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APPROVED STAFF ESTABLISHMENT

1. OFFICE OF THE GOVERNOR

Office of the Governor					
Designation Titles	**Job Group**	**In Post**	**Proposed Establishment**	**Approved establishment**	**Justification**
Governor	4	1	1	1	CEO and Head of the County Government
Deputy Governor	5	1	1	1	To deputize the Governor
Chief of Staff	S	1	1	1	Accounting officer in the Governor´s office. Coordinates the activities in the Governor´s office and Governors personal Staff
Advisors	R	8	9	9	1 Advisor to the Governor on the following: 1.Political advisor 2. Legal 3. Economic 4. Social 5. Special Programs: (Infrastructure; Partnership and international Cooperation, Entrepreneurship, Women& venerable groups, Agribusiness)
Director Press Services	R	0	1	1	Director of Governors Press/communication
Personal Assistant	N	0	2	1	1PA to the Governor and 1 for the Deputy Governor.
Office Administrator II/I/senior	J/K/L/M	3	3	3	2 To offer secretarial services to the Governor and 1 to the Deputy Governor
Driver III/II/I/Senior	J/G F/G/H/J	5	5	5	Three drivers for the Governor and 2 for the deputy Governor
Cooks	E/F/G	2	3	3	2 for the Governor's residence and one for the Deputy Governor's residence
Gardener	D/E/F	1	2	2	1 for the Governor's residence and one for the Deputy Governor's residence
Cleaning Supervisor III/IIB/IIA	J/G D/E/F	1	3	2	2 to undertake support services in the Governor's office and 1 the Deputy Governor's office
Total		**24**	**30**		**30**

2. ESTABLISHMENT FOR COUNTY SECRETARY´S OFFICE

Office of the County Secretary					
Designation Titles	**Job Group**	**In Post**	**Proposed Establishment**	**Approved est.**	**Justification**
County Secretary	T	1	1	1	Head of Public Service and Secretary to CEC
Deputy County Secretary/Chief Officer Administration	S	0	1	1	To deputize the County Secretary and Accounting officer in the office of County Secretary
Senior/Chief/Principal Office Administrator	J/G L/M/N	0	1	1	Secretary to the County Secretary
Office Administrator II/I	J/G J/K	0	1	1	Secretary to the Deputy County Secretary
Driver III/II/I/Senior	J/G F/G/H/J	2	3	2	One Driver each for the Secretary and deputy County Secretary
Cleaning Supervisor III/IIB/IIA	J/G D/E/F	1	2	2	Undertake support services to the two offices
Total		**6**	**9**	**8**	
Legal Office					
Designation	**Job Group**	**In Post**	**Proposed**	**Approved**	**Justification**
County Attorney	T	1	1	1	To head legal unit
County cloister	S	0	1	1	To assist the county attorney
Principal Legal Officer	N	1	1	1	
Legal officer	KLM	0	3	3	
Total		2	5	5	
FLEET MANAGEMENT SECTION					
Mechanic III/II/I/Senior	J/G E/F/G/H	3	6	**6**	To maintain fleet in good mechanical condition
Driver III/II/I/Senior	J/G E/F/G	56	385	**385**	To have enough drivers for all vehicles
Plant Operator III/II/I/Senior	J/G E/F/G/H	3	9	**9**	
Sub Total		**62**	**400**	**400**	

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OFFICE ADMINISTRATORS(SECRETARIAL SERVICES)					
Principal Office Administrator/Principal Assistant Office Administrator	J/G N	0	13	13	To Perform office Admin duties at the Governor`s office (1), Deputy Governor (1),County secretary`s office (1), County Executive Committee Member (10),
Chief Office Administrator/Chief Assistant Office Administrator	J/G M	0	33	33	To Perform Office Admin duties at the Governor`s office (1), County secretary`s office (1), Personal Assistant to the governor (1), Chief of Staff (1) and Chief Officers offices (20) and (9) at the sub-counties
Senior Office Administrator/Senior Assistant Office Administrator	J/G L	0	53	53	To Perform Office Admin duties at the Directors and Deputy Directors offices in the various directorates.
Office Administrator I/Assistant Office Administrator I/Office Administrator II/Assistant Office Administrator II/Assistant Office Administrator III	J/G K/J/H	13	160	160	To Perform Office Administrative duties at the departments, Sub-County Administrators Offices and ward administration as well as all sub-county hospitals, and the level five hospital.
		13	**259**	**259**	
GENERAL RECORDS MANAGEMENT					
Principal Records Management Assistant	J.G N	0	1	1	1 to coordinate County General records management
Chief Records Management Assistant	J.G M	0	1	1	to perform County General records management duties at the head quarters
Senior Records Management Assistant	J.G L	0	2	2	to perform County General records management duties at the head quarters
Records Management Assistant I	J.G K	0	4	4	to perform general records management duties at main Departments
Records Management Assistant II/ Records Management Assistant III	J.G J/H	0	6	6	To perform general records management duties at the sub counties
TOTAL		**0**	**14**	**14**	

ENFORCEMENT AND DISASTER MANAGEMENT SECTION					
Assistant Director, Enforcement and Security	J.G P	0	1	1	To head the section
Senior Superintendent	J.G N	0	2	2	1 To head security function 1 to head enforcement function
Superintendent	J.G M	0	22	9	6 to co-ordinate the security and enforcement functions at the sub counties. 1 to head traffic marshal, one to head general unit, 1 to head VIP unit and 1 to head Dog unit.
Assistant Superintendent	J.G L	0	44	44	36 to perform security and enforcement duties at the sub counties. 2 to handle traffic marshal, 2 to handle general unit, 2 to handle VIP unit and 2 to handle Dog unit
Chief Inspector/ Chief Security officer	J.G K	0	66	66	54 to perform security and enforcement duties at the sub counties. 3 to handle traffic marshal, 3 to handle general unit, 3 to handle VIP unit and 3 to handle Dog unit.
Inspector	J.G J	1	88	88	72 to perform security and enforcement duties at the sub counties. 4 to handle traffic marshal, 4 to handle general unit, 4 to handle VIP unit and 4 to handle Dog unit.
Assistant Inspector	J.G H	1	110	110	90 to perform security and enforcement duties at the sub counties. 5 to handle traffic marshal, 5 to handle general unit, 5 to handle VIP unit and 5 to handle Dog unit.
Senior sergeant/sergeant/corporal	J.G G/F/E	16	210	210	210 to perform security and enforcement duties at the ward level.

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Security Warden/Constable	J.G D	10	350	350	350 To be deployed in Markets
Sub Total		**28**	**893**	**893**	

FIRE AND DISASTER MANAGEMENT DIVISION					
Deputy Director, Fire/Disaster Management	J.G Q	0	1	1	To head the Division
Chief Superintending Fire Officer	J.G P	0	1	1	To assist the deputy director Fire unit
Senior Superintending fire Officer	J.G N	0	1	1	To undertake fire and disaster management services
Senior Fire Officer	J.G M	0	9	9	one in each Fire Station
Fire Officer I	J.G L	0	18	18	2 for each Sub-County Fire Station- risk prevention and mitigation
Fire Officer II	J.G K	0	27	27	27 Daily operation at the fire station per shift.
Chief Fireman	J.G J	0	27	27	1chief fireman per shift (3 shifts in a day)
Senior Fireman	J.G H	0	54	54	2 senior fireman per shift per day.
Fireman I/II/III	J.G G/F/E	0	108	108	4 firemen per shift per day
Sub Total		**0**	**246**	**246**	
CLERICAL SERVICES					
Principal Clerical Officer	J.G K	0	3	3	To be deployed in the office of the Governor, Deputy Governor and County Secretary
Chief Clerical Officer	J.G J	0	4	16	To be deployed within directorates and sections in the department
Senior Clerical Officer	J.G H	0	5		
Clerical Officer I/Clerical Officer II	J.G F/G	0	7		
Total		**0**	**19**	**19**	
SUPPORT SERVICES					
Cleaning Supervisor I/ Cleaning Supervisor IIA/ Cleaning Supervisor IIB/ Support staff supervisor/ Cleaning supervisor III	J/G D/E/F/G/ H	10	1264	1264	To be deployed to perform cleaning and messegerial services in the health facilities as well as all the departments at the headquarters and sub county level
Total		10	**1264**	1264	

3. ESTABLISHMENT FOR THE DEPARTMENT OF PUBLIC SERVICE & ICT

Designation	Job Group/ CPSB Grade	In-post	Proposed	Approved	Justification
CECM		1	1	1	To provide strategic direction
Chief Officer	S/2	0	1	1	To head the department
Human Resource Management and Development Officers					
Director, Human Resource Management and Development	R/3	1	2	2	1 to head Performance Management 1 to head Human Resource Management and Development
Deputy Director, Human Resource Management and Development	Q/4	4	4	4	To head the following Divisions: 1-Training and Development 1-Human Resource Management 1-Performance Management and Contracting 1-BPR and Research
Assistant Director, Human Resource Management and Development	P/5	0	5	5	1 to coordinate and undertake training and development functions 2 to coordinate and undertake Human Resource Management

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					1 to coordinate and undertake Performance Management and Contracting 1 to coordinate and undertake BPR and Research
Principal Human Resource Management and Development Officer	N/6	0	7	7	1 to undertake training and development functions 4 to undertake human resource management 1 to undertake performance management and contracting 1 undertake BPR and research
Chief Human Resource Management and Development Officer	M/7	0	8	33	18 to undertake HR functions at headquarters 15 to perform HR functions in departments
Senior Human Resource Management and Development Officer	L/8	5	10		
Human Resource Management and Development Officer II/I	J/K/10/9	6	15		
Total		**13**	**53**	53	
Principal Human Resource Assistant	N/6	0	1	15	To undertake HR functions as follows: 5 at headquarters

Chief Human Resource Assistant	M/7	0	2		10 at the Departments
Senior Human Resource Assistant	L/8	0	3		
Human Resource Assistant I	K/9	2	4		
Human Resource Assistant III/II	H/J/11/10	1	5		
Grand total		**16**	**68**	68	

Records Management Officers

Designation	**Job Group/ CPSB Grade**	**In-post**	**Proposed**	**Approved**	**Justification**
Deputy Director, Records Management	Q/4	0	1	1	To head the records management function
Assistant Director, Records Management	P/5	0			
Principal Records Management Officer	N/6	0	1	8	To be deployed in confidential and main registries
Chief Records Management Officer	M/7	0	1		
Senior Records	L/8	0	2		

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Management Officer					
Records Management Officer II/I	J/K/10/9	0	4		
Total		**0**	**9**		9
Principal Records Management Assistant	N/6	0	1	12	To undertake records management functions at the headquarters/Departments
Chief Records Management Assistant	M/7	0	1		
Senior Records Management Assistant	L/8	1	2		
Records Management Assistant I	K/9	0	3		
Records Management Assistant III/II	H/J/11/10	2	5		
Total		**3**	**12**		12

DIRECTORATE OF PUBLIC COMMUNICATION AND INFORMATION COMMUNICATION TECHNOLOGY

Designation	**Job Group/ Grade**	**In post**	**proposed**	**Approved**	**Justification**
Director, Public Communication &Information Communication Technology	R	**0**	**1**	1	To head the Directorate

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PUBLIC COMMUNICATION DIVISION					
PUBLIC COMMUNICATION OFFICERS					
Deputy Director, Public Communication	Q	0	1	1	To head the Division
Assistant Director, Public Communication	P	0	1	1	To coordinate and undertake Information and public communications functions
Principal Public Communication Officer	N	0	1	7	
Chief Public Communication Officer	M	0	2		
Senior Public Communication Officer	L	0	2		
Public Communication Officer II/I	J/K	1	2		
Total		1	9	**9**	
PUBLIC COMMUNICATION ASSISTANTS					
Principal Information and Public Communications Assistant	N	1	1	1	To perform information and public communications functions at the sub counties
Chief Information and Public Communications Assistant	M	0			
Senior Information and Public Communications Assistant	L	0			

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Information and Public Communications Assistant	K	0	2	2	To perform information and public communications functions at the sub counties
Information and Public Communications Assistant III/II/	H/J	4	2	2	
Total		**4**	**5**	5	
Grand Total		**10**	**45**	45	
INFORMATION COMMUNICATION TECHNOLOGY DIVISION					
Deputy Director, Information Communication Technology (ICT)	Q	0	1	1	To head the ICT Division
Assistant Director, Information Communication Technology (ICT)	P	1	2	2	To coordinate and undertake ICT functions in the following sections: 1-User Support 1-Infrastructure Development
Principal ICT Officer	N	0	3	3	To undertake ICT functions as follows: 8- at the sub counties 7-at the main hospitals 12 – at the headquarters to support the departments
Chief ICT Officer	M	0	4	4	
Snr ICT Officer	L	1	5	5	
ICT Officer I	K	2	6	6	
ICT Officer III/II/I	G/H/J	2	10	9	
Total		**5**	**31**	**30**	

