

# National News

**Human resource** MP says Bill will help to harmonise laws and policies governing employment in public service

## Bid to block layoffs in civil service

Government has been considering layoffs in a bid to manage ballooning wage bill

BY DAVID MWERE

Public servants at the national and county level whose positions are abolished will be shielded from losing their jobs under a proposed law.

If the Public Service Human Resources Management Bill 2024, currently before the National Assembly, becomes law in its current form, employees whose positions become redundant will be redeployed.

The Bill comes in the backdrop of reports of government layoffs to address a bloated civil service estimated to have nearly one million workers gobbling up over Sh1 trillion in salaries.

It also comes as the employees of the defunct National Health Insurance Fund (NHIF) facing uncertainty as the transition to the Social Health Authority (SHA) takes shape. Whereas the government has assured them of job safety, there is no concrete undertaking that they will be retained under SHA or deployed to another public body.

The previous talk by govern-

ment functionaries is that the officers who were employed under NHIF will have to apply afresh for jobs under SHA, which is not a guarantee that they will be hired.

The Bill by Runyenjes MP Eric Muchangi, the chairperson of the Labour committee of the National Assembly, targets seven laws for change as it seeks to reform human resource management "for an efficient and effective public service to deliver quality services".

"An officer shall not be removed or retired from public service on grounds of abolition of office unless the public service entity has considered retraining and deployment or transfer of the public officer as appropriate," reads clause 13 of the Bill. "The Bill seeks to reposition the public service so that it can better serve the people of Kenya in order to facilitate development of the country as per the aspirations of the development goals."

The Bill proposes that a public service entity both at the national and county level, shall develop guidelines for establishment and abolition of offices in accordance



The National Hospital Insurance Fund building in Nairobi in February 2022. Employees of the now defunct agency are facing uncertainty following transition to the Social Health Authority. FILE | NATION

### AT A GLANCE Changes proposed in Bill

- Employees whose jobs are declared redundant to be re-deployed.
- Leave of absence for up to six years, but not for political activities.
- Officers shall not remain in acting capacity for more than six months

with the Public Service Commission Act.

"A decision by a public service entity to abolish an office in the public service shall be subject to the applicable legislation and the due process of deployment, transfer, removal or retirement of the affected public officer or in terms and conditions applicable to a public officer," the Bill reads.

The laws the Bill is targeting include State Corporations Acts, Labour Relations Act, County Governments Act, Public Finance Management Act, Office of the Attorney-General Act, Public Service Commission Act and Foreign Service Act.

"The Bill, therefore, seeks to provide uniform norms and standards for the management of human resource in order to effectively support management and delivery of public services," Mr Muchangi says in the memorandum of objects and reasons.

The Bill also proposes a leave of absence of up to three years, which may be extended once for another three years. The leave of absence shall not be granted for purposes of participating in political activities.

By targeting the seven Acts for change, the Bill seeks to address the public service human resource environment, which it says is currently loaded with conflicting laws and policies.

The conflicting laws, the Bill states, have not been "fully" sup-

portive of implementing decisions and actions that are crucial for transforming the public service and the country".

The Bill also proposes to reform the appointments done in acting capacity within the public service, currently governed by a circular from the former Head of Public Service Joseph Kinyua, which states that no one should serve in acting position for more than six months. The Public Service Commission Act provides for appointment in acting capacity for at least 30 days but not exceeding six months.

However, public agencies that undertake their own recruitments outside the purview of the Public Service Commission have had officers act for more than six months without confirmation or appointment of substantive office holders.

The Bill states that a person shall not be appointed to hold a public office in an acting capacity unless the person satisfies all the prescribed qualifications.

"An officer may be appointed in an acting capacity for a non-renewable period of at least 30 days but not exceeding six months," clause 21 of the Bill reads.

During the period where an officer has been appointed to act, the public entity responsible shall commence and conclude the recruitment process for a substantive holder of the position.

In the event the recruitment of a substantive office holder is not concluded within the six months, the Bill states that "nothing prevents a public service entity or the lawful appointing authority from deploying another public officer to act or perform duties for a period exceeding six months during a temporary absence of the substantive office holder of the public office."

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**MINISTRY OF LANDS, PUBLIC WORKS,  
HOUSING AND URBAN DEVELOPMENT**  
STATE DEPARTMENT FOR LAND AND PLANNING



**NOTICE OF MEETING**

**TO ALL MEMBERS OF DIFF, WAJIR SOUTH,  
SABULI AND HABAWSEIN COMMUNITIES**

In exercise of the powers conferred to me by section 7(2) of the Community Land Act, Cap 287, NOTICE is hereby given that there shall be public meetings of **ALL** members of the **DIFF, WAJIR SOUTH, SABULI** and **HABASWEIN COMMUNITIES** of **Wajir South Constituency** for purposes of electing the Community Land Management Committees (CLMCs) in accordance with the Act.

