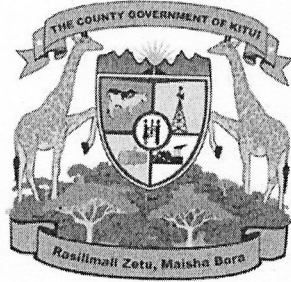


COUNTY GOVERNMENT OF KITUI



THE COUNTY ASSEMBLY THIRD ASSEMBLY- THIRD SESSION (2024)

COMMITTEE ON LABOUR AND SOCIAL WELFARE

**RESPONSE TO STATEMENT REQUEST BY HON. CYRUS MUSYOKA
KISAVI ON RECENT LAY-OFF OF SOME COMMUNITY HEALTH
PROMOTERS IN IKANGA/KYATUNE WARD.**

**The Clerk's Chambers,
County Assembly of Kitui,
Assembly Buildings,
Kitui, Kenya**

DECEMBER, 2024

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ABBREVIATIONS & ACRONYMS

CECM	County Executive Committee Member
CHP	Community Health Promoter
CGA	County Governments Act
CHA	Community Health Assistant
CHIS	Community Health Information System
CHO	Community Health Officer
CHU	Community Health Unit
CPSB	County Public Service Board
MCA	Member of County Assembly
NHIF	National Health Insurance Fund
NSSF	National Social Security Fund
SHA	Social Health Authority
SHIF	Social Health Insurance Fund

1.0 PREFACE

1.1 Introduction

Mr. Speaker,

During the afternoon Sitting of 12th July, 2024, Hon. Cyrus Musyoka Kisavi, M.C.A for Ikanga/Kyatune Ward requested for a statement from the Chairperson Committee on Labour and Social Welfare, on recent Lay off of some Community Health Promoters in Ikanga/Kyatune ward, pursuant to the provisions of Standing Order No. 41 (2c).

The committee on Labour and Social Welfare deliberated on the issues raised in the statement and prepared this report on its consideration of the same pursuant to the provisions of Standing Order No. 41 (2C) (C).

1.2 Mandate of the Committee

Mr. Speaker,

The Committee on Labour and Social Welfare is established under Standing Order No. 190(5) and is mandated to:

- i. Investigate, inquire into and report on all matters relating to the mandate, management, activities, administration, operation and estimates of the assigned department;
- ii. Study programs and policy objectives of departments and the effectiveness of the implementation;
- iii. Study and review all county legislation referred to it;
- iv. Study, assess and analyse the relative success of departments as measured by the results obtained as compared with their stated objectives;
- v. Investigate and inquire into all matters relating to the assigned departments as they may deem necessary, and as may be referred to them by the County Assembly;
- vi. To vet and report on all appointments where the constitution or any law requires the County Assembly to approve, except those under Standing Order No.185(Committee on Appointments); and

vii. Make reports and recommendations to the County Assembly as often as possible, including recommendation of proposed legislation.

The Second Schedule of the Standing Orders stipulates that the Committee is mandated to oversight all matters relating to Labour trade union relations, employment, man power or human resource planning and social welfare;

1.3 Committee Membership.

Mr. Speaker,

The Committee was constituted by the House on 23rd November, 2022 and comprises of the following Members:

1. Hon. Joseph Kasungi Kavula	Chairperson
2. Hon Charity Kathathi Musyoka	Vice Chairperson
3. Hon. Frida M. Mutinda	Member
4. Hon. Cornelius Ngumbau Muthami	"
5. Hon. Mary P. Ndumbu	"
6. Hon. Antony M. Musyoka	"
7. Hon. Zacchaeus I. Syengo	"
8. Hon. Mary M. Musili	"
9. Hon. Elizabeth N. Peter	"
10.Hon. Pricilla Martha Makumi	"
11.Hon. Jeremiah M. Mutua	"

1.4 Committee Secretariat


1. Onesmus M. Mbwang'a-Clerk Assistant

1.5 Acknowledgement

Hon. Speaker;

On behalf of the Committee on Labour and Social Welfare, I extend my gratitude to the Hon. Speaker, Members of the Committee, office of the Ag. Clerk of Assembly and the staff attached to the Committee for their continuous support, assistance, and commitment in executing their duties. I wish to extend my gratitude to the CECM for Health and Sanitation for her response which enabled the Committee to compile this report.

On behalf of the Committee on Labour and Social Welfare, and pursuant to the provisions of Standing Order No.41 (2C) (C), it is my pleasant duty and pleasure to present this report of the Committee on the response to statement for consideration and adoption.

SIGNED:  **DATE:** 26th Nov. 2024

HON. JOSEPH KASUNGI KAVULA
CHAIRPERSON, COMMITTEE ON LABOUR AND SOCIAL WELFARE

2.0 BACKGROUND

Mr. Speaker,

During the afternoon Sitting of 12th July, 2024, Hon. Cyrus Musyoka Kisavi - M.C.A for Ikanga/Kyatune Ward requested for a Statement response from the Chairperson, Committee on Labour and Social Welfare on the recent lay off of some CHPs in Ikanga/Kyatune ward (*see Annexure 2*).

In his Statement request, the Honourable Member raised concerns that some Community Health Promoters in Ikanga/Kyatune ward had been laid down without any unjustifiable reasons.

The Honourable Member asserted that the County Department for Health and Sanitation was sufficiently funded to meet the cost of paying stipends to the CHPs among other expenditures as appropriated by the County Assembly in the annual budget while the national Government had partnered with the County Government to offer financial top ups to the contracted CHPs.