Office of Administration and Sub County and Coordination					
Director, Administration and Coordination	J/G R	1	5	5	To coordinate Admin services in the various Units- Sub County and Co-ordination, Fire and Disaster, Enforcement, Transport, CEC secretariat.
Deputy Director/ Sub county Administrator	J/G Q	9	14	14	9 to co-ordinate field services as Sub- County Administrators, 5 to the various units.
Assistant Director Administration	J.G P	1	18	18	to 4 perform general office administration, 9 to perform administrative duties in the field as deputy Sub-County Administrators 5 to perform admin functions in the various units. enforcement section and
Principal administration Officer/Ward Administrators	J.G N	0	40	40	35 to co-ordinate field admin services as Ward administrators and 5 to undertake administrative functions department and the units.
Chief Administration Officer/chief assistant administration officer.	J.G M	0	47	37	2 to perform general office administration duties 35 to perform admin duties at the field and to Support the administrative function in the departments as well as the units.
Senior Administration Officer/snr assistant administration officer	J.G L	0	53	53	7 to perform general office administration services at the headquarters, 35 to perform field administrative functions and 10 to perform administrative function in the departments, 3 to perform admin functions in enforcement section and the other 2 to perform in the fleet management section. 5 to perform general office administration services, 5 to perform administrative services in CEC secretariat and
Assistant administration officers/Administration officer III/II/ I	H/J/K	10	60	60	

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					Public Service division at the headquarters, 75 to perform field administrative functions
Village Administrators	J.G				The number to be decided by the county assembly

4. APPROVED ESTABLISHMENT FOR DEPARTMENT OF EDUCATION AND TECHNICAL TRAINING

Directorate of Education					
Designation	**Job Group**	**In post**	**Proposed**	**Approved Establishment**	**justification**
Director of Education	R	1	1	1	To head the Directorate
DeputyDirector	Q	1	3	3	1 To head Quality Assurance 1 to head Teacher Management 1 to head Programs, Projects and Partnerships
Assistant Director	P	4	6	6	2 to be deployed in each of the areas: Quality Assurance ,Teacher Managementand programs, projects and partnerships
Principal ECDE Officer (Sub County ECDE	N	2	12	12	To coordinate ECDE activitiesin the 8 Sub Counties and 4 in Headquarters

Officers)					
ECDE officers II/I/Snr (Ward ECDE Officers)	K/L/M	0	35	35	To coordinate ECDE activitiesin the Wards
ECDE teachers	E/F/G/H/ J/K	1000	1600	1600	To teach in the ECDE Centers
totals		1008	1657	1657	

Note: The County has 676 public ECDE centers distributed across the county. The total enrolment 40000.The recommended teacher ratio is 1:25 which translated to an establishment of 1600 teachers.

Directorate of Vocational Training					
Designation	Job Group	In post	Proposed	Approved Establishment	justification
Director of Vocational Training	R	0	1	1	To head the Directorate
Deputy Director of Vocational Training	Q	0	1	1	To deputize the Director
Assistant Director of Vocational Training	P	0	4	4	To Coordinate Vocational training in the Sub Counties (2 Sub-counties each)
Principal Polytechnic Instructor	N	0	70	70	To Head the Polytechnics
Deputy Principal Polytechnic Instructor	M	1	70	70	To deputizethe Head

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Senior Instructor/Instructor I/II/III	H/J/K/L	124	372	372	To teach in the Polytechnics

Directorate of Talents, Innovations and Local Industries					
Designation	Job Group	In post	Proposed	**Approved Establishment**	justification
Director of Talents, Innovations and Local Industries	R	0	1	1	To head the Directorate and provide overall leadership
Deputy Director Talents, Innovations and Local Industries	Q	0	1	1	Deputize the Director
Assistant Director Talents, Innovations and Local Industries	P	0	2	2	To monitor and participate in Talents, Innovations activities
Principal Talents Development Officer	N	1	4	4	To promote, Develop and identify Talents, Innovations
Sub County talents and innovations Officers	J/K/L/M	0	20	10	Actual talent identificationand Development
Ward officers	H	0	350	35	Actual talent identification
Total				53	

The Board proposed that this Directorate be transferred to the Department of Youth, Culture and Social Services.

5. LANDS AND PHYSICAL PLANNING

Designation	Job Group/ CPSB Grade	In-post	Proposed Numbers	Approved	Justification
Directorate of Lands and Physical Planning					
Director, Lands and Physical Planning	R/3	0	1	**1**	To head the Directorate
Deputy Director, Lands	Q/4	0	1	1	To head Land Administration, Survey and Valuation Division
Land Surveyors					
Assistant Director, Land Survey	P/5	0	1	1	To coordinate land survey functions
Principal Land Surveyor	N/6	0	2	2	To undertake land survey functions as follows: 3-at the headquarters 4- at the sub-counties (1 for 2 sub-counties)
Chief Land Surveyor	M/7	0	2	**2**	
Land Surveyor /Senior	K/L/9/8	2	3	**3**	
Total		**2**	**8**	8	
Land Survey Assistants					
Principal Land Survey Assistant	N/6	0	1	11	To undertake land survey functions as follows: 3-at the headquarters 8- at the sub counties(1 per sub county)
Chief Land Survey Assistant	M/7	0	2		
Senior Land Survey Assistant	L/8	0	2		
Land Survey Assistant I	K/9	0	3		
Land Survey Assistant III/II	H/J/11/10	1	3		
Total		**1**	**11**		**11**
Valuers					
Director Valuation	R/4		1	1	To coordinate valuation functions

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Assistant Director, Valuation	P/5	0	1	1	To Assist coordinate valuation functions
Principal Valuer	N/6	1	2	7	To undertake valuation functions as follows: 3-at the headquarters 4- at the sub-counties (1 for 2 sub-counties
Chief Valuer	M/7	0	2		
Valuer /Senior	K/L/9/8	0	3		
Total		**1**	**8**	8	
Valuation Assistants					
Principal Valuation Assistant	N/6	0	1	1	To undertake valuation functions at the headquarters
Chief Valuation Assistant	M/7	0	1	1	
Senior Valuation Assistant	L/8	0	3	3	
Valuation Assistant I	K/9	0			
Valuation Assistant III/II	H/J/11/10	0			
Total		**0**	**5**	**5**	
Physical Planning Officers					
Deputy Director, Physical Planning	Q/4	0	1	1	To head Physical Planning Division
Assistant Director, Physical Planning	P/5	0	2	2	2 To undertake physical planning functions as follows: 2-at the headquarters 8- at the sub counties(1 per sub county
Principal Physical Planner	N/6	1	2	**2**	
Chief Physical Planner	M/7		3	**3**	
Physical Planner/Senior	K/L/9/8	2	3	**3**	
Total		**3**	**11**	**11**	
Physical Planning Assistants					
Principal Physical Planning Assistant	N/6	0	1	1	1 To undertake physical planning functions as follows: 2-at the headquarters
Chief Physical Planning Assistant	M/7	0	1	1	
Senior Physical Planning Assistant	L/8	0	2	2	
Physical Planning Assistant I	K/9	0	3	3	

Physical Planning Assistant III/II	H/J/11/10	5	3	3	8- at the sub counties(1 per sub county
Total		**5**	**10**	**10**	
Grand total		**12**	**55**	**55**	

6.DEPARTMENT OF PUBLIC WORKS AND HOUSING

Designation	**Job Group/ CPSB Grade**	**In-post**	**Proposed Numbers**	**Approved**	**Justification**
DIRECTORATE OF PUBLIC WORKS					
Director, Public Works	R/3	0	1	1	1To head the Directorate
Architectural Division					
Principal Superintending Architect	Q/4	0	1	1	To head Architectural Division
Chief Superintending Architect	P/5	0	1	1	To coordinate and undertake architectural functions
Senior Superintending Architect	N/6	1	2	2	To undertake architectural functions
Architeet/Superintending Architect	L/M/8/7	0			
Total		**1**	**4**	**4**	
Architectural Assistant					
Senior Principal Architectural Assistant	P/5	0	1	1	To perform architectural functions
Principal Architectural Assistant	N/6	0			
Chief Architectural Assistant	M/7	0	2	2	
Senior Architectural Assistant	L/8	0			
Architectural Assistant I	K/9	0	3	3	

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Architectural Assistant III/II	H/J/11/10	0			
Total		**0**	**6**	6	
Inspectors (Building)					
Senior Principal Superintendent	P/5	0	1	1	To undertake supervision of building works
Principal Superintendent	N/6	0	1	1	
Chief Superintendent	M/7	0	1	1	
Senior Superintendent	L/8	0	2	2	
Superintendent	K/9	0	3	3	
Inspector/Senior Inspector	H/J/11/10	0			
Total		**0**	**8**	8	
Quantity Survey Division					
Principal Superintending Quantity Surveyor	Q/4	0	1	1	To head Quantity Survey Division
Chief Superintending Quantity Surveyor	P/5	1	1	1	To coordinate and undertake quantity survey functions
Senior Superintending Quantity Surveyor	N/6	0	2	2	To undertake quantity survey functions
Superintending Quantity Surveyor	M/7	0			
Assistant Quantity Surveyor II/I	K/L/9/8	0			
Total		**1**	**4**	4	
Quantity Survey Assistants					
Senior Principal Quantity Survey Assistant	P/5	0	1	1	To perform quantity survey functions
Principal Quantity Survey Assistant	N/6	0			
Chief Quantity Survey Assistant	M/7	0	2	2	
Senior Quantity Survey Assistant	L/8	0			
Quantity Survey Assistant I	K/9	0	3	3	

Quantity Survey Assistant III/II	H/J/11/10	0			
Total		**0**	**6**	6	
Structural/Civil Engineering Division					
Principal Superintending Engineer	Q/4	0	1	1	To head Structural and Civil Engineering Division
Chief Superintending Engineer	P/5	0	1	1	To coordinate and undertake structural and civil engineering functions
Senior Superintending Engineer	N/6	0	2	2	To undertake structural and civil engineering functions
Superintending Engineer	M/7	0			
Engineer II/I	K/L/9/8	0			
Total		**0**	**4**	4	
Structural Assistants					
Senior Principal Structural Assistant	P/5	0	1	**1**	To perform structural and civil engineering function at sub-counties
Principal Structural Assistant	N/6	0	2	**2**	
Chief Structural Assistant	M/7	0			
Senior Structural Assistant	L/8	0	**3**	**3**	
Structural Assistant	K/9	0			
Structural Assistant III/II	H/J/11/10	0			
Total		**0**	**6**	**6**	
Electrical/Mechanical Engineering Division					
Principal Superintending Engineer	Q/4	0	1	1	To head Electrical and Mechanical Division
Chief Superintending Engineer	P/5	0	2	**2**	To coordinate and undertake electrical and mechanical functions 1-electrical

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					1-mechanical
Senior Superintending Engineer	N/6	0	4	**4**	To undertake electrical and mechanical functions 2-electrical 2-mechanical
Superintending Engineer	M/7	0			
Engineer II/I	K/L/9/8	0			
Total		**0**	7	7	
Inspectors (Electrical and Mechanical)					
Senior Principal Superintendent	P/5	0	1	1	To coordinate and undertake electrical and mechanical functions
Principal Superintendent	N/6	0	2	**2**	To undertake electrical and mechanical functions 4 Mechanical 4 Electrical
Chief Superintendent	M/7	0			
Senior Superintendent	L/8	2	6	**6**	
Superintendent	K/9	0			
Inspector/Senior Inspector	H/J/11/10	0			
Total		2	9	9	
Artisans					
Senior Charge hand	J/10	2	2	2	To perform masonry, welding, painting, electrical, plumbing and carpentry work
Artisan III/II/I / Charge Hand	E/F/G/H/ 14/13/12/14	0	6	**6**	
Total		**2**	**8**	**8**	
Grand total		**6**	**63**	**63**	**63**

7. STAFF ESTABLISHMENT FOR THE DEPARTMENT OF WATER, IRRIGATION, ENVIRONMENT AND NATURAL RESOURCES

Designation	Job Group/ CPSB Grade	In-post	Proposed Numbers	Approved	Justification
Directorate of Irrigation					
Irrigation Engineers					
Senior Principal Superintending Engineer (Irrigation)	R/3	0	1	1	To Head the Directorate

