



COUNTY GOVERNMENT OF MANDERA
COUNTY PUBLIC SERVICE BOARD



P.O. Box 356-70300, MANDERA

Ref: MCPBS/CS/23/10/2025/01

Date 23rd October, 2025

County Secretary/Head of County Public Service,

Mandera County Government

Dear Sir,

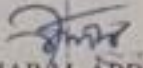


RE: STAFF ESTABLISHMENT AND ORGANIZATIONAL STRUCTURES

Reference is made to our letter Ref: MCPBS/CS/01/05/2025/01 dated 19th May, 2025 with regard to submission of staff establishment and organization structure for Mandera County Executive.

Please find the enclosed herewith copies of the above documents as approved by the County Public Service Board on 22nd October, 2025 for implementation.

Yours sincerely,


OMAR/M. ABDULLAHI

SECRETARY/CEO, MANDERA COUNTY PUBLIC SERVICE BOARD



COUNTY GOVERNMENT OF MANDERA
COUNTY PUBLIC SERVICE BOARD
P.O. Box 356-70300, MANDERA



STAFF ESTABLISHMENT
FOR
MANDERA COUNTY EXECUTIVE

JULY, 2025

FY 2025/2026/2027

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DEPARTMENTAL STAFF ESTABLISHMENT

Staff establishment are the established guidelines and standards that determine the optimal number of employees needed to fulfill and operate effectively in a department. The purpose for having it is to ensure efficiency, resource allocation, quality service provision and meeting the set requirements of the law. The ministries/departments to consider workload, the need of the department, the need of the service, skill mix, Succession management plans the turnover and availability of funds.

This document needs to be reviewed at least after every two (2) years to ensure any changes in the departments are addressed the document will therefore run from 1st July 2025 to 30th June 2027.

STAFF/HR PLAN FOR MANDERA COUNTY EXECUTIVE

The total Authorized establishment for Mandera County Executive is **13,200** with Staff In-Post of **4511** as at September,2025.

A SUMMARY OF AUTHORIZED STAFF ESTABLISHMENT, IN-POST AND VACANCY/DEFICIT FOR MANDERA COUNTY EXECUTIVE.

S/NO	OFFICE/MINISTRY/DEPARTMENT	IN-POST	APPROVED EST.	VACANCY/DEFICIT
1	MINISTRY OF AGRICULTURE LIVESTOCK AND FISHERIES	165	361	196
2	COUNTY PUBLIC SERVICE BOARD	27	72	45
3	MINISTRY OF EDUCATION AND HUMAN CAPITAL DEVELOPMENT	924	1619	695
4	MINISTRY OF FINANCE AND ECONOMIC PLANNING	289	913	624
5	MINISTRY OF SOCIAL DEVELOPMENT	41	202	161
6	OFFICE OF THE GOVERNOR	164	288	124
7	MINISTRY OF HEALTH SERVICES	1503	5540	4037
8	MINISTRY OF LANDS AND URBAN DEVELOPMENT	61	348	287
9	MINISTRY OF PUBLIC SERVICE MANAGEMENT, DEVOLVED UNITS, & COMMUNITY COHESION	871	2676	1805
10	MINISTRY OF TRADE AND COOPERATIVE DEVELOPMENT	40	115	75
11	MINISTRY OF ROADS AND PUBLIC WORKS	198	520	322
11	MINISTRY OF WATER, ENERGY, ENVIRONMENT AND CLIMATE CHANGE	228	546	318
	GRAND TOTAL	4511	13200	8689

1.0 MINISTRY OF AGRICULTURE LIVESTOCK AND FISHERIES

1.1 Department of Agriculture

Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks
Member - County Executive Committee	8	1	1	0	Contract	0	0	Adequately staffed
Support Staff[1]	C	7	18	11	Permanent & Pensionable	7	4	Understaffed
Clerical Officer[2] - General Office Servic	F	1	4	3	Permanent & Pensionable	2	1	Understaffed
Driver[1]	F	1	4	3	Permanent & Pensionable	2	1	Understaffed
Agricultural Assistant [2]	G	14	18	4	Permanent & Pensionable	2	2	Understaffed
Mechanic Grade[1]	G	1	3	2	Permanent & Pensionable	1	1	Understaffed
Agricultural Assistant[1]	H	5	14	9	Permanent & Pensionable	5	4	Understaffed
Assistant Agricultural Officer [3]	H	7	10	3	Permanent & Pensionable	2	1	Understaffed
Chief Driver	H	1	2	1	Permanent & Pensionable	0	1	Understaffed
Assistant Agricultural Officer[2]	J	1	8	7	Permanent & Pensionable	4	3	Understaffed
Senior Agricultural Assistant	J	1	5	4	Permanent & Pensionable	2	2	Understaffed

Agricultural Officer	K	13	20	7	Permanent & Pensionable	4	3	Understaffed
Chief Agricultural Assistant	K	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Senior Assistant Agricultural Officer	L	1	7	6	Permanent & Pensionable	4	2	Understaffed
Principal Agricultural Officer	N	1	4	3	Permanent & Pensionable	0	3	Understaffed
Assistant Director of Agriculture	P	2	2	0	Permanent & Pensionable	0	0	Adequately staffed
Senior Principal Finance Officer	P	1	2	1	Permanent & Pensionable	0	1	Understaffed
Deputy Director of Agricultural	Q	1	2	1	Permanent & Pensionable	0	1	Understaffed
Director of Administration	R	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
County Chief Officer	S	1	1	0	Contract	0	0	Adequately staffed
Subtotal		62	127	65		35	30	
1.2 Department of Irrigation								
Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks
Support Staff[1]	C	1	6	5	Permanent & Pensionable	3	2	Understaffed
Engineer [2], Agriculture	K	3	9	6	Permanent & Pensionable	4	2	Understaffed
Deputy Director of Agricultural	Q	1	3	2	Permanent & Pensionable	0	2	Understaffed

Principal Superintending Engineer, Agriculture	Q	1	3	2	Permanent & Pensionable	0	2	Understaffed
Director Irrigation	R	0	1	1	Permanent & Pensionable	0	1	Understaffed
Director Administration & AMS	R	0	1	1	Permanent & Pensionable	0	1	Understaffed
Assistant Director	P	0	2	2	Permanent & Pensionable	0	2	Understaffed
Principal Agri Engineers	N	0	4	4	Permanent & Pensionable	0	4	Understaffed
Chief Agri Engineers	M	0	2	2	Permanent & Pensionable	0	2	Understaffed
Senior Agri. Engineers	L	0	3	3	Permanent & Pensionable	2	1	Understaffed
Asst. Agricultural Engineers	H	0	6	6	Permanent & Pensionable	4	2	Understaffed
Principal Plant Operator	J	0	1	1	Permanent & Pensionable	0	1	Understaffed
Chief Plant Operator	H	0	2	2	Permanent & Pensionable	0	2	Understaffed
Chief Plant Mechanic	H	0	1	1	Permanent & Pensionable	0	1	Understaffed
Subtotal		6	44	38		13	25	
1.3 Department of Livestock & Fisheries								
Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks
Hides & Skins Instructor[3]	A	1	1	0	Permanent & Pensionable	0	0	Adequately staffed

Support Staff[1]	C	18	20	2	Permanent & Pensionable	1	1	Understaffed
Support Staff Supervisor	E	5	7	2	Permanent & Pensionable	1	1	Understaffed
Cleaning Supervisor[2a]	F	1	4	3	Permanent & Pensionable	2	1	Understaffed
Clerical Officer[2] - General Office Servic	F	1	2	1	Permanent & Pensionable	1	0	Understaffed
Animal Health Assistants[2]	G	6	14	8	Permanent & Pensionable	5	3	Understaffed
Clerical Officer[1] - General Office Servic	G	2	2	0	Permanent & Pensionable	0	0	Adequately staffed
Livestock Production Assistant [2]	G	14	25	11	Permanent & Pensionable	7	4	Understaffed
Animal Health Assistants[1]	H	8	16	8	Permanent & Pensionable	5	3	Understaffed
Animal Health Officer[3]	H	1	4	3	Permanent & Pensionable	2	1	Understaffed
Assistant Livestock Health Officer [3]	H	2	5	3	Permanent & Pensionable	2	1	Understaffed
Assistant Livestock Production Officer [3]	H	5	7	2	Permanent & Pensionable	1	1	Understaffed
Assistant Animal Health Officer[2]	J	1	5	4	Permanent & Pensionable	2	2	Understaffed
Assistant Livestock Health Officer [2]	J	2	7	5	Permanent & Pensionable	3	2	Understaffed
Senior Animal Health Assistant	J	2	4	2	Permanent & Pensionable	1	1	Understaffed

Senior Livestock Production Assistant	J	1	4	3	Permanent & Pensionable	2	1	Understaffed
Animal Health Officer[1]	K	3	7	4	Permanent & Pensionable	2	2	Understaffed
Administrative Officer [2]	K	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
County Director of Fisheries	R	0	1	1	Permanent & Pensionable	0	1	Understaffed
Deputy Director of Fisheries	Q	0	1	1	Permanent & Pensionable	0	1	Understaffed
Assistant Director of Fisheries	P	0	1	1	Permanent & Pensionable	0	1	Understaffed
Principal Fisheries Officer	N	0	1	1	Permanent & Pensionable	0	1	Understaffed
chief Fisheries Officer	M	0	1	1	Permanent & Pensionable	0	1	Understaffed
Senior Fisheries Officer	L	0	1	1	Permanent & Pensionable	1	0	Understaffed
Assistant Fisheries Officer 111	H	0	1	1	Permanent & Pensionable	1	0	Understaffed
Assistant Livestock Production Officer[1]	K	1	4	3	Permanent & Pensionable	2	1	Understaffed
Fisheries Officer	K	1	4	3	Permanent & Pensionable	2	1	Understaffed
Laboratory Technologist[1]	K	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Livestock Production Officer	K	5	9	4	Permanent & Pensionable	2	2	Understaffed

Veterinary Officer	L	2	6	4	Permanent & Pensionable	2	2	Understaffed
Senior Assistant Animal Health Officer	L	2	6	4	Permanent & Pensionable	2	2	Understaffed
Chief Assistant Animal Health Officer	M	1	4	3	Permanent & Pensionable	0	3	Understaffed
Chief Assistant Livestock Health Officer	M	5	9	4	Permanent & Pensionable	0	4	Understaffed
Assistant Director Administration	P	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Deputy Director of Livestock Production	Q	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Senior Assistant Director - Veterinary Services	Q	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Deputy Director - Livestock Production	R	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Director of Administration	R	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Subtotal		97	190	93		49	44	

2.0 COUNTY PUBLIC SERVICE BOARD

Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks
Chairman - County Public Service Board	7	1	1	0	Contract	0	0	Adequately staffed
Secretary - County Public Service Board	9	1	1	0	Contract	0	0	Adequately staffed
Support Staff Supervisor	E	1	4	3	Permanent & Pensionable	2	1	Understaffed

Member - County Public Service Board		8	5	5	0	Contract	0	0	Adequately staffed
Support Staff[1]	C		1	10	9	Permanent & Pensionable	5	4	Understaffed
Senior Support Staff	D		4	6	2	Permanent & Pensionable	1	1	Understaffed
Senior Support Staff Supervisor	F		1	2	1	Permanent & Pensionable	1	0	Understaffed
Clerical Officer[2]	F		1	5	4	Permanent & Pensionable	2	2	Understaffed
Driver[1]	F		1	3	2	Permanent & Pensionable	1	1	Understaffed
HRM Assistant[2]	J		2	4	2	Permanent & Pensionable	1	1	Understaffed
Chief Records Management Officer	M		1	3	2	Permanent & Pensionable	0	2	Understaffed
Chief Assistant Office Administrator	M		1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Principal Records Management Officer	N		1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Assistant Director HRM & Development	P		1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Assistant Director ICT	P		1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Deputy Director of Administration	Q		2	2	0	Permanent & Pensionable	0	0	Adequately staffed
Director Human Resource Management and Development	R		1	1	0	Permanent & Pensionable	0	0	Adequately staffed

Director of Administration	R	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Principal Administration Officer	N	0	1	1	Permanent & Pensionable	0	1	Understaffed
Chief Administration officer	M	0	1	1	Permanent & Pensionable	0	1	Understaffed
Senior Administration Officer	L	0	1	1	Permanent & Pensionable	1	0	Understaffed
Administration Officer	K	0	1	1	Permanent & Pensionable	1	0	Understaffed
Deputy Director Human Resource and Development	Q	0	1	1	Permanent & Pensionable	0	1	Understaffed
Principal Human Resource and Development Officer	N	0	1	1	Permanent & Pensionable	0	1	Understaffed
Deputy Director Legal Officer	Q	0	1	1	Permanent & Pensionable	0	1	Understaffed
Assistant Director Legal Officer	P	0	1	1	Permanent & Pensionable	0	1	Understaffed
Principal Legal Officer	N	0	1	1	Permanent & Pensionable	0	1	Understaffed
Deputy Director ICT	Q	0	1	1	Permanent & Pensionable	0	1	Understaffed
Principal ICT officer	N	0	1	1	Permanent & Pensionable	0	1	Understaffed
Chief ICT officer	M	0	1	1	Permanent & Pensionable	0	1	Understaffed
Assistant Director Records Management	P	0	1	1	Permanent & Pensionable	0	1	Understaffed

Senior Record Management Officers	L	0	1	1	Permanent & Pensionable	1	0	Understaffed
Record Management Officers I	K	0	1	1	Permanent & Pensionable	1	0	Understaffed
Record Management Officers II	J	0	1	1	Permanent & Pensionable	1	0	Understaffed
Principal Assistant office Administrators	N	0	1	1	Permanent & Pensionable	0	1	Understaffed
Senior Assistant office Administrators	L	0	1	1	Permanent & Pensionable	1	0	Understaffed
Assistant Office Administrators /Office Administrators	H	0	2	2	Permanent & Pensionable	1	1	Understaffed
Subtotal		27	72	45		20	25	

3.0 MINISTRY OF EDUCATION AND HUMAN CAPITAL DEVELOPMENT

3.1 Department of Education & Vocational Training

Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks
Support Staff[1]	C	1	3	2	Permanent & Pensionable	1	1	Understaffed
ECD Teacher [3]	G	12	37	25	Permanent & Pensionable	15	10	Understaffed
Office Administrative Assistant [3]	G	1	3	2	Permanent & Pensionable	1	1	Understaffed
ECDE Teacher [3]	H	4	12	8	Permanent & Pensionable	5	3	Understaffed
Records Management Officer[2]	J	1	3	2	Permanent & Pensionable	1	1	Understaffed

Youth Polytechnic Instructor[1]	K	1	3	2	Permanent & Pensionable	1	1	Understaffed
Member - County Executive Committee	8	1	1	0	Contract	0	0	Adequately staffed
Nursery School Teacher[3]	C	2	6	4	Permanent & Pensionable	2	2	Understaffed
Support Staff[1]	C	25	77	52	Permanent & Pensionable	31	21	Understaffed
Senior Support Staff	D	1	3	2	Permanent & Pensionable	1	1	Understaffed
Support Staff Supervisor	E	2	6	4	Permanent & Pensionable	2	2	Understaffed
ECD Teacher [3]	G	664	950	286	Permanent & Pensionable	172	114	Understaffed
Office Administrative Assistant [3]	G	3	9	6	Permanent & Pensionable	4	2	Understaffed
ECDE Teacher [3]	H	96	200	104	Permanent & Pensionable	62	42	Understaffed
Senior Reception Assistant[11]	H	1	3	2	Permanent & Pensionable	1	1	Understaffed
Youth Polytechnic Instructor[3]	H	7	22	15	Permanent & Pensionable	9	6	Understaffed
Assistant Office Administrator [2]	J	2	6	4	Permanent & Pensionable	2	2	Understaffed
Youth Polytechnic Instructor[2]	J	9	16	7	Permanent & Pensionable	4	3	Understaffed
ECD Graduate Teacher [3]	K	60	80	20	Permanent & Pensionable	12	8	Understaffed
ECDE Teacher [1]	K	3	6	3	Permanent & Pensionable	2	1	Understaffed

Youth Polytechnic Instructor[1]	K	3	15	12	Permanent & Pensionable	7	5	Understaffed
ECD Graduate Teacher[1]	M	4	20	16	Permanent & Pensionable	10	6	Understaffed
Principal ECD Graduate Teacher [2]	N	1	2	1	Permanent & Pensionable	0	1	Understaffed
Director, partnership, Research	R	0	1	1	Permanent & Pensionable	0	1	Understaffed
Assistant Director Quality Assurance	P	0	1	1	Permanent & Pensionable	0	1	Understaffed
ECD Graduate Teacher [2]	L	0	30	30	Permanent & Pensionable	18	12	Understaffed
Senior ECDE Teacher (3)	L	0	6	6	Permanent & Pensionable	4	2	Understaffed
ECDE Teacher [2]	J	0	40	40	Permanent & Pensionable	24	16	Understaffed
Prinicpal Youth Polytechnic Instructor	N	0	4	4	Permanent & Pensionable	2	2	Understaffed
Chief Youth Polytechnic Instructor	M	0	4	4	Permanent & Pensionable	0	4	Understaffed
Senior Youth Polytechnic Instructor	L	0	8	8	Permanent & Pensionable	5	3	Understaffed
Director Human Capital Dev.	R	0	1	1	Permanent & Pensionable	0	1	Understaffed
Deputy Director Human Capital Dev.	Q	0	1	1	Permanent & Pensionable	0	1	Understaffed
Assistant Director Human Capital Dev.	P	0	1	1	Permanent & Pensionable	0	1	Understaffed

Assistant Director Administration	P	2	4	2	Permanent & Pensionable	0	2	Understaffed
Graduate Principal Teacher[1]	P	1	3	2	Permanent & Pensionable	0	2	Understaffed
Deputy Director - Education Quality assurance and Standard	Q	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Deputy Director of Administration	Q	3	4	1	Permanent & Pensionable	0	1	Understaffed
Director - Education	R	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Director of Administration	R	2	2	0	Permanent & Pensionable	0	0	Adequately staffed
County Chief Officer	S	3	3	0	Contract	0	0	Adequately staffed
Assistant Instructor	G	1	3	2	Permanent & Pensionable	1	1	Understaffed
Youth Polytechnic Instructor[3]	H	3	9	6	Permanent & Pensionable	4	2	Understaffed
Senior Office Administrative Assistant	K	1	3	2	Permanent & Pensionable	1	1	Understaffed
Administrative Officer [1]	L	1	3	2	Permanent & Pensionable	1	1	Understaffed
Assistant Director - Culture	P	1	3	2	Permanent & Pensionable	0	2	Understaffed
Subtotal		924	1619	695		405	290	

4.0 MINISTRY OF FINANCE AND ECONOMIC PLANNING

4.1 Department of Accounting & Financial services, Budgeting and Statistics

Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks
Member - County Executive Committee	8	1	1	0	Contract	0	0	Adequately staffed
Support Staff[1]	C	9	18	9	Permanent & Pensionable	5	4	Understaffed
Senior Support Staff Supervisor	F	3	7	4	Permanent & Pensionable	2	2	Understaffed
Senior Clerical Officer	H	1	5	4	Permanent & Pensionable	2	2	Understaffed
Chief Clerical Officer	J	1	4	3	Permanent & Pensionable	0	3	Understaffed
Supply Chain Management Assistant [2]	J	24	35	11	Permanent & Pensionable	7	4	Understaffed
Supply Chain Management Officer[2]	J	2	4	2	Permanent & Pensionable	1	1	Understaffed
Accountant[1]	K	8	17	9	Permanent & Pensionable	5	4	Understaffed
Internal Auditor[1]	K	1	12	11	Permanent & Pensionable	7	4	Understaffed
Supply Chain Management Assistant [1]	K	3	12	9	Permanent & Pensionable	5	4	Understaffed
Supply Chain Management Officer[1]	K	2	12	10	Permanent & Pensionable	6	4	Understaffed
Senior Accountant	L	10	31	21	Permanent & Pensionable	13	8	Understaffed

Senior Assistant Office Administrator	L	1	2	1	Permanent & Pensionable	1	0	Understaffed
Senior Supply Chain Management Assistant	L	1	4	3	Permanent & Pensionable	2	1	Understaffed
Senior Supply Chain Management Officer	L	9	12	3	Permanent & Pensionable	2	1	Understaffed
Chief Accountant	M	9	18	9	Permanent & Pensionable	0	9	Understaffed
Chief Internal Auditor	M	8	15	7	Permanent & Pensionable	0	7	Understaffed
Chief Supply Chain Management Assistant	M	1	4	3	Permanent & Pensionable	0	3	Understaffed
Chief Supply Chain Management Officer	M	9	21	12	Permanent & Pensionable	0	12	Understaffed
Senior Economist	M	2	4	2	Permanent & Pensionable	1	1	Understaffed
Principal Accountant	N	6	21	15	Permanent & Pensionable	0	15	Understaffed
Principal Economist	N	1	6	5	Permanent & Pensionable	0	5	Understaffed
Principal Supply Chain Management Assistant	N	1	5	4	Permanent & Pensionable	0	4	Understaffed
Principal Supply Chain Management Officer	N	5	17	12	Permanent & Pensionable	0	12	Understaffed
Assistant Director - Supply Chain Management Services	P	21	28	7	Permanent & Pensionable	0	7	Understaffed
Assistant Director Administration	P	1	1	0	Permanent & Pensionable	0	0	Adequately staffed

Assistant Director, Accounting Services	P	21	35	14	Permanent & Pensionable	0	14	Understaffed
Senior Principal Economist	P	1	4	3	Permanent & Pensionable	0	3	Understaffed
Assistant Director - Supply Chain Management Services	Q	1	4	3	Permanent & Pensionable	0	3	Understaffed
Deputy Chief Finance Officer	Q	1	2	1	Permanent & Pensionable	0	1	Understaffed
Deputy Director - Supply Chain Management Services	Q	2	6	4	Permanent & Pensionable	0	4	Understaffed
Deputy Director of Administration	Q	1	2	1	Permanent & Pensionable	0	1	Understaffed
Deputy Director, Accounting Services	Q	4	8	4	Permanent & Pensionable	0	4	Understaffed
Deputy Director, Internal Audit Services	Q	2	2	0	Permanent & Pensionable	0	0	Adequately staffed
Chief Finance Officer	R	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Director - Supply Chain Management Services	R	2	2	0	Permanent & Pensionable	0	0	Adequately staffed
Director, Accounting Services	R	2	2	0	Permanent & Pensionable	0	0	Adequately staffed
Director, Internal Audit Services	R	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
County Chief Officer	S	1	1	0	Contract	0	0	Adequately staffed
Economist [2]	K	10	15	5	Permanent & Pensionable	3	2	Understaffed
Senior Economist	M	2	15	13	Permanent & Pensionable	8	5	Understaffed

