04.2009

Date of Advert	V/No.	Post	Ministry/ Dept.	No. of Vac.	J.G.	No. of appl	No. Short-listed	No. appt	M	F	Decision Date
21.1.2009	26/2009	Snr.Asst. Dir. Of Public Communications	Information	2	Q	28	1	0	0	0	1.04.2009
21.1.2009	27/2009	Asst. Dir. Of Public Communications	Information	3	P	77	0	0	0	0	1.04.2009
21.1.2009	28/2009	Principal Public Communications officer	Information	4	N	129	6	2	1	1	1.04.2009
21.1.2009	66/2009	Deputy Director of Fisheries	Fisheries	2	R	9	1	1	1	0	1.04.2009
21.1.2009	67/2009	Senior Asst. Director of Fisheries	Fisheries	5	Q	18	2	2	2	0	1.04.2009
21.1.2009	62/2009	Asst. Dir of Renewable Energy	Energy	1	P	19	0	0	0	0	1.04.2009
21.1.2009	50/2009	Deputy Commissioner for Co-operative Dev (Dept. of Co-ops)	Co-operative Dev	4	R	79	7	4	3	1	1.04.2009
18.03.2009	141/2009	Superintendent of Police	OP/Police	1	PG 7	1	1	1	1	0	1.04.2009
18.03.2009	140/2009	Dental Specialist	Medical Services	1	Q	1	1	1	0	1	1.04.2009
13.10.2009	142/2009	Assistant Director of Medical Services	Labour	8	P	8	8	8	8	0	1.04.2009
21.1.2009	63/2009	Principal Superintending Engineer (Renewable Energy)	Energy	2	Q	4	3	2	2	0	8.04.2009
21.1.2009	64/2009	Chief Superintending Engineer (Renewable Energy)	Energy	2	P	14	1	0	0	0	8.04.2009
21.1.2009	58/2009	Director Technical Education	Higher Education Science and Technology	1	S	17	2	1	1	0	8.04.2009

Date of Advert	V/No.	Post	Ministry/ Dept.	No. of Vac.	J.G.	No. of appl	No. Short-listed	No. appt	M	F	Decision Date
21.1.2009	16/2009	Dir. Of National Registration	Immigration	1	S	6	1	1	0	1	8.04.2009
21.1.2009	17/2009	Dep. Director of National Registration	Immigration	1	R	16	3	1	1	0	8.04.2009
21.1.2009	60/2009	Chief Legal Officer	Justice, National Cohesion and Constitutional Affairs	1	SL7	13	1	1	0	1	8.04.2009
21.1.2009	117/2009	Director of Planning	Kisumu MC	1	SS4	3	0	0	0	0	8.04.2009
21.1.2009	118/2009	Chief Public Health Officer	Kisumu MC	1	SS5	8	0	0	0	0	8.04.2009
21.1.2009	61/2009	Deputy Director of Renewable Energy	Energy	1	Q	4	0	0	0	0	8.04.2009
21.1.2009	69/2009	Principal Occ. Health and Safety Officer	Labour	3	N	29	4	3	3	0	8.04.2009
18.03.2009	143/2009	Deputy Chief Nursing Officer	Labour	1	P	1	1	1	1	0	8.04.2009
18.03.2009	144/2009	Senior Med. Officer	Labour	2	N	2	2	2	1	1	8.04.2009
21.1.2009	47/2009	Principal Settlement Officer	Lands	3	N	15	2	2	0	2	8.04.2009
21.1.2009	48/2009	Chief Cartographic Assist	Lands	1	M	7	4	1	1	0	8.04.2009
21.1.2009	56/2009	Deputy Chief Pharmaceutical Technologist	Medical Services	2	M	20	2	2	1	1	8.04.2009
21.1.2009	9/2009	Asst. Dir. (Org) MCS	Public Service	4	P	96	39	4	2	2	8.04.2009
21.1.2009	11/2009	Principal Management Analyst (Information Mgt) MCS	Public Service	2	N	64	2	1	1	0	8.04.2009
21.1.2009	30/2009	Director of Regional Dev.	Regional	1	S	34	8	1	1	0	8.04.2009

Date of Advert	V/No.	Post	Ministry/ Dept.	No. of Vac.	J.G.	No. of appl	No. Short-listed	No. appt	M	F	Decision Date
21.1.2009	34/2009	Principal Environment Officer	Regional	1	N	50	2	1	1	0	8.04.2009
21.1.2009	36/2009	Senior Supt. Engineer	Regional	1	N	9	1	0	0	0	8.04.2009
21.1.2009	70/2009	Senior Asst. Director of Tourism	Tourism	1	Q	29	1	1	1	0	8.04.2009
21.1.2009	128/2009	Asst. Town Clerk	Various Local Authorities	4	SS5	180	4	1	0	1	8.04.2009
21.1.2009	133/2009	Planner III	Various Local Authorities	3	SS8	185	14	3	1	2	8.04.2009
21.1.2009	37/2009	Senior Principal Chemist	Water and Irrigation	1	P	11	1	1	0	1	8.04.2009
21.1.2009	38/2009	Principal Chemist	Water and Irrigation	3	N	55	6	3	2	1	8.04.2009
21.1.2009	40/2009	Snr. Superintending Engineer (Water)	Water and Irrigation	3	N	16	1	1	1	0	8.04.2009
21.1.2009	39/2009	Chief Superintending Engineer (Water)	Water and Irrigation	10	P	11	3	3	3	0	15.04.2009
21.1.2009	123/2009	Town Treasurer/ County Treasurer	Various Local Authorities	27	SS4	214	11	9	9	0	15.04.2009
21.1.2009	130/2009	Medical Officer of Health	Various Local Authorities	2	SS4	3	0	0	0	0	15.04.2009
21.1.2009	32/2009	Dep Dir Natural Resources management and Conservation	Regional	1	R	46	9	0	0	0	15.04.2009
21.1.2009	35/2009	Principal Agri. Officer	Regional	1	N	108	10	1	0	1	15.04.2009
21.1.2009	91/2009	City Engineer	Nairobi CC	1	SS2	9	2	1	1	0	15.04.2009



Date of Advert	V/No.	Post	Ministry/ Dept.	No. of Vac.	J.G.	No. of appl	No. Short-listed	No. appt	M	F	Decision Date
21.1.2009	92/2009	Deputy City Engineer	Nairobi CC	1	SS3	12	1	1	0	1	15.04.2009
21.1.2009	96/2009	Deputy City Education Officer	Nairobi CC	1	SS3	100	5	1	1	0	15.04.2009
21.1.2009	100/2009	Deputy Director of Inspectorate	Mombasa MC	1	SS4	9	0	0	0	0	15.04.2009
21.1.2009	101/2009	Director of Social Services	Mombasa MC	1	SS3	14	0	0	0	0	15.04.2009
21.1.2009	102/2009	Deputy Dir. Of Social Services and Housing	Mombasa MC	1	SS4	16	0	0	0	0	15.04.2009
21.1.2009	103/2009	Asst. Dir. Of Social Services and Housing	Mombasa MC	1	SS5	41	0	0	0	0	15.04.2009
21.1.2009	104/2009	Deputy Municipal Engineer	Mombasa MC	1	SS4	14	0	0	0	0	15.04.2009
21.1.2009	105/2009	Deputy Director Town Planning	Mombasa MC	1	SS4	2	0	0	0	0	15.04.2009
21.1.2009	106/2009	Deputy Director (Architecture)	Mombasa MC	1	SS4	1	0	0	0	0	15.04.2009
21.1.2009	108/2009	Chief Medical Officer	Mombasa MC	3	SS4	2	0	0	0	0	15.04.2009
21.1.2009	111/2009	Deputy Chief Nursing Officer	Mombasa MC	1	SS6	15	0	0	0	0	15.04.2009
21.1.2009	112/2009	Chief Clinical Officer	Mombasa MC	1	SS5	16	0	0	0	0	15.04.2009
21.1.2009	113/2009	Chief Fire Officer	Mombasa MC	1	SS5	3	0	0	0	0	15.04.2009
21.1.2009	114/2009	Deputy Chief Fire Officer	Mombasa MC	1	SS6	7	0	0	0	0	15.04.2009
21.1.2009	121/2009	Director of Social Services and Housing	Eldoret MC	1	SS4	29	0	0	0	0	15.04.2009
21.1.2009	126/2009	Town Clerk	Various Local Authorities	16	SS4	194	5	5	4	1	22.04.2009
21.1.2009	129/2009	Municipal Education Officer	Various Local Authorities	2	SS4	130	1	0	0	0	22.04.2009