Principal Superintending Engineer (Irrigation)	Q/4	0	3	3	To head the following Divisions: 1- Irrigation 1- Drainage 1- Water Storage
Chief Superintending Engineer (Irrigation)	P/5	0	5	10	9- To head irrigation, drainage and water storage functions in the nine (9) sub-counties 1- To be deployed at the headquarters
Senior Superintending Engineer (Irrigation)	N/6	0	5		
Superintending Engineer (Irrigation)	M/7	0	5	5	9- To undertake irrigation, drainage and water storage functions in the nine (9) sub-counties 1- To be deployed at the headquarters
Assistant Engineer II/I (Irrigation)	K/L/9/8	0	5	5	
Total		**0**	**24**	24	
Irrigation Inspectors					
Senior Principal Superintendent (Irrigation)	P/5	0	3	3	3
Principal Superintendent (Irrigation)	N/6	0	4	4	To perform the function of irrigation, drainage and water storage in the Sub-Counties
Chief Superintendent (Irrigation)	M/7	2	4	4	
Senior Superintendent (Irrigation)	L/8	4	5	4	
Superintendent (Irrigation)	K/9	0	5	5	
Inspector/ Senior Inspector (Irrigation)	H/J/11/10	0	5	5	
Total		**7**	**25**	**25**	
Artisans					
Senior Charge Hand	J/10	0	2	2	To coordinate and undertake plumbing and masonry duties in irrigation projects
Artisan III/II/I/ Charge Hand	E/F/G/H/14/13/12/11	0	**7**	7	To undertake plumbing and masonry duties in irrigation projects
Total		**0**	**9**	**9**	
Grand total		7	**58**	**58**	

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Directorate of Water and Sewerage					
Water Engineers					
Senior Principal Superintending Engineer (Water and Sewerage)	R/3	0	1	1	To head the Directorate
Principal Superintending Engineer (Water and Sewerage)	Q/4	0	2	2	To head the following Divisions: 1- Water Development 1- Sewerage
Chief Superintending Engineer (Water and Sewerage)	P/5	0	5	10	9- To head water development and sewerage functions in the nine (9) Sub-counties 1- To be deployed at the headquarters
Senior Superintending Engineer (Water and Sewerage)	N/6	0	5		
Superintending Engineer (Water and Sewerage)	M/7	0	5	5	9- To undertake water development and sewerage functions in the Sub-counties 1- To be deployed at the headquarters
Assistant Engineer II/I (Water and Sewerage)	K/L/9/8	0	5	5	
Total		**0**	**24**	24	
Inspectors (Water and Sewerage)					
Senior Principal Superintendent (Water and Sewerage)	P/5	0	3	3	To coordinate and undertake water development, sewerage and water resources functions in the Sub-counties
Principal Superintendent (Water and Sewerage)	N/6	0	4	4	4 To perform the functions of water development, sewerage

Chief Superintendent (Water and Sewerage)	M/7	2	4	4	and water resources in the Sub-counties
Senior Superintendent (Water and Sewerage)	L/8	4	5	4	
Superintendent (Water and Sewerage)	K/9	0	5	5	
Inspector/ Senior Inspector (Water and Sewerage)	H/J/11/10	0	5	5	
Total		**7**	**25**	**25**	
Geology Division					
Deputy Director, Water Resources	Q/4	0	1	1	1 To head and coordinate water resources division
Assistant Director, Water Resources	P/5	0			
Principal Geologist	N/6	0	1	1	1 To undertake geological functions
Chief Geologist	M/7	0			
Geologist/Senior	K/L/9/8	0			
Total		**0**	**2**	**2**	
Water Laboratory Services Section					
Principal Laboratory Technologist	6/N	0	1	1	To head and coordinate the lab services
Chief Laboratory Technologist	7/M	0	1	1	To undertake water Laboratory services
Senior Laboratory Technologist	8/L	1	2	2	
Laboratory Technologist I	9/K	0			

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Laboratory Technologist III/II	11/10/H/J	0			
Total		**1**	**4**	**4**	
Artisans/Charge Hands					
Senior Charge Hand	J/10	0	2	2	2 To coordinate and undertake plumbing, pipefitting and borehole operators functions in water and sewerage projects
Artisan III/II/I/ Charge Hand	E/F/G/H/14/13/12/11	2	7	7	To undertake plumbing, pipefitting and borehole operators functions in water and sewerage projects
Total		**2**	**9**	**9**	
Grand Total		**10**	**64**	**64**	

DEPARTMENT OF ENVIRONMENT

Designation	Job Group / CPSB Grade	In post	Proposed Numbers	Difference	Approved
CECM	8	1	1	0	1
Chief Officer	S	1	1	0	1
Director Natural resources	R	0	1	1	1
Director Environment	R	0	1		1
MINERALS DIVISION					
Geologist	K	0	1	1	1
Assistance	J	0	1	1	1
WILDLIFE DIVISION					
County Wildlife Manager	P	0	1	1	1
Assistant County Wildlife Manager	N	0	1	1	1
Sub-County Wildlife manager	M	0	1	1	1
FOREST DIVISION					
County Forest Manager	P	0	1	1	1

Assistant County Forest Manager	N	0	1	1	1
Sub-County Forest Officers	K	0	8	8	8
Ward Extension Forest Officers	J	0	35	35	35
POLLUTION CONTROL DIVISION					
County Pollution Control Officer	M	0	1	1	1
Assistant Pollution Control Officer	L	0	1	1	1
Sub County Pollution Control Officers	K	0	8	8	8
Ward Pollution Control Officers	J	0	35	35	35
WASTE MANAGEMENT & BEAUTIFICATION DIVISION					
County Cleansing & Beautification Officer	M	0	1	1	1
Assistance County Cleansing & Beautification Officer	L	0	1	1	1
Sub – County Cleansing & Beautification Officer	K	0	8	8	8
Ward Cleansing & Beautification Officer	J	0	35	35	35
ENVIRONMENTAL CONSERVATOR DIVISION					
County Environment Conservator	L	0	1	1	1
Assistant County Environment Conservator	K	0	1	1	1
Sub-County Environment Conservators	J	0	8	8	8
Ward Environment Conservators	H	0	35	35	35
SUPPORT PERSONNNEL					
Drivers	D	0	4	4	4
Secretaries	K	1	10	9	10
Clerical	F	0	7	7	7
Support Staff	D	0	7	7	7
Total		**2**	**217**	**217**	**217**

8. DEPARTMENT OF FINANCE AND ECONOMIC PLANNING

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DIRECTORATE OF INTERNAL AUDIT

Designation	Job Group/CPSB Grade	In-post	Proposed Numbers	Approved	Justification
Director, Internal Audit	R/3	1	1	1	To head the Directorate
Deputy Director, Internal Audit	Q/4	0	2	1	To head the following Divisions: 1-Risk Monitoring 1- Internal Controls
Assistant Director, Internal Audit	P/5	0	2	2	To coordinate and undertake internal audit functions in the following Divisions: 1-Risk Monitoring 1-Internal Controls
Principal Internal Auditor	N/6	2	3	15	To perform internal audit functions in the following areas: 7-in departments 8-in sub-counties and subsidiary entities
Chief Internal Auditor	M/7	1	3		
Senior Internal Auditor	L/8	0	4		
Internal Auditor II/I Audit Clerks	J/K/10/9 SS 13	2 2	5 0		
Total		8	20	19	

Staff establishment for the Directorate of Economic Planning

Designation	Job Group/CPSB Grade	In-post	Proposed Numbers	Approved	Justification

Director, Economic Planning	R	0	1	1	To head the Directorate
Chief Economist (Deputy Director, Economic Planning)	Q	0	2	1	To coordinate and undertake panning functions in the following Divisions: 1-County Development Planning and Policy Coordination 1-Research, Monitoring and Evaluation
Principal Economist (Assistant Director, Economic Planning)	P	0	3	3	To undertake planning functions as follows: 1-County Development Planning and Policy Coordination Division 1-Monitoring and Evaluation Division 1- Statistics and Research Division
Senior Economist I	N	2	8	8	To perform planning functions at county departments and sub-counties
Senior Economist II	M	6			
Economist II/I	K/L	3	10	10	
Total		**11**	**24**	**23**	

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Staff establishment for the Directorate of Revenue

Designation	Job Group	In-post	Proposed Numbers	Approved	Justification for proposed numbers
Director, Revenue	R	1	1	1	To head directorate
Deputy Director, Revenue	Q	0	2	1	To assist the director in coordinating the following divisions: 1-Resource Mobilization 1-Debt Recovery and Enforcement
Assistant Director, Revenue	P	0	4	2	To coordinate and undertake revenue functions in the following Divisions: 1-Revenue Mobilization 1-Debt Recovery and Enforcement
Principal Revenue Officer	N	0	10	10	To coordinate revenue mobilization, collection and debt recovery and enforcement
Chief Revenue Officer	M	0	15	35	mobilization and debt recovery functions as follows: 35 to coordinate revenue mobilization and debt recovery in the sub counties , wards,and recovery functions at the headquarters
Senior Revenue Officer	L	0	20		
Revenue Officer II/I	J/K	0	24		
Total		**1**	**76**	49	
	Clerical Officers				
Chief Clerical Officer	J	0	75	336	To perform clerical duties of revenue mobilization and debt recovery at headquarters, in the sub-counties and wards
Senior Clerical Officer	H	0	120		
Clerical Officer II/I	F/G	222	244		
Total			**439**	**336**	

Grand Total			**515**	**385**	

DIRECTORATE OF ACCOUNTING SERVICES

Designation	**Job Group**	**In-post**	**Proposed Numbers**	**Approved**	**Justification**
Accounting Services					
Director, Accounting Services	R	1	1	1	To head the directorate
Deputy Director, Accounting Services	Q	0	2	1	To coordinate the following divisions: 1-Fixed asset Management 1-Accounting and Reporting
Assistant Director, Accounting Services	P	2	2	2	To coordinate the following divisions: 1-Fixed asset Management 1-Accounting and Reporting
Principal Accountant	N	1	4	4	To head financial reporting in all reporting entities. 1- Executive 1- CRF 1- County funds 1- FIF
Chief Accountant	M	3	6	6	6-To undertake bookkeeping and accounting functions in all hospitals, county treasury and other entities.
Senior Accountant	L	6	8	8	8-to undertake bookkeeping and accounting functions in the ten

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					departments and hospitals.
Accountant II/I	J/K	2	10	10	4-County Treasury 6-County Entities and funds
Clerical officers	F-K	1	2	2	To undertake clerical duties in the directorate.
Total			**50**	**44**	

Proposed Staff Establishment DIRECTORATE OF FINANCIAL SERVICES

Designation	Job Group	In-post	Proposed Numbers	Approved	Justification
Financial Services.					
Director, Financial Operation	R	1	1	1	To head the Directorate
Deputy Director, Financial Operation	Q	0	2	1	To head the following; 1-Public Debt Management and MIS 1-salaries/Benefits and Compliance & Liaison with other Government agencies (eg KRA among others)and Operations (Administrative Services)
Assistant Director, Financial Operation	P	0	2	2	To coordinate the following; 1-Public Debt Management 1-Compliance & Liaison with other

					Government agencies
Principal Finance Officer	N	2	3	6	Review the accounting records relating to the functions of the department. 2- in Public Debt Management 1- in Compliance & Liaison To prepare reports and ensuring compliance with existing financial policies and regulations. 2- in Public Debt Management 1- in Compliance & Liaison
Chief Finance Officer	M	4	3		
Senior Finance Officer	L	4	4	8	To maintain and update accounting records relating to the functions of the department.
Finance Officer II/I	J/K	1	4		
Total		**14**	**20**		
	Support Services				
Records Management Officer	**K**	**0**	**1**		To manage financial records
Clerical Officer	F/G/H	**0**	2		To perform clerical duties
Total			**3**		

Table 1: Proposed staff establishment for the Directorate of Budget

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Designation	Job Group/CPS B Grade	In-post	Proposed Numbers	Approved	Justification for proposed numbers
Director, Budget	R/3	1	1	1	To head the Directorate
Deputy Director, Budget	Q/4	0	2	1	To coordinate and undertake budgeting functions in the following Divisions:Budgeting, Resource Mobilization and Fiscal Relations And Budget Research, Monitoring and Reporting
Assistant Director, Budget	P/5	0	2	2	To undertake budgeting functions in the following Divisions: 1-Budgeting, Resource Mobilization and Fiscal Relations 1-Budget Research, Monitoring and Reporting
Principal Budget Officer	N/6	0	4	2	To undertake budgeting functions
Senior Budget Officer	M/7	0	6	4	
Budget Officer I	L/8	0	8	6	
Budget Officer III/II	J/K10/9	0	10	8	
TOTAL		**4**	**33**	24	

Staff Establishment the Directorate of Supply Chain Management

Designation	Job Group	In-post	Proposed Numbers	Approved	Justification
	Supply Chain Management Officers				
Director, Supply Chain Management	R	1	1	1	To head the Directorate

Deputy Director, Supply Chain Management	Q	1	2	1	To Assist the director to cordinate the following Divisions: 1-Procurement and Contract Manage 1-Stores Manage and Asset Disposal
Assistant Director, Supply Chain Management	P	0	2	2	To coordinate and undertake procurement in the following Divisions: 3-Procurement and Contract Manage 2-Stores Manage and Asset Disposal
Principal Supply Chain Management Officer	N	0	5	3	
Chief Supply Chain Management Officer	M	2	4	4	To undertake supply chain management functions at headquarters for the departments
Senior Supply Chain Management Officer	L	0	8	8	
Supply Chain Management Officer II/I	J/K	6			
Total		**10**	**22**	**19**	
	Supply Chain Management Assistants				
Principal Supply Chain Management Assistant	N	0	5	5	To coordinate store management functions as follow 1- County headquarters 4 -Sub Counties (1 every 2 sub coun
Chief Supply Chain Management Assistant	M	2	10	54	To perform stores management functions as follow 10 at the headquarters to s the departments
Senior Supply Chain Management Assistant	L	0	14		
Supply Chain Management Assistant I	K	0	17		