Owing to the above state of affairs, the Honourable member requested the Chairperson, Committee on Labour and Social Welfare to respond to the following issues;

1. What necessitated the recent lay off of some CHPs in Ikanga/Kyatune ward and any other ward in Kitui county.
2. The criteria used to determine the CHPs to be laid off.
3. Why the CHPs have never been issued with appointment letters specifying their terms of engagement.
4. Whether the CHPs have been receiving financial top ups from the national government.
5. An up-to-date declaration of the NSSF and NHIF deductions and remittances to the relevant statutory bodies for the CHPs.

Mr. Speaker,

Upon receipt of the statement request, and Pursuant to the provisions of Standing Order No. 41 2C(B), the Committee on Labour and Social Welfare through the office of the Ag. Clerk forwarded the Statement request to the CECM Department of Health and Sanitation to respond to the issues raised in the Statement on 1st October, 2024. (see Annexure 3).

Mr. Speaker,

The CECM for the Department of Health and Sanitation responded to the issues contained in the Statement on 17th October as follows;

Introduction;

Community Health Services were established in Kenya in 2006 as one of Vision 2030 flagship projects and placed under the stewardship of the health sector reforms secretariat to revitalize primary health care as an approach to address the poor health indicators and declining health trends through community empowerment.

H.E the Governor's vision and transformation agenda to the Kitui residents "**the Kitui Promise**" committed to recruit 10 Community Health Promoters (CHPs) per village, totaling to 2,470 for the 247 villages. To utilize this, the County Ministry of Health and Sanitation committed to engage 10 CHPs in the 247 county devolved villages to ensure provision of basic health services at the community level.

2.1. QUERY ONE: What necessitated the recent lay off of some CHPs in Ikanga/Kyatune ward and any other ward in Kitui county

Mr. Speaker,

Kitui South Sub County has forty-one (41) established community health units (CHUs) and expected to have a total of 410 community health promoters. Before the County Government formerly the CHPs in July, 2023, Catholic Medical Mission Board(CMMB) was supporting CHPs in Kitui South with stipend up to July 2022. During this period, the number of CHPs

engaged per CHU was either less or more contrary to the MOH guidelines which stipulate engaging 10 CHPs per CHU. Other legislations which provide for the engagement of 10CHPs per CHU are

- i. The primary Health Care Act 2023
- ii. The Community Health Strategy 2020-2025

The Strategy provides that; one CHA/CHO oversees 10 CHVs who are in charge of up to 500-1000 households.

Table 1. following table shows the number of CHPs in Kitui South Sub County before the reorganization

S/N O	WARD	VILLAGES /CHUs	EXPECTE D NO OF CHPs	NO. OF CHPs ENGAGED	DISCR EPANC Y
1.	MUTOMO	6	60	58	-2
2.	IKUTHA	7	70	63	-7
3.	IKANGA	7	70	89	+19
3.	KANZI KO	5	50	45	-5
4.	MUTHA	7	70	68	-2
5.	ATHI	9	90	87	-3

Owing to the above provisions of the law and the need to comply with the above guidelines and ensuring equity in the engagement of the CHPs across the County necessitated dropping of some CHPs in Kitui South sub county where Ikanga/Kyatune lies.

2.2. QUERY TWO: The criteria used to determine the CHPs to be laid off

The data provided in table 1 above indicates that Ikanga/Kyatune ward had 19 more CHPs. The excess CHPs had to be laid down to ensure equity in the number of CHPs allocated to the six wards in Kitui South Sub County and ensure compliance with the community Health Services guidelines.

The following criteria was used to identify the CHPs who were to be dropped;

- i. Ability to use the electronic community Health Information System (eCHIS) platform for reporting.
- ii. Age of the CHPs (limit CHPs movement during household visitation)
- iii. The CHPs previously under PATUMA were given first priority
- iv. Availability of a CHP to offer services at community level
- v. Distribution of CHPs in the villages
- vi. Ability to read and write and report appropriately

Table 2. shows how the reorganization was done in Ikanga/ Kyatune Ward in kitui South Sub County

S/NO.	VILLAGE /CHU	TOTAL CHPs ENGAGED	EXPECTED NO. OF CHPs	NO. OF CHPs ENGAGED TO FILL DEFICIT	NO. OF CHPs DROPP ED
1.	ITHUMULA	14	10	0	4
2.	KATHUNGU	12	10	0	2
3.	KYATUNE	12	10	0	2
4.	MAKELE	14	10	0	4
5.	NDUU NDUNE	14	10	0	4
6.	NDATANI	11	10	0	1
6.	YONGELA	12	10	0	2
TOTAL		89	70	0	19

(see annexure 4 for the reorganization of the CHPs in the other wards in Kitui South sub county)

2.3. QUERY THREE: Why the CHPs have never been issued with appointment letters specifying their terms of engagement.

The Primary Health Care Act assented in November, 2023 provides for a legal framework for implementation of community health services in the county.

The Act clearly stipulates duties of CHPs and detail the process of engagement.

With the guidance provided by the Act, the county Ministry of Health and Sanitation will engage the Public Service Board to guide the provision of appointment letters to CHPs considering CHPs are not employees but volunteers.