Principal Economist	N	1	16	15	Permanent & Pensionable	0	15	Understaffed
Assistant Director Administration	P	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Chief Economist	R	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
County Chief Officer	S	2	2	0	Contract	0	0	Adequately staffed
Subtotal		197	436	239		70	169	
4.2 Department of Information Communication Technology (ICT)								
Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks
ICT Assistant [3]	H	8	25	17	Permanent & Pensionable	10	7	Understaffed
Chief ICT Officer	M	3	9	6	Permanent & Pensionable	0	6	Understaffed
Principal ICT Officer	N	1	8	7	Permanent & Pensionable	0	7	Understaffed
Assistant Director ICT	P	1	4	3	Permanent & Pensionable	0	3	Understaffed
Director of Administration	R	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
County Chief Officer	S	1	1	0	Contract	0	0	Adequately staffed
Director Communications	R	0	1	1	Permanent & Pensionable	0	1	Understaffed
Deputy Director Communications	Q	0	1	1	Permanent & Pensionable	0	1	Understaffed
Asst. Director Communications	P	0	1	1	Permanent & Pensionable	0	1	Understaffed

principal Communications Officer	N	0	2	2	Permanent & Pensionable	0	2	Understaffed
chief Communications	M	0	2	2	Permanent & Pensionable	0	2	Understaffed
senior Communications Officer	L	0	2	2	Permanent & Pensionable	1	1	Understaffed
ICT Officer	K	0	8	8	Permanent & Pensionable	5	3	Understaffed
Communications Officer	K	0	8	8	Permanent & Pensionable	5	3	Understaffed
Communications Assistant	J	0	8	8	Permanent & Pensionable	5	3	Understaffed
Secretary	G	0	1	1	Permanent & Pensionable	1	0	Understaffed
Subtotal		15	82	67		27	40	
4.4 Department of Revenue Services								
Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks
Abattoir Assistant[3]	A	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Askari[1]	A	1	3	2	Permanent & Pensionable	1	1	Understaffed
Cleaner[2]	A	2	2	0	Permanent & Pensionable	0	0	Adequately staffed
Market Attendant[1]	A	2	2	0	Permanent & Pensionable	0	0	Adequately staffed
Watchman[2]	A	1	8	7	Permanent & Pensionable	4	3	Understaffed

Support Staff[1]	C	10	25	15	Permanent & Pensionable	9	6	Understaffed
Revenue Clerk[2]	D	2	4	2	Permanent & Pensionable	1	1	Understaffed
Senior Support Staff	D	11	23	12	Permanent & Pensionable	7	5	Understaffed
Support Staff Supervisor	E	38	50	12	Permanent & Pensionable	7	5	Understaffed
Revenue Clerks	F	0	150	150	Permanent & Pensionable	90	60	Understaffed
Senior Market Master	F	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Office Administrative Assistant [3]	G	2	50	48	Permanent & Pensionable	29	19	Understaffed
Senior Revenue Clerk	G	1	46	45	Permanent & Pensionable	27	18	Understaffed
Assistant Office Administrator [3]	H	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Revenue Officer[3]	J	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Assistant Director, Accounting Services	P	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Director - Trade	R	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Deputy Director Revenue	Q	0	2	2	Permanent & Pensionable	0	2	Understaffed
Deputy Director Administration	Q	1	1	0	Permanent & Pensionable	0	0	Adequately staffed

Assistant Director Revenue	P	0	2	2	Permanent & Pensionable	0	2	Understaffed
Principal Revenue Officers	N	0	7	7	Permanent & Pensionable	0	7	Understaffed
Chief Revenue Officers	M	0	7	7	Permanent & Pensionable	0	7	Understaffed
Revenue Officers	K	0	7	7	Permanent & Pensionable	4	3	Understaffed
Subtotal		77	395	318		179	139	

5.0 MINISTRY OF SOCIAL DEVELOPMENT

5.1 Department of Social Services, Special Program, Youth Sport and talent Development, Women Empowerment, culture and Library Services

Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks
Support Staff Supervisor	E	1	6	5	Permanent & Pensionable	3	2	Understaffed
Administrative Officer [2]	K	1	6	5	Permanent & Pensionable	3	2	Understaffed
Member - County Executive Committee	8	1	1	0	Contract	0	0	Adequately staffed
Support Staff[1]	C	2	18	16	Permanent & Pensionable	0	16	Understaffed
Subordinate Staff [2]	D	1	8	7	Permanent & Pensionable	2	5	Understaffed
Subordinate Staff [1]	E	1	6	5	Permanent & Pensionable	3	2	Understaffed
Social Development Officer[1]	K	12	20	8	Permanent & Pensionable	5	3	Understaffed

Youth Development Officer[1]	K	3	20	17	Permanent & Pensionable	0	17	Understaffed
Senior Library Assistant	M	2	12	10	Permanent & Pensionable	0	10	Understaffed
Principal Gender & Social Development Offic	N	4	12	8	Permanent & Pensionable	0	8	Understaffed
Librarian [2]	N	2	12	10	Permanent & Pensionable	2	8	Understaffed
Assistant Director Administration	P	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
*Deputy Director - Gender & Social Developme	Q	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Deputy Director - Youth Development	Q	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Deputy Director of Administration	Q	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Director of Administration	R	3	4	1	Permanent & Pensionable	0	1	Understaffed
County Chief Officer	S	4	4	0	Contract	0	0	Adequately staffed
Assistant Director Social Services	P	0	1	1	Permanent & Pensionable	0	1	Understaffed
Principal social Services Officer	N	0	18	18	Permanent & Pensionable	0	18	Understaffed
Chief Social Services Officer	M	0	15	15	Permanent & Pensionable	0	15	Understaffed
Senior Social services Officer	L	0	25	25	Permanent & Pensionable	0	25	Understaffed

Director Special Programs, Disaster Risk preparedness & Management	R	0	1	1	Permanent & Pensionable	0	1	Understaffed
Assistant Director Special programs, Disaster Risk Preparedness & Management	P	0	1	1	Permanent & Pensionable	0	1	Understaffed
Principal Special programs, Disaster Risk Preparedness & Management	N	0	8	8	Permanent & Pensionable	0	8	Understaffed
Subtotal		41	202	161		18	143	

6.0 OFFICE OF THE GOVERNOR

6.1 Governor's Office

Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks
County Governor	5	1	1	0	Contract	0	0	Adequately staffed
Deputy County Governor	6	1	1	0	Contract	0	0	Adequately staffed
Member - County Executive Committee	8	1	2	1	Contract	0	1	Understaffed
Support Staff[1]	C	29	42	13	Permanent & Pensionable	8	5	Understaffed
Driver[1]	F	2	6	4	Permanent & Pensionable	2	2	Understaffed
Administrative Assistant	H	2	15	13	Permanent & Pensionable	2	11	Understaffed
Public Communications Officer[2]	J	11	20	9	Contract	5	4	Understaffed
Administrative Officer [3]	J	2	8	6	Permanent & Pensionable	4	2	Understaffed

Public Communications Officer[1]	K	9	19	10	Contract	6	4	Understaffed
ICT Officer	K	4	6	2	Permanent & Pensionable	1	1	Understaffed
Reception Officer[2]	K	2	4	2	Permanent & Pensionable	1	1	Understaffed
Senior Public Communications Officer	L	5	8	3	Contract	2	1	Understaffed
Chief Public Communications Officer	M	3	8	5	Permanent & Pensionable	0	5	Understaffed
Chief Office Administrator	M	1	4	3	Contract	0	3	Understaffed
Legal Officer[1]	M	1	7	6	Permanent & Pensionable	4	2	Understaffed
Principal Public Communications Officer	N	2	5	3	Contract	0	3	Understaffed
Senior Legal Officer	N	6	10	4	Permanent & Pensionable	2	2	Understaffed
Assistant Director - Public Communications	P	1	2	1	Permanent & Pensionable	0	1	Understaffed
Assistant Director Administration	P	12	20	8	Contract	0	8	Understaffed
Assistant Director Office Administrative Services	P	1	5	4	Permanent & Pensionable	0	4	Understaffed
Principal Legal Officer	P	1	2	1	Permanent & Pensionable	0	1	Understaffed
Deputy Director - Public Communications	Q	2	2	0	Permanent & Pensionable	0	0	Adequately staffed
Deputy County Attorney	Q	2	3	1	Permanent & Pensionable	1	0	Understaffed

Deputy Director of Administration	Q	18	29	11	Contract	0	11	Understaffed
Director - Public Communications	R	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Advisor - Political Affairs	R	2	2	0	Contract	0	0	Adequately staffed
Director of Administration	R	33	38	5	Contract	0	5	Understaffed
Head of Technical service Unit	S	0	1	1	Contract	0	1	Understaffed
Technical Service Unit Coordinators	R	0	5	5	Contract	0	5	Understaffed
Executive assistant to County Secretary	P	0	1	1	Contract	0	1	Understaffed
Advisor- Legal Affairs	R	0	1	1	Contract	0	1	Understaffed
Advisor- Economic Affairs	R	0	1	1	Contract	0	1	Understaffed
Chief of Staff (County)	S	1	1	0	Contract	0	0	Adequately staffed
County Chief Officer	S	6	6	0	Contract	0	0	Adequately staffed
County Attorney	T	1	1	0	Contract	0	0	Adequately staffed
County Secretary	T	1	1	0	Contract	0	0	Adequately staffed
Subtotal		164	288	124		38	86	
7.0 MINISTRY OF HEALTH SERVICES								
7.1 Department of Medical services								
Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks
Member - County Executive Committee	8	1	1	0	Contract	0	0	Adequately staffed

Support Staff[1]	C	1	80	79	Permanent & Pensionable	47	32	Understaffed
Support Staff Supervisor	E	4	30	26	Permanent & Pensionable	16	10	Understaffed
Cleaning Supervisor[1]	G	1	20	19	Permanent & Pensionable	11	8	Understaffed
Clerical Officer[1]	G	1	3	2	Permanent & Pensionable	1	1	Understaffed
Clerical Officer[1] - General Office Servic	G	3	9	6	Permanent & Pensionable	4	2	Understaffed
Community Health Assistant[3]	G	4	34	30	Permanent & Pensionable	18	12	Understaffed
Enrolled Nurse[3]	G	64	243	179	Permanent & Pensionable	107	72	Understaffed
Health Records Info.Mgt Assistant[3]	G	16	90	74	Permanent & Pensionable	44	30	Understaffed
Medical Engineering Technician[3]	G	5	25	20	Permanent & Pensionable	12	8	Understaffed
Nutrition & Dietetics Technician[3]	G	3	87	84	Permanent & Pensionable	50	34	Understaffed
Orthopaedic Trauma Technician[3]	G	2	15	13	Permanent & Pensionable	8	5	Understaffed
Senior Driver	G	2	32	30	Permanent & Pensionable	18	12	Understaffed
Administrative Assistant	H	2	6	4	Permanent & Pensionable	2	2	Understaffed
Assistant Community Health Officer[3]	H	4	12	8	Permanent & Pensionable	5	3	Understaffed

Assistant Health Records Info.Mgt Officer[3]	H	2	43	41	Permanent & Pensionable	25	16	Understaffed
Community Health Assistant[2]	H	12	37	25	Permanent & Pensionable	15	10	Understaffed
Dental Technologist[3]	H	4	12	8	Permanent & Pensionable	5	3	Understaffed
Enrolled Nurse[2]	H	5	40	35	Permanent & Pensionable	21	14	Understaffed
Health Administration Officer [3]	H	1	30	29	Permanent & Pensionable	17	12	Understaffed
Health Records Info.Mgt Assistant[2]	H	8	25	17	Permanent & Pensionable	10	7	Understaffed
Medical Engineering Technologist[3]	H	7	22	15	Permanent & Pensionable	9	6	Understaffed
Medical Lab Technician[2]	H	1	3	2	Permanent & Pensionable	1	1	Understaffed
Medical Lab Technologist[3]	H	18	55	37	Permanent & Pensionable	22	15	Understaffed
Medical Social Worker[3]	H	10	31	21	Permanent & Pensionable	13	8	Understaffed
Nutrition & Dietetics Technician[2]	H	4	12	8	Permanent & Pensionable	5	3	Understaffed
Nutrition & Dietetics Technologist[3]	H	22	68	46	Permanent & Pensionable	28	18	Understaffed
Orthopaedic Trauma Technologist[3]	H	1	10	9	Permanent & Pensionable	5	4	Understaffed
Pharmaceutical Technologist[3]	H	23	71	48	Permanent & Pensionable	29	19	Understaffed

Public Health Assistant[2]	H	5	27	22	Permanent & Pensionable	13	9	Understaffed
Radiographer[3]	H	9	28	19	Permanent & Pensionable	11	8	Understaffed
Registered Clinical Officer [3]	H	34	104	70	Permanent & Pensionable	42	28	Understaffed
Registered Clinical Officer [3] - Anaesthetist	H	1	17	16	Permanent & Pensionable	10	6	Understaffed
Registered Nurse[3]	H	100	307	207	Permanent & Pensionable	124	83	Understaffed
UHC - Assistant Physiotherapist [3]	H	2	6	4	Contract	2	2	Understaffed
UHC - Community Oral Health Officer [3]	H	7	22	15	Contract	9	6	Understaffed
UHC - Medical Lab Technologist [3]	H	11	34	23	Contract	14	9	Understaffed
UHC - Pharmaceutical Technologist [3]	H	8	25	17	Contract	10	7	Understaffed
Assistant Physiotherapist[2]	J	3	9	6	Permanent & Pensionable	4	2	Understaffed
Community Health Assistant[1]	J	2	15	13	Permanent & Pensionable	8	5	Understaffed
Dental Technologist[2]	J	1	21	20	Permanent & Pensionable	12	8	Understaffed
Enrolled Nurse[1]	J	1	85	84	Permanent & Pensionable	50	34	Understaffed
Health Records Info.Mgt Assistant[1]	J	4	12	8	Permanent & Pensionable	5	3	Understaffed
Medical Engineering Technologist[2]	J	1	9	8	Permanent & Pensionable	5	3	Understaffed

Nutrition & Dietetics Technologist[2]	J	4	12	8	Permanent & Pensionable	5	3	Understaffed
Orthopedic Technologist [2]	J	1	7	6	Permanent & Pensionable	4	2	Understaffed
Pharmaceutical Technologist[2]	J	4	32	28	Permanent & Pensionable	17	11	Understaffed
Public Health Assistant[1]	J	1	24	23	Permanent & Pensionable	14	9	Understaffed
Registered Clinical Officer [2]	J	5	34	29	Permanent & Pensionable	17	12	Understaffed
Registered Nurse[2]	J	18	55	37	Permanent & Pensionable	22	15	Understaffed
Assistant Occupational Therapist[1]	K	1	8	7	Permanent & Pensionable	4	3	Understaffed
Dental Technologist[1]	K	1	14	13	Permanent & Pensionable	8	5	Understaffed
Health Records & Information Mgt. Officer	K	2	18	16	Permanent & Pensionable	10	6	Understaffed
Medical Lab Officer	K	1	56	55	Permanent & Pensionable	33	22	Understaffed
Medical Lab Technologist[1]	K	3	9	6	Permanent & Pensionable	4	2	Understaffed
Medical Social Worker[1]	K	1	12	11	Permanent & Pensionable	7	4	Understaffed
Nutrition & Dietetics Officer	K	6	18	12	Permanent & Pensionable	7	5	Understaffed
Physiotherapist	K	1	13	12	Permanent & Pensionable	7	5	Understaffed

Public Health Officer	K	1	19	18	Permanent & Pensionable	11	7	Understaffed
Radiographer[1]	K	7	22	15	Permanent & Pensionable	9	6	Understaffed
Registered Clinical Officer[1]	K	4	12	8	Permanent & Pensionable	5	3	Understaffed
Registered Nurse[1]	K	9	28	19	Permanent & Pensionable	11	8	Understaffed
Senior Enrolled Nurse[2]	K	1	21	20	Permanent & Pensionable	12	8	Understaffed
Senior Orthopaedic Trauma Technician	K	1	8	7	Permanent & Pensionable	4	3	Understaffed
Supply Chain Management Assistant [1]	K	2	6	4	Permanent & Pensionable	2	2	Understaffed
Supply Chain Management Officer[1]	K	1	3	2	Permanent & Pensionable	1	1	Understaffed
Senior Registered Nurse - Anaesthetist	L	11	28	17	Permanent & Pensionable	10	7	Understaffed
Senior Assistant Occupational Therapist	L	1	6	5	Permanent & Pensionable	3	2	Understaffed
Senior Community Health Officer	L	5	15	10	Permanent & Pensionable	6	4	Understaffed
Senior Dental Technologist	L	1	6	5	Permanent & Pensionable	3	2	Understaffed
Senior Health Records Info.Mgt Officer	L	3	9	6	Permanent & Pensionable	4	2	Understaffed
Senior Medical Lab Officer	L	5	15	10	Permanent & Pensionable	6	4	Understaffed

Senior Medical Lab Technologist	L	3	9	6	Permanent & Pensionable	4	2	Understaffed
Senior Occupational Therapist	L	1	13	12	Permanent & Pensionable	7	5	Understaffed
Senior Pharmaceutical Technologist	L	1	8	7	Permanent & Pensionable	4	3	Understaffed
Senior Public Health Officer	L	1	7	6	Permanent & Pensionable	4	2	Understaffed
Senior Radiographer	L	2	12	10	Permanent & Pensionable	6	4	Understaffed
Senior Registered Clinical Officer	L	17	80	63	Permanent & Pensionable	38	25	Understaffed
Senior Registered Clinical Officer - Anaesthetist	L	4	24	20	Permanent & Pensionable	12	8	Understaffed
Senior Registered Nurse	L	39	149	110	Permanent & Pensionable	66	44	Understaffed
Senior Supply Chain Management Assistant	L	1	3	2	Permanent & Pensionable	1	1	Understaffed
Senior Supply Chain Management Officer	L	2	6	4	Permanent & Pensionable	2	2	Understaffed
Chief Assistant Public Health Officer	M	1	8	7	Permanent & Pensionable	0	7	Understaffed
Chief Clinical Officer	M	1	7	6	Permanent & Pensionable	0	6	Understaffed
Chief Medical Engineering Technologist	M	1	6	5	Permanent & Pensionable	0	5	Understaffed
Chief Medical Lab Technologist	M	1	6	5	Permanent & Pensionable	0	5	Understaffed

Chief Medical Social Worker	M	1	9	8	Permanent & Pensionable	0	8	Understaffed
Chief Nutrition & Dietetics Officer	M	9	28	19	Permanent & Pensionable	0	19	Understaffed
Chief Nutrition & Dietetics Technologist	M	1	12	11	Permanent & Pensionable	0	11	Understaffed
Chief Radiographer	M	1	24	23	Permanent & Pensionable	0	23	Understaffed
Chief Registered Clinical Officer	M	3	16	13	Permanent & Pensionable	0	13	Understaffed
Chief Registered Clinical Officer- Anaesthetist	M	1	5	4	Permanent & Pensionable	0	4	Understaffed
Chief Registered Nurse	M	5	15	10	Permanent & Pensionable	0	10	Understaffed
Chief Registered Nurse - Anaesthetist	M	1	18	17	Permanent & Pensionable	0	17	Understaffed
Medical Officer	M	42	86	44	Permanent & Pensionable	26	18	Understaffed
Pharmacist	M	2	34	32	Permanent & Pensionable	19	13	Understaffed
Principal Accountant	N	1	3	2	Permanent & Pensionable	0	2	Understaffed
Principal Administrative Officer	N	1	7	6	Permanent & Pensionable	0	6	Understaffed
Principal Medical Lab Officer	N	1	48	47	Permanent & Pensionable	0	47	Understaffed
Principal Medical Lab Technologist[2]	N	3	9	6	Permanent & Pensionable	0	6	Understaffed

Principal Nursing Officer	N	3	10	7	Permanent & Pensionable	0	7	Understaffed
Principal Nutrition & Dietetics Officer	N	8	25	17	Permanent & Pensionable	0	17	Understaffed
Principal Orthopaedic Trauma Technologist	N	1	14	13	Permanent & Pensionable	0	13	Understaffed
Principal Registered Clinical Officer[2]	N	2	85	83	Permanent & Pensionable	0	83	Understaffed
Principal Registered Nurse	N	11	97	86	Permanent & Pensionable	0	86	Understaffed
Senior Medical Officer	N	13	78	65	Permanent & Pensionable	39	26	Understaffed
Assistant Chief Pharmacist	P	6	18	12	Permanent & Pensionable	0	12	Understaffed
Assistant Director - Clinical Services	P	1	6	5	Permanent & Pensionable	0	5	Understaffed
Assistant Director - Health Records & Information Mgt. Ser	P	1	7	6	Permanent & Pensionable	0	6	Understaffed
Assistant Director - Medical Services	P	4	6	2	Permanent & Pensionable	0	2	Understaffed
Assistant Director - Nursing Services	P	10	15	5	Permanent & Pensionable	0	5	Understaffed
Assistant Director - Public Health	P	1	6	5	Permanent & Pensionable	0	5	Understaffed
Assistant Director Administration	P	1	6	5	Permanent & Pensionable	0	5	Understaffed
Assistant Director Medical Lab Services	P	2	6	4	Permanent & Pensionable	0	4	Understaffed

Senior Deputy Chief Health Administration O	P	2	6	4	Permanent & Pensionable	0	4	Understaffed
Senior Deputy Chief Health Administration Officer	P	1	9	8	Permanent & Pensionable	0	8	Understaffed
Deputy Chief Pharmacist	Q	4	25	21	Permanent & Pensionable	0	21	Understaffed
Deputy Director HRM & Development	Q	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Medical Specialist[1]	Q	9	95	86	Permanent & Pensionable	52	34	Understaffed
Senior Assistant Director - Clinical Services	Q	2	6	4	Permanent & Pensionable	0	4	Understaffed
Senior Assistant Director - Clinical Services (Anaesthetis	Q	1	4	3	Permanent & Pensionable	0	3	Understaffed
Senior Assistant Director - Medical Service	Q	3	6	3	Permanent & Pensionable	0	3	Understaffed
Senior Assistant Director - Nursing Services	Q	1	14	13	Permanent & Pensionable	0	13	Understaffed
Director of Administration	R	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Director, Medical and Public Health Services	R	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Senior Medical Specialist	R	5	26	21	Permanent & Pensionable	13	8	Understaffed
County Chief Officer	S	2	2	0	Contract	0	0	Adequately staffed
Subtotal		765	3604	2839		1406	1433	