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Supply Chain Management Assistant III/II	H/J	5	20		8 at the main hospitals 36 at the high-volume health centers
Total		**8**	**64**	**59**	
Grad total				**78**	

Table 10: Proposed staff establishment for the Directorate of Revenue

Designation	**Job Group**	**In-post**	**Proposed Numbers**	**Approved**	**Justification for proposed numbers**
Director, Revenue	R	1	1	1	To head directorate
Deputy Director, Revenue	Q	0	2	1	To assist director to head the following divisions: 1-Resource Mobilization 1-Debt Recovery and Enforcement
Assistant Director, Revenue	P	0	2	2	To coordinate and undertake revenue functions in the following Divisions: 1-Revenue Mobilization 1-Debt Recovery and Enforcement
Principal Revenue Officer	N	0	10	10	To undertake revenue mobilization and debt recovery functions as follows: 40 to coordinate revenue mobilization and debt recovery in the sub counties and wards 6 to perform revenue mobilization and debt
Chief Revenue officer	M	0	6	12	
Senior Revenue Officer	L	0	6		
Revenue Officer II/I	J/K	0	24	24	

					recovery functions at the headquarters
Total		**1**	**51**	50	
			Clerical Officers		
Chief Clerical Officer	J	0	35	35	To perform clerical duties of revenue mobilization and debt recovery at headquarters, in the sub counties and wards
Senior Clerical Officer	H	0	120	120	
Clerical Officer II/I	F/G	0	170	170	
Total			**325**	325	
Grand Total			**376**		

Table 2: Proposed Staff Establishment for the Directorate of Expenditure Management and Quality Assurance

Designation	Job Group	In-post	Proposed Numbers	Approved	Justification
	Expenditure Management and Quality Assurance officers				
Director,Expenditure Management and Quality assurance	R	0	1	1	To head the Directorate
Deputy Director, Expenditure Management and Quality assurance	Q	0	1	1	To coordinate expenditure management and quality assurance directorate.
Assistant Director, Accounting services.	P	0	2	2	To supervise the following: 1-Expenditure management 1- Quality Assura
Principal accountant	N	0	4	4	To undertake the following functio 2-Expenditure management 2- Quality Assura

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Chief Accountant	M	0	6	11	Expenditure management 7- each to undertake expenditure management duties in two Department. 4- undertake expenditure management functions in the County entities and Donor Funds
Senior Accountant	L	0	5		
Accountant I/II	J/K	0			
Total		**0**	**24**	**24**	

9. DEPARTMENT OF COOPERATIVES, TRADE AND INDUSTRY

DIRECTORATE OF CO-OPERATIVES					
CO-OPERATIVE OFFICERS					
Designation	**Job Group**	**In post**	**Proposed**	**justification**	**Approved establishment**
Director of Co-operatives	R	1	1	1	To head the Directorate
DeputyDirector of Co-operatives	Q	0	2	2	1- to head Co-operative development division. 1-To head Co-operative Advisory services division
Assistant Director of Co-operatives	p	0	4	6	2- To deputize the head of Co-operative division in management of cooperatives functions. - to deputize the head of Co-operative Advisory Services division.
Principal Co-operatives Officer	N	1	9		9 - To head Co-operative functions in the 9 Sub-counties. 27 to perform co-operative

				9	functions in the 9 sub counties (3 in each sub county) 9 - To head Co-operative functions in the 9 Sub-counties. 27 to perform co-operative functions in the 9 sub counties (3 in each sub county)
Chief Co-operatives Officer	M		9	9	
Senior Cooperatives Officer	L			9	
Co-operatives officers II/I/	J/K	3	9	9	
Total		**5**	**43**	**43**	
CO-OPERATIVE ASSISTANTS					
Assistant Principal Co-operative officer	N		9	9	Implementation of co-operative functions in the sub counties
Assistant Chief Co-operative officer	M		9	9	
Assistant Senior Co-operative officer	L	2	9	9	
Assistant Co-operative officer I	K	1	9	9	
Assistant Co-operative officer III/II	H/J	1	9	9	
Total		4	45	45	
DIRECTORATE OF CO-OPERATIVE AUDIT					
Designation	**Job Group**	**In post**	**Proposed**	**Approved establishment**	**Justification**

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Director of Co-operative Audit	R/3	1	1		To head the Directorate
DeputyDirector of Co-operative Audit	Q/4	1	2	2	1. To head Audit Compliance and Assurance services Division 1-To head Audited accounts certification and Registration Division
Assistant Director of Co-operative Audit	P/5	0	4	4	2- implementation and coordination of Audit Compliance and Assurance services 2-- implementation and coordination of Audited accounts certification and Registration services
Principal Co-operative Auditor	N/6	1	5	23	Audit cooperative societies, inspection, certification and standardization of cooperatives accounts
Chief Co-operative Auditor	M/7		9		
Co-operative Auditor/ Senior	K/L/ 8/9	5	9		
Total		6	30		30

DIRECTORATE OF TRADE					
TRADE DEVELOPMENT OFFICERS					
Designation	**Job Group/ CPSB Grade**	**In post**	**Proposed**	**Approved establishment**	**justification**
Director of Trade Development	R	0	1	1	To head the Directorate

Deputy Director of Trade Development	Q	0	2	2	to head the following: Trade and Industry division. Investment promotion division
Assistant Director of Trade Development	p	0	2	2	To deputize the head of Trade and Industry Division. 1-Investment promotion division 1-Investment
Principal Trade Development Officer	N	1	3	19	9 - To head Co-operative functions in the 9 Sub-counties. 10 to perform co-operative functions in the 9 sub counties and HQ (1 in each sub county)
Chief Trade Development Officer	M	0	4		
Senior Trade Development Officer	L	2	5		
Trade Development officers II/I/	J/K	7	7		
Total		**10**	**24**		
WEIGHTS AND MEASURES OFFICERS					
Assistant Director, Weights and Measures	P/5	0	1	1	To coordinate Weights and Measures functions
Principal Weights and Measures Officer	N/6	0	2		To perform Weights and Measures functions As follows: 3- at the Headquarters 8- at the Sub-Counties one per sub-county
Chief, Weights and Measures Officer	M/7	0	2		

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				11	
Senior Director, Weights and Measures Officer	L/8	1	3		
Weights and Measures Officer II/I	J/K 10/9	0	4		
Total		**1**	**12**		**12**
WEIGHTS AND MEASURES ASSISTANTS					
Principal Weights and Measures Assistant	N/6	0	1	To perform Weights and Measures functions as follows: 3 - Headquarters 8-at the Sub-Counties	1
Chief Weights and Measures Assistant	M	0	2		2
Senior Weights and Measures Assistant	L	0	2		2
Weights and Measures Assistant	K	1	3		3
Weights and Measures Assistant r III/II	H/J	0	4		4
Total		**4**	**12**		**12**
Grand Total		**5**	**24**		**24**

10. STAFFING FOR MUNICIPALITY

Designation	**Job Group/ CPSB Grade**	**In-post**	**Proposed**	**Justification**	**Approved**
Municipal Managers Office and Directorate of Co-ordination					
Municipal Manager	R	1	3	3	Each to provide strategic direction and coordinate operations and

					implementation of programs and projects in the established municipalities as follows: Kaangari Muranga and Kenol
Municipal Administrator	Q	1	1	1	To head Municipal Administration and Community Services Directorate
Municipal Marketing and branding Officers	K/L/M/N	0	1	1	To undertake Municipal Marketing and Branding
Legal Services Section					
Municipal Legal Counsel	M/N/P/Q	1	1	1	to provide Municipal Legal Counsel Services
Economic Planning Section					
Municipal Economist	P/Q	0	1	1	Head of Municipal Corporate Services
Economist II/I/Senior/Principal	K/L/M/N	1	2	2	1 to undertake municipal Economic Planning

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Supply Chain Management					
Municipal Procurement Officer	N/P	0	1	1	To coordinate preparation and implementation of Municipal Procurement plans
Procurement/ Supply Chain Officers	L/M	1	3	3	To prepare municipal procurement plans and implementation thereof
Supply Chain Officers	J/K	1	3	3	To carry out unsealing of tenders in the system as well as evaluation in line with the public procurement rules and regulations
Internal Audit Section					
Municipal Auditor	L/M/N	1	3	1	To coordinate Municipal Audit function
Auditors	J/K	0	3	3	Examination of Financial documents during processing
Municipal Enforcement Officers					
Municipal Enforcement Officers	J/K	1	1	1	To coordinate and implement inspectorate and enforcement functions within the Municipality

Corporate Services					
Human Resources Management Section					
Municipal HRM and Development Officer (Principal/Chief HRM Officer)	M/N	0	1	1	In charge of HRM& D matters in the Municipality
HRM II/I/Snr HRM	J/K/L	0	3	3	1-To undertake labour relations and employee wellness 1-To undertake performance Management 1-To capacity building
Administration Assistants	H/J/K	2	6	6	To perform administrative functions at the municipality
Finance Section					
Municipal Finance Officer	P/Q	1	1	1	To head Municipal Budgeting and Revenue Portfolio
Finance Officers	K/L/M/N	0	1	1	To prepare financial reports and record keeping

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Municipal Trade and Investment Officer	K/L//M	0	3	3	To coordinate formulation and implementation of Municipal implementation of Municipal Investment and Resource Mobilization strategies/Policies
Municipal Accountant (Chief/Principal Accountant)	M/N	1	1	1	To coordinate and undertake Municipal Accounting Services
Accountant II/III/ Snr	J/K/L	0	3	3	To undertake Municipal Accounting Services
REVENUE SECTION					
Revenue Co-coordinator	N	1	1	1	To co-ordinate functions revenue collection
Senior/Chief Revenue Officer	L/M	0	50	254	Revenue collection
Revenue Officers III/II/I	H/J/K	27	100		
Revenue Clerks	F/G/H	0	200		
ICT SECTION					
Municipal ICT, Vocational training and Education Officer	K/L/M/N	1	3	To Coordinate Municipal ICT Development and compliance, Vocational Training and Education	3

DIRECTORATE OF ENGINEERING AND DISASTER MANAGEMENT					
Infrastructure Development and Maintenance Section					
Municipal Engineer	P/Q	0	1	Head Of Municipal Engineering Division	1
Superintending Engineers / Assistant	K/L/M/N/P	0	4	Undertake Engineering function	4
Architects	L/M/N/P	0	2	To carry out Architectural functions	2
Quantity Surveyors	K/ L/M/N/P	1	2	To carry out Quantity Surveyor function	2
Electrical Engineers	K/ L/M/N/P	0	1	To carry out Electrical function	1
Transport Management Section					
Transport Management Officer	J/K/L	0	1	To manage Transport and logistics	1
Disaster Management Section					
Disaster Management Officers	J/K/L	0	1	To coordinate Disaster Management functions	1
Disaster Management Assistants	A to E	0	10	To undertake Disaster preparedness and response	10

COMMUNITY SERVICES DIVISION					
Public Health and Sanitation Section					
Municipal Public Health, Water and Sanitation Officer	P/Q	1	1	To head Municipal Public Health, Water and Sanitation functions	1
Public Health Officers	K/L/M/N/		10	To carry out Public Health functions	10
Environment Section					
Municipal Environment Officers	K/L/M/N	1	2	To undertake Municipal Environment and Landscape portfolio	2
Occupational Health and Social safeguards Section					
Occupational Health and Social safeguards	K/L/M/N	1	2	To undertake occupational health and social safeguards	1
Social Services and management of Municipal amenities					
Social Services Officers	J/K/L/M/N/P	1	3	To undertake Social Services function	3
Sports Development and Management Section					
Sports Development Officer	H/J/K	0	1	To undertake Sports development function	1
DIRECTORATE OF PLANNING AND DEVELOPMENT CONTROL					

Planning Section					
Municipal Planner	Q	0	1	To head and Coordinate Municipal Planning and Development Control function	1
Urban Planners	K/L/M/N/P	0	3	To undertake Planning and Development Control functions	3
Municipal Surveyors	K/L/M/N/P	0	1	To undertake surveying and mapping function	1
Development Control Section					
Municipal Development Control Officers	N/P	0	1	To head and Coordinate Municipal Development Control function	1
Development Control Officers	K/L/M	1	2	To undertake Development Control function	2
Housing Section					
Municipal Housing Officers	J/K/L/M	0	2	To undertake municipal Housing functions	2
GIS and GSE Section					
GIS officers	J/K/L/M	0	2	To undertake municipal GIS functions	2
Total					

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11. ESTABLISHMENT FOR THE PUBLIC SERVICE BOARD

Designation	Job Group/ CPSB Grade	In-post	Proposed	Justification	Approved
Chairperson		1	1	To provide strategic direction	1
CPSB Board Members		3	5		5
SECRETARIAT					
Secretary, CPSB	S/2	1	1	Secretary to the Board and Chief Executive and Accounting Officer	1
Director, Human Resource Management and Development	R	0	1	To offer technical advice to the Board in application and interpretation of Human Resource Management and Development matters	1
Chief/Principal Human Resource Management and Development Officer	M/N	0	1	To perform the HR and development functions in the Board.	1
Human Resource Management and Development Officer II/I/Snr	H/L/J/K/L	1	3		2
Records Management Officer II/I/Snr	J/K/L	0	1	To perform records management function in the Board	1

Records Management Assistant III/II/I/Snr	H/J/K/L	1	2		1
Administration Officer II/I/Snr	J/K/L	0	1	To offer administrative support to the Board	1
ICT Officers II/I/Snr	J/K/L/M/N	2	3	To undertake ICT function in the Board	1
Office Administrators	H/J/K/L/M/N	1	1	To undertake office administrative function in the Board	1
Assistant Office Administrators	G/H/J/K/L/M	1	2		1
Receptionist	E/F/G/H/J	0	1	Perform front office duties in the Board	1
Driver III/II/I/Snr/Chief	D/E/F/G/H/J	1	3	To perform driving duties in the board	2
Clerical Officers II/I/Snr /Chief	F/G/H/J/K	0	3	To perform clerical duties in the board	3
Support Staff/Cleansing Supervisors	D/E/F/G	2	2	To perform messenger duties in the board	2
Total		**14**	**31**		**25**

12. HEALTH

Preamble

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The Department will be headed by a Chief Officers, Medical Services, Job Group 'S' who will be answerable to the County Executive Member, Health Services for the overall coordination and management of Health Services Function.