2.4. QUERY FOUR: Whether the CHPs have been receiving financial top ups from the national government.

The County Government in collaboration with the National Government support payment of stipend to CHPs. In Kitui County, a total of 2373 CHPs are supported with a stipend of Ksh. 2500 top up per month from the national Government against the 2470 CHPs engaged by the County Government of Kitui.

The County Government of Kitui provides each CHP with a stipend of Kshs. 3000 per month. The payment of stipend from the National Government has been faced with the following challenges;

- i. Delay in payments.
- ii. CHPs missing their stipend without any feedback provided to the County Ministry of Health and Sanitation.
- iii. Delay in updating the CHPs list at National level considering the community level dynamics arising from deaths or CHPs returning the offer.
- iv. Allocating stipend to 2373 CHPs which is less than number engaged by the County Government.

The County and National Governments are working together to address the challenges by undertaking the following measures;

- i. The County has opened a special purpose account where the National and County Government will deposit funds for payment of CHPs stipend.

- ii. Considering using digital platform for payment of CHPs stipend. A pilot of the platform is currently on going in Migori and Nairobi Counties
- iii. A complaint on CHPs who have missed stipend has been made to the National Government for action.

2.5. QUERY FIVE: An up-to-date declaration of the NSSF and NHIF deductions and remittances to the relevant statutory bodies for the CHPs.

The employment Act of 2007 Part 1, Preliminaries state that 'employee' means a person employed for wages or salary.

Community Health Promoters are provided with a stipend and not wages. Provision of stipend to CHPs is stipulated in the following Sections of the Primary Health Care Act 2023.

Section 13 (c) stipulates that the County Government shall ensure that Community Health promoters are adequately supported to perform their functions, including through;

- i. Training at least once a year
- ii. Provision of working tools
- iii. Stipend and
- iv. Supervision

Section 16(c) of the same Act provides that the County Government shall allocate adequate funds and resources necessary for the facilitation of the Community Health Promoters, including payment of stipends within the respective county.

It is therefore imperative to note that CHPs are not deducted any amount to pay for NSSF or SHA/SHIF because they are volunteers who are on stipend to facilitate their transportation as they provide basic health services at the household level and they are not on a minimum wage.

Owing to the above, CHPs do not qualify for the statutory deductions applied to other County Government workers.

(See Annexure 5 for individual CHPs specific reason/s for being dropped)

3.0 COMMITTEE OBSERVATIONS

Mr. Speaker,

Having noted and considered the issues raised in the statement, the responses from the CECM for Health and Sanitation as well as the documentary evidences available, the committee makes the following observations;

1. The issues raised in the Statement request were sufficiently responded to.
2. The County Ministry of Health and Sanitation has kept her promise in paying stipends to the CHPs however, the National Government's share has not been forthcoming and is faced with numerous challenges.

4.0 COMMITTEE RECOMMENDATIONS

Mr. Speaker,

Owing to the above observations, the Committee recommends as follows;

- i. The County Government should set aside funds to provide medical coverage for the CHPs under the SHA/SHIF as many of them cannot afford getting private medical covers.
- ii. The County Government should initiate income generating ventures for the CHPs so as to supplement what they get in form of stipends.
- iii. The County Government should seek partnership with development partners to provide and enhance mobility of the CHPs e.g. provision of bicycles or motorbikes.
- iv. The County Ministry of Health and Sanitation should provide regular tailored capacity building trainings to the CHPs to enhance their effectiveness.

CONCLUSION

Mr. Speaker Sir,

In conclusion, the Committee appreciates Hon. Cyrus Musyoka Kisavi for coming up with the Statement request on the lay-off of some CHPs in Ikanga/Kyatune ward which enabled the committee to get to the bottom of the subject matter. It is imperative to note that the success of any good health sector lies with the effectiveness of its ability to prevent diseases level where the Community Health Promoters belong.

A weak disease prevention capacity for any health sector will leave its citizens prone to disease outbreaks which are ultimately very expensive to treat. It is therefore imperative for the County Ministry for Health and Sanitation to have an effective, vibrant and highly motivated group of CHPs so as to ensure effective disease preventive measures as it is commonly and widely acceptable that **'prevention is better than cure'**.

The Committee shall remain steadfast in providing proper oversight in all matters under her mandate as provided under the County Assembly Standing Order No. 190(5) and the Second Schedule.

ANNEXTURE 1

ADOPTION PAGE

We the members of the Committee on Labour and Social Welfare hereby append our signatures as proof of the authenticity, accuracy and correctness of the report on the response to the Statement request by Hon. Cyrus Musyoka Kisavi, M.C.A for Ikanga/Kyatune Ward on the recent lay-off of some Community Health Promoters in Ikanga/Kyatune ward.

NAME	DESIGNATION	SIGNATURE
1. Hon. Joseph Kasungi Kavula	Chairperson	
2. Hon Charity Kathathi Musyoka	Vice Chairperson	
3. Hon. Frida M. Mutinda	Member	
4. Hon. Pricilla M. Makumi	Member	
5. Hon. Mary P. Ndumbu	Member	
6. Hon. Antony M. Musyoka	Member	
7. Hon. Zacchaeus I. Syengo	Member	
8. Hon. Mary M. Musili	Member	
9. Hon. Elizabeth N. Peter	Member	
10.Hon. Cornelius K. Muthami	Member	
11.Hon. Jeremiah M. Mutua	Member	