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21.1.2009	109/2009	Medical Officer of Health II	Mombasa MC	5	SS7	2	2	1	1	0	22.04.2009
21.1.2009	65/2009	Senior Supt. Geologist (Petroleum)	Energy	1	P	10	1	1	1	0	22.04.2009
19.03.2009	146/2009	Deputy Director of Met Services	Environment	2	R	2	2	1	1	0	22.04.2009
31.3.2009	145/2009	Town Clerk, City Council of Nairobi	Local Government	1	SS1	59	6	1	1	0	29.04.2009
21.1.2009	119/2009	Deputy Chief Public Health Officer	Thika	1	SS6	24	1	1	1	0	29.04.2009
21.1.2009	10/2009	Principal Management Analyst	Public Service	7	N	125	31	7	4	3	29.04.2009
21.1.2009	110/2009	Chief Nursing Officer	Mombasa MC	1	SS5	8	1	1	0	1	29.04.2009
21.1.2009	73/2009	Deputy Director Natural Resource Survey and Remote Sensing	Environment	2	R	6	2	1	1	0	29.04.2009
21.1.2009	51/2009	Asst. Commissioner for Co-ops(Dept of Co-ops)	Co-operative Dev	21	P	120	34	21	15	6	6.05.2009
21.1.2009	107/2009	Deputy Medical Officer of Health	Mombasa MC	1	SS4	1	2	1	0	1	6.05.2009
21.1.2009	13/2009	Asst. Dir HRD	Public Service	34	P	533	216	34	20	14	6.05.2009
21.1.2009	124/2009	Deputy Treasurer	Various Local Authorities	7	SS5	285	5	5	5	0	13.05.2009
21.1.2009	14/2009	Principal HRD Officer	Public Service	5	N	295	37	5	2	3	13.05.2009
10.03.2009	249/2009	Principal Librarian	National Heritage	1	N	1	1	1	1	0	10.06.2009
09.04.2009	149/2009	Dental Specialist I	Medical Services	3	Q	6	6	3	3	0	17.06.2009
18.05.2009	246/2009	Snr. Asst. Dir. Of Med Services	Medical Services	51	Q	51	57	51	43	8	24.06.2009

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18.05.2009	147/2009	Asst. Chief Pharmacist	Medical Services	10	P	10	10	10	6	4	1.07.2009
18.05.2009	150/2009	Dental Specialist II	Medical Services	6	P	7	7	6	4	2	1.07.2009
18.05.2009	151/2009	Senior Dental Officer	Medical Services	13	N	20	20	13	8	5	1.07.2009
18.05.2009	244/2009	Senior Med. Officer	Medical Services	122	P	122	163	122	73	49	08.07.2009
26.03.2009	250/2009	Superintendent of Police	OP/Police	24	PG 7	32	26	24	19	5	08.07.2009
26.03.2009	251/2009	Superintendent of Police	OP/Police	26	PG 7	29	27	26	21	5	08.07.2009
18.05.2009	148/2009	Senior Pharmacist	Medical Services	37	N	45	45	37	24	13	15.07.2009
18.05.2009	243/2009	Asst. Dir of Med Services	Medical Services	57	P	63	77	57	46	11	15.07.2009
15.5.2009	203/2009	Senior Deputy Chief State Counsel	State Law Office	1	SL 7	6	0	0	0	0	22.07.2009
15.5.2009	234/2009	Deputy Director of Medical Services	Medical Services	1	R	2	0	0	0	0	22.07.2009
15.5.2009	239/2009	Deputy Chief Clinical Officer	Medical Services	8	P	28	0	0	0	0	22.07.2009
18.05.2009	245/2009	Deputy Chief Clinical Officer	Medical Services	64	N	64	67	64	51	13	22.07.2009
15.5.2009	189/2009	Chief Electronic Technician	Information	2	M	62	0	0	0	0	22.07.2009
15.5.2009	165/2009	Director of Renewable Energy	Energy	1	S	13	0	0	0	0	22.07.2009
18.5.2009	255/2009	Director GTI Baringo, Embu, Matuga	Public Service	3	S	13	3	3	3	0	29.07.2009
18.5.2009	256/2009	Deputy Director GTI Msa	Public Service	2	R	8	2	2	1	1	29.07.2009
15.5.2009	217/2009	Deputy Director Policy Formulation, Interpretation and implementation	Environment	1	R	20	3	1	1	0	5.08.2009

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15.5.2009	218/2009	Snr. Asst. Dir. Policy Formulation, Interpretation and Implementation	Environment	1	Q	23	1	1	1	0	5.08.2009
15.5.2009	219/2009	Asst. Dir. Policy Formulation, interpretation and Implementation	Environment	1	P	31	4	1	1	0	5.08.2009
15.5.2009	222/2009	Snr. Asst. Director, Multi - Lateral Environmental Agreements and Domestication (National Regional and International)	Environment	1	Q	14	2	1	1	0	5.08.2009
15.5.2009	223/2009	Asst. Director, Multi - Lateral Environmental Agreements and Domestication (National Regional and International)	Environment	1	P	18	5	1	0	1	5.08.2009
15.5.2009	224/2009	Principal Environmental Agreements Officer, Multi - Lateral Environmental Agreements and Domestication (National Regional and International)	Environment	1	N	16	2	1	1	0	5.08.2009

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15.5.2009	195/2009	Director, Tech Accreditation and Quality Assurance	Higher Education	1	S	18	1	0	0	0	5.08.2009
15.5.2009	196/2009	Deputy Director, Tech Accreditation and Quality Assurance	Higher Education	2	R	20	1	0	0	0	5.08.2009
15.5.2009	197/2009	Snr. Asst. Director, Tech Accreditation and Quality Assurance	Higher Education	5	Q	47	1	0	0	0	5.08.2009
15.5.2009	201/2009	Director Research Management and Development	Higher Education	1	S	60	4	1	1	0	5.08.2009
15.5.2009	235/2009	Asst. Dir. Of Medical Services (Physician)	Medical Services	12	P	16	1	1	1	0	5.08.2009
15.5.2009	236/2009	Assistant Director of Medical Services (Paediatrician)	Medical Services	12	P	3	1	0	0	0	5.08.2009
15.5.2009	237/2009	Asst. Director of Medical Services (Obstetrician and Gynaecologist)	Medical Services	2	P	2	2	1	1	0	5.08.2009
15.5.2009	232/2009	Director of Public Health and Sanitation	Public Health and Sanitation	1	T	16	6	1	1	0	5.08.2009
18.05.2009	257/2009	Senior Principal Lecturer	Public Service	6	Q	6	6	6	4	2	5.08.2009
18.05.2009	258/2009	Principal Lecturer	Public Service	5	P	5	5	5	3	2	5.08.2009
18.05.2009	259/2009	Senior Lecturer	Public Service	20	N	21	21	20	11	9	5.08.2009
15.5.2009	153/2009	Deputy Director HRD	Public Service	3	R	112	17	3	2	1	5.08.2009
15.5.2009	154/2009	Deputy Director HRM	Public Service	3	R	69	12	3	0	3	5.08.2009

