



REPUBLIC OF KENYA



GOVERNMENT OF MAKUENI COUNTY

GOVERNMENT OF MAKUENI COUNTY STAFF ESTABLISHMENT 2024

April, 2024



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FOREWORD

The County Secretary and Head of Public Service is entrusted with the crucial responsibility of overseeing and coordinating human resource matters within Makueni County Public Service. In this capacity, the office recognizes the essential role that effective Human Resource Planning (HRP) and staff establishment play in ensuring the optimal functioning of our organization.

In terms of public service delivery, the importance of HRP cannot be overstated. It is the mechanism through which we guarantee that our workforce possesses the necessary skills and expertise to fulfill their roles efficiently and effectively. Against the backdrop of evolving governance dynamics and service demands, it becomes increasingly evident that streamlined HR practices and well-defined organizational structures are not just advantageous but crucial.

There is therefore need to have a clear forecasting on the human resource demands and supply per department to ensure informed staffing plans. Succession management planning plays a critical role in the long-term success and sustainability of the organization. This aims to address talent gaps, fostering a culture of career growth and development.

This is a commitment to principles of good governance of transparency, accountability, and efficiency. By fostering a culture of excellence and innovation within our Public Service in the County, we lay the groundwork for sustainable growth and impactful service delivery. The outcomes we aspire is to achieve enhanced organizational efficiency, improved governance practices, and strategic deployment of human capital not merely as aspirations but attainable goals through concerted efforts and collaborations.

As we navigate this transformative journey, let us remain steadfast in our dedication to excellence and innovation. Let us embrace the challenges ahead as opportunities for growth and renewal without losing sight of our ultimate objective of building a public service that is not only efficient and effective but also compassionate and responsive to the diverse needs of our residents.

In conclusion, I extend my sincere appreciation to all who have contributed to the development of this document. It is through the dedication of human resource professionals and other support teams, whose collective commitment and collaboration have contributed towards the staff establishment for all the departments.

Thank you all.



Dr. Justin M. Kyambi,
County Secretary,

**HEAD OF COUNTY PUBLIC SERVICE,
SECRETARY TO THE EXECUTIVE COMMITTEE.**

COUNTY SECRETARY

ACKNOWLEDGEMENT

The Office of the County Secretary wishes to thank the Governor, H.E. Hon. Mutula Kilonzo Jnr. CBS, for initiating the process of development of Staff Establishment for Makueni County and for granting us the opportunity to review the current staff establishment and recommend appropriate staffing levels that will help the County Government in human resource planning.

Our appreciation also goes to the Deputy Governor, Makueni County, H.E Lucy Mulili for the goodwill and support provided throughout the duration of the assignment. The Team is also grateful to the County Executive Members and the Chief Officers for their support and collaboration in the execution of the exercise. Further appreciation goes to the State Department for Public Service Management and the entire County Human Resource team for their professional and technical support. Their advisory and initiatives helped to harmonize the entire approach to mainstream County government thinking.