1. The first part of the report is a general introduction to the subject of the study.

2. The second part of the report is a detailed description of the methods used in the study.

3. The third part of the report is a discussion of the results of the study.

4. The fourth part of the report is a conclusion and a list of references.

5. The fifth part of the report is a list of appendices.

6. The sixth part of the report is a list of figures and tables.

7. The seventh part of the report is a list of footnotes.

8. The eighth part of the report is a list of references.

ANNEXURE 2

STATEMENT REQUEST ON THE RECENT LAY OFF OF SOME COMMUNITY HEALTH PROMOTERS IN IKANGA/KYATUNE WARD

Mr. Speaker Sir,

Pursuant to the provisions of Standing Order No 41 (2) (c), I would like to request for a statement from the Chairperson for the Committee on Labour and Social Welfare on recent lay off of some Community Health Promoters in Ikanga/Kyatune ward,

Aware that the Committee on Labour and Social Welfare is mandated under Standing Orders No. 190(5) as read together with the Second Schedule to oversight all matters relating to Labour, trade union relations, employment, man power or human resource planning and social welfare,

Further aware that the County Department of Health and Sanitation and in particular Public Health, contracts the Community Health Promoters (CHPs) in all wards who are based at the community health units;

Concerned that the CHPs offer crucial services at the community level which include preventive and promotive services among others,

Cognizant that the County Department for Health and Sanitation is sufficiently funded to meet the cost of paying stipends to the CHPs among other expenditures as appropriated by the County Assembly in the annual budget,

Further Cognizant that the National Government has partnered with Kitui County Government to offer financial top ups to the contracted CHPs.

Further Concerned that the County Department for Health and Sanitation has recently laid off some CHPs in Ikanga/Kyatune ward without any justifiable reasons,

THAT, a joint Committee for Labour and Social Welfare and Health and Sanitation carries out an inquiry and report back to this house within 21 days with facts on the following issues:

1. What necessitated the recent lay off of some CHPs in Ikanga/Kyatune ward and any other ward in Kitui county.
2. The criteria used to determine the CHPs to be laid off.

Mr. Speaker
For your approval
27/3/2024

Clene
Approved.
Stanz
27/3/2024

3. Why the CHPs have never been issued with appointment letters specifying their terms of engagement.
4. Whether the CHPs have been receiving financial top ups from the national government.
5. An up-to-date declaration of the NSSF and NHIF deductions and remittances to the relevant statutory bodies for the CHPs.

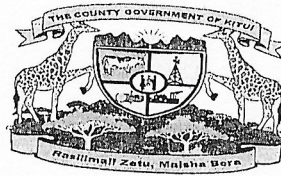
Signed _____

Hon. Cyrus Musyoka Kisavi - MCA

Date 26/3/2024.

COUNTY ASSEMBLY OF KITUI

TEL: (044)22914
Email: kituiassembly@gmail.com
Website: kituiassembly.go.ke



OFFICE OF THE CLERK

Received by
Damara
1/10/2024
Clerk's Office,
Kitui County
Assembly,
P.O.Box 694-90200,
Kitui, Kenya.

When replying please quote;

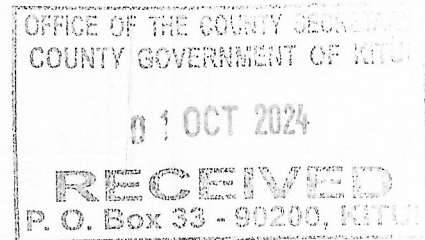
OUR REF: CAK/9/10/VOL.VII (5)

1st October, 2024

The CECM,
County Department of Health and Sanitation
Kitui County Government,

Thro'

The office of the County Secretary
Kitui County Government,
P.O. Box 33-90200,
KITUI.



RE: STATEMENT REQUEST BY HON. CYRUS MUSYOKA KISAVI ON THE RECENT LAY OFF OF SOME COMMUNITY HEALTH PROMOTERS IN IKANGA KYATUNE WARD.

The above subject matter refers;

Pursuant to the provisions of Standing Orders No. 41 (2)(c), Hon. Cyrus Musyoka Kisavi M.C.A for Ikanga/Kyatune Ward requested for a Statement from the Chairperson, Committee on Labour and Social Welfare on the recent lay off of some Community Health Promoters in Ikanga/Kyatune Ward.

The Committee on Labour and Social Welfare requires that you provide written responses to the issues raised in the Statement within seven days upon receipt of this letter.

Attached to this letter kindly find a copy of the Statement request.

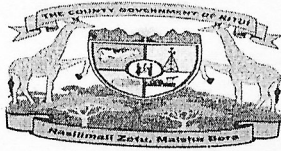
L. WAEMA
Ag. CLERK OF ASSEMBLY
COUNTY ASSEMBLY OF KITUI.

✓ File copy



OFFICE OF THE COUNTY SECRETARY
COUNTY GOVERNMENT OF KITUI

18 OCT 2024
Email: health@kitui.go.ke
RECEIVED
P. O. Box 33 - 90200, KITUI



Office of the
County Executive Committee Member
County Ministry of Health and Sanitation
P.O. Box 460-90200
KITUI

MINISTRY OF HEALTH AND SANITATION

Ref: CGKTI/MOH/CEC/FIN/3(066)

Date: 17th October 2024

The Clerk of Assembly
County Assembly of Kitui

Thro'

Ag, County Secretary
Kitui County

*Forwarded
18/10/24*



RE: RESPONSES FOR STATEMENT REQUEST BY THE COUNTY ASSEMBLY ON LAYOFF OF SOME COMMUNITY HEALTH PROMOTERS (CHPs) IN IKANGA/KYATUNE WARD

The above subject matter refers;

Reference is made to your letter Ref.CAK/9/10/VOL.VII (5) dated 1st October, 2024 on statement request in relation to lay off of some CHPs at Ikanga/Kyatune ward, I have provided responses to the questions raised for your consideration.