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15.5.2009	202/2009	Senior Deputy Administration General	State Law Office	1	SL 7	10	1	1	0	1	5.08.2009
15.5.2009	241/2009	Director of Tourism	Tourism	1	S	36	3	1	1	0	5.08.2009
18.05.2009	260/2009	Lecturer I	Public Service	12	M	12	12	12	11	1	12.08.2009
13.05.2009	247/2009	Registrar Industrial Court	Labour	1	S	3	1	1	0	1	12.08.2009
13.05.2009	248/2009	Deputy Registrar Industrial Court	Labour	2	R	2	2	2	0	2	12.08.2009
15.5.2009	155/2009	Snr. Asst. Dir HRM	Public Service	13	Q	158	13	13	6	7	12.08.2009
15.5.2009	159/2009	Snr Asst. Dir of Secretarial Services	Public Service	1	Q	22	2	1	0	1	12.08.2009
15.5.2009	164/2009	Asst. Dir. Of National Archives and Documentation Service	National Heritage	2	N	18	2	2	1	1	12.08.2009
15.5.2009	233/2009	Senior Deputy Director of Medical Services/ Chief Specialist	Medical Services	2	S	9	4	2	1	1	12.08.2009
15.5.2009	238/2009	Asst. Dir of Med Services (Surgeon)	Medical Services	14	P	7	7	5	5	0	12.08.2009
15.5.2009	209/2009	Director National Cohesion	Justice	1	S	29	1	1	1	0	12.08.2009
18.05.2009	261/2009	Lecturer II	Public Service	10	L	10	10	9	9	0	12.08.2009
10.6.2009	254/2009	Asst. Dir. ,ICT	OP/Cabinet	27	P	261	41	27	22	5	12.08.2009
15.5.2009	229/2009	Principal Technical Instructor	Youth and Sports	6	N	177	26	6	6	0	19.08.2009
15.5.2009	231/2009	Senior Principal Lecturer NYS	Youth and Sports	4	P	124	43	1	1	0	19.08.2009

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15.5.2009	168/2009	Principal Superintending Engineer (Materials)	Roads	1	Q	4	4	1	1	0	19.08.2009
15.5.2009	169/2009	Chief Spt Engineer (Materials)	Roads	1	P	7	4	1	1	0	19.08.2009
15.5.2009	170/2009	Principal Supt(Mech)	Roads	1	N	18	2	1	1	0	19.08.2009
15.5.2009	204/2009	Chief Architect	Public Works	1	S	4	0	0	0	0	19.08.2009
15.5.2009	205/2009	Chief Quantity Surveyor	Public Works	1	S	2	0	0	0	0	19.08.2009
15.5.2009	180/2009	Principal Photogrammetric. Asst	Lands	1	N	8	2	1	1	0	19.08.2009
15.5.2009	181/2009	Chief Draughtsman	Lands	1	M	21	3	1	0	1	19.08.2009
15.5.2009	210/2009	Deputy Director National Cohesion	Justice	1	R	23	7	1	1	0	19.08.2009
15.5.2009	186/2009	Asst. Director of Information	Information	5	P	15	5	5	3	2	19.08.2009
15.5.2009	187/2009	Principal KIMC	Information	1	R	24	12	1	1	0	19.08.2009
15.5.2009	188/2009	Principal Tech Instructor ( KIMC)	Information	1	N	28	3	1	1	0	19.08.2009
15.5.2009	190/2009	Chief Tech Instructor	Information	2	M	29	2	2	2	0	19.08.2009
15.5.2009	167/2009	Principal Housing Planning Officer	Housing	75	N	121	15	13	11	2	19.08.2009
15.5.2009	162/2009	Deputy Director of Gaming	Home Affairs	1	Q	2	1	1	1	0	19.08.2009
15.5.2009	163/2009	Deputy Director of Probation	Home Affairs	2	Q	10	2	2	1	1	19.08.2009
15.5.2009	192/2009	Director Information Communication Technology	Finance	1	S	50	1	0	0	0	19.08.2009

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15.5.2009	193/2009	Senior Principal Procurement Officer	Finance	2	P	36	2	2	0	2	19.08.2009
15.5.2009	225/2009	Deputy Director, Programmes, Projects and Strategic Initiatives	Environment	1	R	24	6	1	1	0	19.08.2009
15.5.2009	227/2009	Assistant Director Programmes Projects and Strategic Initiatives	Environment	1	P	49	7	1	1	0	19.08.2009
15.5.2009	166/2009	Senior Principal Superintending Engineer (Renewable Energy)	Energy	2	R	14	3	2	2	0	19.08.2009
10.6.2009	252/2009	Secretary ICT	OP/Cabinet	1	T	39	2	0	0	0	19.08.2009
10.6.2009	253/2009	Snr. Asst. Dir, ICT	OP/Cabinet	1	Q	49	9	1	1	0	19.08.2009
15.5.2009	156/2009	Asst. Dir. HRM	Public Service	10	P	403	43	10	5	5	26.08.2009
15.5.2009	182/2009	Snr. Asst. Director, of Public Communications	Information	2	Q	29	3	2	1	1	26.08.2009
15.5.2009	183/2009	Asst. Director, of Public Communications	Information	7	P	116	10	6	4	2	26.08.2009
15.5.2009	242/2009	Senior Asst. Director Assets Management	Foreign Affairs	1		14	4	1	0	1	26.08.2009
15.5.2009	221/2009	Deputy Director, Multi-Lateral Environmental Agreements and Domestication (National, Regional and International)	Environment	1	R	13	1	1	1	0	26.08.2009



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15.5.2009	226/2009	Senior Assistant Director Programmes, Projects and Strategic Initiatives	Environment	1	Q	24	2	1	1	0	26.08.2009
15.5.2009	228/2009	Principal Environment Officer	Environment	1	N	44	2	0	0	0	26.08.2009
15.5.2009	161/2009	Principal Lecturer GTI Msa, Baringo, Embu, Matuga	Public Service	17	N	399	80	17	11	6	2.09.2009
15.5.2009	152/2009	Senior Inspector state (corps)	Office of the PM	9	M	17	4	3	3	0	2.09.2009
15.5.2009	240/2009	Chief Asst. Livestock Production Officer	Livestock Dev.	5	M	284	10	5	3	2	2.09.2009
15.5.2009	211/2009	Asst. Director National Cohesion	Justice	2	P	167	22	2	2	0	2.09.2009
15.5.2009	212/2009	Principal Cohesion Officer	Justice	2	N	243	18	2	1	1	2.09.2009
15.5.2009	184/2009	Principal Public Communication Officer	Information	5	N	173	30	5	4	1	2.09.2009
15.5.2009	215/2009	Asst. Dir. Of Industries	Industrialization	10	P	225	33	9	9	0	2.09.2009
15.5.2009	191/2009	Internal Auditor General	Finance	1	T	22	1	1	1	0	2.09.2009
15.5.2009	220/2009	Principal Environmental Officer, Policy Formulation, Interpretation and Implementation	Environment	1	N	27	4	0	0	0	9.09.2009
15.5.2009	216/2009	Principal Industrial Dev. Officer	Industrialization	18	N	417	27	11	9	2	9.09.2009

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15.5.2009	206/2009	Senior Principal Superintending Architect	Public Works	2	R	3	2	2	1	1	9.09.2009
15.5.2009	207/2009	Snr. Principal Spt. Quantity Surveyor	Public Works	2	R	24	3	2	1	1	9.09.2009
15.5.2009	208/2009	Chief supt. Architect	Public Works	4	P	17	12	4	4	0	9.09.2009
15.5.2009	157/2009	Principal HRMO	Public Service	10	N	541	60	10	6	4	16.09.2009
15.5.2009	213/2009	Chief Cohesion Officer	Justice	3	M	479	25	3	2	1	16.09.2009
15.5.2009	185/2009	Senior Assistant Director of Information	Information	1	Q	31	4	1	0	1	16.09.2009
15.5.2009	198/2009	Asst. Director Technical Accreditation and Quality Assurance	Higher Education	12	P	184	3	2	1	1	16.09.2009
11.08.2009	262/2009	Superintendent of Police	OOP/Police	5	PG 7	8	5	5	5	0	16.09.2009
15.5.2009	160/2009	Senior Principal Lecturer GTI Msa, Baringo, Embu, Matuga	Public Service	6	P	215	39	6	4	2	23.09.2009
11.8.2009	265/2009	Snr. Asst. Dir. of Telephone Service	Public Service	1	Q	15	0	0	0	0	23.09.2009
01.09.2009	266/2009	Principal Telephone Supervisor	Public Service	1	N	30	0	0	0	0	23.09.2009
01.09.2009	267/2009	Chief Telephone Supervisor	Public Service	1	M	48	0	0	0	0	23.09.2009
11.8.2009	299/2009	Snr. Principal Supt Engineer Building Services	Public Works	1	R	3	0	0	0	0	30.09.2009
11.8.2009	301/2009	Principal Supt Engineer (Electrical Building Services)	Public Works	2	Q	12	0	0	0	0	30.09.2009