The Department comprises of the following Directorates:

(i) Health Services
(ii) Alcoholic Drinks

MEDICAL SERVICES

Designation	Job Group	Proposed	In Post	Justification	Approved Establishment
Chief Medical Specialist II	S	17	11	To coordinate, train, mentor and offer specialized services in the following specialties: Gynecology, Surgery, Ophthalmology, ENT, Radiology, Anesthesia, Pediatrics and child health, public health, Internal Medicine, family medicine, Neurology; Nephrology; Oncology; Cardiology; Urology Pathology, Psychiatry and other medical sub-specialties. Based at MCRH.	17
Senior Medical Specialist	R	22	2	Four of each specialty deployed across MCRH and the 7 level 4 hospitals to train, mentor and offer specialized services in the following specialties: Gynecology, Surgery, Ophthalmology, ENT, Radiology, Anesthesia, Pediatrics and child health, Public health, Internal Medicine, family medicine, Neurology; Nephrology; Oncology; Cardiology; Urology Pathology, Psychiatry and other medical sub-specialties.	22

Medical Specialist I	Q	42	17	To offer medical services in the sub county hospitals, and outreaches in the multi-disciplinary teams the county. To be deployed as follows; 30 in MCRH 20 each for Maragua, Kirwara, Muriranjas; 10 each for Kigumo, Kandara, Kangema; 5 for Kenneth Matiba; 1 each for 10 busy health centres e.g Makuyu, Kanyenyaini	42
Medical Officer/ Senior Medical Officer/ Specialist II/Assistant Director of Medical Services	M/N/P	135	55		135
Total		**216**	**71**		**216**

CLINICAL SERVICES

Designation	**Job Group**	**Proposed**	**In Post**	**Justification**	**Approved Establishment**
Deputy Director Clinical Services	Q	1	0	To head the Division	1
Principal Registered Clinical Officer I / Assistant Director Clinical Services	P	15	5	9 Sub-County in-charges to coordinate Clinical services at the Sub- County level 6 County Clinical Program Heads	15
Principal Registered Clinical II/Principal Clinical Officer (Anesthetists, Ophthalmology, Orthopedics, ENT, Lung and Skin, Chest medicine, pediatric, Cardiology, nephrology, mental health, dermato-venereology, epidemiology, Reproductive health, Oncology)	N	136	4	40 Health Centers and high-volume Dispensaries 6 CO in main Hospitals-60 3 CO in H/Centers working 24 hours-30 6 CO specialty	136
Chief Registered Clinical Officer/ Chief Clinical Officer	M	154	17	MCRH-6 Specialties 2 specialties in the main hospital-18 1 CO in H/Centers-30	154

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				4 general Cos in facilities working 24hrs-40 6 CO in the main hospitals-60	
Senior Registered Clinical Officer / Senior Clinical Officer	L	178	32	2 CO in main hospitals-20 2 specialties in Sub counties-18 50 general CO in dispensaries 5 CO I health Centers-90	178
Registered Clinical Officer I	K	183	26	70 general CO in dispensaries 2 CO per Sub Counties-18 20 CO in MCRH 20 CO in the health centers 4 specialties per main hospitals-40 15 Specialties at MCRH	183
Registered Clinical Officer III/II	H/J	230	162	30 COs in dispensaries and Health Centers-160 COs in referral and other main hospitals-70	230
Total		**897**	**242**		**897**

NURSING SERVICES DIVISION

Designation	**Job Group**	**Proposed**	**In Post**	**Justification**	**Approved Establishment**
Senior Assistant Director, Nursing Services	Q	1	0	To head the Division	1
Assistant Director Nursing Services / Senior Principal Registered Nurse	P	50	6	6 Nurse in charges of Level 4 sub county hospitals 9 DVI Nurses 6 SCASCOS 4 Deputy Nurse in charges in Murang'a Level 5 hospital and Maragua Level 4 hospital, 6 student Mentors in MCRH & Maragua,4 CME Coordinator County, 2 IPC Focal person in Nursing, 13 in charges of specialized units	50
Principal Nursing Officer/Principal Registered Nurse	N	120	0	6 deputies level 4 hospital 38 unit in charges in all level 4 and 5 in the county 20 busy health center 50 Specialized nurse	120

Chief Nursing Officer / Chief Registered Nurse	M	131	35	To be deployed in the Main hospitals, sub- counties to offer nursing services. and also in charges of busy level 2 facilities	131
Senior Nursing Officer/ senior Registered Nurse	L	163	131	To be deployed in the main hospitals to offer nursing services, in health centers and in 27 busy dispensaries	163
Senior Enrolled Nurses	L	24	5	To be deployed in hospitals. health centers and dispensaries. They can be given leadership positions at the hospital ward level, health centers and dispensaries, based on their vast level of skills and experience.	24
Nursing Officer I /Interns/ Registered Nurse I	K	221	163		221
Senior Enrolled Nurse II	K		8	To be deployed in the hospitals, Health Centers and dispensaries To be deployed in the hospitals, Health Centers and dispensaries	
Registered Nurse II	J	227	193	To be deployed in the hospitals, Health Centers and dispensaries	227
Enrolled Nurse I	J	11	32	To be deployed in the hospitals, Health Centers and dispensaries	11
Registered Nurse III	H	700	227	To employ 473 nurses	700
Enrolled Nurse II	H	4	11	To be deployed in hospitals, health centers and dispensaries	4
Enrolled Nurse III	G	0	2	No more recruitment at this level	0
Total		**1652**	**827**		**1652**

PHARMACY DIVISION

Designation	Job Group	Proposed	In Post	Justification	Approved Establishment
PHARMACISTS					
Chief Pharmacy Specialist	S	5	0	To coordinate, train, mentor and offer specialized services in MCRH in pharmacy specialties and sub-specialties	5

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Senior Pharmacy Specialist	R	10	0	Three specialists deployed in the 8 Level 4 hospitals to offer mentorship, train and carry out clinical and administrative pharmacy roles	10
Pharmacy Specialist I	Q	24	6	The officers to be deployed in the sub-county hospitals as in-charges to coordinate pharmaceutical services	24
Pharmacist/Senior Pharmacist/Pharmacy Specialist II	M/N/P	60	26	The officers to be deployed as follows: Murang'a Hospital 3, Maragua 3 and the other 6 hospitals one each. Each health centre to have 1	60
TOTAL		**99**	**28**		**99**
PHARMACEUTICAL TECHNOLOGISTS					
Designation	**Job Group**	**Proposed**	**In Post**	**Justification**	**Approved Establishment**
Senior Principal Pharmaceutical Technologists	P	1	0	To be deployed at the County referral Hospital	1
Chief Pharmaceutical Technologists	N	4	0	The one to be deployed in Murang'a County referral Hospital, Maragua SCH, Kenneth Matiba & Muriranjas SCH	4
Pharmaceutical Technologists	M	10	0	The four to be deployed at Murang'a CRH and 2 Maragua Hospitals Kenneth Matiba Muriranjas	10
Pharmaceutical Technologists	L	37	1	The 10 to be deployed as follows: 2 in Murang'a CRH,2 in Maragua and 1 in each of the other 6 hospitals. The 26 health centres	37
Pharmaceutical Technologists I	K	105	6	52 To be deployed in the 26 health centres (2 each) The rest in other County Facilities	105
Pharmaceutical Technologists II/III	H/J	152	14	To be deployed in the 26 health	152

				centres (2 each) The rest to be deployed to other facilities.	
TOTAL		**309**	**21**		**309**

DENTAL SERVICES DIVISION

Designation	Job Group	Proposed	In Post	Justification	Approved Establishment
DENTISTS					
Chief Dental Specialist	S	7	0	To coordinate, train, mentor and offer specialized services in MCRH in the following specialties: oral and maxillofacial surgery, Periodontology, Pedodontics and orthodontics, community and public health, prosthodontics and prosthetics, conservative dentistry, oral pathology and medicine	7
Senior Dental Specialist	R	10	1	Three specialists deployed in the 8 Level 4 hospitals to offer mentorship, train and carry out clinical and administrative dental roles	10
Dental Specialist	Q	14	1		14
Dental Officer/ Senior Dental Officer/ Dental Specialist	M/N/P	24	16	Three Dentist to offer dental services in the sub county hospitals, and outreaches in the multi-disciplinary teams the county	24

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Total		**55**	**12**		**55**
DENTAL TECHNOLOGISTS					
Chief Dental Technologist	N	3	0	To coordinate the dental technology and offer services in MCRH in the following sections; prosthetics, orthodontics; crown and bridge	3
Deputy Chief Dental Technologist	M	6	0	Five technologists to offer dental technology services be deployed in the three main hospitals: Murang'a, Kenneth Matiba and Maragua	6
Senior- Dental Technologists	L	9	0		9
Dental Technologists I	K	9	0	Three technologists offering dental technology services for each of the other 7 Sub County Hospitals	9
Dental Technologists II/III	H/J	12	3		12
Total		**39**	**3**		**39**

COMMUNITY ORAL HEALTH DIVISION

Designation	Job Group	Proposed	In Post	Justification	Approved Establishment
Chief Community Oral Health Officer	N	3	0	To coordinate community oral health services sections; oral health promotion, school oral health, child oral health in the county	3
Assistant Chief Community Oral Health Officer	M	10	0	Three to be deployed in each of the 7 Sub County Hospitals Five to be deployed in Murang'a County Referral hospital. Five to be deployed in Kenneth Matiba Hospital	10
Senior Chief Community Oral Health Officer	L	21	4		21
Chief Community Health Officer I	K	21	3	Three to be deployed in each in the 7 sub county	21

Chief Community Oral Health Officer II/III	H/J	27	1	hospitals offering promotive and preventive oral health services in one each in the health Centres	27
Total		**82**	**8**		**82**

MEDICAL LABORATORY SERVICES DIVISION

Designation	**Job Group**	**Proposed**	**In Post**	**Justification**	**Approved Establishment**
Senior Assistant Director, Medical Laboratory Services	Q	1	1	Overall, in charge of Medical Laboratory services in the county.	1
Principal Medical Laboratory Technologist 1/ Assistant Director Medical Laboratory Services	P	50	4	8 Medical laboratory In-charges of Sub-County hospitals 1 county blood transfusion coordinator/ satellite in charge 40 MSc/HND specialists	50
Principal Medical Laboratory Technologist II/Principal Medical Laboratory Officer	N	100	4	60 officers in the main facilities and 36 officers in other levels of healthcare	100
Chief Medical Laboratory Technologist/ Chief Medical Laboratory Officer	M	120	12	To be deployed in County referral, Sub-county labs	120
Senior Medical Laboratory Technologist / Senior Clinical Officer/Senior Medical Laboratory Technician 1	L	140	20	To be deployed in sub county hospitals and health Centres	140
Medical Laboratory Officer/Medical Laboratory Technologist I/Senior Medical Laboratory technician 11	K	160	40	To be deployed in Sub-county hospitals and health Centres	160
Medical Laboratory Technologist II	J	180	67	83 officers to support level 3 and 2	180