I trust that, these responses will provide clarity on the issues raised.

Attached find a report with details on the responses to the questions.

Thank you for your attention, and I look forward to continuing our collaboration in addressing the health needs of our community.

Kind regards



Ruth Koki
County Executive Committee Member
Ministry of Health and Sanitation

*PCA
Forwarded this response
to the Chair, Committee
of the relevant
committee
29/10/2024*

Copy to; Chief Officer, Public Health and Sanitation
Chief Officer, Medical Services
Chief Officer, Drugs and Medical Supplies

*Noted
28/10/24*

COUNTY GOVERNMENT OF KITUI



MINISTRY OF HEALTH AND SANITATION

RESPONSES FOR STATEMENT REQUEST BY THE COUNTY ASSEMBLY ON "LAY OFF" OF SOME CHPs IN IKANGA/KYATUNE WARD, KITUI SOUTH SUB COUNTY – 11TH OCTOBER 2024

1.0 introduction

Community Health Services were established in Kenya in 2006 **as one of Vision 2030 flagship projects** and placed under the stewardship of the health sector reforms secretariat to **revitalize primary health care** as an approach to address the poor health indicators and declining health trends through **community empowerment**.

H.E the Governor Vision and transformation agenda to the Kitui residents 'The Kitui Promise' committed to **recruit 10 Community Health Promoters (CHPs) per village, totaling 2,470 for the 247 villages**. To realize this, The County Ministry of Health and Sanitation committed to engage 10 CHPs in the 247 County devolved Villages to ensure provision of basic health services at community level

2.0 Responses

Q1. What necessitated the recent lay off some CHPs in Ikanga/Kyatune Ward and any other Ward in Kitui County?

Kitui South Sub County has forty one **(41) established Community Health Units (CHUs)** and expected to have a total of **410 Community Health Promoters**

Before the County Government formally engaged the CHPs in July 2023, Catholic Medical Mission Board was supporting CHPs in Kitui South with stipend up to July 2022. During this period, the number of CHPs engaged per CHU was either less or more contrary to the MOH guidelines which stipulate engaging 10 CHPs per CHU **(table 1 below)**.



Table 1: Kitui South Number of CHPs per ward before reorganization

S/ No.	Ward	CHUs/ County Village	Expected No. of CHPs	Number of CHPs engaged (CHPs previously supported by Catholic Medical Mission Board)	Discrepancy
1	Mutomo	6	60	58	-2
2	Ikutha	7	70	63	-7
3	Ikanga	7	70	89	+19
4	Kanziko	5	50	45	-5
5	Mutha	7	70	68	-2
6	Athi	9	90	87	-3
	Total	41	410	410	

The following legal documents provides for engagement of 10 CHPs per CHU

- I. The Primary Health care Act 2023 and
- II. The community health strategy 2020 -2025

The strategy states that; One CHA/CHO oversees 10 CHVs who are in charge of up to 5,000 people (500 – 1000 households).

The need to comply with the guidelines and ensure equity in the engagement of CHPs in the County necessitated dropping of some of CHPs in Kitui South Sub County

Q2. Criteria used to determine the CHPs to be laid off

Data provided in **table 1 above** indicates that Ikanga/ Kyatune Ward had 19 more CHPs. These CHPs had to be dropped to ensure equity in the number of CHPs allocated to the 6 Wards in Kitui South Sub County and ensure compliance with the Community Health services guidelines. **(Reasons per CHPs provided in appendix 1)**

The following criteria was used to identify CHPs who were to be dropped

- i. Ability to use the Electronic community Health Information System (eCHIS) platform for reporting;
- ii. Age of the CHPs (limit CHPs movement during household visitation);
- iii. The CHPs previously under PATUMA were given a priority;
- iv. Availability of a CHPs to offer services at community level;
- v. Distribution of CHPs in the villages and
- vi. Ability to read and write and report appropriately.



The tables below shows how reorganization was done in the 6 wards in Kitui South Sub County

Table 2: Reorganization of CHPs in Ikanga/Kyatune Ward (Expected number CHPs- 70)

S/No	Name of Community Health Unit (CHU)	Total No. Of CHPs engaged	Expected No. of CHP	NO. of CHPs engaged to fill in the deficit	No. of CHPs dropped
1	Ithumula	14	10	0	4
2	Kathungu	12	10	0	2
3	Kyatune	12	10	0	2
4	Makele/Kiangwa	14	10	0	4
5	Nduu ndune	14	10	0	4
6	Ndatani	11	10	0	1
7	Yongela	12	10	0	2
TOTAL		89	70	0	19