7.2 Department of Public Health								
Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks
Support Staff[1]	C	11	34	23	Permanent & Pensionable	14	9	Understaffed
Driver [2]	E	1	6	5	Permanent & Pensionable	3	2	Understaffed
Support Staff Supervisor	E	1	15	14	Permanent & Pensionable	8	6	Understaffed
Community Health Assistant[3]	G	1	18	17	Permanent & Pensionable	10	7	Understaffed
Enrolled Nurse[3]	G	17	52	35	Permanent & Pensionable	21	14	Understaffed
Health Records Info.Mgt Assistant[3]	G	3	9	6	Permanent & Pensionable	4	2	Understaffed
Senior Driver	G	1	3	2	Permanent & Pensionable	1	1	Understaffed
Assistant Community Health Officer[3]	H	1	3	2	Permanent & Pensionable	1	1	Understaffed
Community Health Assistant[2]	H	17	52	35	Permanent & Pensionable	21	14	Understaffed
Enrolled Nurse[2]	H	3	9	6	Permanent & Pensionable	4	2	Understaffed
Health Records Info.Mgt Assistant[2]	H	2	6	4	Permanent & Pensionable	2	2	Understaffed
Medical Lab Technician[2]	H	1	3	2	Permanent & Pensionable	1	1	Understaffed
Medical Lab Technologist[3]	H	11	34	23	Permanent & Pensionable	14	9	Understaffed

Nutrition & Dietetics Technician[2]	H	7	22	15	Permanent & Pensionable	9	6	Understaffed
Nutrition & Dietetics Technologist[3]	H	13	40	27	Permanent & Pensionable	16	11	Understaffed
Public Health Assistant[2]	H	17	52	35	Permanent & Pensionable	21	14	Understaffed
Registered Clinical Officer [3]	H	12	37	25	Permanent & Pensionable	15	10	Understaffed
Registered Nurse[3]	H	24	74	50	Permanent & Pensionable	30	20	Understaffed
Assistant Community Health Officer[2]	J	4	12	8	Permanent & Pensionable	5	3	Understaffed
Community Health Assistant[1]	J	5	15	10	Permanent & Pensionable	6	4	Understaffed
Enrolled Nurse[1]	J	3	9	6	Permanent & Pensionable	4	2	Understaffed
Medical Eng. Technician[1]	J	2	6	4	Permanent & Pensionable	2	2	Understaffed
Medical Lab Technician[1]	J	1	3	2	Permanent & Pensionable	1	1	Understaffed
Medical Lab Technologist[2]	J	3	9	6	Permanent & Pensionable	4	2	Understaffed
Nutrition & Dietetics Technician[1]	J	1	6	5	Permanent & Pensionable	3	2	Understaffed
Nutrition & Dietetics Technologist[2]	J	4	12	8	Permanent & Pensionable	5	3	Understaffed
Pharmaceutical Technologist[2]	J	1	3	2	Permanent & Pensionable	1	1	Understaffed

Public Health Assistant[1]	J	1	3	2	Permanent & Pensionable	1	1	Understaffed
Registered Clinical Officer [2]	J	2	6	4	Permanent & Pensionable	2	2	Understaffed
Registered Nurse[2]	J	8	25	17	Permanent & Pensionable	10	7	Understaffed
Administrative Officer [2]	K	1	3	2	Permanent & Pensionable	1	1	Understaffed
Clinical Officer	K	1	3	2	Permanent & Pensionable	1	1	Understaffed
Community Health Officer[1]	K	1	3	2	Permanent & Pensionable	1	1	Understaffed
Medical Lab Technologist[1]	K	2	6	4	Permanent & Pensionable	2	2	Understaffed
Nutrition & Dietetics Officer	K	1	3	2	Permanent & Pensionable	1	1	Understaffed
Public Health Officer	K	13	40	27	Permanent & Pensionable	16	11	Understaffed
Registered Nurse[1]	K	8	25	17	Permanent & Pensionable	10	7	Understaffed
Senior Community Health Assistant	K	1	34	33	Permanent & Pensionable	20	13	Understaffed
Senior Enrolled Nurse[2]	K	2	6	4	Permanent & Pensionable	2	2	Understaffed
Senior Nutrition & Dietetics Technician	K	1	23	22	Permanent & Pensionable	13	9	Understaffed
Senior Public Health Assistant	K	2	23	21	Permanent & Pensionable	13	8	Understaffed

Senior Registered Nurse - Anaesthetist	L	5	19	14	Permanent & Pensionable	8	6	Understaffed
Senior Community Health Officer	L	6	26	20	Permanent & Pensionable	12	8	Understaffed
Senior Health Records Info.Mgt Officer	L	1	24	23	Permanent & Pensionable	14	9	Understaffed
Senior Medical Lab Technologist	L	1	17	16	Permanent & Pensionable	10	6	Understaffed
Senior Public Health Officer	L	3	24	21	Permanent & Pensionable	13	8	Understaffed
Senior Registered Clinical Officer	L	5	19	14	Permanent & Pensionable	8	6	Understaffed
Senior Registered Clinical Officer - Anaesthetist	L	1	12	11	Permanent & Pensionable	7	4	Understaffed
Senior Registered Nurse	L	3	10	7	Permanent & Pensionable	4	3	Understaffed
Chief Accountant	M	1	2	1	Permanent & Pensionable	0	1	Understaffed
Chief Assistant Public Health Officer	M	4	18	14	Permanent & Pensionable	0	14	Understaffed
Chief Nutrition & Dietetics Officer	M	1	5	4	Permanent & Pensionable	0	4	Understaffed
Chief Nutrition & Dietetics Technologist	M	1	6	5	Permanent & Pensionable	0	5	Understaffed
Chief Public Health Officer	M	1	4	3	Permanent & Pensionable	0	3	Understaffed
Chief Registered Nurse	M	1	13	12	Permanent & Pensionable	0	12	Understaffed

Medical Officer	M	2	11	9	Permanent & Pensionable	5	4	Understaffed
Principal Assistant Public Health Officer	N	4	16	12	Permanent & Pensionable	0	12	Understaffed
Principal Community Health Officer	N	1	5	4	Permanent & Pensionable	0	4	Understaffed
Principal Nursing Officer	N	1	8	7	Permanent & Pensionable	0	7	Understaffed
Principal Nutrition & Dietetics Officer	N	2	6	4	Permanent & Pensionable	0	4	Understaffed
Principal Public Health Officer	N	1	16	15	Permanent & Pensionable	0	15	Understaffed
Principal Registered Clinical Officer[2]	N	1	9	8	Permanent & Pensionable	0	8	Understaffed
Principal Registered Nurse	N	4	23	19	Permanent & Pensionable	0	19	Understaffed
Assistant Director - Clinical Services	P	1	6	5	Permanent & Pensionable	0	5	Understaffed
Assistant Director - Nursing Services	P	3	9	6	Permanent & Pensionable	0	6	Understaffed
Assistant Director - Nutrition & Dietetics Services	P	1	4	3	Permanent & Pensionable	0	3	Understaffed
Assistant Director - Public Health	P	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Deputy Director of Administration	Q	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Senior Assistant Director - Community Health Services	Q	1	1	0	Permanent & Pensionable	0	0	Adequately staffed

Senior Assistant Director - Public Health	Q	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Deputy Director - Public Health	R	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Director - Community Health and Development	R	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Senior Medical Specialist	R	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
County Chief Officer	S	1	1	0	Contract	0	0	Adequately staffed
UHC - Community Extension Workers	G	16	49	33	Contract	20	13	Understaffed
UHC - Enrolled Nurse [3]	G	109	235	126	Contract	76	50	Understaffed
UHC - Nutrition & Dietics Technician [3]	G	1	3	2	Contract	1	1	Understaffed
UHC - Orthopedic Trauma Technician [3]	G	11	34	23	Contract	14	9	Understaffed
UHC - Assistant Public Health Officer [3]	H	10	15	5	Contract	3	2	Understaffed
UHC - Medical Lab Technologist [3]	H	32	130	98	Contract	59	39	Understaffed
UHC - Nutrition & Dietics Technologist [3]	H	15	46	31	Contract	19	12	Understaffed
UHC - Registered Clinical Officer [3]	H	73	120	47	Contract	28	19	Understaffed
UHC - Registered Nurse [3]	H	185	200	15	Contract	9	6	Understaffed
Registered Nurse[1]	K	11	34	23	Permanent & Pensionable	14	9	Understaffed
Medical Officer	M	1	3	2	Permanent & Pensionable	1	1	Understaffed
Subtotal		738	1936	1198		644	554	

8.0 MINISTRY OF LANDS AND URBAN DEVELOPMENT

8.1 Department of Housing & urban development

Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks
Support Staff Supervisor	E	1	10	9	Permanent & Pensionable	5	4	Understaffed
Clerical Officer[1]	G	2	8	6	Permanent & Pensionable	4	2	Understaffed
Administrative Assistant	H	1	3	2	Permanent & Pensionable	1	1	Understaffed
Land Adjudication Assistant [3]	H	5	16	11	Permanent & Pensionable	7	4	Understaffed
ICT Assistant [2]	J	2	8	6	Permanent & Pensionable	4	2	Understaffed
Records Management Officer[1]	K	1	10	9	Permanent & Pensionable	5	4	Understaffed
ICT Assistant[1]	K	1	6	5	Permanent & Pensionable	3	2	Understaffed
Land Adjudication and Settlement Officer[1]	K	1	12	11	Permanent & Pensionable	7	4	Understaffed
Land Adjudication Assistant[1]	K	1	3	2	Permanent & Pensionable	1	1	Understaffed
Administrative Officer [1]	L	1	6	5	Permanent & Pensionable	3	2	Understaffed
Chief Land Adjudication and Settlement Officer	M	5	12	7	Permanent & Pensionable	0	7	Understaffed
Deputy Director of Urban Development	Q	1	1	0	Permanent & Pensionable	0	0	Adequately staffed

County Chief Officer	S	1	1	0	Contract	0	0	Adequately staffed
Deputy Director - Housing And Urban Development	Q	0	1	1	Permanent & Pensionable	0	1	Understaffed
Support Staff	D	0	5	5	Permanent & Pensionable	3	2	Understaffed
Principal Housing And Urban Development Officer	N	0	1	1	Permanent & Pensionable	0	1	Understaffed
Chief Housing And Urban Development Officer	M	0	7	7	Permanent & Pensionable	0	7	Understaffed
Senior Housing And Urban Development Officer	L	0	7	7	Permanent & Pensionable	4	3	Understaffed
Housing Officer	K	0	7	7	Permanent & Pensionable	4	3	Understaffed
Maintenance Officer	K	0	2	2	Permanent & Pensionable	1	1	Understaffed
Compliance Officer	K	0	1	1	Permanent & Pensionable	1	0	Understaffed
Office Assistant[1]	F	2	8	6	Permanent & Pensionable	4	2	Understaffed
Subtotal		25	135	110		57	53	
8.2 Lands survey & physical planning and Circular economy solid waste management and sanitation								
Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks
Member - County Executive Committee	8	1	1	0	Contract	0	0	Adequately staffed
Support Staff[1]	C	4	12	8	Permanent & Pensionable	5	3	Understaffed
Support Staff Supervisor	E	2	6	4	Permanent & Pensionable	2	2	Understaffed

Senior Clerical Officer	G	1	3	2	Permanent & Pensionable	1	1	Understaffed
Administrative Assistant	H	3	9	6	Permanent & Pensionable	4	2	Understaffed
Land Survey Assistant [3]	H	3	9	6	Permanent & Pensionable	4	2	Understaffed
ICT Assistant [2]	J	1	3	2	Permanent & Pensionable	1	1	Understaffed
Administrative Officer [2]	K	2	6	4	Permanent & Pensionable	2	2	Understaffed
Land Survey Assistant [1]	K	2	6	4	Permanent & Pensionable	2	2	Understaffed
Land Surveyor[3]	K	1	5	4	Permanent & Pensionable	2	2	Understaffed
Chief Land Adjudication and Settlement Officer	M	1	7	6	Permanent & Pensionable	0	6	Understaffed
Chief Land Surveyor	M	1	9	8	Permanent & Pensionable	0	8	Understaffed
Chief Physical Planner	M	1	6	5	Permanent & Pensionable	0	5	Understaffed
Chief Urban Development Officer	N	1	9	8	Permanent & Pensionable	0	8	Understaffed
Principal Geospatial Data Management Officer	N	1	6	5	Permanent & Pensionable	0	5	Understaffed
Principal Land Adjudication Assistant	N	1	12	11	Permanent & Pensionable	0	11	Understaffed
Principal Land Adjudication and Settlement Officer	N	1	6	5	Permanent & Pensionable	0	5	Understaffed

Assistant Director - Land Survey	P	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Assistant Director Administration	P	3	5	2	Permanent & Pensionable	0	2	Understaffed
Director-Physical Planning	R	0	1	1	Permanent & Pensionable	0	1	Understaffed
Director- Land Survey	R	0	1	1	Permanent & Pensionable	0	1	Understaffed
Director-Housing And Urban Development	R	0	1	1	Permanent & Pensionable	0	1	Understaffed
Director-Circular Economy, Solid Waste Management And Sanitation	R	0	1	1	Permanent & Pensionable	0	1	Understaffed
Deputy Director - Physical Planning	Q	1	1	0	P&P/Contract	0	0	Adequately staffed
Director of Administration	R	2	2	0	Permanent & Pensionable	0	0	Adequately staffed
Deputy Director-Lands	Q	0	1	1	Permanent & Pensionable	0	1	Understaffed
Deputy Director-Physical Planning	Q	0	1	1	Permanent & Pensionable	0	1	Understaffed
Deputy Director-Survey	Q	0	1	1	Permanent & Pensionable	0	1	Understaffed
Deputy Director Administration	Q	0	1	1	Permanent & Pensionable	0	1	Understaffed
Deputy Director- Circular Economy, Solid Waste Management And Sanitation	Q	0	1	1	Permanent & Pensionable	0	1	Understaffed
Assistant Director-Physical Planning	P	0	1	1	Permanent & Pensionable	0	1	Understaffed

Assistant Director-Urban Development And Housing	P	0	1	1	Permanent & Pensionable	0	1	Understaffed
Assistant Director-Circular Economy, Sanitation And Solid Waste Management	P	0	1	1	Permanent & Pensionable	0	1	Understaffed
Principal Land Administrator	N	0	1	1	Permanent & Pensionable	0	1	Understaffed
Senior Land Administrator	L	0	7	7	Permanent & Pensionable	4	3	Understaffed
Assistant Land Administrator	H	0	12	12	Permanent & Pensionable	7	5	Understaffed
Chief Physical Planner	M	0	1	1	Permanent & Pensionable	0	1	Understaffed
Senior Physical Planner	L	0	7	7	Permanent & Pensionable	4	3	Understaffed
Draughtsman	J	0	2	2	Permanent & Pensionable	1	1	Understaffed
Gis Manager	P	0	1	1	Permanent & Pensionable	1	0	Understaffed
Chief Gis Officer	M	0	1	1	Permanent & Pensionable	0	1	Understaffed
Senior Gis Officer	L	0	1	1	Permanent & Pensionable	1	0	Understaffed
Gis Officer	K	0	2	2	Permanent & Pensionable	1	1	Understaffed
Principal Land Surveyor	N	0	1	1	Permanent & Pensionable	0	1	Understaffed
Chief Land Surveyor	M	0	1	1	Permanent & Pensionable	0	1	Understaffed

Land Surveyor	K	0	12	12	Permanent & Pensionable	7	5	Understaffed
Cartographer	J	0	2	2	Permanent & Pensionable	1	1	Understaffed
Principal Housing And Urban Development Officer	N	0	1	1	Permanent & Pensionable	0	1	Understaffed
Chief Housing And Urban Development Officer	M	0	1	1	Permanent & Pensionable	0	1	Understaffed
Senior Housing And Urban Development Officer	L	0	2	2	Permanent & Pensionable	1	1	Understaffed
Housing Officer	K	0	2	2	Permanent & Pensionable	1	1	Understaffed
Building Inspector	K	0	2	2	Permanent & Pensionable	1	1	Understaffed
Senior Development Control & Compliance Officer	L	0	3	3	Permanent & Pensionable	2	1	Understaffed
Principal Administrator Circular Economy, Solid Waste Management And Sanitation	N	0	1	1	Permanent & Pensionable	0	1	Understaffed
Sanitation Officers	K	0	12	12	Permanent & Pensionable	7	5	Understaffed
County Chief Officer	S	2	2	0	Contract	0	0	Adequately staffed
Subtotal		36	213	177		62	115	

9.0 MINISTRY OF PUBLIC SERVICE MANAGEMENT, DEVOLVED UNITS, & COMMUNITY COHESION

9.1 Department of Devolved units

Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks
Stores Clerk	B	1	3	2	Permanent & Pensionable	1	1	Understaffed
Support Staff[1]	C	32	98	66	Permanent & Pensionable	40	26	Understaffed
Driver [2]	E	1	3	2	Permanent & Pensionable	1	1	Understaffed
Security Warden[2]	E	235	337	102	Permanent & Pensionable	61	41	Understaffed
Security Warden[3]	F	0	237	237	Permanent & Pensionable	142	95	Understaffed
Senior Support Staff Supervisor	F	119	280	161	Permanent & Pensionable	97	64	Understaffed
Driver[1]	F	1	6	5	Permanent & Pensionable	3	2	Understaffed
Senior Security Warden	G	94	289	195	Permanent & Pensionable	117	78	Understaffed
Assistant Security Officer	H	4	120	116	Permanent & Pensionable	70	46	Understaffed
Assistant Sergeant at Arm [2]	H	5	15	10	Permanent & Pensionable	6	4	Understaffed
Senior Clerical Officer	H	1	10	9	Permanent & Pensionable	5	4	Understaffed

Administrative Officer [2]	K	2	16	14	Permanent & Pensionable	8	6	Understaffed
Security Officer[1]	K	9	50	41	Permanent & Pensionable	25	16	Understaffed
Senior Assistant Sergeant at Arm	K	1	6	5	Permanent & Pensionable	3	2	Understaffed
Administrative Officer [1]	L	5	15	10	Permanent & Pensionable	6	4	Understaffed
Senior Administrative Officer(Towm Admin &Deputy Subcounty Admin)	M	0	15	15	Permanent & Pensionable	0	15	Understaffed
Chief Sergeant at Arm	M	12	57	45	Permanent & Pensionable	0	45	Understaffed
Principal Administrative Officer	N	30	41	11	Permanent & Pensionable	0	11	Understaffed
Principal Sergeant at Arm	N	1	19	18	Permanent & Pensionable	0	18	Understaffed
Assistant Director Administration	P	13	20	7	Permanent & Pensionable	0	7	Understaffed
Deputy Director of Administration	Q	10	18	8	Permanent & Pensionable	0	8	Understaffed
Director of Administration	R	2	2	0	Permanent & Pensionable	0	0	Adequately staffed
County Chief Officer	S	1	1	0	Contract	0	0	Adequately staffed
Subtotal		579	1658	1079		585	494	
9.2 Elwak Municipality								
Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks

Clerical Officer[2]	F	1	3	2	Permanent & Pensionable	1	1	Understaffed
Senior Security Warden	G	2	6	4	Permanent & Pensionable	2	2	Understaffed
Assistant Office Administrator [3]	H	1	3	2	Permanent & Pensionable	1	1	Understaffed
Chief HRM Assistant	M	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Chief Superintendent (Building)	M	1	3	2	Permanent & Pensionable	0	2	Understaffed
Principal Environment Officer	N	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Assistant Director - Physical Planning	P	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Assistant Director Administration	P	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Deputy Chief Economist	Q	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Director of Administration (CEO)	R	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Principal Accountant	N	0	1	1	Permanent & Pensionable	0	1	Understaffed
Principal Administration officer	N	0	1	1	Permanent & Pensionable	0	1	Understaffed
Principal Fire and Disaster Management Officer	N	0	1	1	Permanent & Pensionable	0	1	Understaffed
Principal Development Control officer	N	0	1	1	Permanent & Pensionable	0	1	Understaffed

Principal Public Health Officer	N	0	1	1	Permanent & Pensionable	0	1	Understaffed
Principal Assistant Enforcement Officer	N	0	1	1	Permanent & Pensionable	0	1	Understaffed
Principal Environment and Sanitation officer	N	0	1	1	Permanent & Pensionable	0	1	Understaffed
Architects	K	0	2	2	Permanent & Pensionable	1	1	Understaffed
Assistant Director, Accounting Services	P	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Planners	K	0	2	2	Permanent & Pensionable	1	1	Understaffed
Surveyors	K	0	2	2	Permanent & Pensionable	1	1	Understaffed
Monitoring and Evaluation officers	K	0	2	2	Permanent & Pensionable	1	1	Understaffed
Information, Communication and Technology Officer	H	0	2	2	Permanent & Pensionable	1	1	Understaffed
Human Resource Officer	K	0	1	1	Permanent & Pensionable	1	0	Understaffed
Trade & Investment officers	K	0	2	2	Permanent & Pensionable	1	1	Understaffed
Sports and Culture officers	H	0	2	2	Permanent & Pensionable	1	1	Understaffed
Disaster Response Team	E	0	10	10	Permanent & Pensionable	6	4	Understaffed
Electricians	H	0	3	3	Permanent & Pensionable	2	1	Understaffed

Gardeners	C	0	10	10	Permanent & Pensionable	6	4	Understaffed
Internal Auditor	K	0	1	1	Permanent & Pensionable	1	0	Understaffed
Records Management Assistants	H	0	2	2	Permanent & Pensionable	1	1	Understaffed
Subtotal		12	70	58		28	30	
9.3 Elwak Water and Sewerage Company Limited								
Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks
Support Staff[1]	C	2	6	4	Permanent & Pensionable	2	2	Understaffed
Clerical Officer[2]	F	1	3	2	Permanent & Pensionable	1	1	Understaffed
HRM Assistant[3]	H	2	6	4	Permanent & Pensionable	2	2	Understaffed
Senior Economist	M	1	3	2	Permanent & Pensionable	1	1	Understaffed
Senior Superintending Engineer, Water	N	1	3	2	Permanent & Pensionable	1	1	Understaffed
Assistant Director Administration	P	1	3	2	Permanent & Pensionable	0	2	Understaffed
Chief Superintending Engineer, Structural	P	1	3	2	Permanent & Pensionable	0	2	Understaffed
C.E.O	R	1	1	0	Contract	0	0	Optimal
Deputy C.E.O	Q	1	1	0	Contract	0	0	Optimal
Internal Auditor I	K	0	1	0	Permanent & Pensionable	0	0	Optimal