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11.8.2009	322/2009	Snr. State Counsel	State Law Office	1	SL3	22	0	0	0	0	30.09.2009
11.8.2009	230/2009	Senior Lecturer NYS	Youth and Sports	6	M	506	2	6	2	4	30.09.2009
11.8.2009	297/2009	Senior Deputy Chief Health Officer	Public Health and Sanitation	2	Q	16	0	0	0	0	30.09.2009
11.8.2009	306/2009	Asst. Dir of Medical Services	Medical Services	1	P	10	0	0	0	0	30.09.2009
11.8.2009	315/2009	Principal Film Officer	Information	1	N	18	0	0	0	0	30.09.2009
11.8.2009	307/2009	Chief Engineer Agriculture	Agriculture	1	S	5	0	0	0	0	30.09.2009
11.8.2009	309/2009	Dep. Dir. Of Metrological Services	Environment	2	R	7	5	2	2	0	7.10.2009
11.8.2009	273/2009	Principal Pensions Officer	Finance	2	N	55	2	2	1	1	7.10.2009
11.8.2009	276/2009	Director Forest Conservation	Forestry and Wildlife	1	S	16	1	1	1	0	7.10.2009
15.5.2009	200/2009	Chief Technical Accreditation and Quality Assurance	Higher Education	20	M	785	4	20	14	6	7.10.2009
11.8.2009	268/2009	Senior Assistant Director of Probation Services	Home Affairs	2	P	43	4	4	1	3	7.10.2009
11.8.2009	263/2009	Chief Counsellor	Public Service	11	M	368	40	11	5	6	7.10.2009
11.8.2009	317/2009	Dep. Dir of Public Prosecutions	State Law Office	1	SL8	4	3	1	1	0	7.10.2009
11.8.2009	318/2009	Snr. Deputy Chief Litigation Counsel	State Law Office	1	SL7	4	2	1	0	1	7.10.2009
11.8.2009	319/2009	Snr. Deputy Chief Parliamentary Counsel	State Law Office	1	SL7	2	1	1	0	1	7.10.2009
11.8.2009	320/2009	Snr. Deputy Registrar General I	State Law Office	1	SL7	4	2	1	1	0	7.10.2009
11.8.2009	321/2009	Principal State Counsel	State Law Office	1	SL4	36	1	1	1	0	7.10.2009

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11.8.2009	281/2009	Dep. Dir of External Trade	Trade	1	R	35	6	1	1	0	7.10.2009
30.09.2009	341/2009	Senior Principal Superintending Geologist	Environment	2	R	4	2	2	2	0	15.10.2009
11.8.2009	280/2009	Director of Internal Trade	Trade	1	S	25	3	1	0	1	15.10.2009
11.8.2009	282/2009	Snr. Asst. Dir of Trade	Trade	2	Q	55	10	2	2	0	15.10.2009
11.8.2009	283/2009	Deputy Principal KIBT	Trade	1	Q	25	2	0	0	0	15.10.2009
11.8.2009	284/2009	Senior Principal Lecturer KIBT	Trade	4	P	137	7	1	1	0	15.10.2009
11.8.2009	293/2009	Senior Deputy Dir. Of Education	Higher Education	3	R	71	21	3	2	1	15.10.2009
11.8.2009	277/2009	Director Wildlife Conservation	Forestry and Wildlife	1	S	7	1	1	1	0	15.10.2009
11.8.2009	279/2009	Dep. Dir. Wildlife Conservation	Forestry and Wildlife	2	R	17	1	1	1	0	15.10.2009
11.8.2009	286/2009	Director of Weights and Measures	Trade	1	R	10	1	0	0	0	21.10.2009
11.8.2009	287/2009	Dep. Dir of Weights and Measures	Trade	4	Q	19	1	1	1	0	21.10.2009
11.8.2009	288/2009	Asst. Dir. Weights and Measures	Trade	3	P	53	2	1	1	0	21.10.2009
11.8.2009	323/2009	Principal Lecturer KIBT	Roads	1	N	36	4	1	1	0	21.10.2009
11.8.2009	300/2009	Snr. Principal Supt Engineer (Structural Engineering Building)	Public Works	2	R	2	2	2	2	0	21.10.2009
11.8.2009	289/2009	Director of Industrial Training	Labour	1	S	9	1	0	0	0	21.10.2009

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11.8.2009	290/2009	Director of Enterprise Development	Labour	1	S	35	4	1	0	1	21.10.2009
11.8.2009	311/2009	Dep. Dir of Public Communications	Information	3	R	39	3	1	1	0	21.10.2009
11.8.2009	313/2009	Asst. Dir of Public Communications	Information	3	P	52	5	3	2	1	21.10.2009
11.8.2009	316/2009	Chief Electronics Technician	Information	1	M	31	1	0	0	0	21.10.2009
11.8.2009	269/2009	Asst. Dir. Of Probation Services	Home Affairs	11	N	82	42	11	7	4	21.10.2009
11.8.2009	270/2009	Principal Gaming Inspector	Home Affairs	5	N	25	5	5	5		21.10.2009
11.8.2009	294/2009	Deputy Director of Education	Higher Education	1	Q	95	14	1	1	0	21.10.2009
11.8.2009	275/2009	Secretary Conservation of Forestry and Wildlife	Forestry and Wildlife	1	T	21	2	1	1	0	21.10.2009
11.8.2009	278/2009	Dep. Dir Forestry Conservation	Forestry and Wildlife	2	R	17	2	2	2	0	21.10.2009
11.8.2009	285/2009	Principal Lecturer KIBT	Trade	9	N	259	18	9	8	1	28.10.2009
11.8.2009	302/2009	Chief Supt Engineer (Electrical) Building Services	Public Works	1	P	4	1	1	1	0	28.10.2009
11.8.2009	303/2009	Chief Supt. Engineer (Structural)	Public Works	24	P	5	5	5	5	0	28.10.2009
11.8.2009	304/2009	Chief Supt. Engineer (Mechanical Building Services)	Public Works	3	P	3	2	2	2	0	28.10.2009
11.8.2009	305/2009	Principal Structural Assistant	Public Works	1	N	8	2	1	1	0	28.10.2009
11.8.2009	291/2009	Commissioner of Labour	Labour	1	S	12	3	1	1	0	28.10.2009
11.8.2009	312/2009	Snr. Asst. Dir of Public Communications	Information	1	Q	29	2	0	0	0	28.10.2009

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11.8.2009	314/2009	Principal Public Communications Officer	Information	2	N	98	15	2	1	1	28.10.2009
11.8.2009	292/2009	Secretary, Higher Education, Science and Technology	Higher Education	1	T	32	6	1	1	0	28.10.2009
11.8.2009	295/2009	Senior Assistant Director of Education	Higher Education	3	P	554	20	3	2	1	28.10.2009
11.8.2009	308/2009	Snr. Principal Supt. Engineer	Agriculture	1	R	7	3	1	1	0	4.11.2009
11.8.2009	272/2009	Director Urban Dev	Local Government	1	S	12	2	0	0	0	4.11.2009
31.8.2009	331/2009	Principal Executive Secretary/ Asst. Director, Secretarial Services	Public Service	2	P	63	0	0	0	0	11.11.2009
31.8.2009	325/2009	Snr. District Commissioner	OOP/ Provincial Administration	6	R	69	23	6	6	0	11.11.2009
11.8.2009	310/2009	Snr. Asst. Director of Metrological Services	Environment	9	Q	28	27	9	8	1	11.11.2009
31.8.2009	340/2009	Senior Deputy Administrator General II	State Law Office	1	SL6	24	2	1	0	1	18.11.2009
31.8.2009	328/2009	Under Secretary	OOP/ Provincial Administration	43	P	330	32	29	25	4	18.11.2009
31.8.2009	330/2009	Asst. Government Printer	OOP/ Provincial Administration	1	N	42	2	1	0	1	18.11.2009
31.8.2009	335/2009	Deputy Director of Surveys	Lands	1	R	6	4	1	1	0	18.11.2009
31.8.2009	336/2009	Principal Cartographic Asst	Lands	1	N	12	1	1	1	0	18.11.2009
31.8.2009	334/2009	Chief Asst. Co-operative Officer	Co-operative Development	38	M	349	1	1	1	0	18.11.2009