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Medical Laboratory Technologist III	H	200	50	To be recruited progressively to fill the gaps	200
Total		**951**	**194**		**951**

PHYSIOTHERAPY SERVICES DIVISION

Designation	**Job Group**	**In post**	**Proposed**	**Justification**	**Approved Establishment**
Senior Assistant Director, Physiotherapy Services	Q	0	1	Overall coordination of the Division	1
Assistant Director, Physiotherapy Services/Senior Principal Assistant Physiotherapist	P	0	8	8 to offer services in main hospitals 2 in the health centers 2 dispensaries	8
Principal Assistant Physiotherapist /Principal Physiotherapists	N	0	19	14 to offer services in main hospitals 5 in the health center	19
Chief Assistant Physiotherapist /Chief Physiotherapist	M	3	20	10 to offer services in the main hospitals 7 in health centers 3 in dispensaries	20
Senior Assistant Physiotherapist/ Senior Physiotherapist	L	6	25	15 to offer services in main hospitals 6 in health centers 4 in dispensaries.	25
Assistant Physiotherapist I/ Physiotherapist	K	5	30	10 to offer services in the main hospitals 10 in health centers 10 in the dispensaries.	30
Assistant Physiotherapist III/II	H/J	7	35	5 to offer services in the main hospitals 10 in the health centers 20 in the dispensaries	35
Total		**21**	**134**		**134**

OCCUPATIONAL THERAPY SERVICES DIVISION

Designation	Job Group	Proposed	In Post	Justification	Approved Establishment
Senior Asst Director Occupation Therapy Services	Q	1	0	To head the Division	1
Asst Director Occupation Therapy Services/Senior Principal Occupational Therapy Services	P	2	0	Regional supervisors supervising the two regions	2
Principal Occupation Therapist /Principal Assist. Occupational Therapist	N	6	1	The 6 to be offer services in the main hospitals	6
Chief Occupation Therapist/Chief Assist. Occupational Therapist	M	12	2	The 12 to be offer services in the busy health centers	12
Senior Occupation Therapist /Senior Assist. Occupational Therapist.	L	44	4	The 10 to offer services as occupational therapists in the main hospitals. 18 to offer services as occupational therapists in the health centers and 16 in the busy dispensaries	44
Occupation Therapist I/Assist Occupation Therapist	K	63	0	The 15 to offer physical rehabilitation services in main hospitals and 24 in H/C. The 24 to offer services in the busy dispensaries	63
Occupation Therapist II/III	H/J	100	1	The officers to offer physical rehabilitation services at the respective levels	100
Total		**228**	**8**		**228**

ORTHOPAEDIC TECHNOLOGY SERVICES

Designation	Job Group	Proposed	In Post	Justification	Approved Establishmen

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Chief Orthopaedic Technologist	N	7	0	To be deployed in Murang'a Level V	7
Deputy Chief Orthopaedic Technologist	M	10	1	The 10 to be offer services in the busy health centers	10
Senior Orthopaedic Technologist	L	42	0	The 10 to offer services as occupational therapists in the main hospitals. 17 to offer services as occupational therapists in the health centers and 15 in the busy dispensaries	42
Orthopaedic Technologist I	K	60	0	The 12 to offer physical rehabilitation services in main hospitals and 24 in H/C. The 24 to offer services in the busy dispensaries	60
Orthopaedic Technologist II	H/J	95	0	The officers to offer physical rehabilitation services at the respective levels.	95
Total		**214**	**1**		**214**

ORTHOPAEDIC TRAUMA SERVICES

Designation	**Job Group**	**Proposed**	**In Post**	**Justification**	**Approved Establishment**
Principal Orthopaedic Trauma Technologist	N	1	0	Overall, in charge of Orthopaedic Trauma services in the county	1
Chief Orthopaedic Trauma Technologist	M	10	0	1 in Murang'a north and Murang`a south 8 in the main hospitals.	10
Senior Orthopaedic Trauma Technologist	L	32	1	one in every main hospital and one in every health Center	32
Orthopaedic Trauma Technologist I/ Senior Orthopaedic Trauma Technician	K	40	2	Two in every main hospital and one in every health Centre	40
Orthopaedic Trauma Technologist III/Orthopaedic Trauma Technician II/Orthopaedic	G/H/J	56	7	3 in every Main Hospital One in every Health Centres)	56

Trauma Technologist II/Orthopaedic					
Total		**139**	**10**		**139**

RADIOLOGY DIVISION

Designation	**Job Group**	**In Post**	**Proposed**	**Justification**	**Approved Establishment**
Senior Assistant Director, Radiography Services	Q	0	1	To head the Division	1
Assistant Director Radiography Services	P	0	6	To be deployed in the two main hospitals	6
Principal Radiographer	N	0	7	To be deployed in the sub-county hospitals	7
Chief Radiographer	M	0	10	To be deployed in the main hospitals. To be the head of radiographic services at the main hospital	10
Senior Radiographer	L	1	16	To provide basic diagnostic and therapeutic radiographic services at the main hospital, sub county hospitals and health centres	16
Radiographer I	K	5	25		25
Radiographer III/II	H/J	9	30		30
Total		**15**	**95**		**95**

OPTOMETRY DIVISION

Designation	**Job Group**	**Proposed**	**In-post**	**Justification**	**Approved Establishment**
Senior Assistant Director, Optometry	Q	1	0	To Head the optometry services	1
Assistant Director, Optometry	P	2	0	Formulating, implementing and reviewing of optometry policies and guidelines.	2

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Principal Optometrist / Principal Optometry Technologist II	N	3	0	To be deployed in the special eye unit	3
Chief Optometrist/Chief Optometry Technologist	M	3	0	To be deployed in the special eye units	3
Senior Optometrist / Senior Optometry Technologist	L	4	0	To be deployed in the special eye units	4
Optometrist/Optometry Technologist II	K	4	0	To be deployed in the special eye unit	4
Optometry Technologist/ III/II	J/H	5	3	To deployed in the special eye unit	5
Total		**22**	**3**		**22**

PUBLIC HEALTH DIVISION

Designation	**Job Group**	**Proposed**	**In Post**	**Justification**	**Approved Establishment**
Senior Assistant Director Public Health	Q	1	1	To head the Division	1
Assistant Director Public Health	P	18	7	2- 1Rural and 1urban sanitation 16- SCPHO	18
Principal Public Health/Principal Assistant Public Officer	N	43	14	35 will be in charge of public health services at ward level while 8 will be in charge of 8 main hospitals	43
Chief Public Health Officer/Chief Assistant Public Health Officer	M	107	14	4 in each location providing public health services and one in the 27 health centres.	107
PHO/SPHA/APHO I/ SPHO/SAPHO	K/L	123	52	4 in each location providing public health services, one in each main hospital and one in the 27 health Centres.	123
APHO II/PHA I	H/J	260	22	To be in charge of the 260 Sub-locations, and 1 in each location.	260
Total		**552**	**104**		**552**

MEDICAL SOCIAL WORK DIVISION

Designation	Job Group	Proposed	In Post	Justification	Approved Establishment
MEDICAL SOCIAL WORKER					
Deputy Principal Medical Social Worker	Q	1	0	To head the Division	1
Senior Assistant Medical Social Worker	P	7	0	To be deployed in all level 4 hospitals & Murang'a level 5.	7
Assistant Principal Medical Social Worker	N	18	0	2 to be deployed in all level 4 hospitals, Murang'a level 5, Ithanga, Nyakianga	18
Chief Medical Social Worker	M	26	0	1 in each of the 26 health centres	26
Senior Medical Social Worker	K/L	34	1	1 in each of the 26 health Centres, all level 4 hospitals & Murang'a level 5.	34
Medical Social Worker I/II/III	H/J	40	3	1 in each of the 26 health Centres, 2 all level 4 hospitals & Murang'a level 5.	40
Total		**126**	**4**		**126**
CLINICAL PSYCHOLOGY					
Designation	**Job Group**	**Proposed**	**In post**	**Justification**	
Senior Assistant Director, Clinical Psychology	Q	1	0	Coordinate services, implement policies, guidelines and standards at regional level	1
Assistant Director, Clinical Psychology	P	2	0	Coordinate and supervise provision of services in the two main regions (North and South Murang'a), 1 in each region.	2

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Principal Clinical Psychologist	N	6	0	2 to be deployed at MCRH & 4 at Sub-County Hospitals to Supervise and provide psychotherapy services.	6
Chief Clinical Psychologist	M	8	0	Offer psychotherapy services in MCRH and busy sub-county hospitals.	8
Senior Clinical Psychologist	L	10	0	Offer psychotherapy services in MCRH and busy sub-county hospitals.	10
Clinical Psychologist	K	12	0	5 to be deployed at MCRH & 7, one in each sub-county hospital. conducting psychological assessment and diagnosis and offer psychotherapy services.	12
Sub Total		**39**	**0**		**39**

PSYCHOLOGICAL COUNSELLORS DIVISION

Designation	**Job Group**	**Proposed**	**In post**	**Justification**	**Approved Establishment**
Senior Assistant, Director Psychological Counselling	Q	1	0	To coordinate the provision of counselling services, implement policies, guidelines and standards at regional level	1
Assistant Director, Psychological Counselling	P	2	0	2- to coordinate counselling services in the 2 regions (Murang'a North & Murang'a South), one in each region	2
Principal Psychological Counsellor	N	4	0	To be stationed at 4 main hospitals.	4
Chief Psychological Counsellor	M	7	0	To be deployed in main hospital and busy health centres.	7
Senior Psychological Counsellor	L	10	0		10
Psychological Counsellor I	K	12	0	To be deployed in Murang`a county referral, sub- county hospitals and health centres to provide addiction, trauma, HCT, family, child/adolescent/ adult counselling services.	12
Psychological Counsellor II	J	16	0		16

Sub Total	**52**	**0**		**52**

NUTRITION AND DIETETICS DIVISION

Designation	Job Group	Proposed	In Post	Justification	Approved Establishment
Senior Assistant Director Nutrition and Dietetics	Q	1	0	To co-ordinate clinical and preventive promotive dietetics services respectively	1
Asst Director Nutrition and Dietetics	P	17	2	One in every sub county to head preventive promotive nutrition services and one in every main hospital to head clinical nutrition services	17
Principal Nutrition and Dietetics Officer/ Principal Nutrition and Dietetics Technologist	N	15	0	To be deployed as head of nutrition programs and head of sub units in the main hospitals	15
Chief Nutrition and Dietetics Officer/ Chief Nutrition and Dietetics Technologist	M	32	4	One in every sub county hospital and one in every health Centres to offer clinical nutrition and dietetics services and in 20 high volume dispensaries.	32
Senior Nutrition and Dietetics Officer/ Senior Nutrition and Dietetics Technologist	L	94	19	To be deployed in the main hospitals and health centres.	94
Senior Nutrition and Dietetics Technologist 1 /Nutrition and Dietetics Officer	K	160	6	To be deployed in the main hospitals, health centres' and dispensaries (60 posts will be reserved for degree holders)	160
Nutrition And Dietetics Technician 1 /II Nutrition and Dietetics Technologist II	H/J	270	3	48 and 72 to WORK in main hospitals and health centres respectively and one in every dispensary	270
Nutrition and Dietetics Technician III	G	0	0	No recruitment will be done at this level	0
TOTAL		**589**	**34**		**589**

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COMMUNITY HEALTH SERVICES DIVISION

Designation	Job Group	Proposed	In Post	Justification	Approved Establishment
Senior Assistant Director Community Health Services	Q	1	0	To coordinate Community Health Services in the County	1
Assistant Director Community Health Services	P	9	0	9 officers will be in charge of the 9 Sub Counties	9
Principal Community Health Officer /Principal Assistant Community Health Officer	N	12	0	To assist Assistant Director Community Health Services in the sub counties	12
Chief Community Health Officer /Chief Assistant Community Health Officer	M	35	0	To be in charge of the wards	35
SCHO/SACHO	L	70	0	To work in the wards	70
CHOI/SCHO I/SCHA/CHO II/ ACHO II/CHA I	J/K	80	13	To work in the locations	80
ACHO III/CHA II/CHA III	H/G	100	49	To work in the sub locations and support the community health units	100
Total		**307**	**62**		**307**

HEALTH ADMINISTRATION DIVISION

Designation	Job Group	Proposed	In Post	Justification	Approved Establishment
Senior Asst. Director Health Administrative Services	Q	1	0	To coordinate Health Administration services in the county	1
Asst. Director Health Administrative Services	P	9	2	To be deployed to Murang'a CRH & all main hospitals, Nyakianga and Ithanga	9
Principal Health Administrative Officer	N	15	0	To be deployed in all main hospitals, nyakianga and Ithanga, Sabasaba	15
Chief Health	M	27	0	One in every health centre	27

Administrative Officer					
Senior Health Administrative Officer	L	36	1	To be deployed to the main hospitals and health Centres	36
Health Administrative Officer	K	41	2	To be deployed to the main hospitals and health Centres, and 5 busy dispensaries	41
Health Administrative Officer 11/ 111	J/H	46	1	To be deployed to the main hospitals and health Centres, and 10 busy dispensaries	46
Total		**175**	**5**		**175**