Assistant Director/ Finance Manager	P	1	1	0	Permanent & Pensionable	0	0	Optimal
Assistant Director/ Hr Manager	P	1	1	0	Permanent & Pensionable	0	0	Optimal
Assistant Director Supply Chain Management	P	1	1	0	Permanent & Pensionable	0	0	Optimal
Internal Auditor I	P	1	1	0	Permanent & Pensionable	0	0	Optimal
Assistant Director/Commercial Manager	P	0	1	1	Permanent & Pensionable	0	1	External
Assistant Director/ Technical Manager	P	0	1	1	Permanent & Pensionable	0	1	External
Senior Accountant	L	2	2	0	Permanent & Pensionable	0	0	Optimal
Procurement Assistant Ii	J	2	2	0	Permanent & Pensionable	0	0	Optimal
Senior Water Inspector	J	4	4	0	Permanent & Pensionable	4	0	Internal
Inspector Electrical	J	2	1	1	Permanent & Pensionable	1	0	External
Plumber	F	1	3	2	Permanent & Pensionable	0	2	External
Automotive Technician	J	0	1	1	Permanent & Pensionable	0	1	External
Subtotal		26	49	24		12	16	
9.4 Department of Governance , Civic Education & Public Participation								
Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks

Public Communications Officer[2]	J	1	3	2	Permanent & Pensionable	1	1	Understaffed
Assistant Director - Trade	P	1	3	2	Permanent & Pensionable	0	2	Understaffed
Director of Administration	R	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Deputy Director Public Participation	Q	0	1	1	Permanent & Pensionable	0	1	Understaffed
Deputy Director Governance & Civic Education	Q	0	1	1	Permanent & Pensionable	0	1	Understaffed
Assistant Director Public Participation	P	0	1	1	Permanent & Pensionable	0	1	Understaffed
Assistant Director Governance & Civic Education	P	0	1	1	Permanent & Pensionable	0	1	Understaffed
Senior Media & Communication Officer	L	0	1	1	Permanent & Pensionable	1	0	Understaffed
Civic Education Officer	K	0	1	1	Permanent & Pensionable	1	0	Understaffed
Civic Educators	J	0	7	7	Permanent & Pensionable	4	3	Understaffed
Subtotal		3	20	17		7	10	
9.5 Manderu Municipality								
Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks
Fireman Trainee	A	1	3	2	Permanent & Pensionable	1	1	Understaffed
Market Attendant[1]	A	1	3	2	Permanent & Pensionable	1	1	Understaffed

Fireman Trainee	B	1	3	2	Permanent & Pensionable	1	1	Understaffed
Support Staff[1]	C	15	46	31	Permanent & Pensionable	19	12	Understaffed
Senior Support Staff	D	2	12	10	Permanent & Pensionable	6	4	Understaffed
Clerical Officer[2]	F	1	10	9	Permanent & Pensionable	5	4	Understaffed
Fireman [2]	F	8	25	17	Permanent & Pensionable	10	7	Understaffed
Office Administrative Assistant [3]	G	1	3	2	Permanent & Pensionable	1	1	Understaffed
Senior Driver	G	5	15	10	Permanent & Pensionable	6	4	Understaffed
Senior Plant Operator	G	1	3	2	Permanent & Pensionable	1	1	Understaffed
Senior Security Warden	G	34	60	26	Permanent & Pensionable	16	10	Understaffed
Assistant Office Administrator [3]	H	1	6	5	Permanent & Pensionable	3	2	Understaffed
Security Officer[1]	K	2	2	0	Permanent & Pensionable	0	0	Adequately staffed
Accountants	K	0	2	2	Permanent & Pensionable	1	1	Understaffed
Chief ICT Officer	M	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Chief Environment Officer	M	1	1	0	Permanent & Pensionable	0	0	Adequately staffed

Chief HRM & Development	M	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Chief Public Health Officer	M	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Chief Sergeant at Arm	M	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Chief Trade Development Officer	M	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Senior Economist	M	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Chief Urban Development Officer	N	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Principal Administrative Officer	N	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Principal Finance Officer	N	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Principal Supply Chain Management Officer	N	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Senior Legal Officer	N	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Assistant Director - Supply Chain Management Services	P	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Assistant Director Administration	P	2	2	0	Permanent & Pensionable	0	0	Adequately staffed
Deputy Director of Administration	Q	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Subtotal		89	209	120		71	49	

9.6 Department of Public Service Management								
Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks
Member - County Executive Committee	8	1	1	0	Contract	0	0	Adequately staffed
Labourer[2]	A	1	3	2	Permanent & Pensionable	1	1	Understaffed
Market Attendant[1]	A	1	3	2	Permanent & Pensionable	1	1	Understaffed
Watchman[2]	A	1	3	2	Permanent & Pensionable	1	1	Understaffed
Support Staff[1]	C	26	103	77	Permanent & Pensionable	16	61	Understaffed
Senior Support Staff	D	4	83	79	Permanent & Pensionable	26	53	Understaffed
Clerical Officer[2]	F	11	34	23	Permanent & Pensionable	14	9	Understaffed
Driver[1]	F	1	3	2	Permanent & Pensionable	1	1	Understaffed
Clerical Officer[1]	G	2	16	14	Permanent & Pensionable	8	6	Understaffed
HRM Assistant[3]	H	3	19	16	Permanent & Pensionable	10	6	Understaffed
Assistant Office Administrator [3]	H	2	21	19	Permanent & Pensionable	11	8	Understaffed
Office Administrative Assistant [2]	H	1	6	5	Permanent & Pensionable	3	2	Understaffed
Senior Clerical Officer	H	3	10	7	Permanent & Pensionable	4	3	Understaffed

HRM Assistant[2]	J	1	16	15	Permanent & Pensionable	9	6	Understaffed
Assistant Office Administrator [2]	J	11	34	23	Permanent & Pensionable	14	9	Understaffed
Office Administrative Assistant [1]	J	1	8	7	Permanent & Pensionable	4	3	Understaffed
HRM Assistant[1]	K	2	16	14	Permanent & Pensionable	8	6	Understaffed
Assistant Office Administrator [1]	K	1	6	5	Permanent & Pensionable	3	2	Understaffed
HRM & Development Officer[1]	K	12	29	17	Permanent & Pensionable	10	7	Understaffed
Senior Assistant Office Administrator	L	2	8	6	Permanent & Pensionable	4	2	Understaffed
Chief HRM Assistant	M	3	9	6	Permanent & Pensionable	0	6	Understaffed
Chief Records Management Officer	M	1	6	5	Permanent & Pensionable	0	5	Understaffed
Chief Assistant Office Administrator	M	2	6	4	Permanent & Pensionable	0	4	Understaffed
Chief HRM & Development	M	10	21	11	Permanent & Pensionable	0	11	Understaffed
Principal Administrative Officer	N	2	7	5	Permanent & Pensionable	0	5	Understaffed
Principal Assistant Office Administrator	N	2	9	7	Permanent & Pensionable	0	7	Understaffed
Principal HRM & Development	N	5	14	9	Permanent & Pensionable	0	9	Understaffed

Assistant Director Administration	P	14	35	21	Permanent & Pensionable	0	21	Understaffed
Assistant Director HRM & Development	P	4	12	8	Permanent & Pensionable	0	8	Understaffed
Deputy Director HRM & Development	Q	4	12	8	Permanent & Pensionable	0	8	Understaffed
Deputy Director of Administration	Q	2	10	8	Permanent & Pensionable	0	8	Understaffed
Director Human Resource Management and Development	R	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Director of Administration	R	2	4	2	Permanent & Pensionable	0	2	Understaffed
County Chief Officer	S	1	1	0	Contract	0	0	Adequately staffed
Subtotal		140	569	429		148	281	
9.7 Department of Prevention of radicalization & countering violent Extremism								
Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks
Security Officer[1]	K	1	3	2	Permanent & Pensionable	1	1	Understaffed
Principal Administrative Officer	N	10	18	8	Contract	0	8	Understaffed
Senior Superintending Fire Officer	N	1	3	2	Permanent & Pensionable	1	1	Understaffed
Assistant Director Administration	P	1	2	1	Permanent & Pensionable	0	1	Understaffed
Assistant Director Office Administrative Services	P	1	1	0	Permanent & Pensionable	0	0	Adequately staffed

Deputy Director of Administration	Q	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Director	R	0	1	1	Permanent & Pensionable	0	1	Understaffed
Deputy Director	Q	0	1	1	Permanent & Pensionable	0	1	Understaffed
Assistant Director	P	0	1	1	Permanent & Pensionable	0	1	Understaffed
Sub-county PRE Officers	M	0	9	9	Permanent & Pensionable	5	4	Understaffed
County Chief Officer	S	1	1	0	Contract	0	0	Adequately staffed
Subtotal		16	41	25		7	18	
9.8 Department of Conflict Management Cohesion & Integration								
Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks
Support Staff[1]	C	1	6	5	Permanent & Pensionable	3	2	Understaffed
Public Communications Officer[2]	J	1	7	6	Permanent & Pensionable	4	2	Understaffed
Chief Office Administrator	M	1	2	1	Permanent & Pensionable	0	1	Understaffed
Principal Administrative Officer	N	1	6	5	Permanent & Pensionable	0	5	Understaffed
Assistant Director Administration	P	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
County Chief Officer	S	1	1	0	Contract	0	0	Adequately staffed

Deputy Director Community Cohesion & Conflict Management	Q	0	1	1	Permanent & Pensionable	0	1	Understaffed
Chief Cohesion Officer	M	0	12	12	Permanent & Pensionable	0	12	Understaffed
Senior Cohesion Officer	L	0	12	12	Permanent & Pensionable	7	5	Understaffed
Cohesion Officer	K	0	12	12	Permanent & Pensionable	7	5	Understaffed
Subtotal		6	60	54		21	33	

10.0 MINISTRY OF ROADS, TRANSPORT AND PUBLIC WORKS

10.1 Department of Public works

Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks
Driver [2]	E	1	15	14	Permanent & Pensionable	8	6	Understaffed
Artisans [1]	G	1	2	1	Permanent & Pensionable	1	0	Understaffed
Senior Driver	G	1	10	9	Permanent & Pensionable	5	4	Understaffed
Water Supply Operator[1]	G	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Inspector (Building)	H	8	15	7	Permanent & Pensionable	4	3	Understaffed
Senior Fireman	H	1	4	3	Permanent & Pensionable	2	1	Understaffed

Assistant Office Administrator [2]	J	1	2	1	Permanent & Pensionable	1	0	Understaffed
Superintendent (Building)	K	3	12	9	Permanent & Pensionable	5	4	Understaffed
Superintending Architect	M	1	6	5	Permanent & Pensionable	3	2	Understaffed
Superintending Engineer, Electrical	M	1	9	8	Permanent & Pensionable	5	3	Understaffed
Superintending Engineer, Mechanical	M	1	6	5	Permanent & Pensionable	3	2	Understaffed
Superintending Engineer, Structural	M	1	5	4	Permanent & Pensionable	2	2	Understaffed
Superintending Quantity Surveyor	M	1	4	3	Permanent & Pensionable	2	1	Understaffed
Senior Superintendent mechanical Engineer	N	0	6	6	Permanent & Pensionable	4	2	Understaffed
Senior Superintendent Electrical Engineer	N	0	6	6	Permanent & Pensionable	4	2	Understaffed
Senior Superintendent quantity surveyor	N	0	6	6	Permanent & Pensionable	4	2	Understaffed
Senior Superintendent Structural Engineer	N	0	6	6	Permanent & Pensionable	4	2	Understaffed
Senior Superintendent architect	N	0	6	6	Permanent & Pensionable	4	2	Understaffed
Senior structural Assistant	L	0	6	6	Permanent & Pensionable	4	2	Understaffed
Assistant Eng 1 mechanical	L	0	6	6	Permanent & Pensionable	4	2	Understaffed

Assistant Eng 1 Electrical	L	0	6	6	Permanent & Pensionable	4	2	Understaffed
Senior Superintendent building	L	0	15	15	Permanent & Pensionable	9	6	Understaffed
Quantity surveyor assistant I	K	0	6	6	Permanent & Pensionable	4	2	Understaffed
Senior Inspector Electrical	J	0	6	6	Permanent & Pensionable	4	2	Understaffed
Senior Inspector (Building)	J	1	3	2	Permanent & Pensionable	1	1	Understaffed
Assistant Director Office Administrative Services	P	1	2	1	Permanent & Pensionable	0	1	Understaffed
Chief Superintending Architect	P	1	2	1	Permanent & Pensionable	0	1	Understaffed
Chief Superintending Engineer, Mechanical	P	1	2	1	Permanent & Pensionable	0	1	Understaffed
Deputy Director of Administration	Q	2	2	0	Permanent & Pensionable	0	0	Adequately staffed
Director of Administration	R	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
County Chief Officer	S	1	1	0	Contract	0	0	Adequately staffed
Subtotal		30	179	149		91	58	
10.2 Department of Roads & Transport								
Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks
Member - County Executive Committee	8	1	1	0	Contract	0	0	Adequately staffed
Driver[1]	C	1	3	2	Permanent & Pensionable	1	1	Understaffed

Support Staff[1]	C	13	40	27	Permanent & Pensionable	16	11	Understaffed
Driver	D	1	6	5	Permanent & Pensionable	3	2	Understaffed
Driver [2]	E	30	40	10	Permanent & Pensionable	6	4	Understaffed
Plant Operator [2]	E	1	3	2	Permanent & Pensionable	1	1	Understaffed
Senior Driver[2]	E	1	3	2	Permanent & Pensionable	1	1	Understaffed
Driver[1]	F	5	15	10	Permanent & Pensionable	6	4	Understaffed
Fireman [2]	F	1	3	2	Permanent & Pensionable	1	1	Understaffed
Plant Operator[1]	F	1	3	2	Permanent & Pensionable	1	1	Understaffed
Artisans [1]	G	5	8	3	Permanent & Pensionable	2	1	Understaffed
Senior Driver	G	58	65	7	Permanent & Pensionable	4	3	Understaffed
Senior Plant Operator	G	2	6	4	Permanent & Pensionable	2	2	Understaffed
Administrative Assistant	H	3	6	3	Permanent & Pensionable	2	1	Understaffed
Chief Driver	H	12	29	17	Permanent & Pensionable	0	17	Understaffed
Inspector (Building)	H	11	20	9	Permanent & Pensionable	5	4	Understaffed

Senior Fireman	H	1	2	1	Permanent & Pensionable	1	0	Understaffed
Administrative Officer [3]	J	1	3	2	Permanent & Pensionable	1	1	Understaffed
Assistant Engineer, Roads	J	3	15	12	Permanent & Pensionable	7	5	Understaffed
Principal Driver[2]	J	1	4	3	Permanent & Pensionable	0	3	Understaffed
Chief material Eng	P	0	1	1	Permanent & Pensionable	0	1	Understaffed
Senior Superintendent material Eng	N	0	3	3	Permanent & Pensionable	2	1	Understaffed
Superintendent material Eng	M	0	3	3	Permanent & Pensionable	2	1	Understaffed
Senior Lab Technician	J	0	5	5	Permanent & Pensionable	3	2	Understaffed
Chief superintendent Road Surveyor	P	0	1	1	Permanent & Pensionable	0	1	Understaffed
Senior superintendent Road Surveyor	N	0	3	3	Permanent & Pensionable	2	1	Understaffed
Superintendent Road Surveyor	M	0	3	3	Permanent & Pensionable	2	1	Understaffed
Senior Superintendent Road inspector	L	0	6	6	Permanent & Pensionable	4	2	Understaffed
Quantity Surveyor Assistant [2]	J	4	12	8	Permanent & Pensionable	5	3	Understaffed
Engineer [2], Roads	K	1	6	5	Permanent & Pensionable	3	2	Understaffed

Superintending Engineer, Electrical	M	1	2	1	Permanent & Pensionable	1	0	Understaffed
Superintending Engineer, Structural	M	2	2	0	Permanent & Pensionable	0	0	Adequately staffed
Principal Administrative Officer	N	1	2	1	Permanent & Pensionable	0	1	Understaffed
Principal Office Administrator	N	1	5	4	Permanent & Pensionable	0	4	Understaffed
Senior Superintending Engineer, Mechanical	N	1	6	5	Permanent & Pensionable	3	2	Understaffed
Assistant Director Administration	P	1	2	1	Permanent & Pensionable	0	1	Understaffed
Chief Superintending Engineer, Roads	P	2	2	0	Permanent & Pensionable	0	0	Adequately staffed
Director of Administration	R	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
County Chief Officer	S	1	1	0	Contract	0	0	Adequately staffed
Subtotal		168	341	173		87	86	

11.0 MINISTRY OF TRADE AND COOPERATIVE DEVELOPMENT

11.1 Department of Cooperative Development

Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks
Member - County Executive Committee	8	1	1	0	Contract	0	0	Adequately staffed
Administrative Assistant	H	5	15	10	Permanent & Pensionable	6	4	Understaffed

Administrative Officer [2]	K	2	6	4	Permanent & Pensionable	2	2	Understaffed
Chief Co-operative Officer	M	1	3	2	Permanent & Pensionable	0	2	Understaffed
Deputy Director - Co-operative Development	Q	1	3	2	Permanent & Pensionable	0	2	Understaffed
Deputy Director -Trade	Q	1	3	2	Permanent & Pensionable	0	2	Understaffed
County Director - Co-operative Development	R	1	3	2	Permanent & Pensionable	0	2	Understaffed
Director, Internal Audit Services	R	1	3	2	Permanent & Pensionable	0	2	Understaffed
County Chief Officer	S	1	1	0	Contract	0	0	Adequately staffed
Subtotal		14	38	24		8	16	
11.2 Department of Trade								
Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks
Support Staff[1]	C	2	6	4	Permanent & Pensionable	2	2	Understaffed
Senior Driver	G	1	3	2	Permanent & Pensionable	1	1	Understaffed
Administrative Assistant	H	6	18	12	Permanent & Pensionable	7	5	Understaffed
Administrative Officer [3]	J	1	3	2	Permanent & Pensionable	1	1	Understaffed
Administrative Officer [2]	K	7	22	15	Permanent & Pensionable	9	6	Understaffed

Chief Sergeant at Arm	M	1	3	2	Permanent & Pensionable	0	2	Understaffed
Chief Trade Development Officer	M	3	9	6	Permanent & Pensionable	0	6	Understaffed
Principal Trade Development Officer	N	1	3	2	Permanent & Pensionable	0	2	Understaffed
Assistant Director - Co-operative Development	P	1	3	2	Permanent & Pensionable	0	2	Understaffed
Assistant Director - Trade	P	1	3	2	Permanent & Pensionable	0	2	Understaffed
Director of Administration	R	1	3	2	Permanent & Pensionable	0	2	Understaffed
County Chief Officer	S	1	1	0	Contract	0	0	Adequately staffed
Subtotal		26	77	51		20	31	

12.0 MINISTRY OF WATER, ENERGY, ENVIRONMENT AND CLIMATE CHANGE

12.1 Department Energy & Natural Resources & Environment Protection and Biodiversity

Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks
Support Staff[1]	C	2	6	4	Permanent & Pensionable	2	2	Understaffed
Assistant Engineer, Electrical	J	2	6	4	Permanent & Pensionable	2	2	Understaffed
Assistant Office Administrator [2]	J	1	3	2	Permanent & Pensionable	1	1	Understaffed
Engineer [2], Electrical	K	1	3	2	Permanent & Pensionable	1	1	Understaffed
Senior Inspector Water	K	1	3	2	Permanent & Pensionable	1	1	Understaffed

Senior Co-operative Officer	L	1	3	2	Permanent & Pensionable	1	1	Understaffed
Chief Environment Officer	M	2	6	4	Permanent & Pensionable	0	4	Understaffed
Chief Office Administrator	M	1	3	2	Permanent & Pensionable	0	2	Understaffed
Principal Environment Officer	N	1	3	2	Permanent & Pensionable	0	2	Understaffed
Deputy Director of Administration	Q	1	3	2	Permanent & Pensionable	0	2	Understaffed
Director of Administration	R	2	6	4	Permanent & Pensionable	0	4	Understaffed
County Chief Officer	S	2	2	0	Contract	0	0	Adequately staffed
Subtotal		17	47	30		8	22	

12.2 Takaba Water and Sewerage Company (TAWASCO)

Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks
CEO	R	1	1	0	Contract	0	0	Adequately staffed
Deputy CEO	Q	1	1	0	Contract	0	0	Adequately staffed
Principal Administrative Officer	N	1	3	2	Permanent & Pensionable	0	2	Understaffed
Finance Manager	P	0	1	1	Permanent & Pensionable	1	0	Understaffed
HR Manager	P	0	1	1	Permanent & Pensionable	1	0	Understaffed
Commercial manager	P	0	1	1	Permanent & Pensionable	0	1	Adequately staffed

Technical service manager	P	0	1	1	Permanent & Pensionable	1	0	Understaffed
Supply chain Manager	L	0	1	1	Permanent & Pensionable	1	0	Understaffed
ICT Manager	P	0	1	1	Permanent & Pensionable	1	0	Understaffed
Senior Accountant	P	0	1	1	Permanent & Pensionable	1	0	Understaffed
Procurement officer	K	0	1	1	Permanent & Pensionable	1	0	Understaffed
Internal Auditor	K	0	1	1	Permanent & Pensionable	1	0	Understaffed
Inspector Electrical	J	0	2	2	Permanent & Pensionable	1	1	Understaffed
Plumber	F	0	3	3	Permanent & Pensionable	2	1	Understaffed
Automotive Technician	J	0	1	1	Permanent & Pensionable	1	0	Understaffed
Account assistant	K	0	1	1	Permanent & Pensionable	1	0	Understaffed
Surveyor	K	0	2	2	Permanent & Pensionable	1	1	Understaffed
Water inspector	J	0	3	3	Permanent & Pensionable	2	1	Understaffed
Senior Water	K	0	2	2	Permanent & Pensionable	1	1	Understaffed
System Admin	J	0	1	1	Permanent & Pensionable	1	0	Understaffed