COMMUNITY	VENUE	DATE	TIME
DIFF	DIFF BARAZA PARK	16 <sup>TH</sup> DECEMBER, 2024	9.00 AM
SABULI	SABULI OLD BOREHOLE	16 <sup>TH</sup> DECEMBER, 2024	9.00 AM
WAJIR SOUTH	AP CAMP LEHELEY	17 <sup>TH</sup> DECEMBER, 2024	9.00 AM
HABASWEIN	DCC COMPOUND HABASWEIN	17 <sup>TH</sup> DECEMBER, 2024	9.00 AM

Dated at Wajir Lands Office this **28<sup>th</sup> Day of November 2024.**

**P. M. MENGI**  
**COMMUNITY LAND REGISTRAR**  
**WAJIR COUNTY/COMMUNITY LAND REGISTRATION UNIT**

*In Partnership with Food and Agricultural Organization of the United Nations (UNFAO)*




**Food and Agriculture  
Organization of the  
United Nations**



**INTERNATIONAL RESCUE COMMITTEE, INC**

**BID NOTICE (Re-advertisement)**

The International Rescue Committee, Inc. (IRC) is a private international, nonsectarian, voluntary organization providing relief, protection and resettlement services for refugees and victims of oppression or violent conflict.

In partnership with various Donors, the IRC has a requirement for the following.

REFERENCE NO.	REQUEST FOR PROPOSAL TITLE/ DESCRIPTION	IRC TENDER EMAIL-ADDRESS
Ref. #:2KEN/KELOD/CONIF05-2024	<p><b>RFP for Teachwell Water and Sanitation construction interventions in Schools in Turkana West-IRC Lodwar Office</b></p> <p><b>1. SCHOOL SANITATION INTERVENTIONS</b></p> <p>A. <b>HOST SCHOOL SANITATION INTERVENTIONS</b> LOT 1-LOT 6 (to be downloaded from provided link).</p> <p>B. <b>REFUGEE SCHOOLS SANITATION</b>:- LOT 7 - LOT 8 (to be downloaded from provided link).</p> <p><b>2. SCHOOL WATER INTERVENTIONS:-</b></p> <p>A. <b>HOST SCHOOLS-WATER INTERVENTIONS</b> LOT 1- LOT 6 (to be downloaded from provided link).</p> <p>B. <b>REFUGEE CAMP SCHOOLS</b> LOT 7 (to be downloaded from provided link).</p>	<p><b>Submission Online.</b> <b>For any clarification</b> regarding tender documents please write to us through: <b>Confirm.Tenders@rescue.org</b> by 6<sup>th</sup> December 2024 - 2 pm EAT.</p>

Interested and suitably qualified suppliers may download complete tender information and RFP documents (specifications) from the IRC Website: <http://www.rescue.org/about/procurement>

Bidders' proposal shall be submitted Online in compressed zipped folder (PDF files) as per the tender instructions.

The bidder's proposal shall comprise of technical proposal and financial proposal together with all the required documents as per clause 7 in the Request for Proposal.

**Bid documents shall be submitted Online through below email:**  
**Confirm.Tenders@rescue.org** **On or before 11<sup>th</sup> December 2024.**

Bids submitted after this deadline shall not be accepted.

Please note that IRC shall not be bound to accept the lowest priced tender or bid or any tender or bid submitted, and any form of canvassing will lead to automatic disqualification.

**MIMEA INTERNATIONAL LIMITED**  
*(in Receivership)*  
**APPOINTMENT OF RECEIVER AND MANAGER**

**NOTICE** is hereby given that **MIMEA INTERNATIONAL LIMITED** ("the Company") was placed in Receivership and **SWAROOP RAO PONANGIPALLI** was appointed as the Receiver Manager effective **27<sup>th</sup> November 2024.**

Following the appointment, all the affairs and business of the Company are being conducted by the Receiver Manager. The powers of the Receiver Manager extend to all assets and undertakings of the company. The powers of the Directors in terms of dealing with the Company's affairs & assets ceased.

Please note that under Section 351(1)(b) of The Companies Act, Cap 486 (now repealed), the Management and the Directors of the Company are required to submit, within **FOURTEEN DAYS** from the date of being notified about the appointment of the Receiver, a Statement of Company's Affairs as at the date of the appointment of the Receiver Manager, in Form 235 (First Schedule) of The Companies Act, CAP 486 (now repealed).

Any party having a claim against the company shall submit the claim in writing together with relevant supporting documentation to the Receiver Manager on or before 20<sup>th</sup> December 2024 for registration.

The Receiver Manager acts as an agent of the Company without any personal liability.

All correspondence, claims & inquiries shall be addressed to:

*Swaroop Rao Ponangipalli*  
Receiver Manager  
Mimea International Limited (in Receivership)  
C/O Tact Consulting LLP  
P O Box 51-00623, NAIROBI  
Email: [swaroop@tactkenya.com](mailto:swaroop@tactkenya.com)



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