HEALTH RECORDS AND INFORMATION MANAGEMENT DIVISION

Designation	**Job Group**	**Proposed**	**In Post**	**Justification**	**Approved Establishment**
Senior Asst. Director, Health Records & Information Management	Q	1	0	To head the Division	1
Asst Director Health Records & Information Management	P	8	0	To be deployed in MCRH, Marangua SCH,Muriranjas and all level 4s.	8
Principal Health Records & Information Management	N	16	3	2 in charge in every main hospital (8), one incharge of sub-county	16
Chief Health Records & Information Management	M	32	4	2 to be deployed to the Main hospital and Sub-counties	32
Senior Health Records & Information Management Officer	L	52	4	To be deployed to the main hospital Health Centres and dispensaries	52
Health Records & Information Management Officer/Asst. Health Records & Information Management Officer I	K	65	1 1	To be deployed to the main hospital Health Centres and dispensaries (15 posts to be reserved for degree holders)	65
Health Records & Information Management Officer I Management Asst.I /Assistant Health	H/J	103	24	To be deployed to the main hospital Health Centres and dispensaries	103

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Records & Information Management Officer II					
Health Records & Information Management Officer III	G	0	14	No recruitment at this level	0
Total		**277**	**86**		**277**

MEDICAL ENGINEERING DIVISION

Designation	**Job Group**	**Proposed**	**In Post**	**Justification**	**Approved Establishment**
Senior Assistant Director, Medical Engineering	Q	1	0	Overall in charge of Medical engineering in the county	1
Assistant Director, Medical Engineering Services/ Senior Principal Medical Engineering Technologist	P	2	0	To have One medical engineer to head Murang'a South and the other one to head Murang'a North.	2
Principal Medical Engineer/Principal Medical Engineering Technologist	N	4	1	To be in the main hospitals	4
Chief Medical Engineering Technologist/Chief Medical Engineer	M	8	0	To have one medical engineer in the 8 main hospitals	8
Senior Medical Engineer/Senior Medical Engineering Technologist	L	16	2	To have 2 engineers in every main hospital	16
Medical Engineer/Medical Engineering Technologist I/Senior Medical Engineering Technician	K	24	4	To have 3 medical engineers in every main hospital (8 of whom will be degree holders)	24
Medical Engineering Technologist II/ Medical Engineering Technician I/Medical Engineering Technologist III/ Medical Engineering Technician II	H/J	32	2	To have 4 medical engineers in every hospital in the county	32
Medical Engineering Technician III	G	0	3	No Recruitment will be made at this level	0
Total		**87**	**11**		**87**

HEALTH PROMOTION DIVISION

Designation	Job Group	Proposed	In Post	Justification	Approved Establishment
Senior Assistant Director, Health Promotion	Q	1	0	To head the Division	1
Assistant Director, Health Promotion	P	3	0	To coordinate formulation, review and implementation of Health promotion policies and guidelines.	3
Principal Health Promotion Officer /Principal Assistant Health Promotion Officer	N	5	1	To be in charge of the main hospitals	5
Chief Health Promotion Officer /Chief Assistant Health Promotion Officer	M	9	2	To be in charge of sub county	9
Senior Health Promotion Officer /Senior Assistant Health Promotion Officer	L	18	3	2 officers to be deployed in the main hospital and sub county hospitals	18
Health Promotion Officer I/ Assistant Health Promotion Officer I	K	52	0	2 officers to be deployed in 26 health Centres	52
Assistant Health Promotion Officer III/II	H/J	70	0	2 officers to be in charge of one ward	70
Total		**158**	**6**		**158**

HOSPITALITY SERVICES DIVISION

Designation	Job Group	In Post	Proposed	Justification	Approved Establishment
HOSPITALITY OFFICERS					
Senior Assistant Director, Hospitality Services	Q	0	1	To head the Division	1
Assistant Director, Hospitality Services	P	0	2	To coordinate hospitality services at Murang'a Referral Hospital and Maragua Hospital	2
Principal Hospitality Officer	N	0	3	To be deployed in level 5, all level 4 hospitals and busy	3
Chief Hospitality Officer	M	0	4		4

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Senior Hospitality Officer	L	0	5	health centres. One per facility	5
Hospitality Officer II/I	J/K	0	8		8
COOKS					
Chef	J	0	10	To be deployed in major hospitals	10
Cook III/II/I/ Assistant Chef	E/F/G/ H	0	40	To cook for patients in major hospitals and health centers with maternity	40
Total		**0**	**73**		73

FUNERAL SERVICES

Designation	**Job Group**	**In-post**	**Proposed**	**Justification**	**Approved Establishment**
Principal Mortician	M	0	1	To head the mortician services	1
Chief Mortician	L	0	4	1 to be deployed in MCRH 1Maragua SCH, Muriranjas CH, Kangema SCH.	4
Senior Mortician	K	0	6	1 in MCRH, 1 in Maragua, 1 in Kangema, 1 in Muriranjas, 1in Kirwara 1 in Kandara	6
Mortician I	J	0	8	2 in MCRH, 2 in Maragua, 1 in Kangema, 1 in Muriranjas, 1in Kirwara, 1 in Kandara	8
Mortician III/II	G/H	6	12	2 in MCRH, 2 in Maragua, 2 in Kangema, 2 in Muriranjas, 2 in Kirwara, 2 in Kandara	12
Total		**6**	**31**		**31**

ALCOHOLIC DRINKS CONTROL DIRECTORATE

Designation	Job Group	In-post	Proposed	Justification	Approved Establishment
Director, Alcoholic Drinks Control	R	0	1	To head the Directorate.	1
Deputy Director, Alcoholic Drinks Control	Q	0	3	To head the following divisions: • 1- Licensing, Compliance and Risk Reduction; • 1-Treatment and Rehabilitation • 1-Training and Advocacy	3

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Designation	Job Group / CPSB Grade	In post	Proposed Numbers	Justification	Approved
Youth Development Officers					
Director, Youth Development	R/3	0	1	To head the Directorate	1
Deputy Director, Youth Development	Q/4	0	2	To head the following Divisions: 1 – Capacity Development 1- Enterprise Development	2
Assistant Director, Youth Development	P/5	0	4	To coordinate youth development functions in the eight sub – counties namely: - Mathioya,Kangema,Kiharu,Kigumo, Maragua,Kandara,Ithanga and Gatanga	4
Principal Youth Development Officer	N/6	0	4		4
Chief Youth Development Officer	M/7	0	5	To perform youth development functions in the 35 wards	5
Senior Youth Development Officer	L/8	0	10		10
Youth Development Officer II/I	J/K/10/9	1	20		20
Total		**1**	**45**		**45**

13. DIRECTORATE OF YOUTH DEVELOPMENT

14. DIRECTORATE OF SPORTS

Designation	Job Group / CPSB Grade	In post	Proposed Numbers	Justification	Approved
Sports Officers					
Director, Sports	R/3	0	1	To head the Directorate	1
Deputy Director, Sports	Q/4	0	2	1-To head Training and Capacity Development division 1-To head Sports Administration division	2
Assistant Director, Sports	P/5	1	4	8- To coordinate sports functions in the eight sub counties 1-To coordinate sports functions at the headquarters	4
Principal Sports Officer	N/6	1	5		5
Chief Sports Officer	M/7	1	12	To undertake sports functions both at the headquarters and sub counties	12
Sports Officer / Senior	K/L/9/8	0			
TOTAL		**2**	**24**		24
SPORTS ASSISTANTS					
Principal Sports Assistant	N/6	0	7	To perform sports functions in the wards	7
Chief Sports Assistant	M/7	0			
Senior Sports Assistant	L/8	0	10		10
Sports Assistant I	K/9	0			
Sports Assistant III/II	H/J/11/10	0	18		18
Total		**0**	**35**		**35**
Grand total		**2**	**59**		**59**

15. DIRECTORATE OF SOCIAL SERVICES

Designation	Job Group / CPSB Grade	In post	Proposed Numbers	Justification	Approved
Social Development Offcers					
Director, Social Services	R/3	0	1	To head the Directorate	1
Deputy Director, Social Services	Q/4	0	2	To head the following Divisions: 1-Social Welfare 1-Community Development	2

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Assistant Director, Social Services	P/5	0	2	8-To coordinate social services functions in the eight sub-counties namely: Mathioya ,Kangema,Kiharu,Kigumo.Kandara ,Ithanga and Gatanga 1-To coordinate social services functions at the headquarter	2
Principal Social Development Officer	N/6	0	3		3
Chief Social Development Officer	M/7	0	4		4
Senior Social Development Officer	L/8	0	5	To undertake social services at the headquarter and in the sub-counties	5
Social Development Officer II/I	J/K/10/9	2	5		5
Total		**2**	**22**		**22**
ASSISTANT SOCIAL DEVELOPMENT OFFICERS					
Principal Assistant Social Development Officer	N/6	0	5	To undertake social services at the ward level	5
Chief Assistant Social Development Officer	M/7	0	10		10
Senior Assistant Social Development Officer	L/8	1			
Assistant Social Development Officer I	K/9	2	10		10
Assistant Social Development Officer III/II	H/J/11/10	2	10		10
Total		**5**	**35**		**35**
Grand total		**7**	**57**		**57**

16.DIRECTORATE OF CULTURE

Designation	Job Group / CPSB Grade	In post	Proposed Numbers	Justification	Approved
Cultural Officers					
Director, Culture	R/3	0	1	To head the Directorate	1
Deputy Director, Culture	Q/4	0	2	To head the following divisions: 1-Promotion and capacity Development 1-Preservation and Documentation	2
Assistant Director, Culture	P/5	0	4	To coordinate culture and heritage functions in the eight sub-counties namely: - Mathioya,Kangema,Kiharu,Kigumo. Kandara,Ithanga and Gatanga	4
Principal Cultural Officer	N/6	0	4		4
Chief Cultural Officer	M/7	0	5	To perform culture and heritage functions in the 35 wards	5
Senior Cultural Officer	L/8	0	10		10
Cultural Officer II/I	J/K/10/9	1	20		20
Total		**1**	**46**		**46**

17. DIRECTORATE OF ROADS AND TRANSPORT

Designation	Job Group / CPSB Grade	In post	Proposed Numbers	Justification	Approved
Engineers					
Senior Principal Superintending Engineer	R/3	0	1	To head the Directorate	1
Principal Superintending Engineer	Q/4	0	2	To head the following Divisions: 1-Roads 1-Transport	2
Chief Superintending Engineer	P/5	0	2	To coordinate and undertake roads and transport functions as follows: 1-Roads	2

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				1-Transport	
Senior Superintending Engineer	N/6	0	2	To undertake roads and transport functions as follows: 1-at headquarters 8- in the sub-counties	2
Superintending Engineer	M/7	0	3		3
Engineer II/I	K/L/9/8	1	4		4
Total		**1**	**14**		
Inspectors (Civil)					
Senior Principal Superintendent	P/5	0	1	To perform roads and transport functions as follows: 2-at headquarters 16-in the sub-counties (2 per sub-county)	1
Principal Superintendent	N/6	0	2		2
Chief Superintendent	M/7	0	3		3
Senior Superintendent	L/8	0	3		3
Superintendent	K/9	0	4		4
Inspector / Senior Inspector	H/J/11/10	3	5		5
Total		**3**	**18**		**18**
Grand Total		**4**	**32**		**32**
Engineers					
Senior Principal Superintending Engineer	R/3	0	1	To head the Directorate	1
Principal Superintending Engineer	Q/4	0	2	To head the following Divisions: 1-Roads 1-Transport	2
Chief Superintending Engineer	P/5	0	2	To coordinate and undertake roads and transport functions as follows: 1-Roads 1-Transport	2
Senior Superintending Engineer	N/6	0	2	To undertake roads and transport functions as follows: 1-at headquarters 8- in the sub-counties	2
Superintending Engineer	M/7	0	3		3
Engineer II/I	K/L/9/8	1	4		4
Total		**1**	**14**		14
Inspectors (Civil)					
Senior Principal Superintendent	P/5	0	1	To perform roads and transport functions as follows: 2-at headquarters 16-in the sub-counties (2 per sub-county)	1
Principal Superintendent	N/6	0	2		2
Chief Superintendent	M/7	0	3		3
Senior Superintendent	L/8	0	3		3
Superintendent	K/9	0	4		4
Inspector / Senior Inspector	H/J/11/10	3	5		5
Total		**3**	**18**		18
Grand Total		**4**	**32**		32

18. DIRECTORATE OF TOURISM

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Designation	Job Group / CPSB Grade	In post	Proposed Numbers	Justification	Approved
Director, Tourism	R/3	0	1	To head the Directorate	1
Deputy, Director, Tourism	Q/4	0	1	To coordinate and undertake Tourism Function	1
Assistant Deputy Director, Tourism	P/5	0	1		1
Principal Tourism Officer	N/6	1	2	To perform Tourism functions	2
Chief Tourism Officer	M/7	0	2		2
Senior Tourism Officer	L/8	0	3		3
Tourism Officer II/I	J/K/10/9	0	4		4
Total		**1**	**14**		**14**