Public Relation officer	L	0	1	1	Permanent & Pensionable	1	0	Understaffed
Senior customer care	K	0	1	1	Permanent & Pensionable	1	0	Understaffed
customer care Officer	J	0	2	2	Permanent & Pensionable	1	1	Understaffed
Security guard	F	0	5	5	Permanent & Pensionable	3	2	Understaffed
Engine operator	F	0	6	6	Permanent & Pensionable	4	2	Understaffed
Clerical officer	J	0	2	2	Permanent & Pensionable	1	1	Understaffed
Subtotal		3	46	43		29	14	

12.3 Department of Water Services

Designation	Job Group	In Post	Optimal Establishment	Variance	Nature of Employment	Vacancies (Promotion)	Vacancies (Recruitment)	Remarks
Support Staff Supervisor	E	1	3	2	Permanent & Pensionable	1	1	Understaffed
Senior Driver	G	1	3	2	Permanent & Pensionable	1	1	Understaffed
Assistant Director - Natural Resource Surve	P	2	6	4	Permanent & Pensionable	0	4	Understaffed
Senior Assistant Director - Natural Resoure	Q	1	3	2	Permanent & Pensionable	0	2	Understaffed
Member - County Executive Committee	8	1	1	0	Contract	0	0	Adequately staffed
Cleaner[2]	A	1	3	2	Permanent & Pensionable	1	1	Understaffed

Support Staff[1]	C	73	98	25	Permanent & Pensionable	0	25	Understaffed
Support Staff Supervisor	E	1	10	9	Permanent & Pensionable	0	9	Understaffed
Artisans [2]	F	1	3	2	Permanent & Pensionable	1	1	Understaffed
Clerical Officer[2]	F	1	3	2	Permanent & Pensionable	1	1	Understaffed
Artisans [1]	G	6	6	0	Permanent & Pensionable	0	0	Adequately staffed
Administrative Assistant	H	1	3	2	Permanent & Pensionable	1	1	Understaffed
Chief Plant Operator	H	1	17	16	Permanent & Pensionable	0	16	Understaffed
Inspector Ground Water	H	5	15	10	Permanent & Pensionable	6	4	Understaffed
Senior Reception Assistant[11]	H	1	3	2	Permanent & Pensionable	1	1	Understaffed
Senior Water Supply Operator	H	5	15	10	Permanent & Pensionable	6	4	Understaffed
Assistant Engineer, Electrical	J	3	9	6	Permanent & Pensionable	4	2	Understaffed
Inspector Water	J	1	16	15	Permanent & Pensionable	0	15	Understaffed
Land Survey Assistant [2]	J	1	3	2	Permanent & Pensionable	1	1	Understaffed
Principal Plant Operator	J	2	6	4	Permanent & Pensionable	0	4	Understaffed

Senior Inspector Ground Water	J	57	75	18	Permanent & Pensionable	10	8	Understaffed
Superintendent Ground Water	K	11	70	59	Permanent & Pensionable	57	3	Understaffed
Senior Assistant Hydrologist	L	1	3	2	Permanent & Pensionable	1	1	Understaffed
Senior Public Health Officer	L	1	3	2	Permanent & Pensionable	1	1	Understaffed
Chief Superintendent Ground Water	M	1	3	2	Permanent & Pensionable	0	2	Understaffed
Superintending Engineer, Electrical	M	4	12	8	Permanent & Pensionable	5	3	Understaffed
Senior Legal Officer	N	1	3	2	Permanent & Pensionable	1	1	Understaffed
Senior Superintending Engineer, Water	N	5	15	10	Permanent & Pensionable	6	4	Understaffed
Assistant Director - Supply Chain Management Services	P	1	3	2	Permanent & Pensionable	0	2	Understaffed
Assistant Director Administration	P	4	12	8	Permanent & Pensionable	0	8	Understaffed
Assistant Director HRM & Development	P	1	3	2	Permanent & Pensionable	0	2	Understaffed
Assistant Director ICT	P	2	6	4	Permanent & Pensionable	0	4	Understaffed
Assistant Director, Accounting Services	P	1	3	2	Permanent & Pensionable	0	2	Understaffed
Chief Superintending Engineer, Mechanical	P	1	3	2	Permanent & Pensionable	0	2	Understaffed

Deputy Director of Administration	Q	1	5	4	Permanent & Pensionable	0	4	Understaffed
Deputy Director, Accounting Services	Q	1	1	0	Permanent & Pensionable	0	0	Adequately staffed
Director of Administration	R	4	5	1	Permanent & Pensionable	0	1	Understaffed
County Chief Officer	S	2	2	0	Contract	0	0	Adequately staffed
Subtotal		208	453	245		105	141	

APPROVAL BY THE COUNTY PUBLIC SERVICE BOARD

BOARD SECRETARY/CEO

NAME: HALIMA DAHM SIGNATURE:  DATE: 24/10/2025

CHAIRPERSON

NAME: Omar Madin ABULETTA SIGNATURE:  DATE: 24/10/2025



COUNTY GOVERNMENT OF MANDERA
COUNTY PUBLIC SERVICE BOARD
P.O. Box 356-70300, MANDERA



ORGANIZATION STRUCTURES

FOR

MANDERA COUNTY EXECUTIVE

JULY, 2025

FY 2025/2026/2027

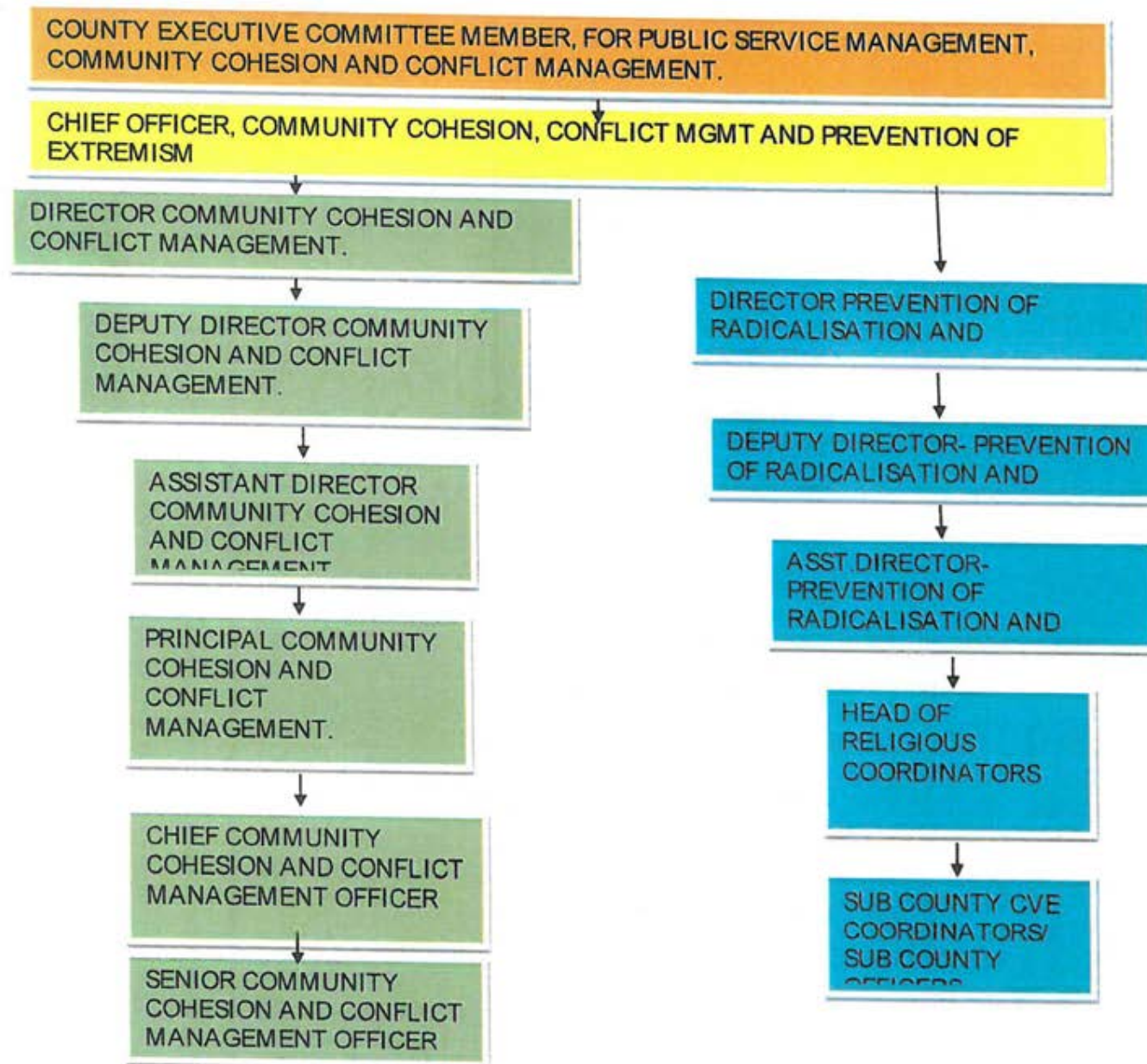
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3 Enforcement and Inspectorate Services.....	6
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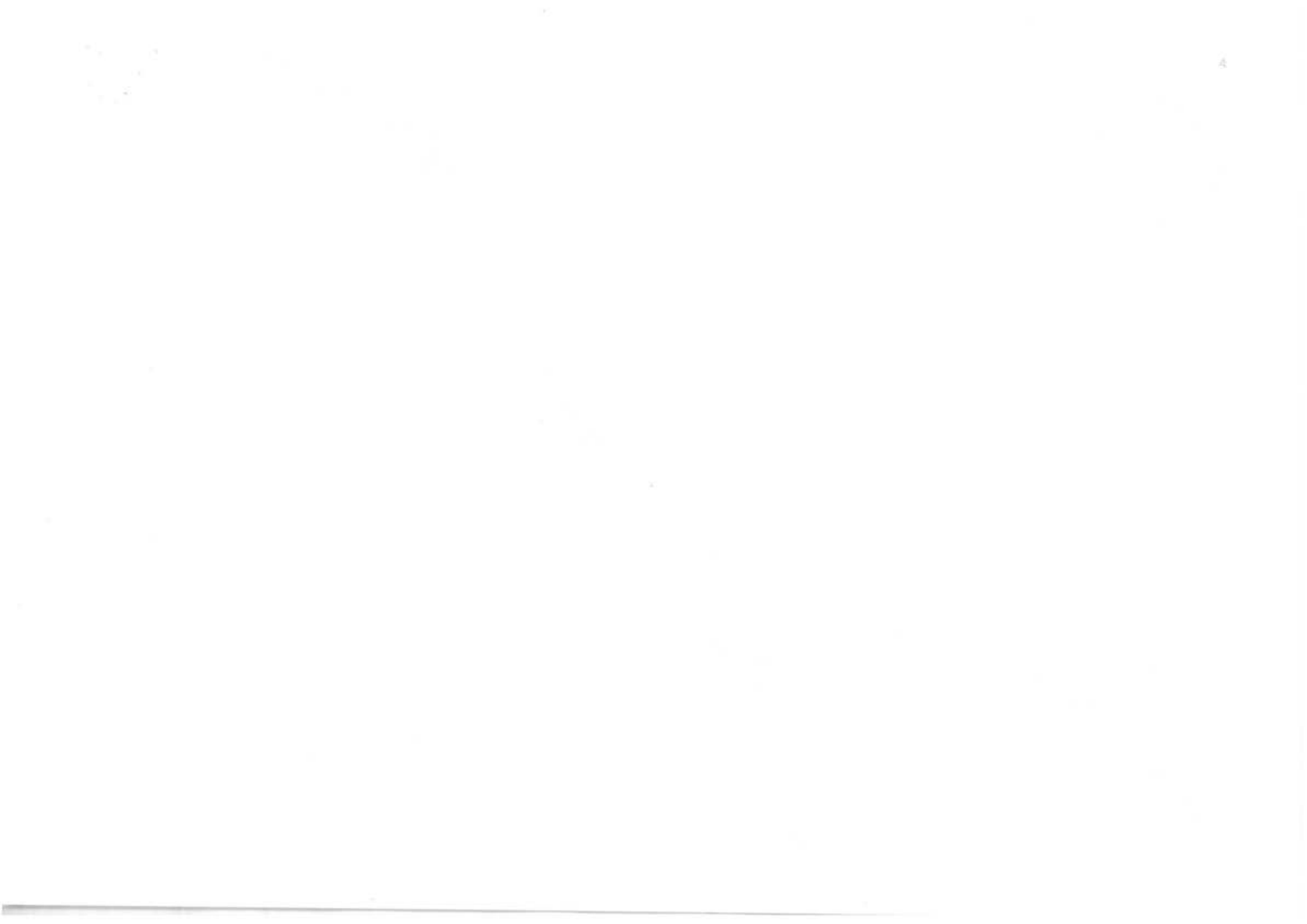
DEPARTMENTAL ORGANIATIONAL STRUCTURES

Organizational structures are the established guidelines and standards that determine the reporting relationship in an organisation. It optimal show how effectively a department will operate through relating of units among different functions. The purpose for having it is to ensure efficiency, resource allocation, quality service provision and meeting the set requirements of the law..

This document needs to be reviewed at least after every two (2) years to ensure any changes in the departments are addressed the document will therefore run from 1st July 2025 to 30th June 2027.

1. Cohesion and Conflict Management

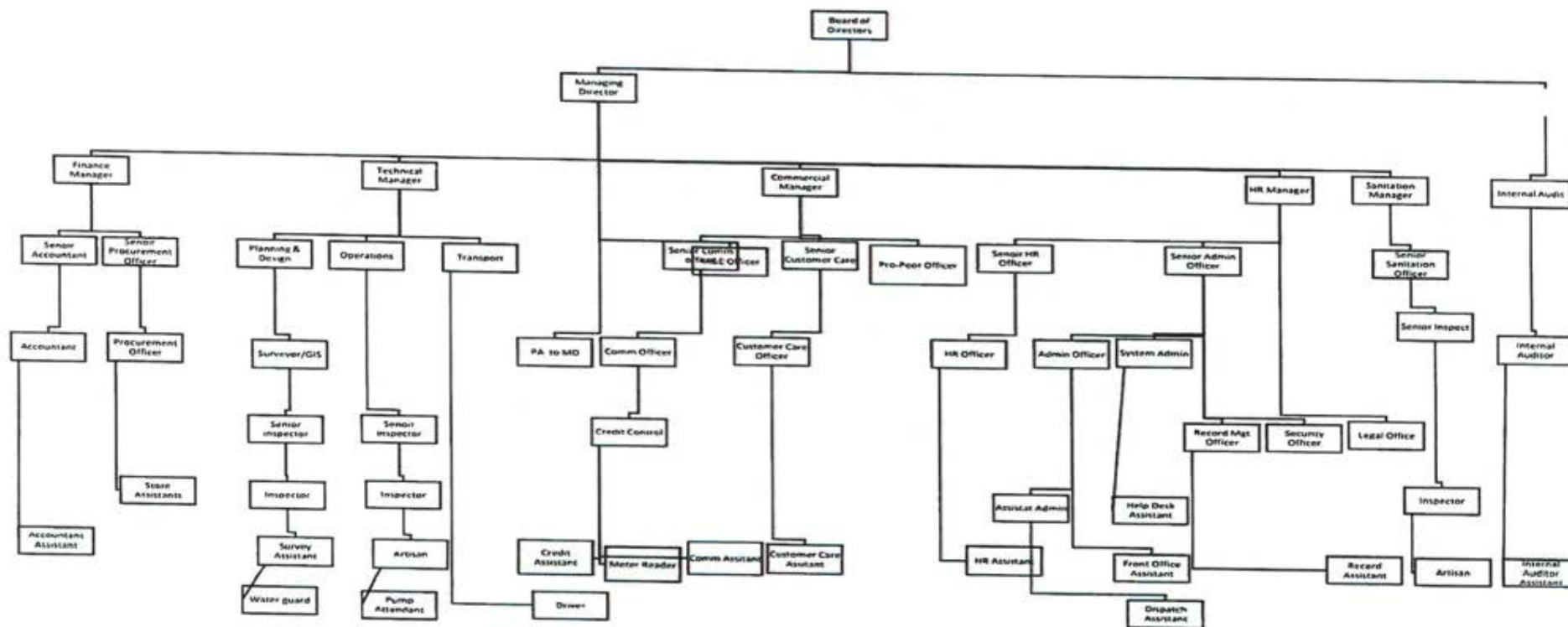




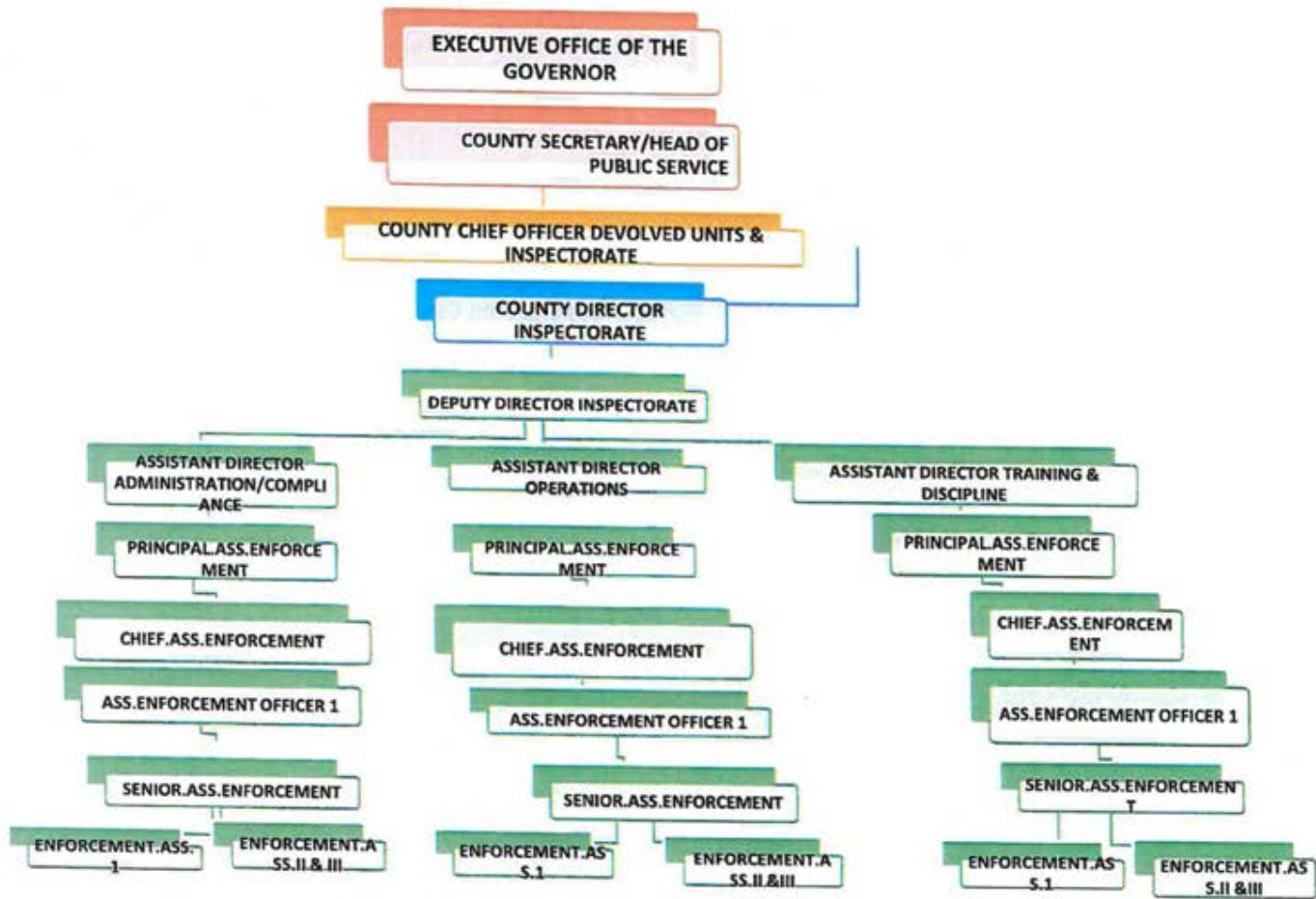
2. Elwak Water and Sewerage Company (ELWASCO)