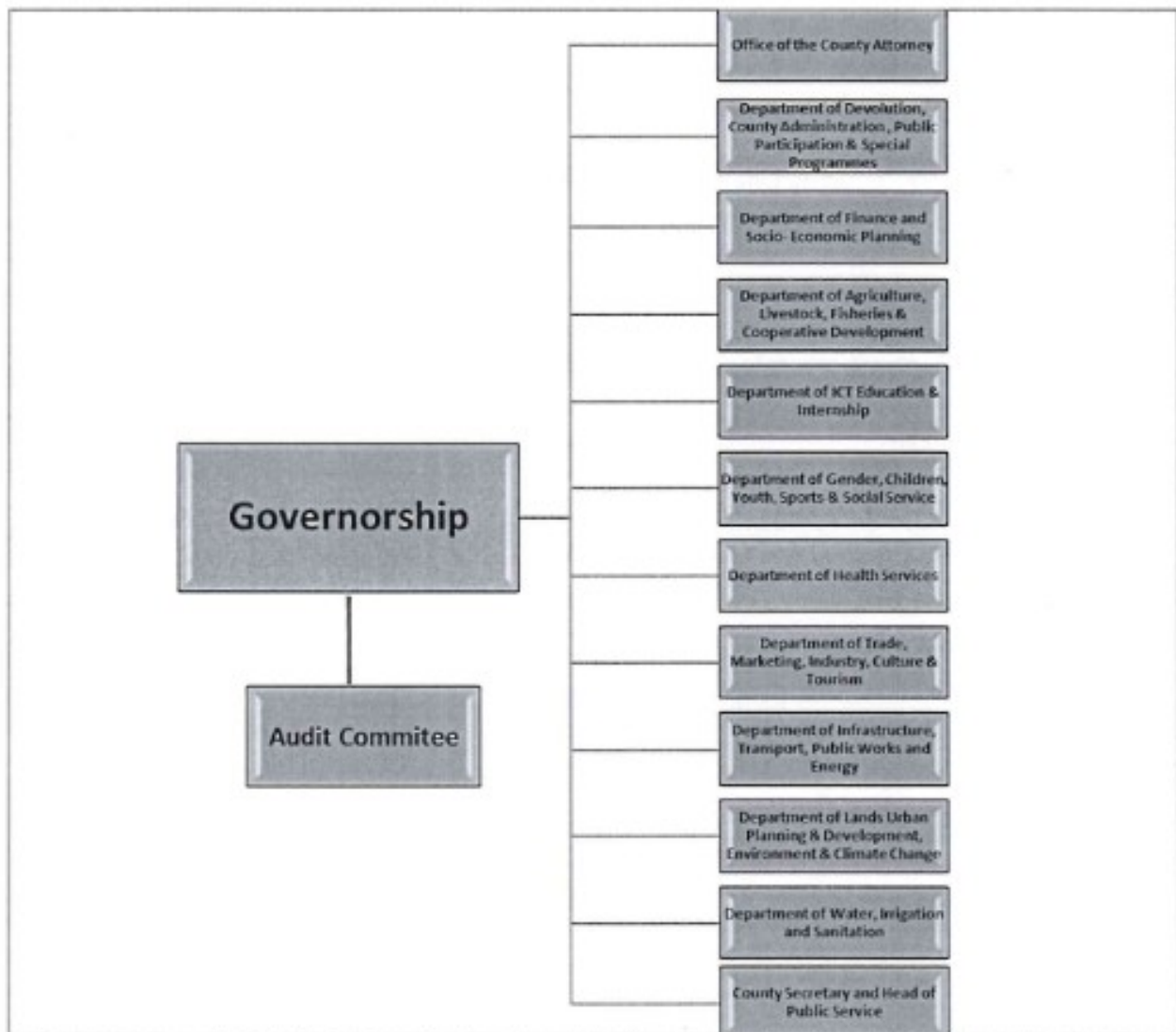
The Team also takes cognizance of all those who have not been mentioned by name but assisted in one way or another to make this exercise a success. Their contributions are highly valued and appreciated.



1.4 Makueni County Government Organizational Structure

The government of Makueni County Organizational structure is as outlined in the figure below;

Figure 1: The Government of Makueni County Organizational Structure



COUNTY SECRETARY

Table 105: Staff Establishment for Offices/Departments of Makueni County

S/No.	Office/Department	Total No. of Staff Establishment
1	Office of the Governorship	199
2	Office of the County Attorney	50
3	Department of Devolution, Public Participation, County Administration and Special Programs	786
4	Department of Finance and Socio-Economic Planning	259
5	Department of Agriculture, Irrigation, Livestock & Fisheries and Cooperative Development	744
6	Department of ICT, Education and Internship	2,201
7	Department of Gender, Children, Youth, Sports and Social Services plus Makueni County Empowerment Fund	118
8	Department of Health Services	2184
9	Department of Trade, Marketing, Industry, Culture and Tourism	169
10	Department of Infrastructure, Transport, Public Works, Housing and Energy	337
11	Department of Lands, Urban Planning and Development, Environment and Climate Change	335
12	Department of Water and Sanitation	203
	Total	7,585

The staff establishment for County Semi-Autonomous Government Agencies (SAGAs) will be as follows: -



Table 106: Staff Establishment for Makueni County SAGAs

S/No.	Office/Department	Total No. of Staff Establishment
1	Makueni Agricultural Training Centre (MATC)	26
2	Makueni Agricultural Mechanization Services (AMS)	23
3	Makueni County Fruit Development and Marketing Authority (MFMDA)	37
4	Makueni Integrated Grain Processing Plant	17
5	Makueni County Sand Conservation and Utilization Authority Makueni County Sand Conservation and Utilization Authority	114
6	Emali- Sultan Hamud Municipality	1061
7	Wote Municipality	1013
8	Makueni Rural Water Board	11
Total		2,302

COUNTY SECRETARY
MAKUENI COUNTY
J 24 APR 2024
P. O. Box 78-90300.
MAKUENI-KENYA