Table 3: List of CHPs dropped from Ikanga Kyatune Ward by name

S/No	Name of Community Health Unit (CHU)	Name of CHP	ID No.	Phone No.
1	Ithumula (Ikanga/Kyatune)	Muthini Kithuku	20461126	0701542592
2	Ithumula (Ikanga/Kyatune)	Agneta Kyalo	21030106	0797612049
3	Ithumula (Ikanga/Kyatune)	Jackline Masila	26991582	0729053510
4	Ithumula (Ikanga/Kyatune)	Juliana Simon	27479971	0700048361
5	Kathungu	Agnes Martin	3022408	0723074141
6	Kathungu	Berita Musee	12646501	07000459
7	Kyatune	Rose Mueni	9930530	0728894240
8	Kyatune	Hellen Musekele	27538810	0702838034
9	Nduu-Ndune/Kwa-Songe/Ilusya	Charity Mulinge	32139541	0792792971
10	Nduu-Ndune/Kwa-Songe/Ilusya	Mary Kabwere	8991771	0727846245
11	Nduu-Ndune/Kwa-Songe/Ilusya	Anastacia Kasili	21777308	0719842387
12	Nduu-Ndune/Kwa-Songe/Ilusya	Margret Musango	29578096	0711308164
13	Ngwani/Yongela	Peter Langai	10322571	0700687405
14	Ngwani/Yongela	Judy Muli	22289514	0701321317
15	Makele/Kiangwa	Margret Thomas	27744936	0708124555
16	Makele/Kiangwa	Ngina David	20086315	0704282097
17	Makele/Kiangwa	Ngayau Nzinga	12717909	0723205467
18	Makele/Kiangwa	Rabeca Wambua	20504685	0717534715
19	Ndatani/Vote	Samuel Nyamai	11050449	0700927452

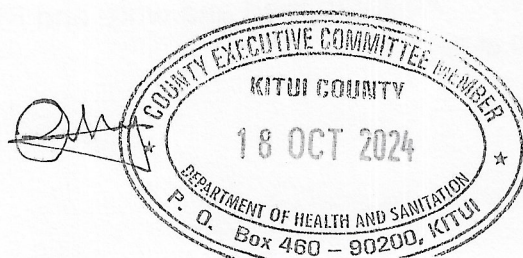


Table 4: Reorganization of CHPs in Mutomo Ward (Expected number of CHPs-60)

S/No	Name of Community Health Unit (CHU)	Total no. Of CHPs engaged	Expected No. of CHP	NO. of CHPs engaged to fill in the deficit	No. Of CHPs dropped
1	Kibwea	10	10	0	0
2	Uae	9	10	1	0
3	Kawelu	10	10	0	0
4	Mwala	10	10	0	0
5	Kitoo	10	10	0	0
6	Kandae	9	10	1	0
	Total	58	60	2	0

Table 5: List of CHPs engaged in Mutomo Ward to fill in the deficit

S/No	CHU	Name of CHP	ID No.	Phone No.
1	Kandae	Muthoki Wambua	13093357	0712301370
2	UAE	Veronica Syengo	28951852	0704491132

Table 6: Reorganization of CHPs in Kanziko Ward (Expected number of CHPs- 50)

S/No	Name of Community Health Unit (CHU)	Total no. Of CHPs engaged	Expected No. of CHPs	NO. of CHPs engaged to fill in the deficit	No. Of CHPs dropped
1	Kituvwi/Ilanda	8	10	2	0
2	Kivandeni/Mwanianga	9	10	1	0
3	Ndilili/Mivuni	8	10	2	0
4	Keutunda/Kyanyaa	10	10	0	0
5	Ekani/Simisi	10	10	0	0
	TOTAL	45	50	5	0

Table 7: List of CHPs engaged in Kanziko Ward to fill in the deficit

	Name	ID	Phone	CHU
1	Katuku Mutinda	27936399	0717360684	Kituvwi/Ilanda
2	Pelice Munyiva	20551578	0791179773	Kituvwi/Ilanda
3	Christine M. Mwambuko	2793020	0795072047	Kivandeni/Mwanianga
4	Caroline Mbwika	6363012	0703863485	Ndilili/Mivuni
5	Rose Ndinda Masila	21606002	0705898387	Ndilili/Mivuni

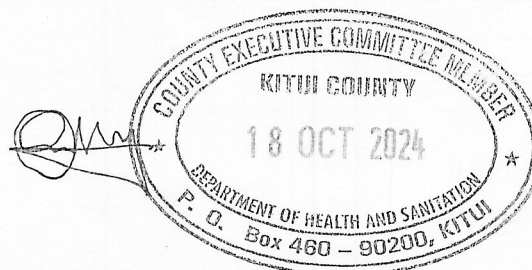


Table 8: Reorganization of CHPs in Ikutha Ward (Expected number of CHPs- 70)

S/No.	Name of Community Health Unit (CHU)	Total number of CHPs	Expected No. of CHP	No. of CHPs engaged to fill in the deficit	No. of CHPs dropped
1	Kasaala	11	10	0	1
2	Ngwate	8	10	2	0
3	Kiangi	9	10	1	0
4	Kyoani	10	10	0	0
5	Ndili	8	10	2	0
6	Ngawuni	8	10	2	0
7	Nzamba	9	10	1	0
	Total	63	70	8	1

Table 9: List of CHPs engaged in Ikutha to fill in the deficit

S/No.	Name of Community Health Unit (CHU)	Name	Id/No	Phone
1	Kiangi	Mwethya Mwendwa	22093105	0702532445
2	Maaini/Ngawuni	Gabriel Kisengese	23993819	0727049342
3	Maaini/Ngawuni	Irene Musyoka	30887604	0701140578
4	Ndili	Jennifer Taavu Nyamai	11857570	0712457742
5	Ndili	Agnes Kamola Mwanzui	33648403	0797007893
6	Ngwate	Jenifer Kavemba	28886592	0726537635
7	Ngwate	Bretta Mwikali Mutaki	21548426	0710367440
8	Nzamba	Wambui Ngati	24285506	0711837305