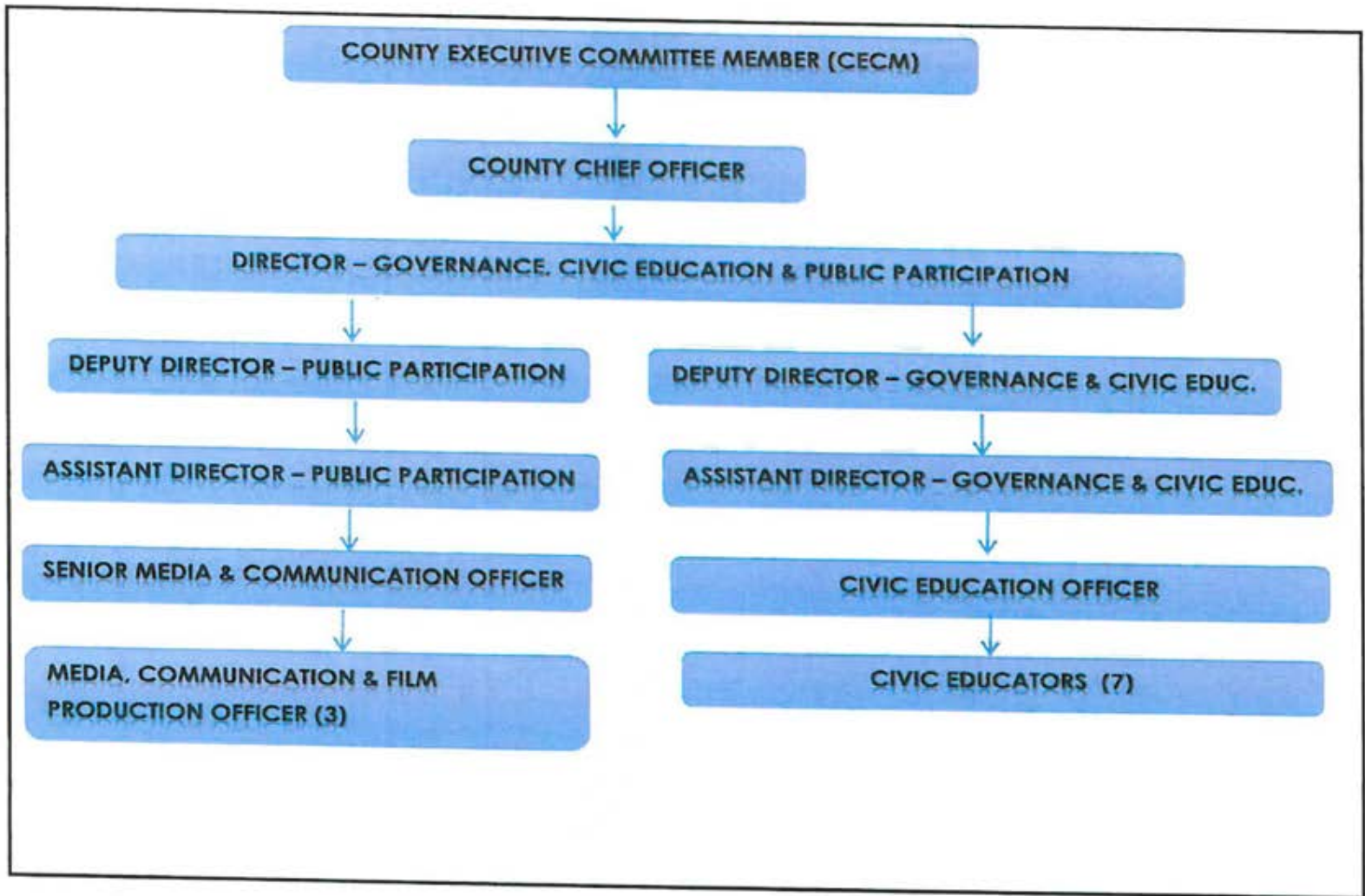
ELWAK WATER AND SEWERAGE COMPANY LIMITED ORGANOGRAM



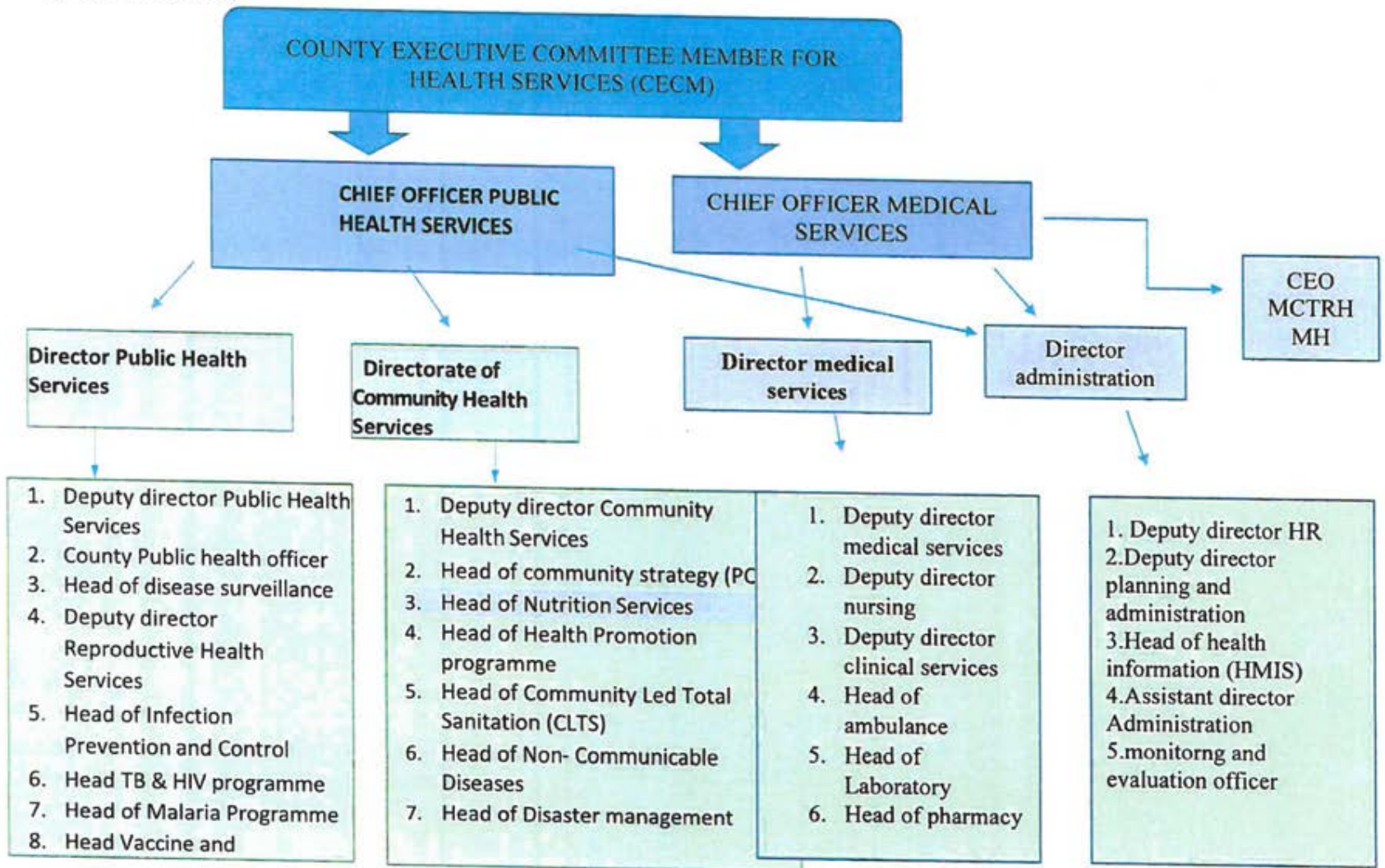
3. Enforcement and Inspectorate Services



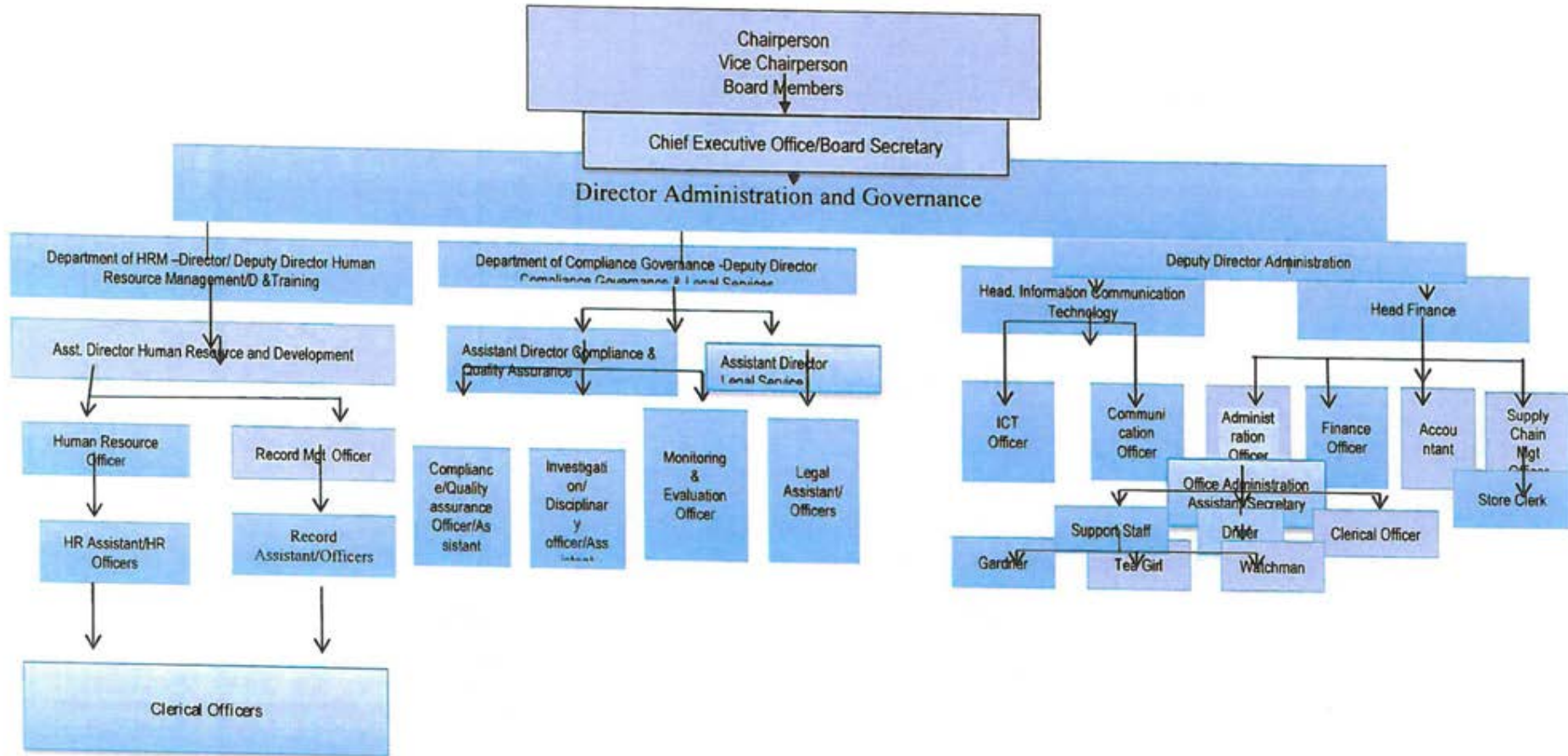
4. Governance, Civic Education and Public Participation



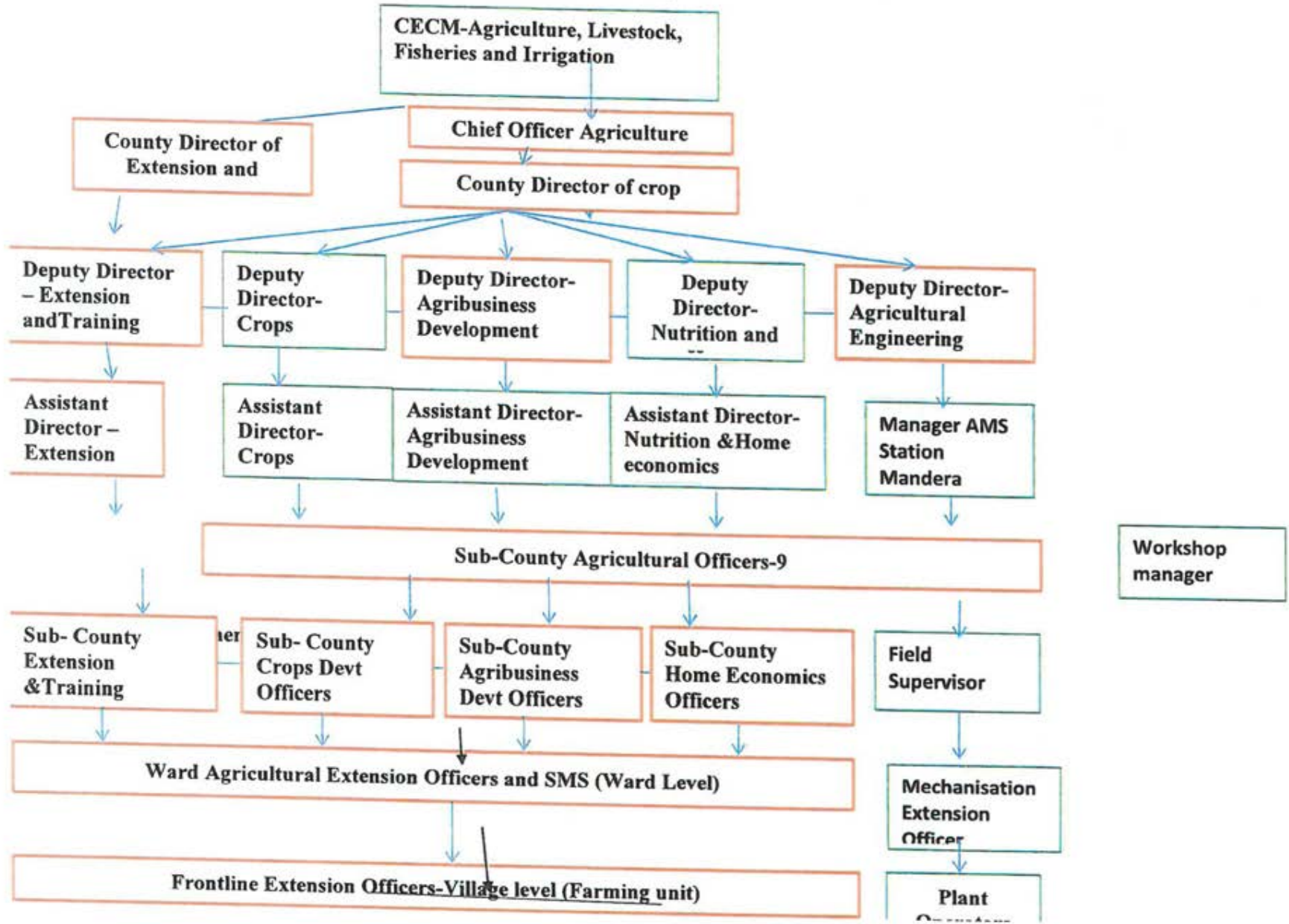
5. Health Services



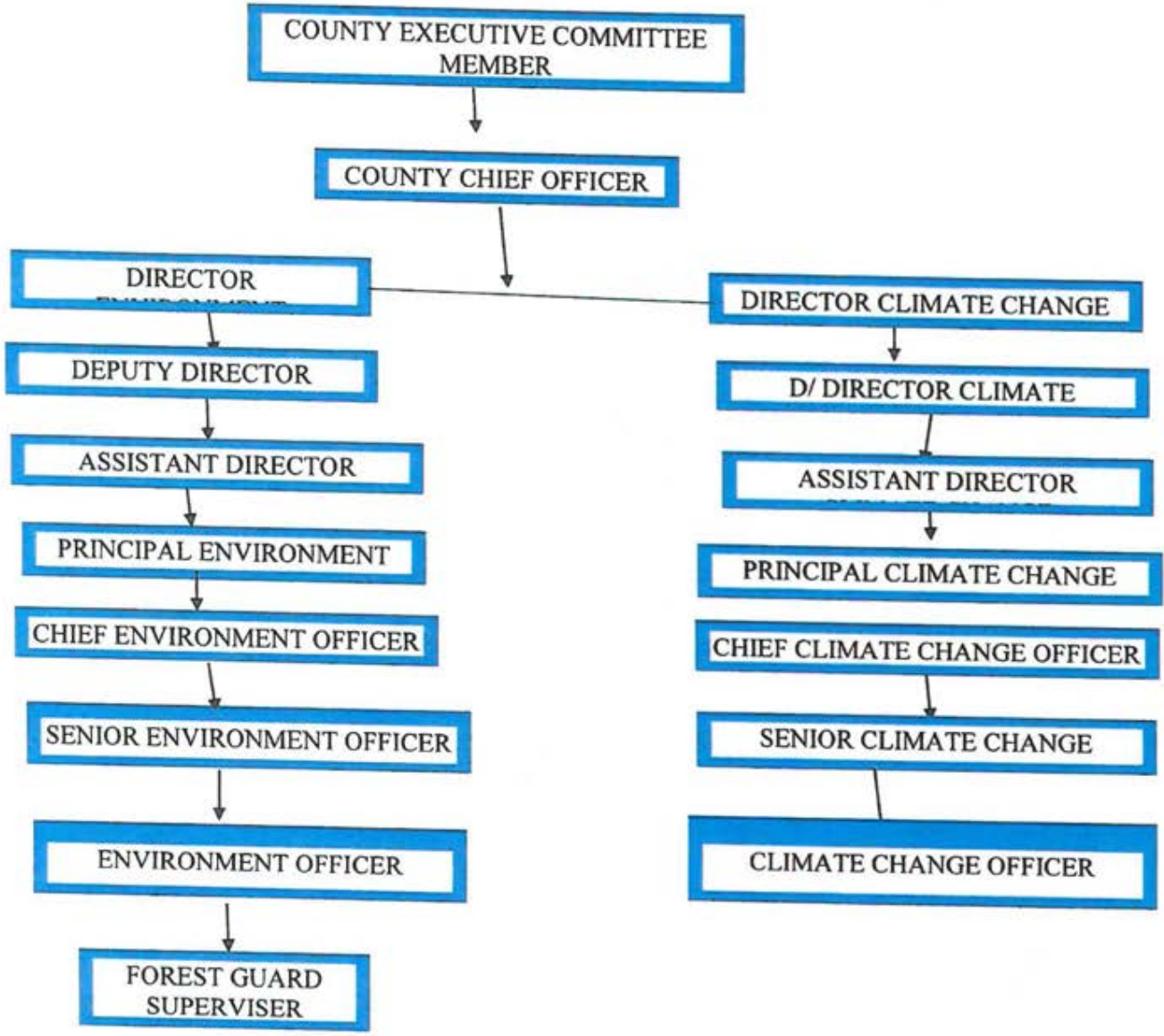
6. Mandera County Public Service Board Organizational Structure



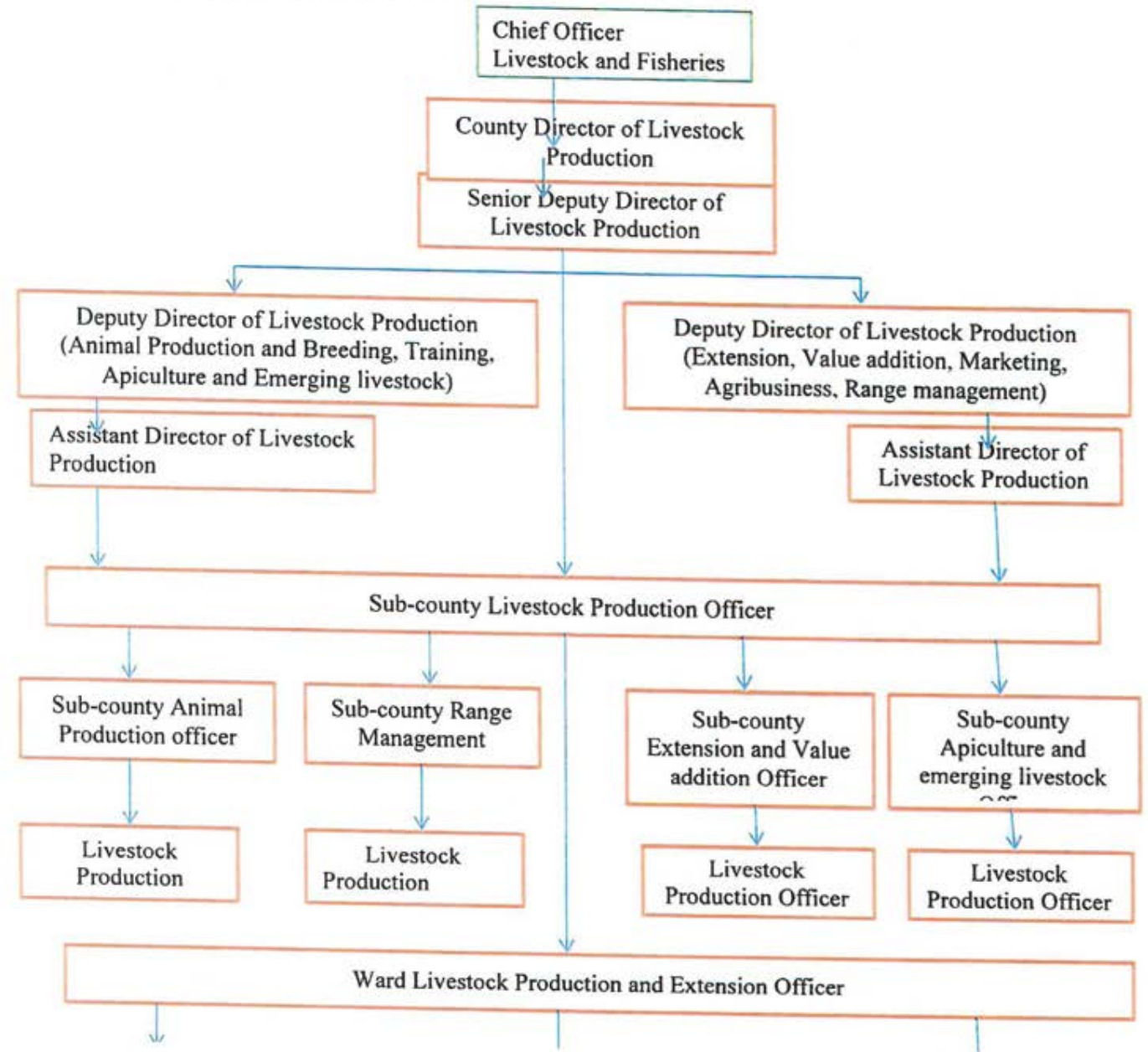
7. Department of Agriculture, Livestock, Fisheries and Irrigation