Date of Advert	V/No.	Post	Ministry/ Dept.	No. of Vac.	J.G.	No. of appl	No. Short-listed	No. appt	M	F	Decision Date
8.10.2009	418/2009	Deputy Director Energy Devt	Northern Kenya and Other Arid Lands	1	R	3	0	0	0	0	25.11.2009
8.10.2009	390/2009	Deputy Director/ Natural Resource Survey and Remote Sensing	Environment	1	R	1	0	0	0	0	25.11.2009
8.10.2009	391/2009	Snr. Asst. Director/ Natural Resource Survey and Remote Sensing	Environment	1	Q	8	0	0	0	0	25.11.2009
8.10.2009	392/2009	Asst. Director, Natural Resource Survey and Remote Sensing	Environment	3	P	27	0	0	0	0	25.11.2009
8.10.2009	393/2009	Chief Geo Information Asst.	Environment	1	M	18	0	0	0	0	25.11.2009
8.10.2009	380/2009	Director of Renewable Energy	Energy	1	S	2	0	0	0	0	25.11.2009
8.10.2009	381/2009	Commissioner of Petroleum Energy	Energy	1	S	3	2	1	1	0	25.11.2009
8.10.2009	382/2009	Principal Supt Geologist (Energy)	Energy	2	Q	12	6	2	2	0	25.11.2009
31.8.2009	326/2009	Snr. Deputy Secretary	OOP/ Provincial Administration	26	R	117	56	26	19	7	25.11.2009
21.1.2009	1/2009	Snr. Asst. Dir. Of ICT	OP/Cabinet	1	Q		0	0	0	0	Cancelled
21.1.2009	2/2009	Asst. Dir. ICT	OP/Cabinet	26	P		0	0	0	0	Cancelled
21.1.2009	3/2009	Principal ICT Officer	OP/Cabinet	4	N		0	0	0	0	Cancelled
21.1.2009	4/2009	Chief ICT Officer	OP/Cabinet	42	M		0	0	0	0	Cancelled
21.1.2009	45/2009	Principal Land Registration Officer	Lands	1	N		0	0	0	0	Cancelled

Date of Advert	V/No.	Post	Ministry/ Dept.	No. of Vac.	J.G.	No. of appl	No. Short-listed	No. appt	M	F	Decision Date
21.1.2009	49/2009	Deputy Internal Auditor General	Co-operative Dev	1	S		0	0	0	0	Cancelled
31.8.2009	332/2009	Senior Executive Secretary	Public Service	36	N	171	26	25	0	25	2.12.09
8.10.2009	383/2009	Asst. Director of Renewable Energy	Energy	6	P	41	9	6	4	2	2.12.09
8.10.2009	403/2009	Director, Partnership and Investment Promotion	Northern Kenya and Other Arid Lands	1	S	21	2	1	1	0	2.12.09
8.10.2009	404/2009	Director, Policy and Research	Northern Kenya and Other Arid Lands	1	S	21	3	1	1	0	2.12.09
8.10.2009	406/2009	Deputy Director, Partnership	Northern Kenya and Other Arid Lands	1	R	27	2	1	0	1	2.12.09
12.10.2009	447/2009	Deputy Commissioner of Lands (Land Registration)	Lands	1	R	1	1	1	1	0	2.12.09
05.11.2009	454/2009	Deputy Chair Rent Restriction Tribunal	Housing	1	R	1	1	1	0	1	11.12.09
31.8.2009	327/2009	Deputy Secretary	OOP/ Provincial Administration	18	Q	119	36	18	15	3	11.12.09
31.8.2009	333/2009	Executive Secretary	Public Service	66	M	479	75	66	0	66	11.12.09
31.8.2009	337/2009	Principal Superintendent (Mechanical)	Public Works	1	N	10	1	1	1	0	11.12.09
31.8.2009	338/2009	Deputy Principal Fire Officer	Public Works	1	N	12	1	1	0	1	11.12.09
31.8.2009	339/2009	Chief Superintendent (Electrical)	Public Works	4	M	38	2	2	2	0	11.12.09



Date of Advert	V/No.	Post	Ministry/ Dept.	No. of Vac.	J.G.	No. of appl	No. Short-listed	No. appt	M	F	Decision Date
31.8.2009	344/2009	Chief Finance Officer/Deputy Director Budget	Finance	3	R	39	3	2	2	0	11.12.09
31.8.2009	345/2009	Deputy Chief Finance Officer / Snr Asst Director of Budget	Finance	3	Q	42	3	1	1	0	11.12.09
8.10.2009	346/2009	Snr. Principal Finance Officer/ Asst Dir of Budget	Finance	12	P	89	1	1	1	0	11.12.09
8.10.2009	348/2009	Snr. Principal Supt. Engineer Water	Water and Irrigation	2	R	10	6	2	2	0	11.12.09
8.10.2009	349/2009	Chief Hydrologist	Water and Irrigation	1	R	7	1	1	1	0	11.12.09
8.10.2009	350/2009	Snr. Principal Supt Engineer (Irrigation Drainage)	Water and Irrigation	2	R	12	1	0	0	0	11.12.09
8.10.2009	351/2009	Deputy Director of Agriculture (Irrigation and Water Management)	Water and Irrigation	1	R	28	8	1	1	0	11.12.09
8.10.2009	352/2009	Chief Principal Chemist	Water and Irrigation	1	R	19	0	0	0	0	11.12.09
8.10.2009	353/2009	Chief Principal Water Research Officer	Water and Irrigation	1	R	12	3	1	1	0	11.12.09
8.10.2009	354/2009	Snr. Principal Water Research Officer II	Water and Irrigation	1	Q	23	3	1	1	0	11.12.09
8.10.2009	355/2009	Principal Supt. Hydrologist	Water and Irrigation	2	Q	14	3	1	1	0	11.12.09
8.10.2009	356/2009	Principal Supt. Engineer	Water and Irrigation	4	Q	17	4	3	3	0	11.12.09
8.10.2009	357/2009	Snr. Asst. Director of Agriculture	Water and Irrigation	2	Q	47	17	2	2	0	11.12.09
8.10.2009	358/2009	Principal Supt. Geologist	Water and Irrigation	3	Q	19	12	3	3	0	11.12.09

Date of Advert	V/No.	Post	Ministry/ Dept.	No. of Vac.	J.G.	No. of appl	No. Short-listed	No. appt	M	F	Decision Date
8.10.2009	359/2009	Asst. Director of Agriculture	Water and Irrigation	2	P	70	13	2	1	1	11.12.09
8.10.2009	361/2009	Chief Supt Hydrologist	Water and Irrigation	6	P	28	13	6	6	0	11.12.09
8.10.2009	362/2009	Asst. Director, Land Reclamation, Arid and Semi - Arid Lands ASAL	Water and Irrigation	2	P	6	7	1	1	0	11.12.09
8.10.2009	368/2009	Investigator in Chief (Operations)	Transport	1	-	14	3	1	1	0	11.12.09
8.10.2009	369/2009	Investigator in Chief (Technical)	Transport	1	-	28	3	1	1	0	11.12.09
8.10.2009	370/2009	Investigator (Technical)	Transport	2	-	38	11	2	2	0	11.12.09
8.10.2009	371/2009	Investigator (Operations)	Transport	1	-	61	10	1	1	0	11.12.09
8.10.2009	372/2009	Asst Investigator I (Operations)	Transport	1	-	69	13	1	1	0	11.12.09
8.10.2009	373/2009	Asst Investigator I (Technical)	Transport	1	-	41	10	1	1	0	11.12.09
8.10.2009	374/2009	Principal Supt Engineer	Transport	1	Q	2	1	1	1	0	11.12.09
8.10.2009	375/2009	Chief Supt. Engineer	Transport	1	P	4	2	1	1	0	11.12.09
8.10.2009	384/2009	Principal Renewable Energy Officer	Energy	18	N	180	8	4	4	0	11.12.09
8.10.2009	385/2009	Principal Renewable Energy Asst	Energy	15	N	107	19	9	8	1	11.12.09
8.10.2009	394/2009	Principal Geo - Information Officer (Resource Surveys and Remote Sensing)	Environment	1	N	9	0	0	0	0	11.12.09
8.10.2009	397/2009	Principal Technical Assistant (Remote Sensing)	Environment	1	N	6	0	0	0	0	11.12.09