Table 10: Reorganization of CHPs in Mutha Ward (Expected Number of CHPs- 70)

S/No	Name of Community Health Unit (CHU)	NO. of CHPs currently engaged	Expected No. of CHP	No. of CHPs engaged to fill in the deficit	NO. of CHPs dropped
1	Kalambani /Kaatene	11	10	0	1
2	Ngaani	8	10	2	0
3	Kaliakatune	7	10	3	0
4	Ndakani	9	10	1	0
5	Isaa	13	10	0	3
6	Kiviyuni/Kiimani	12	10	0	2
7	Kengo/Kiati	8	10	2	0
	TOTAL	68	70	8	6

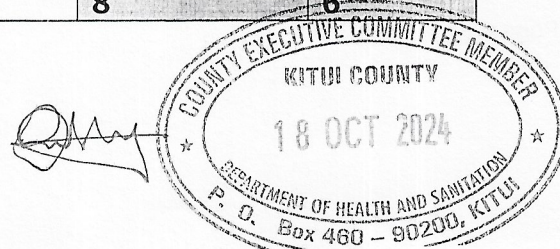


Table 11: List of CHPs engaged in Mutha ward to fill in the deficit

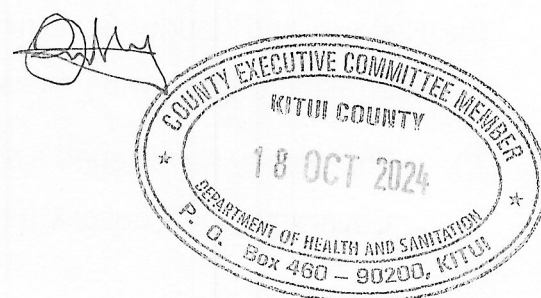
S/No	Name	ID	Phone No.	CHU
1	Susan Kiusya	24772784	0727952537	Ngaani
2	Dan Mwangi Musya	3051238	0719759056	Ngaani
3	Samuel Ngeka	12645568	0743235793	Kaliakatune
4	James Kivevelo	32038595	0769913183	Kaliakatune
5	Kamene Katheka	33840050	0791364646	Kaliakatune
6	Ann Mawia Reuben	20673737	0729747772	Kengo/Kiati
7	Dorcus Wambua	12961636	0700509944	Kengo/Kiati
8	Kamene Mutua	28191636	0718469289	Ndakani

Table 12: Reorganization of CHPs in Athi Ward (Expected Number CHPs- 90)

S/N O	Name of Community Health Unit (CHU)	NO. of CHPs currently engaged	Expected No. of CHP	NO. of CHPs engaged to fill in the deficit	No. of CHPs dropped
1	Kilawa	9	10	1	0
2	Kisiio	9	10	1	0
3	Katilini	9	10	1	0
4	Upper Kituti	9	10	1	0
5	Maluma	11	10	0	1
6	Kalivu	10	10	0	0
7	Muambani/Monguni	10	10	0	0
8	Lower Kituti	10	10	0	0
9	Makaiye	10	10	0	0
Total		87	90	4	1

Table 13: List of CHPs engaged in Athi Ward to fill in the deficit

	CHPs Name	ID	Gender	CHU	Mobile No.
1	Mercy Musau Ngii	2801323211	Female	Upper Kituti	0714716676
2	Jackson Makau Kasoa	21109350	Male	Kisiio	0712837989
3	Annastacia K. Kisengese	28130619	Female	Kilawa	0717580825
4	Marrieta Mbatha	21241896	Female	Katilini	0727446209



Q3. Why the CHPs have not been issued with appointment letter specifying their terms of engagement

The primary Health care Act assented in November 2023 provide a legal framework for implementation of Community Health services in the country. This Act clearly stipulates duties of CHPs and detail the process of engagement

With the guidance provided by the Act, The County Ministry of Health will engage the Public Services Board to guide the provision of appointment letters to CHPs considering CHPs are not employees but volunteers

Q. 4 Whether the CHPs have been receiving financial top ups from National Government

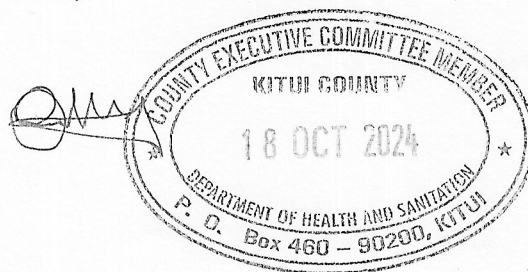
The County Government in collaboration with National Government support payment of stipend to CHPs. In Kitui County, a total of 2373 CHPs are supported with stipend of Kshs, 2500 top up per month from National Government against the 2470 CHPs engaged by the County Government of Kitui.

The County Government of Kitui provide each CHP with a stipend of Kshs. 3000 per month Payment of stipend by the National Government has been faced with the following challenges:-

- I. Delay in payments;
- II. CHPs missing their stipend without any feedback provided to the County Ministry of Health and Sanitation on the CHPs whose payments have not succeeded;
- III. Delay in updating the CHPs list at National level considering the community level dynamics arising from deaths or CHPs returning the offer and
- IV. Allocating stipend to 2373 CHPs which is less the number engaged by the County

The National and County Governments are working together to address the challenges by undertaking the following measures;

- I. The County has opened a special purpose account where the National and County Government will deposit funds for payment of CHPs stipend;



- II. Considering using a digital platform for payment of CHPs stipend. A pilot of the platform is currently on going in Migori and Nairobi County and
- III. A complaint on CHPs who have missed stipend has been made to National Government for action

Q.5. Up to date declaration of the NSSF and NHIF deductions and remittances to the relevant statutory bodies for the CHPs

The employment Act of 2007 Part 1, preliminaries state that '**employee**' means a person employed for wages or a salary.