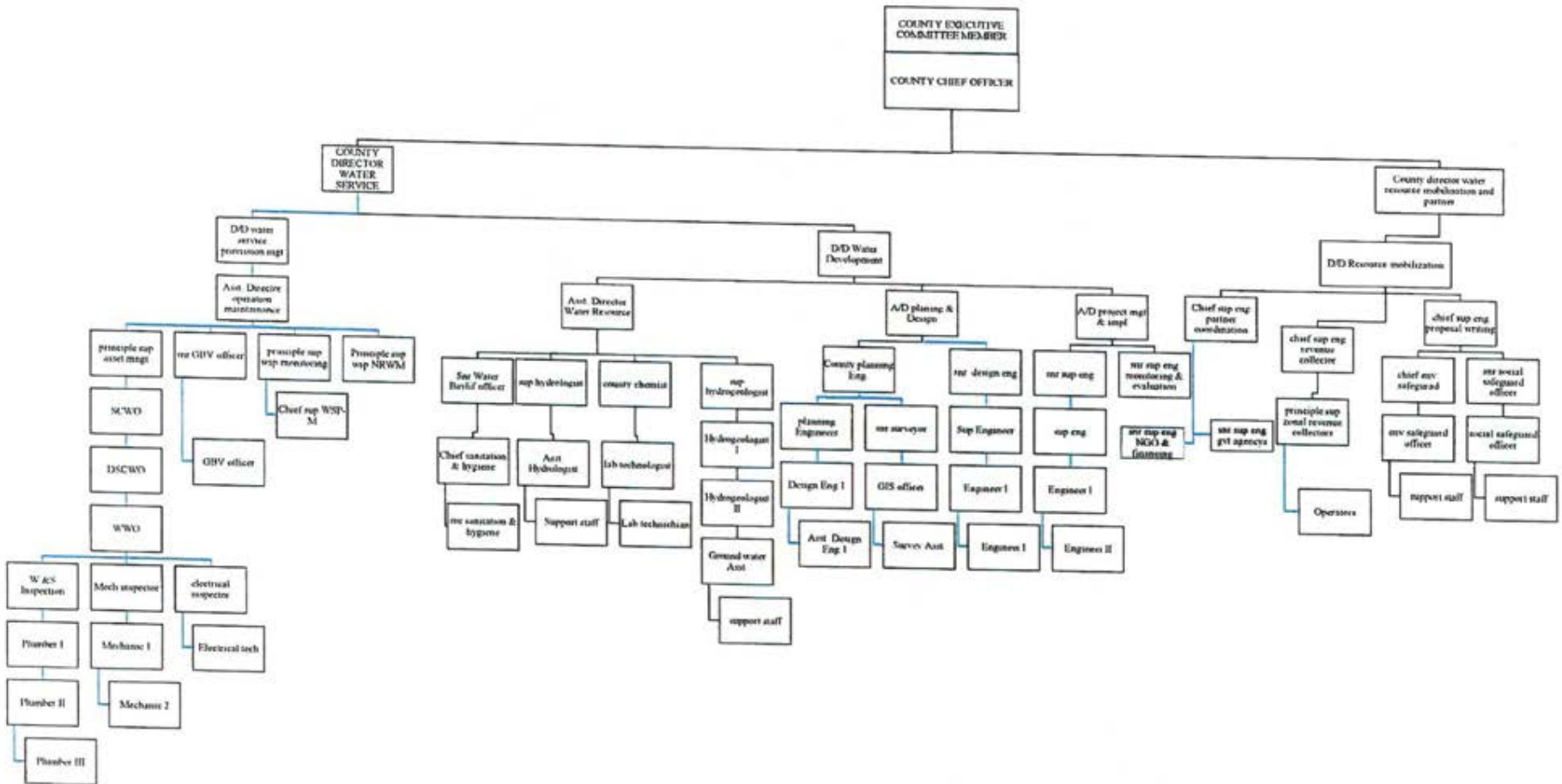
8. Department of Environment



9. LIVESTOCK PRODUCTION



10 Department of Water Services



11. Public Service Management

CEC MEMBER FOR PUBLIC SERVICE MANAGEMENT & COMMUNITY COHESION

COUNTY CHIEF OFFICER FOR PUBLIC SERVICE MANAGEMENT

DIRECTOR, HUMAN RESOURCES MANAGEMENT & DEVELOPMENT

- DEPUTY DIRECTOR – HRM&D
- ASSISTANT DIRECTOR – HRM&D
- PRINCIPAL HRM&DO
- CHIEF HRM&DO
- SENIOR HRM&DO
- HRM&DO/HR ASSISTANT I/II
- HRA II
- HRA III

- DEPUTY DIRECTOR – RECORDS MANAGEMENT
- ASSISTANT DIRECTOR – RECORDS MANAGEMENT
- PRINCIPAL RMO
- CHIEF RMO
- SENIOR RMO
- RMO I
- RMO II
- RMO III

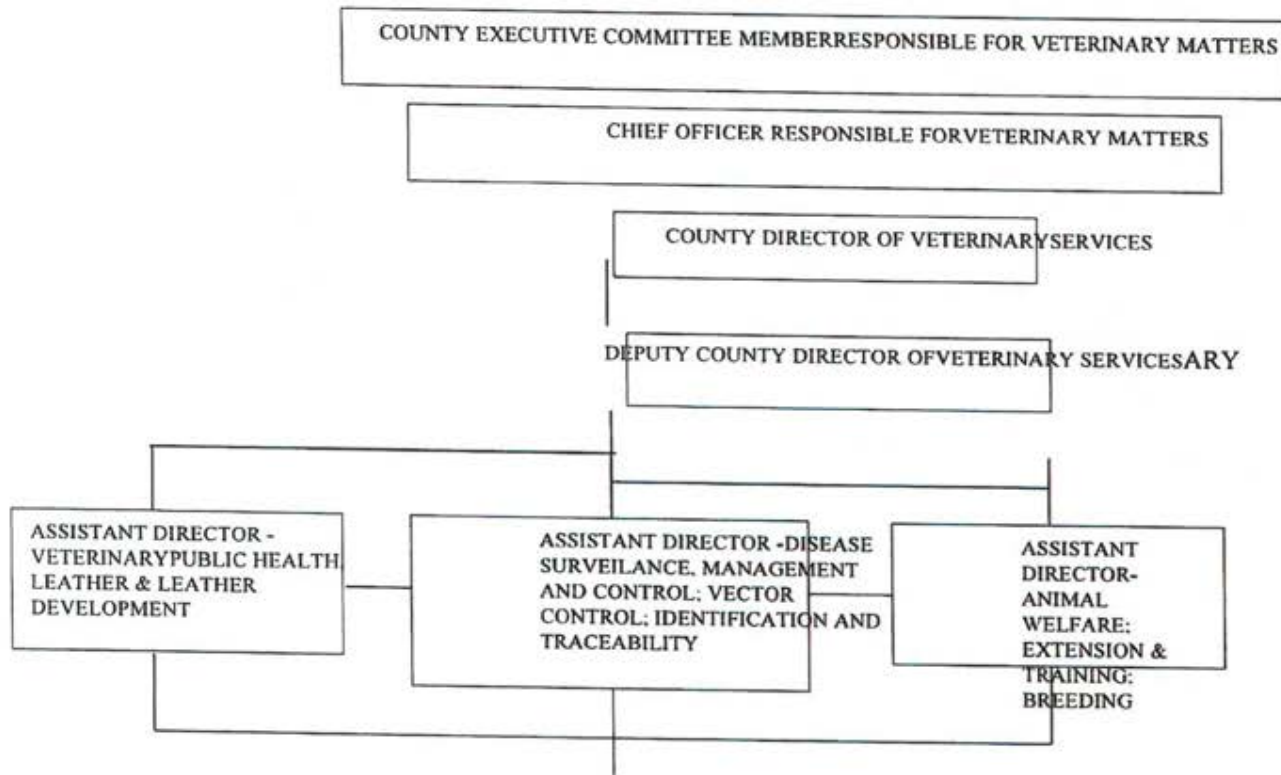
DIRECTOR-OFFICE ADMINISTRATIVE SERVICES

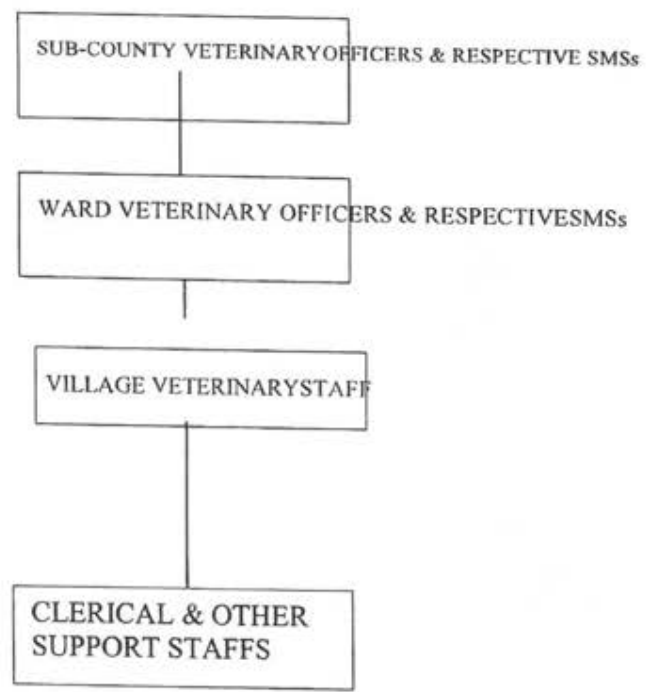
- D/D- OFFICE ADMINISTRATIVE SERVICES
- AD- OFFICE ADMINISTRATIVE SERVICES
- PRINCIPAL OFFICE ADMINISTRATOR
- CHIEF OFFICE ADMINISTRATOR/CAOA
- SENIOR OFFICE ADMINISTRATOR/SAOA
- OFFICE ADMINISTRATOR I/AOA I/SOAA
- OFFICE ADMINISTRATOR II/AOA II/OAA I
- ASSISTANT OFFICE ADMINISTRATOR III/OAA II

DIRECTOR-ADMINISTRATION

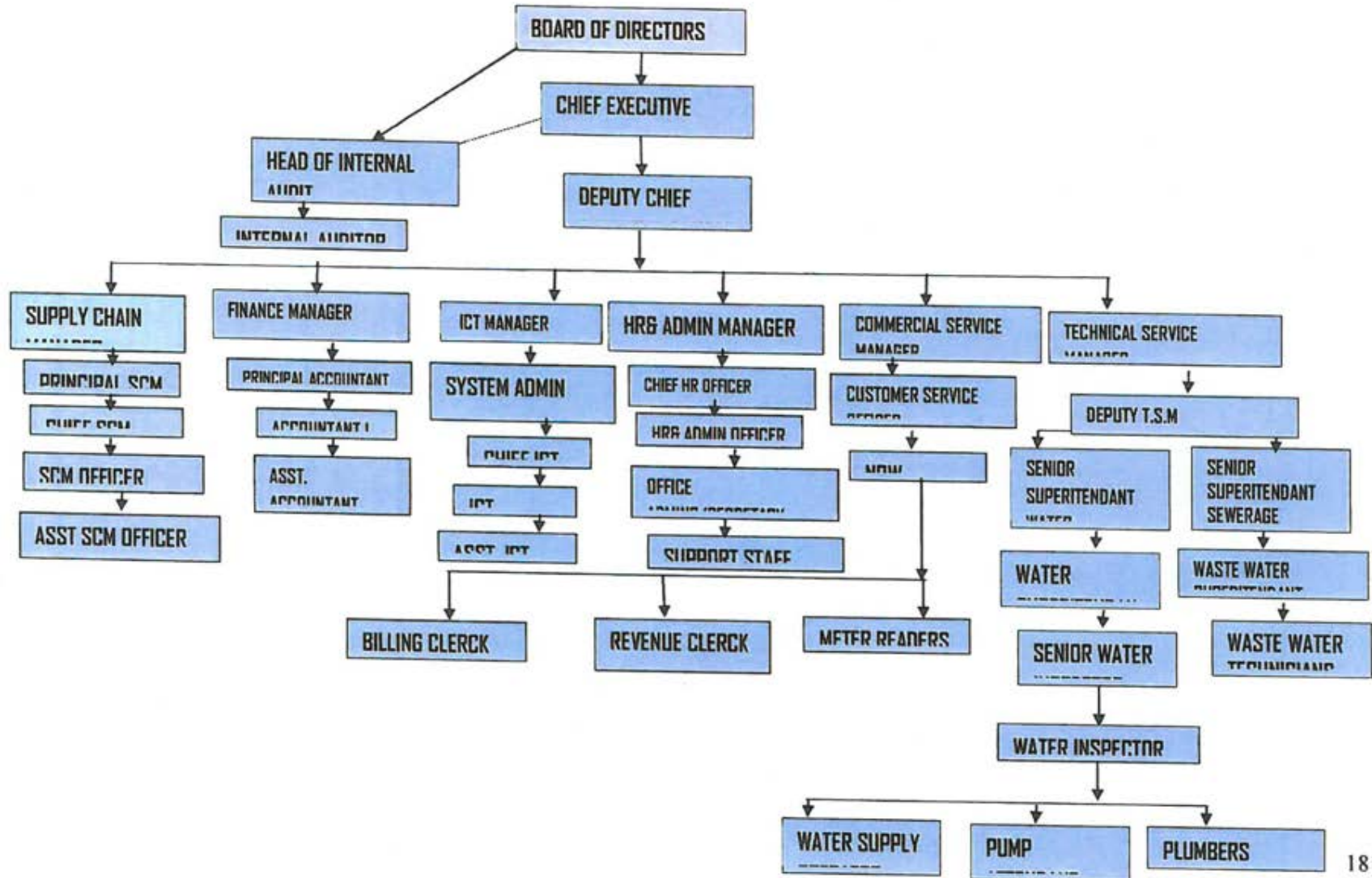
- D/DIRECTOR-ADMINISTRATION
- ASSISTANT DIRECTOR-ADMINISTRATION
- PRINCIPAL ADMINISTRATION OFFICER
- CHIEF ADMINISTRATION OFFICER
- SENIOR ADMINISTRATION OFFICER
- ADMINISTRATION OFFICER I
- ASSISTANT ADMINISTRATION OFFICER

13. Department of Veterinary Services

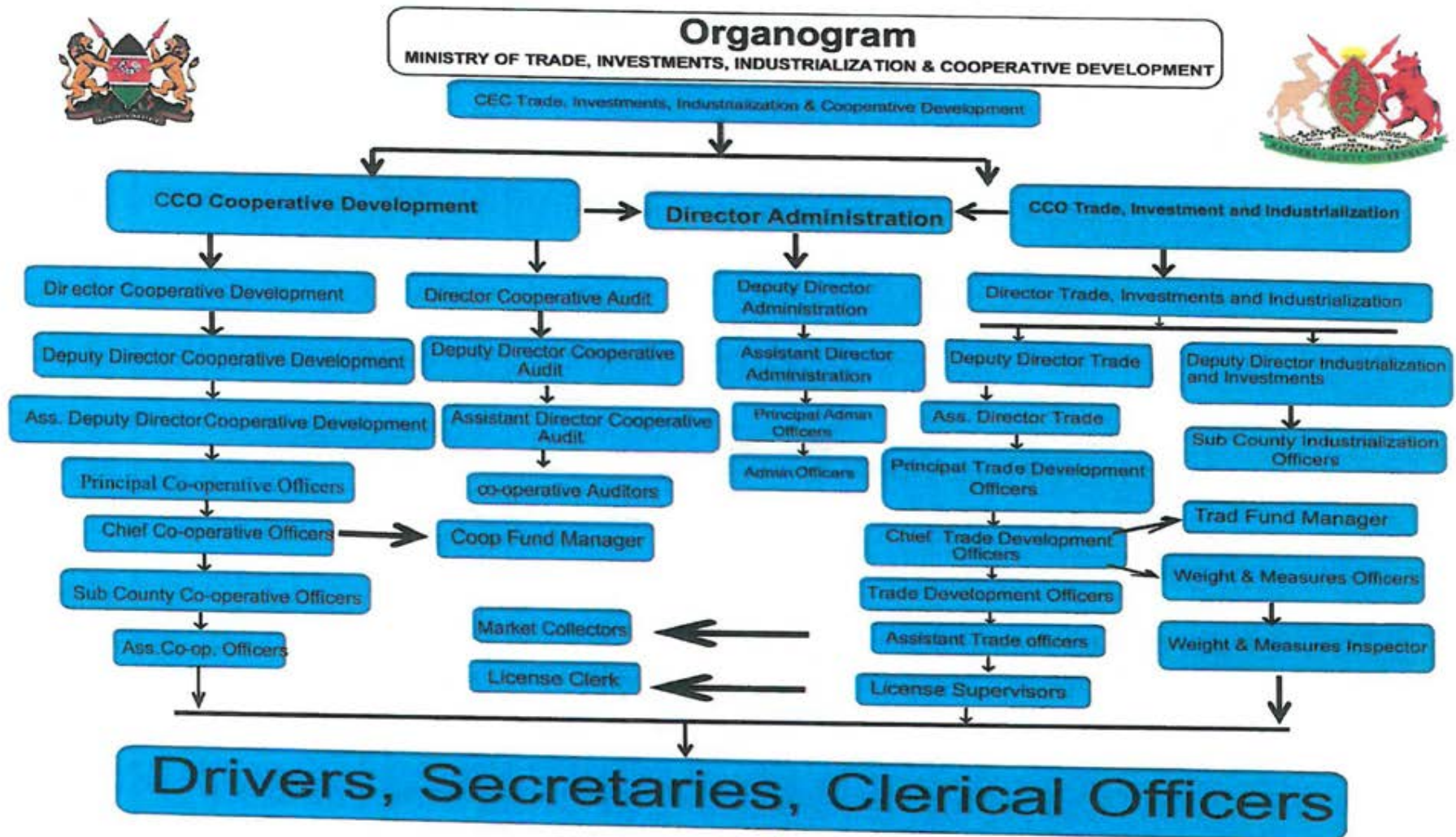




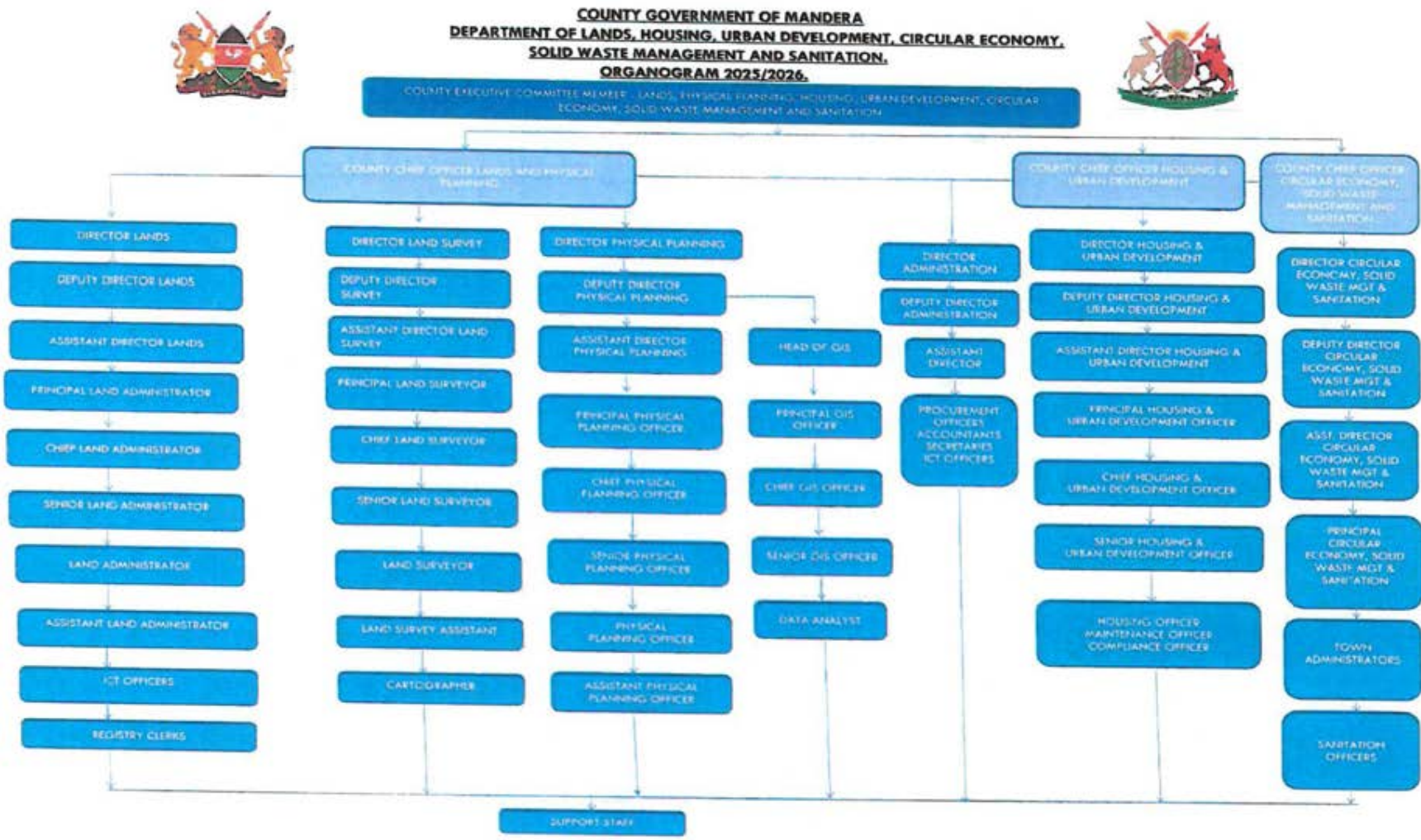
13. MANDASCO



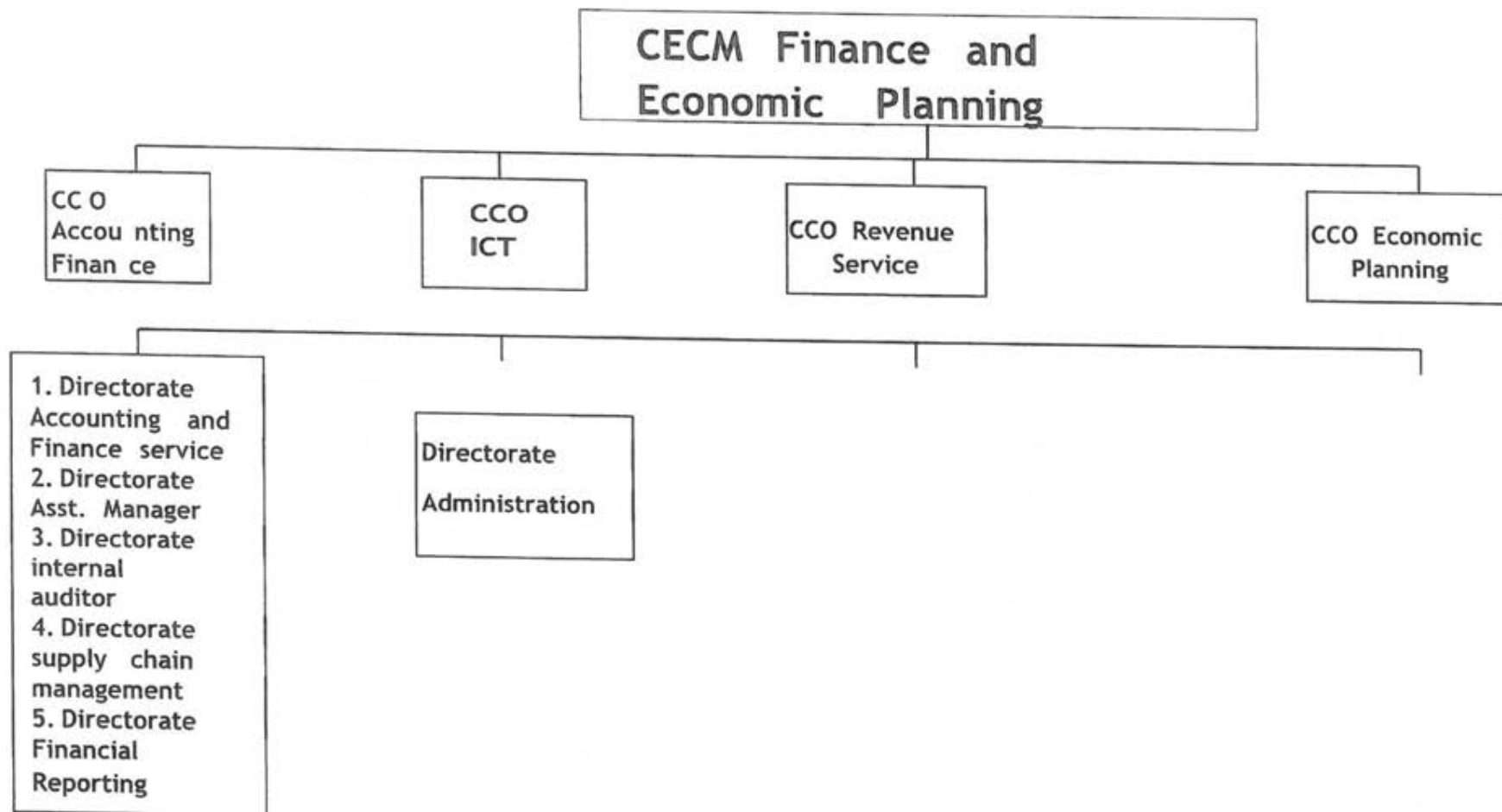
14. Trade, Investment, Industrialization & Cooperative Development