Date of Advert	V/No.	Post	Ministry/ Dept.	No. of Vac.	J.G.	No. of appl	No. Short-listed	No. appt	M	F	Decision Date
8.10.2009	398/2009	Chief Technical Assistant (Remote Sensing)	Environment	1	M	11	0	0	0	0	11.12.09
8.10.2009	401/2009	Chief Superintendent (Explosives)	Environment	3	M	6	0	0	0	0	11.12.09
8.10.2009	405/2009	Deputy Director, Research	Northern Kenya and Other Arid Lands	1	R	32	2	0	0	0	11.12.09
8.10.2009	407/2009	Director, Infrastructure Development	Northern Kenya and Other Arid Lands	1	S	7	2	0	0	0	11.12.09
8.10.2009	408/2009	Deputy Director, Transport Infrastructure Development	Northern Kenya and Other Arid Lands	1	R	1	1	1	1	0	11.12.09
8.10.2009	409/2009	Director, Natural Resources, Environment, Livestock and food Security	Northern Kenya and Other Arid Lands	1	S	29	10	1	1	0	11.12.09
8.10.2009	410/2009	Deputy Director, Drought management and Food Security	Northern Kenya and Other Arid Lands	1	R	30	3	1	1	0	11.12.09
8.10.2009	411/2009	Deputy Director Physical Planning	Northern Kenya and Other Arid Lands	1	R	5	4	1	1	0	11.12.09
8.10.2009	412/2009	Deputy Director Investment Promotions	Northern Kenya and Other Arid Lands	1	R	22	4	1	0	1	11.12.09
8.10.2009	413/2009	Deputy Director Policy	Northern Kenya and Other Arid Lands	1	R	16	3	1	1	0	11.12.09

Date of Advert	V/No.	Post	Ministry/ Dept.	No. of Vac.	J.G.	No. of appl	No. Short-listed	No. appt	M	F	Decision Date
8.10.2009	414/2009	Deputy Director Employment Skills Devt and Entrepreneurship	Northern Kenya and Other Arid Lands	1	R	45	5	1	1	0	11.12.09
8.10.2009	415/2009	Deputy Director Health Services	Northern Kenya and Other Arid Lands	1	R	8	1	1	0	1	11.12.09
8.10.2009	416/2009	Deputy Director, Education Development	Northern Kenya and Other Arid Lands	1	R	54	8	1	1	0	11.12.09
8.10.2009	417/2009	Deputy Director Natural Resource and Environmental Management	Northern Kenya and Other Arid Lands	1	R	37	5	1	0	1	11.12.09
8.10.2009	419/2009	Deputy Director Livestock Devt	Northern Kenya and Other Arid Lands	1	R	20	6	1	1	0	11.12.09
8.10.2009	420/2009	Deputy Director Water and Irrigation Devt	Northern Kenya and Other Arid Lands	1	R	11	2	1	1	0	11.12.09
8.10.2009	421/2009	Principal Weights and Measures Officers (Weights and Measures)	Trade	14	N	60	0	0	0	0	11.12.09
8.10.2009	424/2009	Assistant Director of Fisheries (Fisheries Department)	Fisheries Development	29	P	84	0	0	0	0	11.12.09
05.11.2009	453/2009	Chairman Restriction Tribunal	Housing	1	S	1	1	1	1	0	11.12.09
		<b>TOTAL</b>		<b>2,426</b>		<b>22,233</b>	<b>3,410</b>	<b>1,687</b>	<b>1,150</b>	<b>537</b>	
		<b>Percentage</b>						<b>100%</b>	<b>68.17</b>	<b>31.83</b>	

Table 13: Summary of appointments made in 2009 for serving officers

	MALE	FEMALE	TOTAL
TOTAL APPLIED *			22,233
TOTAL SHORTLISTED *			3,410
TOTAL APPOINTED	1,150	537	1,687
PERCENTAGE APPOINTED 68.17	68.17	31.83	100%
* Disaggregated data not available			

TABLE 14: APPOINTMENTS OF NEW ENTRANTS MADE IN 2009 (ADVERTISED POSTS)

Date of Advert	V/No.	Post	Ministry/Dept.	No. of Vac.	J.G.	No. of appl	No. Short-listed	No. appt	M	F	Decision Date
25.8.2008	241/2008	Lecture II (Various Training Institutions)	Live-stock	18	K	762	126	18	13	5	28.01.2009
25.8.2008	246/2008	Zoologist II	Live-stock	18	K	467	113	18	9	9	28.01.2009
25.8.2008	249/2008	Housing Planning Officer II	Housing	15	J	669	94	15	9	6	4.02.2009
18.9.2008	306/2008	Dental Technologist III	Medical Services	5	H	119	25	5	5	0	4.02.2009
18.9.2008	319/2008	Public Health Technician III	Public Health and Sanitation	23	G	216	0	0	0	0	11.02.2009
18.9.2008	302/2008	Fisheries Officer	Fisheries Dev	78	K	1,861	356	78	57	21	4.03.2009
18.9.2008	307/2008	Plaster Technician III	Medical Services	52	G	112	65	52	18	34	4.03.2009
18.9.2008	320/2008	Nutrition Officer III	Public Health and Sanitation	4	H	254	18	4	0	4	4.03.2009
18.9.2008	311/2008	Nursing Officer I	Medical Services	50	K	238	168	50	23	27	18.03.2009
18.9.2008	314/2008	Physiotherapist III	Medical Services	25	H	111	59	25	15	10	18.03.2009
18.9.2008	315/2008	Occupational Therapist III	Medical Services	23	H	231	50	23	14	9	25.03.2009
18.9.2008	316/2008	Orthopaedic Technologist III	Medical Services	15	H	134	77	15	11	4	25.03.2009
18.9.2008	318/2008	Health Records and Information officer	Medical Services	5	H	158	39	5	4	1	25.03.2009

Date of Advert	V/No.	Post	Ministry/Dept.	No. of Vac.	J.G.	No. of appl	No. Short-listed	No. appt	M	F	Decision Date
25.8.2008	252/2008	Litigation Counsel II	State Law Office	7	SLGI	123	26	7	3	4	25.03.2009
25.8.2008	253/2008	Parliamentary Counsel II	State Law Office	9	SLGI	171	37	9	5	4	25.03.2009
25.8.2008	254/2008	State Counsel II (Public Prosecution)	State Law Office	18	SLGI	144	30	18	12	6	25.03.2009
25.8.2008	255/2008	Assistant Registrar General II	State Law Office	6	SLGI	140	33	6	1	5	25.03.2009
25.8.2008	256/2008	State Counsel II (Advocates Complaints Commission)	State Law Office	4	SLGI	100	26	4	2	2	25.03.2009
25.8.2008	257/2008	State Counsel II (Treaties & Agreement)	State Law Office	16	SLGI	189	46	16	11	5	25.03.2009
18.9.2008	299/2008	Immigration Officers II	Immigration	200	J	5,985	1,031	200	121	79	1.04.2009
21.1.2009	115/2009	Computer programmer I	Mombasa MC	1	SS9	155	5	1	1	0	29.04.2009
21.1.2009	116/2009	Development Control Officer III	Mombasa MC	1	SS9	30	3	1	1	0	29.04.2009
21.1.2009	120/2009	Education Officer III	Eldoret MC	1	SS9	143	1	0	0	0	29.04.2009
21.1.2009	75/2009	Asst. Livestock Health Officer III	Livestock Dev.	25	H	353	154	25	20	5	20.05.2009
21.1.2009	78/2009	Laboratory Technician II	Livestock Dev.	16	G	784	17	13	10	3	20.05.2009
21.1.2009	134/2009	Land Surveyor III	Various Local Authorities	2	SS9	61	14	2	2	0	20.05.2009
21.1.2009	76/2009	Asst. Livestock Production officer III	Livestock Dev.	20	H	756	125	20	11	9	27.05.2009
18.9.2008	309/2008	Clinical officer III	Medical Services	566	H	1,247	786	566	321	245	3.06.2009
18.9.2008	305/2008	Medical Engineering Technologist	Medical Services	13	H	260	44	13	9	4	10.06.2009