19. DIRECTORATE OF AGRICULTURE

S/no	Designation	Job Group	In post	Approved posts	Variance	Justification
	AGRICULTURAL OFFICERS					
1	Director of Agriculture	R	1	1	-0	➢ To head the directorate
2	Deputy Director of Agriculture	Q	2	4	-2	➢ 1 to head Crop development ➢ 1 to head Agribusiness development ➢ 2 for Projects coordination
3	Assistant Director of Agriculture	P	8	23	-22	➢ 8 to head sub counties as Sub County Agricultural Officers. ➢ 4 to perform Agribusiness function at County Level ➢ 8 to perform projects function at project coordination

						units/secretariats. ➢ 3 at county HQ
4	Principal Agricultural Officer	N	27	27	0	➢ 24 at sub counties each 3 to be deployed as subject matter specialists ➢ 3 to serve in Crops Protection Unit
6	Agricultural Officer/Senior Agricultural Officer /Chief Agricultural Officer	K/ L/M	11	35	-24	➢ 35 to perform agricultural functions at the Ward level
	SUBTOTAL		**39**	**90**	**-81**	
	ASSISTANT AGRICULTURAL OFFICERS					
7	Principal Assistant Agricultural Officer	N	0	8	-8	➢ 8 to supervise the diploma holders and also perform Agricultural functions at sub counties
8	Chief Assistant Agricultural Officer	M	1	20	-19	➢ Frontline Agricultural extension services as FEOs in the locations ➢ Assist in soil and water conservation ➢ Coffee extension services at the society level
9	Assistant Agricultural Officer III/Assistant Agricultural Officer II/ Assistant Agricultural Officer I/ Senior Assistant Agricultural Officer	H/J/K/L	39	65	-26	
	SUBTOTAL		**43**	**93**	**-50**	

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AGRICULTURAL ASSISTANTS						
10	Chief Agricultural Assistant	K	7	0	0	
11	Senior Agricultural Assistant	J	0	0	0	
12	Agricultural Assistant I	H	0	0	0	
13	Agricultural Assistant II	G	2	0	0	
	SUBTOTAL		**9**	**0**	**0.**	
	JUNIOR AGRICULTURAL ASSISTANTS					
14	Junior Agricultural Assistant	F	3	0	0	
	SUBTOTAL		**3**	**0**	**0**	
	AGRICUTURAL ENGINEERS					
15	Principal Superintending Engineer (Agriculture)	Q	0	1	-1	➢ To head agricultural (land) Engineering services Division. The officer will be at the level of Deputy Director
16	Chief Superintending Engineer (Agriculture)	P	0	1	-1	➢ 1 AMS Manager to head Agricultural mechanization station (AMS) as station manager
17	Senior Superintending Engineer (Agriculture)	N	0	2	-2	➢ 1 based at Agricultural Engineering (land Development) services division to

						coordinate and supervise processing plants such coffee factories ➢ 1 to deputize AMS Manager
18	Engineer II/Engineer I Superintending Engineer /(Agriculture)	K/L/M	0	3	-3	➢ 3 to offer land and farm structures development services at Sub County level
	SUBTOTAL		**0**	**7**	**-7**	
	AGRICULTURAL ENGINEERING TECHNOLOGISTS					
19	Principal Superintendent (Agriculture)	N	0	1	-1	➢ 1 to Supervise diploma holders ➢ 5 to assist the engineers in offering land and farm structures development services
20	Chief Superintendent (Agriculture)	M	0	1	-1	
21	Inspector/Senior Inspector/ Superintendent / Senior Superintendent (Agriculture)	H/J/K/L	0	2	-2	
	SUBTOTAL		**0**	**4**	**-4**	
	GRAND TOTAL		**94**	**194**	**-100**	

Veterinary Services

S.No	Designation	Job Group	In Post	Approved Posts	Variance	Justification
VETERINARY OFFICER						
1	Director of Veterinary Services	R	0	1	-1	To the head directorate

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2	Deputy Director of Veterinary Services	Q	0	3	-3	3 to head divisions namely: 1 Veterinary Public Health services division 1 Disease Surveillance, Management & Control division 1 Animal Breeding and Extension division
3	Assistant Director of Veterinary Services	P	0	11	-11	8 to head sub counties 3 to head the sections namely: 1 Veterinary Public Health section 1 Disease & Vector Control section 1 Animal Breeding Services section
4	Veterinary Officer/Senior Veterinary Officer/ Chief Veterinary Officer	L/M/N	8	17	-9	To undertake veterinary function in the 35 Wards. Each officer will be responsible for 2 wards
	SUB TOTALS		**8**	**32**	**-24**	
ANIMAL HEALTH OFFICERS						
5	Senior Assistant Director Animal Health	Q	0	1	-1	To head the function
6	Assistant Director Animal Health	P	0	8	-1	To head and perform the Animal health functions at the sub county
7	Principal Animal Health Officer	N	0	8	-2	To perform animal health functions
8	Animal Health Officer/Senior Animal Health Officer/ Chief Animal Health Officers	K/L/M	0	10	-10	To perform animal health functions
	SUB TOTAL		**0**	**27**	**-27**	
ASSISTANTS ANIMAL HEALTH OFFICERS						

9	Principal Assistant Animal Health Officer	N	0	8	-8	To be deployed in the Sub Counties
10	Chief Assistant Animal Health Officer	M	0	35	-35	To be perform animal health and meat inspection functions at the ward level
11	Assistant Animal Health Officer II/ Assistant Animal Health Officer III/ Assistant Animal Health Officer I/ Senior Assistant Animal Health Officer	H/J/K/L	1	85	-85	To perform Animal Health and breeding Functions in the location
	SUB TOTAL		**1**	**128**	**-127**	
ANIMAL HEALTH ASSISTANTS						
12	Chief Animal Health Assistant	K	39	0	0	
13	Senior Animal Health Assistant	J	0	0	0	
14	Animal Health Assistant II/ Animal Health Assistants III	G/H	59	0	0	
15	Junior Animal Health Assistant	E/F	9	0	0	
	SUB TOTAL		**96**	**0**	**-40**	
LABORATORY ANALYST						
16	Assistant Director Laboratory Services	P	0	1	-1	To head the laboratory services function

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17	Principal Laboratory Analyst	N	0	1	-1	To undertake Laboratory services function
18	Laboratory Analyst/ Senior Laboratory Analyst/ Chief Laboratory Analyst	K/L/M	0	2	-2	To undertake Laboratory services function
	SUB TOTAL		**0**	**4**	**-4**	
LABORATORY PERSONNEL						
19	Principal Laboratory Technologist	N	0	1	-1	Coordinate the lab technologists Cadre
20	Chief Laboratory Technologist	M	0	1	-1	To perform Laboratory services function
21	Laboratory Technologist III/II/I/Senior Laboratory Technologist Laboratory Technologist I	H/J/K/L	0	2	-1	To perform Laboratory services function
	SUB TOTAL		**0**	**4**	**-4**	
22	Senior Laboratory Technician	K	0	1	-1	To perform Laboratory services function
23	Laboratory Technician I	J	1	1	0	To perform Laboratory services function
24	Laboratory Technician III/II	G/H	0	1	-1	To perform Laboratory services function
	SUB TOTAL		**1**	**3**	**-2**	
LEATHER DEVELOPMENT OFFICER						
25	Assistant Director Leather Development	P	0	1	-1	To head and perform leather development functions
26	Principal Leather Development Officer	N		1	-1	To perform leather development functions
27	Leather Development Officer II/	K/L/M	0			To perform leather development functions

	Leather Developmen t Officer I/ Senior Leather Developmen t Officer			2	-2	
	SUB TOTAL		**0**	**4**	**-4**	
ASSISTANT-LEATHER DEVELOPMENT OFFICER						
28	Principal Assistant Leather Developmen t Officer	N	0	1	-1	To perform leather development functions
29	Chief Assistant Leather Developmen t Officer	M		1	-1	To perform leather development functions
30	Assistant Leather Developmen t Officer III/II/ Assistant Leather Developmen t Officer I/ Senior Assistant Leather Developmen t Officer	H/J/K/ L	0	3	1	To perform leather development functions
	SUB TOTAL		**1**	**5**	**-4**	
HIDES AND SKINS INSPECTOR						
31	Chief Hides and Skins Inspector	K	0	1	-1	
32	Senior Hides and Skins Inspector	J	0	1	-1	
33	Hides and Skins Inspector II/I	G/H	0	1	-1	
	SUB TOTAL		**0**	**3**	**-3**	
	GRAND TOTAL		**118**	**210**	**-92**	

Livestock Services

S/no	Designation	Job Group	In post	Approved posts	Variance	Justification

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LIVESTOCK PRODUCTION OFFICER						
1.	Director Livestock Production	R	0	1	-1	To head the directorate
2.	Deputy Director Livestock Production	Q	0	3	-3	To head Dairy development division , Marketing, value addition and quality assurance division, animal production division
3.	Assistant Director Livestock Production	P	0	16	-16	8 to head the Sub Counties 3 to be deployed in projects and programs 5 to head the sections namely: 1 Dairy Development Section 1 Value Addition and Market Development Section 1 Market information and data management Section 1 Small Ruminants & Non Ruminants Section 1 Apiculture & Emerging Livestock Section
4.	Principal Livestock Production Officer	N	8	16	-8	To undertake livestock production functions
5.	Livestock Production Officer/Senior Livestock Production Officer/ Chief Livestock Production Officer	K/L/M	7	17	-12	To undertake livestock production functions
	SUB TOTAL		**15**	**53**	**-38**	
ASSISTANT LIVESTOCK PRODUCTION OFFICER						

6.	Principal Assistant Livestock Production Officer	N	0	8	-8	To supervise the diploma holders
7.	Chief Assistant Livestock Production Officer	M	0	37	-37	To perform livestock production function at location level
8.	Assistant Livestock Production Officer III /Assistant Livestock Production Officer II/ Assistant Livestock Production Officer I/ Senior Assistant Livestock Production Officer	H/J/K/L	10	40	-30	
	SUBTOTAL		**10**	**85**	**-75**	
LIVESTOCK PRODUCTION ASSISTANT						
9	Chief Livestock Production Assistant	K	1		0	
10	Senior Livestock Production Assistant	J	1		0	
11	Livestock Production Assistant I	H	0		0	
12	Livestock Production Assistant II	G	0	0	0	
	TOTAL		**27**	**138**	**-111**	

Fisheries Development

SNO	Designation	Job Group	In post	Approved posts	Variance	Justification
FISHERIES OFFICER						

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1	Director of Fisheries	R	0	1	-1	To head the directorate
2	Deputy Director of Fisheries	Q	0	2	-2	To head the two divisions of Fish quality assurance and marketing and Aquaculture and inland Fisheries sections
3	Assistant Director of Fisheries	P	0	8	-8	4 to head the sectional units of Aquaculture development, Inland Fisheries, Fish Quality Assurance and Fish Marketing sections. 4 to coordinate fisheries development function in two Sub counties
4	Principal Fisheries Officer	N	1	9	-8	To perform fisheries development function
5	Fisheries Officer /Senior Fisheries Officer / Chief Fisheries Officer	K/L/M	1	10	-9	To perform fisheries development function
	SUB TOTAL		**2**	**30**	**-28**	
ASSISTANT FISHERIES OFFICER						
6	Principal Assistant Fisheries Officer	N	0	8	-8	To perform fisheries development function.
7	Chief Assistant Fisheries Officer	M	0	9	-9	To perform fisheries development function
8	Assistant Fisheries officer III/II/I/ Senior assistant	H	4	10	-6	To perform fisheries development function

	Fisheries Officer					
	SUB TOTAL		**4**	**27**		
FISHERIES ASSISTANT						
9	Chief Fisheries Assistant	K	2	0	0	These are certificate holders officers in this cadre will be move on as the career progression till they exit. The recruitment of this cadre of officers is obsolete and there will be no more recruitment for this cadre in the future.
10	Senior Fisheries Assistants	J	3	0	0	
11	Fisheries Assistant I	H	3	0	0	
12	Fisheries Assistant II	G	0	0	0	
	SUB TOTAL		**8**	**0**		
	GRAND TOTAL		**14**	**57**	**-43**	

While approving the structures, the board decided that;

1. Officers who had stagnated due to lack of approved Established for None Common Establishment positions be given opportunities to move to next grade through an internal advert.
2. That any recruitment/promotions within the various departments must be confined within the approved establishment subject to availability of funds.
3. Any recruitment/promotion requests outside the approved establishment must meet the conditions/criteria set out in section 60 of the County Government Act and must be accompanied by a confirmation from the chief officer Finance that funds have been provided for.