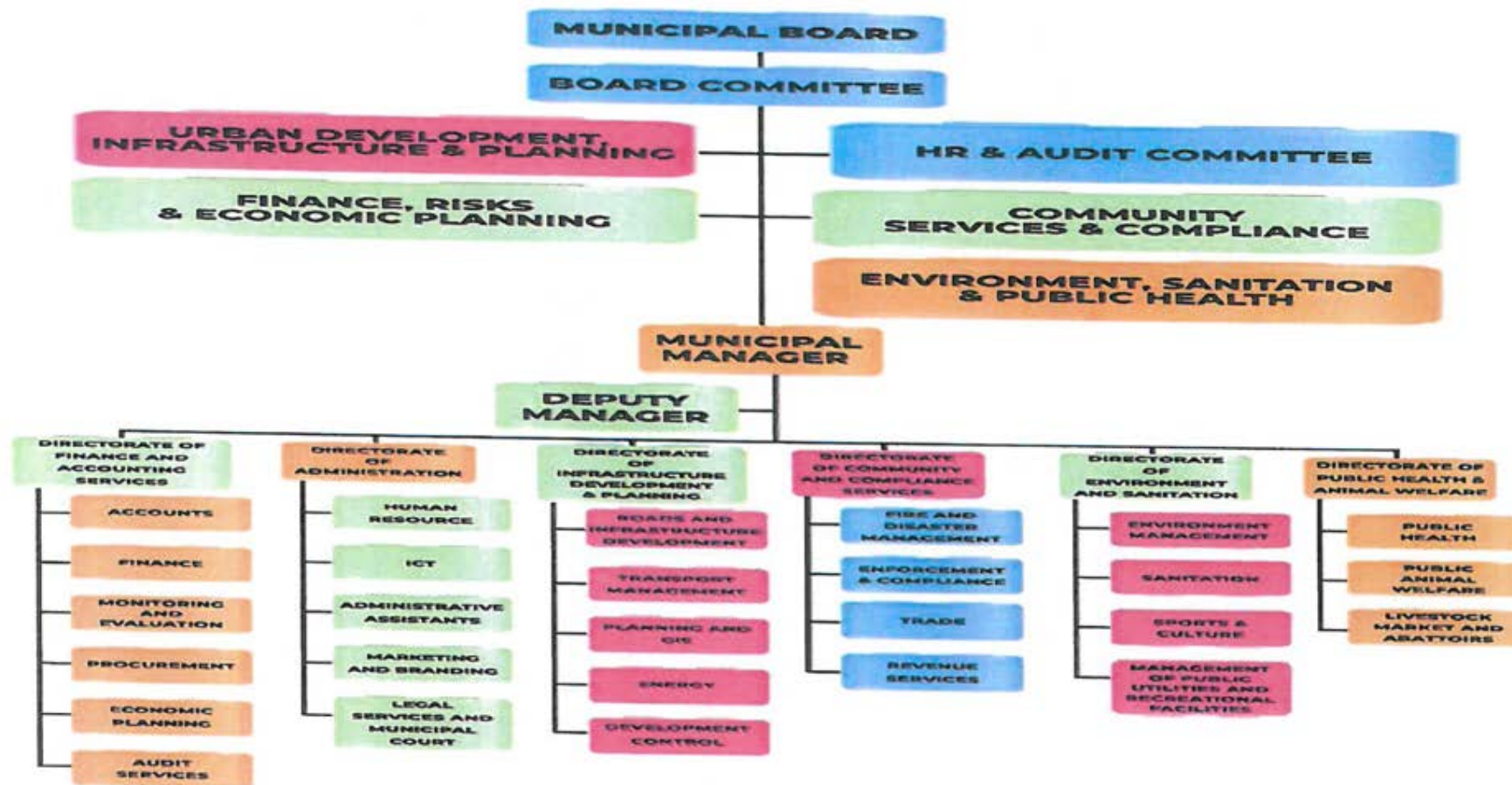
15. Department of Lands, Housing, Urban Development, Circular Economy, Solid Waste Management & Sanitation



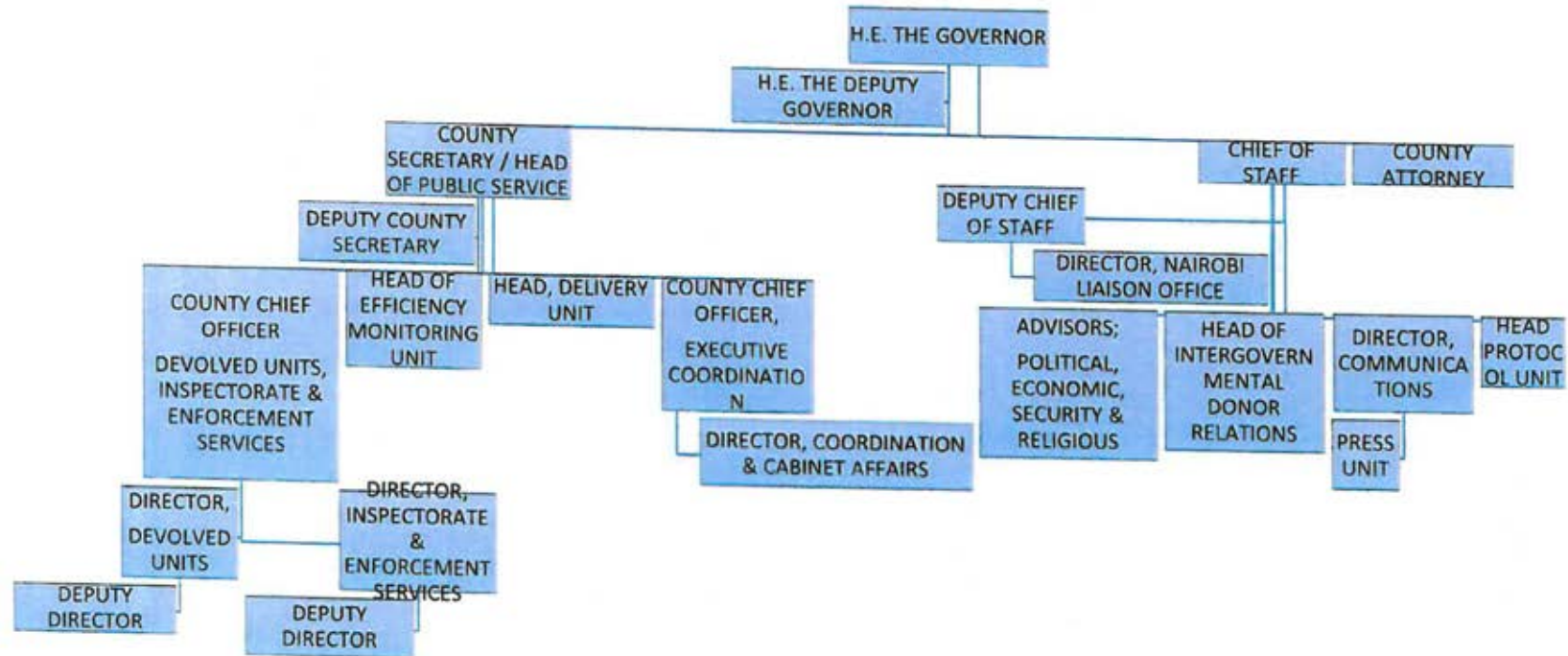
16. Department of Finance and Economic Planning



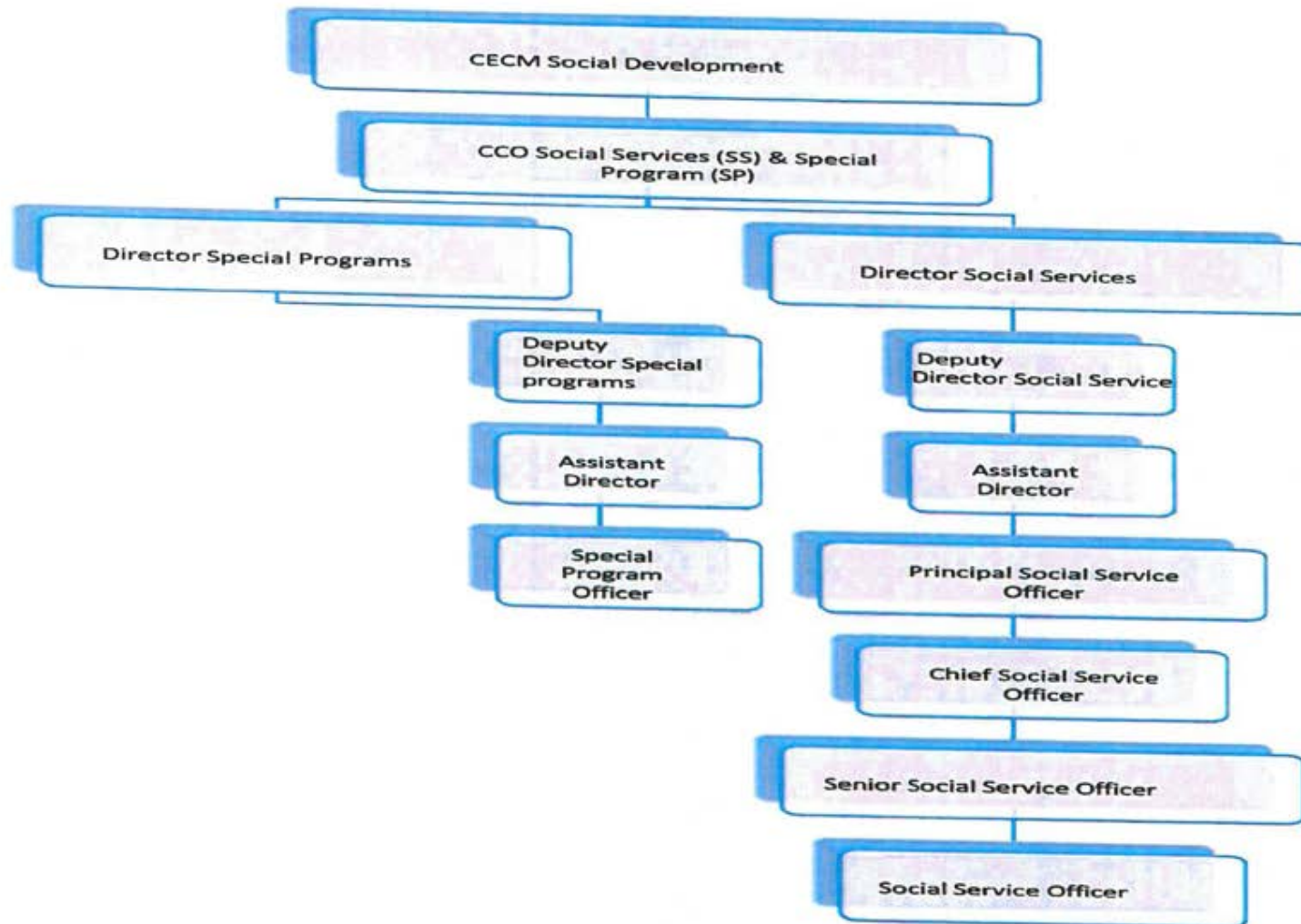
17. Municipality



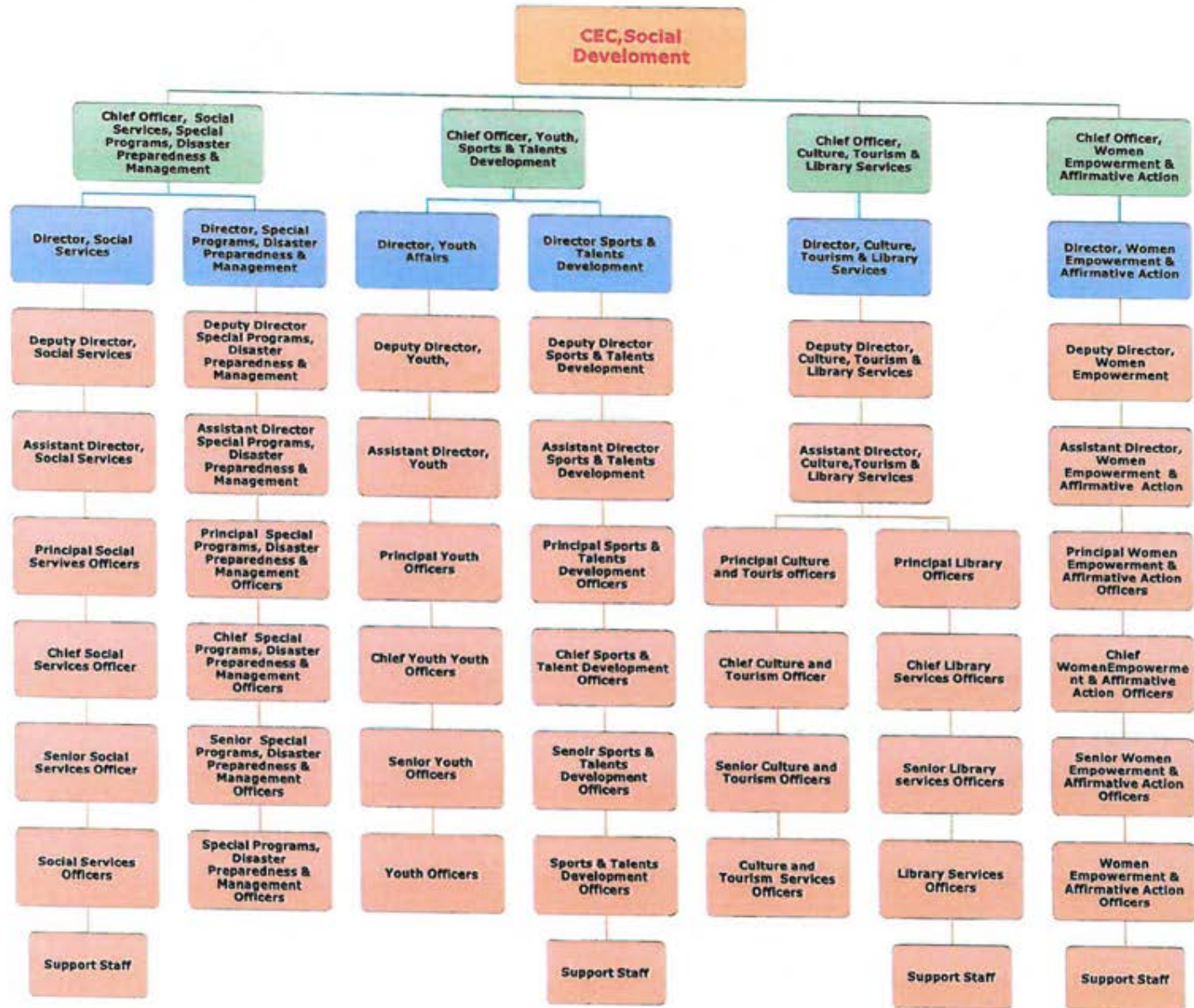
18. Organizational Structure of the Executive Office of the Governor



19. Social Services and Special Programs



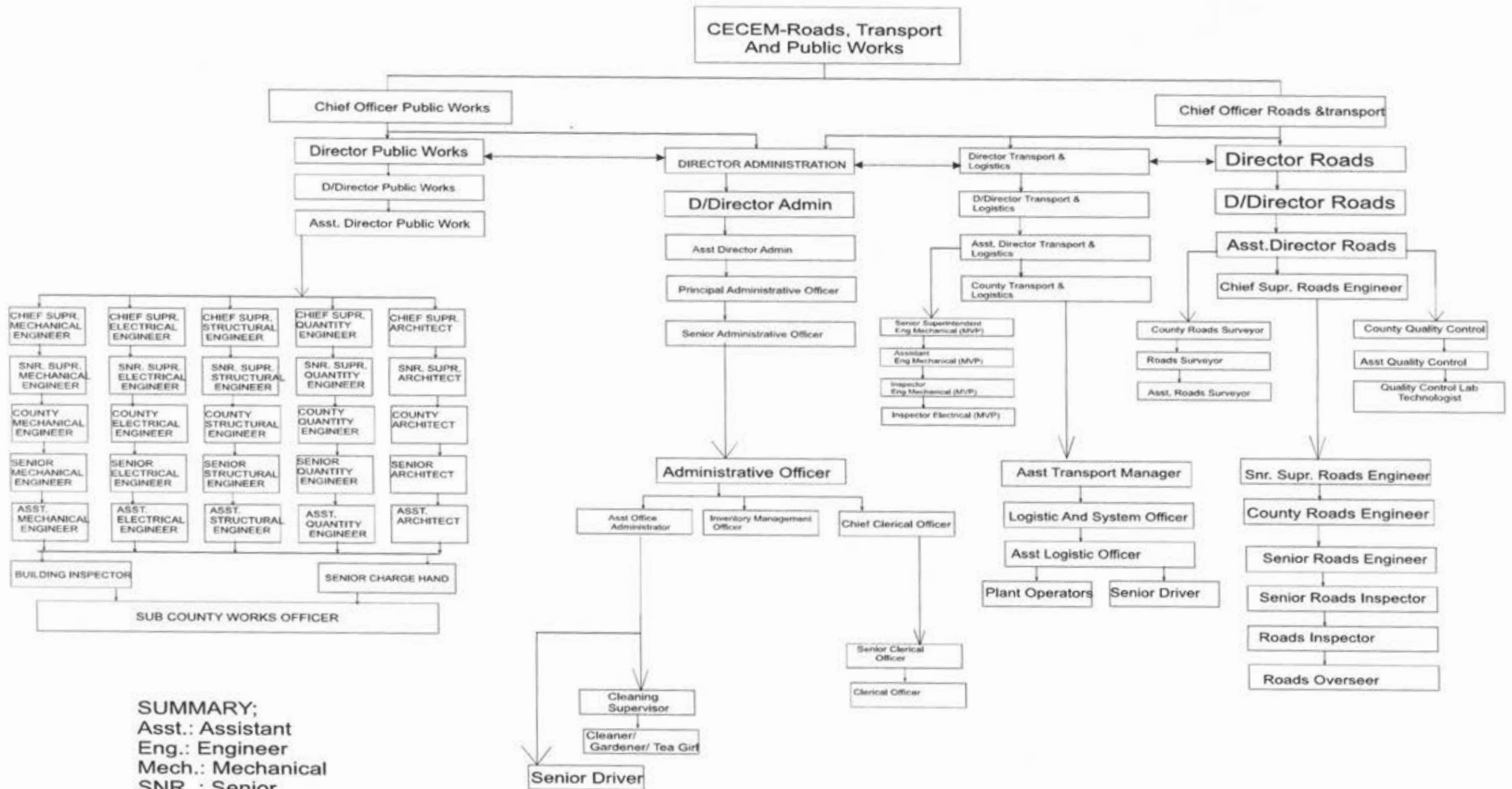
Social Development Sectoral Chart (2025)



COUNTY GOVERNMENT OF MANDERA



MINISTRY OF ROADS, TRANSPORT AND PUBLIC WORKS ORGANOGRAM



SUMMARY;
 Asst.: Assistant
 Eng.: Engineer
 Mech.: Mechanical
 SNR. : Senior
 SUPR. : Superintending

APPROVAL BY THE COUNTY PUBLIC SERVICE BOARD


BOARD SECRETARY/CEO

NAME OMAR MAALIM ABDULCAH

SIGNATURE 

CHAIRPERSON

NAME HALIMA DAHIR

SIGNATURE 





COUNTY GOVERNMENT OF MANDERA

COUNTY PUBLIC SERVICE BOARD

P.O. Box 356-70300, MANDERA



Ref: MCPSB/CS/23/10/2025/03

Date 23rd October, 2025

County Secretary/Head of County Public Service,

Mandera County Government

Dear Sir,

REF: RECOMMENDATIONS ON STAFF ESTABLISHMENT AND ORGANIZATIONAL STRUCTURE

Reference is made to our letter Ref: MCPBS/CS/01/05/2025/01 dated 19th May, 2025 with regard to submission of staff establishment and organization structure for Mandera County Executive.

The Board approved the named documents for implementations in regard to the following recommendations: -

1. Sensitization of Staff on Organization Structure and Staff Establishment;
2. Alignment of Organizational Structure to Staff Establishment;
3. Alignment of Staff Establishment to existing Job Description & Career Guidelines;
4. Alignment of Staff Establishment to Payroll;
5. Updating the In-post and Variance in Staff Establishment;
6. Prepare the Schemes of Service for relevant existing Offices;
7. Prepare Schemes of Service for relevant Offices upon establishment;
8. Alignment of Human Resource Plans to Staff establishment;
9. Alignment of Organizational Structure and Staff Establishment to Executive Order;
10. Publicizing the Organizational Structure & Staff Establishment on relevant online portals.

Yours sincerely,

OMAR M. ABDULLAHI
SECRETARY/CEO, MANDERA COUNTY PUBLIC SERVICE BOARD