Date of Advert	V./No.	Post	Ministry/ Dept.	No. of Vac.	J.G.	No. of appl	No. Short-listed	No. appt	M	F	Decision Date
18.9.2008	308/2008	Community Oral Health officer III	Medical Services	10	G	158	51	10	6	4	10.06.2009
21.1.2009	77/2009	Livestock Production Assistant II	Livestock Dev.	120	G	2,304	544	120	78	42	10.06.2009
21.1.2009	79/2009	Laboratory Technologist III	Livestock Dev.	35	H	1,742	124	35	18	17	10.06.2009
18.9.2008	317/2008	Enrolled Nurse III	Medical Services	415	G	2,301	237	206	65	141	17.06.2009
21.1.2009	72/2009	Tourist Officer II	Tourism	21	J	3,006	117	21	14	7	17.06.2009
21.1.2009	81/2009	Government Estate Officer II	Housing	16	K	142	27	16	14	2	17.06.2009
21.1.2009	82/2009	Building Surveyor II	Housing	16	K	66	18	7	6	1	17.06.2009
18.9.2008	310/2008	Medical Laboratory Technologist III	Medical Services	124	H	1,383	537	123	85	38	01.07.2009
18.9.2008	312/2008	Nursing Officer III	Medical Services	686	H	2,837	696	502	153	349	01.07.2009
21.1.2009	15/2009	Trade Dev Officer II	Trade	38	J	2,303	131	38	26	12	01.07.2009
21.1.2009	21/2009	Fingerprint Officer II	Immigration	30	J	2,178	160	30	16	14	01.07.2009
18.9.2008	313/2008	Pharmaceutical Technologist III	Medical Services	100	H	1,261	324	100	61	39	15.07.2009
21.1.2009	80/2009	Livestock Health Assistant II	Livestock Dev.	120	G	2,185	474	120	95	25	5.08.2009
15.5.2009	174/2009	Engineer II (Mech Youth Affairs)	Roads	1	K	139	6	1	1	0	9.09.2009
15.5.2009	173/2009	Engineer II (Mech M-V)	Roads	8	K	96	40	8	8	0	16.09.2009
15.5.2009	171/2009	Geologist II	Roads	1	K	51	7	1	1	0	23.09.2009
15.5.2009	172/2009	Engineer II (Materials)	Roads	8	K	35	48	8	4	4	23.09.2009
15.5.2009	177/2009	Chemist III (Materials)	Roads	2	J	39	28	2	2	0	23.09.2009
15.5.2009	214/2009	Cohesion Officer	Justice	15	J	1,603	127	15	10	5	23.09.2009
18.9.2008	290/2008	Accountant II	Finance	680	J	6,699	1,371	680	484	196	30.09.2009
15.5.2009	175/2009	Engineer II (Roads)	Roads	20	K	355	70	20	17	3	30.09.2009
15.5.2009	158/2009	HRMO II	Public Service	120	J	2,107	248	120	78	42	7.10.2009

Date of Advert	V/No.	Post	Ministry/Dept.	No. of Vac.	J.G.	No. of appl	No. Short-listed	No. appt	M	F	Decision Date
15.5.2009	176/2009	Engineer II (Roads/Civil (NYS)	Roads	3	K	140	18	3	2	1	15.10.2009
11.8.2009	324/2009	Lecturer II KIBT	Roads	16	K	394	57	16	13	3	15.10.2009
15.5.2009	194/2009	Finance officer II	Finance	98	J	1,792	368	98	65	33	28.10.2009
11.8.2009	298/2009	Public Health Officer I	Public Health and Sanitation	170	K	210	193	133	70	63	18.11.2009
11.8.2009	271/2009	Probation Officer II	Home Affairs	200	J	2,043	493	200	116	84	2.12.09
11.8.2009	274/2009	Procurement Officer II	Finance	132	J	2,567	482	132	105	27	2.12.09
31.8.2009	329/2009	District Officer Cadet/Asst. Secretary Cadet	OOP/Provincial Administration	200	J	7,603	943	199	142	57	11.12.09
8.10.2009	378/2009	Inspector Mechanical	Youth Affairs and Sport	2	H	114	16	2	2	0	11.12.09
8.10.2009	379/2009	Inspector Electrical	Youth Affairs and Sport	1	H	53	0	0	0	0	11.12.09
		<b>TOTAL</b>		<b>4,644</b>		<b>63,879</b>	<b>11,523</b>	<b>4,175</b>	<b>2,465</b>	<b>1,710</b>	
		<b>Percentage</b>						<b>100%</b>	<b>59.04%</b>	<b>40.96%</b>	

TABLE 15 : SUMMARY OF NEW APPLICANTS APPOINTED IN 2009

	MALE	FEMALE	TOTAL
<b>TOTAL APPLIED*</b>			63,789
<b>TOTAL SHORTLISTED*</b>			11,523
<b>TOTAL APPOINTED</b>	2,465	1,710	4,175
<b>PERCENTAGE APPOINTED</b>	59.04%	40.96%	100%
* Disaggregated data not available			



## EXAMINATION DEPARTMENT

The core function of the department is to assist the Commission develop curricula and conduct civil service examinations including:

- Occupational Test for Telephone Operators
- Proficiency Examination for Clerical Officers
- Administrative Officers Examination
- Proficiency Examination for Weights and Measures Assistants Parts I and II

### Occupational Test for Telephone Operators Examination

The examination was held in April 2009. A total of seventy five (75) candidates sat for the Examination.

Table 16: below shows a comparative analysis of the overall performance from 2006 to 2009.

**Table 16: Comparative analysis of the overall performance from 2006 to 2009**

Year	Candidates	Pass	%Pass	Referrals	%Referrals	Fail	%Fail
2009	75	45	60	26	35	04	05
2008	89	53	60	29	32	07	08
2007	142	99	70	31	22	12	08
2006	30	26	87	03	10	01	03

### Proficiency Examination for Clerical Officers — August 2009

The Examination was held in August 2009. A total of four hundred and ten (410) candidates sat for the examination. This was the first examination under the revised syllabus.

Table 17 below shows the overall performance for the year 2009.

**Table 17: Overall Performance for the year 2009**

Year	Candidates	Pass	%Pass	Referrals	%Referrals
2009	410	218	53	192	47

### Administrative Officers Examination - November 2009

The examination which was the third under the revised syllabus was held in November 2009. A total of one hundred and thirty nine (139) candidates sat for the examination. Table 18 below shows an analysis of comparative performance for May, 2008, November, 2008 and November, 2009.

**Table 18: Comparative Analysis of Performance May, 2008 to November 2009**

Year	No. of Candidates	Pass	% Pass	Referrals	% Referrals
Nov. 2009	139	75	54	64	46
Nov. 2008	172	85	49.5	87	50.5
May 2008	191	96	50	95	50

### Revised Curricula

The Commission implemented the revised syllabus for Proficiency Examination for Clerical Officers in August 2009.

### Examination Boards

The Department participated in the Examination Moderation Committees for Public Sector Purchasing and Supplies Management Training Programme as well as the Animal Health and Industry Training Institutes (AHITIs)

## DISCIPLINE DEPARTMENT

The core functions of the department are:

- Preparation of briefs on disciplinary cases;
- Preparation of Disciplinary Board Reports;
- Advising ministries and departments on disciplinary procedures and processes;
- Availing witnesses and evidence in litigations involving disciplinary cases.

During the year under review, the department handled disciplinary cases including appeals and reviews from ministries, departments and local authorities as tabulated in table 19 below:

**Table 19: Cases handled in the year 2008 and 2009**

	2008		2009		Variance
	No.	%	No.	%	
<b>Total number of cases received</b>	582	100	546	100	-36
<b>Cases referred to ministries and departments</b>	33	5.67	45	8.24	12
<b>Cases received and finalized</b>	502	86.26	488	89.38	-14
<b>Cases carried forward to the year 2010</b>	47	8.07	13	2.38	-34

- The department also held sensitization workshops in local authorities on the Commission's instructions on disciplinary procedures.

**Table 20: Summary of the nature of the decisions made in the cases that were received and finalized in 2008 and 2009.**

	Nature of decision made	2008		2009		Variance
		No.	%	No.	%	
<b>1</b>	<b>Permanent &amp; Pensionable Officers</b>					
	Dismissed	99	19.72	121	24.80	22
	Reinstated	11	2.19	5	1.02	-6
<b>2</b>	<b>Dismissed Non-Pensionable officers</b>	6	1.20	5	1.02	-1
<b>3</b>	<b>Retirement in public interest</b>					
	Retired	38	7.57	43	8.81	5
	Reinstated	6	1.20	4	0.82	-2
	Removed Police officer with pension	0		1	0.20	1

	Nature of decision made	2008		2009		Variance
		No.	%	No.	%	
<b>4</b>	<b>Retirement under 50 year rule</b>					
	Retired	6	1.20	4	0.82	-2
	Reinstated	0		1	0.20	1
<b>5</b>	<b>Authorized officer's Appeal</b>					
	Rejected	3	0.60	3	0.61	0
	Withdrawn	0		1	0.20	1
	Allowed	1	0.20	0		-1
<b>6</b>	<b>Appeals by officers</b>					
	Allowed	41	8.17	23	4.71	-18
	Disallowed	91	18.13	144	29.51	53
	Time barred	22	4.38	4	0.82	-18
<b>7</b>	<b>Review</b>					
	Allowed	29	5.78	13	2.66	-16
	Disallowed	149	29.68	113	23.16	-36
	Time barred	0		1	0.20	1
	Await court ruling	0		2	0.41	2
	<b>Total number of cases handled</b>	<b>502</b>	<b>100</b>	<b>488</b>	<b>100</b>	<b>-14</b>

## AGENDA DEPARTMENT

This department prepares the agenda for Commission meetings. It also processes the decisions made at the meetings and ensures their timely communication to the ministries, departments, local authorities and other recipients.

**Table 21: The agenda items handled during the year under review:**

Monthly Agenda Items	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Meetings	1	4	4	5	4	4	5	4	5	4	4	2	46
Agenda items	23	66	53	236	94	154	231	124	109	75	115	95	1375
Appointments	20	41	0	25	0	0	26	51	19	0	9	18	209
Common establishment promotion	83	43	0	30	23	27	61	83	19	7	21	23	420
Confirmation on probationary appointments	4	30	0	10	19	32	23	25	59	28	6	23	259
Acting appointments approved	2	2	5	2	0	2	0	0	0	6	3	4	26
Acting appointments rejected	0	1	1	0	0	0	0	1	0	2	1	2	8
Retention in the service	0	2	0	1	2	0	6	2	3	4	5	3	28
Rejected cases	15	6	10	8	11	16	23	29	9	13	6	7	153
Retirement on Medical grounds	0	0	0	0	1	1	3	0	0	0	0	3	8
Corrigenda	0	2	4	1	3	1	2	1	3	1	1	2	21
Variation of Commission's decision	0	3	4	102	4	2	8	4	1	3	3	3	137
Re-designation	1	0	2	0	2	3	4	3	2	1	0	6	24
Approval of Schemes of Service	0	0	0	4	0	0	0	3	0	0	0	0	7
Approval of examination results	0	0	0	0	0	0	1	1	0	0	1	0	3
Appeal against the Commission's decision	0	0	2	1	2	1	0	4	0	1	3	0	14
Renewal of local Agreement	1	0	0	2	1	1	2	1	0	0	0	2	10
Rescission of Commission's decisions	4	5	7	3	2	1	5	3	2	0	3	2	37
Temporary waiver on the requirements of the schemes of Service	0	0	1	2	0	0	3	0	1	0	2	0	9
Noting of appointment of an Ambassador	0	0	0	0	0	0	1	0	1	0	0	1	3
Irregular recruitment process	0	0	0	0	0	0	0	0	2	1	1	1	5
Appointment of Authorized Officer	0	0	0	0	0	0	0	1	3	0	1	0	5
Special Audit report on recruitment of Foreign Doctors	0	0	0	0	0	0	2	0	1	0	0	0	3
Draft instruction letter on District based recruitment policy	0	0	0	0	0	0	0	0	1	0	0	0	1

Monthly Agenda Items	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Notification of filling of vacancies	0	0	0	0	0	0	1	0	9	5	2	1	18
Interview score sheets(revised 2009)	0	0	0	0	0	0	0	0	1	0	0	0	1
Withdrawal of Indent	0	0	0	0	0	0	0	1	0	0	0	0	1
Upgrading	0	0	0	0	0	0	0	2	0	0	0	1	3
Transfer of Service	0	0	0	0	0	0	3	1	0	0	0	0	4
Appointment on Local Agreement	0	0	0	0	0	0	9	2	0	1	3	5	20
Adoption of the recommendation on the regulations under the Fiscal Management Act, 2008	0	0	0	0	0	0	0	1	0	0	0	0	1
Status report on Court Cases	0	0	0	0	0	0	0	1	0	0	0	0	1
Posting	0	0	0	0	0	0	2	0	0	1	0	0	3
Approval of draft Schemes of Service	0	0	0	0	0	0	6	0	0	4	0	0	10
Noting of establishment of the East African Public Service Sectoral Committee	0	0	0	0	0	0	1	0	0	0	0	0	1
Re-appointment and Retention (Persons with Disability)	0	0	0	0	0	0	1	0	0	0	0	1	2
Noting of appointment of Director General Vision Delivery Secretariat	0	0	0	0	0	0	1	0	0	0	0	0	1
Addendum	0	0	0	0	0	0	1	0	0	1	0	0	2
Authority to destroy non-current public records	0	0	0	0	0	0	1	0	0	0	0	0	1
Recruitment of Nurses under Economic Stimulus Package for Constituencies	0	0	0	0	0	0	0	0	0	0	0	1	1
Guidance on determination of the period an Officer was away upon reinstatement	0	0	0	0	0	0	0	0	0	0	0	2	2
Notification of delegated appointments	0	0	0	0	0	0	0	0	0	0	1	1	2
Meaning of pre-service trainee	0	0	0	0	0	0	0	0	0	0	0	1	1
Irregular recruitment of Nurses under Economic Stimulus Package for Constituencies	0	0	0	0	0	0	0	0	0	0	0	1	1
Determination of Service to be 'Public Service'	0	0	0	0	0	0	0	0	0	0	1	0	1
Secondments	0	0	0	0	0	0	0	0	0	1	0	0	1
Noting of Permanent Secretary's response on recruitment of Foreign Doctors	0	0	0	0	0	0	0	0	0	1	0	0	1
Noting the Authorized Officer's explanation	0	0	0	0	0	0	0	0	0	1	0	0	1
Noting the contents of a letter from Hon. Minister for Public Service	0	0	0	0	0	0	0	0	0	1	0	0	1
Performance contract for the Year 2009/2010	0	0	0	0	0	0	0	0	0	1	0	0	1

Monthly Agenda Items	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Total
Standardization of requirements for appointment To various grades in the Civil Service	0	0	0	0	0	0	0	0	0	1	0	0	1
Noting of circular on Appointment of personal staff in the offices of Prime Minister, Vice President Deputy Prime Ministers and Hon. Ministers	0	0	0	0	0	0	0	0	0	1	0	0	1
Revisit of pre-selection V/No.264/2009	0	0	0	0	0	0	0	0	0	1	0	0	1

# PSCK

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