Community health promoters are provided with a stipend and not wages. Provision of stipend to CHPs is stipulated in following sections of The Primary health care Act 2023

Section 13: (c) stipulates that each County Government shall ensure that community health promoters are adequately supported to perform their functions, including through;

- (a) Training at least once a year;
- (b) Provision of working tools;
- (c) Stipend; and
- (d) Supervision

Section 16 (C) of the same Act state that County Government shall allocate adequate funds and resources necessary for the facilitation of the community health promoters, including payment of stipends within the respective county

CHPs are not deducted any amount to pay for NHIF/NSSF because they are volunteers who are on **stipend to facilitate their transportation** as they provide basic health services at the household level and are not on minimum wage.

For this reason, CHPs do not qualify for the statutory deductions applied to the "**employees**" of the County Governmen



Appendix 1: REORGANIZATION OF CHPs IN KITUI SOUTH- REASONS WHY SOME CHPs WERE DROPPED

IKANGA KYATUNE WARD					Comments	
1	CHU	Name Of CHP	Id No	Phone No		
1	Ithumula (Ikanga/Kyatune)	Jackline Masila	26991582	0729053510	Works at ikanga sub county hospital routinely, does not have enough time for community work/Shares area of work with another CHP. Currently working as a casual at Ikanga Hospital	
2	Ngwani/Yongela	Peter Langai	10322571	0700687405	Holds headman position in the village, puts efforts in the headman duty than community health service delivery, and admits to better leave CHP work than head man duties. During household visits the community would get confusion if he attends to settle disputes or for health service delivery.	
3	Ithumula (Ikanga/Kyatune)	Muthini Kithuku	20461126	0701542592	Low academic qualification standard 8 dropout/performance below average, has challenges in reporting using the eCHIS platform	
4	Ithumula (Ikanga/Kyatune)	Agneta Kyalo	21030106	0797612049	Does not attend monthly meetings regularly/has reporting challenges, not able to read and write, did not attend monthly meetings on November, December and January	
5	Makele/Kiangwa	Ngayau Nzinga	12717909	0723205467	Business lady, operates a hotel, does not have enough time for CHP work	
6	Ithumula (Ikanga/Kyatune)	Juliana Simon	27479971	0700048361	has challenges in reporting in the eCHIS platform despite training and mentorship, Does not report regularly	
7	Ndatani/Vote	Samuel Nyamai	11050449	0700927452	Does not work, does not report regularly, he did not report the month of August, September and November out of reach through phone. Puts phone off when a community service is required from him. Dishonest (kept a phone for another CHP) when it was looked for all over the 'CHU. Cannot be trusted by the community.	
8	Kathungu	Agnes Martin	3022408	0723074141	Area of work shared with another CHP, Not able to walk much- this is a challenge especially in household visitation for service provision , has difficulties in reading and writing which affects her performance	
9	Kathungu	Berita Musee	12646501	07000459	Working in a different village from where she comes from due to distribution issues. Three CHPs coming from the same small village	
10	Kyatune	Rose Mueni	9930530	0728894240	Education level lower than std 8, not able to operate eCHIS reporting application on her own despite training. standard 8 drop out	
11	Kyatune	Hellen Musekele	27538810	0702838034	Not able to report through eCHIS platform despite being trained and On job Trainings. Standard 8 dropout	
12	Nduu-Ndune/Kwa-Songe/Ilusya	Charity Mulinge	32139541	0792792971	Not provided reports for more than 4(four) months. From August to December	
13	Nduu-Ndune/Kwa-Songe/Ilusya	Mary Kabwere	8991771	0727846245	Education level low challenging her reporting, aged not able to do household visits effectively. Class eight drop out	



14	Nduu-Ndune/Kwa-Songe/Ilusya	Anastacia Ka.	21777308	0719842387	Not attending n November	regularly/not reported on September, October and
15	Nduu-Ndune/Kwa-Songe/Ilusya	Margret Musango	29578096	0711308164	Education level lower than std 7	challenging her reporting in eCHIS platform
16	Ngwani/Yongela	Judy Muli	22289514	0701321317	Aged, Not attending monthly meetings. Reported that Family/Husband not supporting her work as a CHP.	
17	Makele/Kiangwa	Margret Thomas	27744936	0708124555	Distribution issue, 3 three CHPS near one another. She was less trained compared to other 2 CHPS in neighboring small village	
18	Makele/Kiangwa	Ngina David	20086315	0704282097	Distribution issues, 3 CHPS near her village, Aged and education level low for CHP.	
19	Makele/Kiangwa	Rabeca Wambua	20504685	0717534715	Distribution issue, Less trained and aged compared to the other three CHPS coming in the same village	
2	Ikuha Ward					
	CHU	Name Of CHP	ID NO	Phone	Comments	
1	Kasaala	Joan Kavithe Singi	36906236	716945217	requirements to slash the number of Kasala CHPS from 11 to 10, The affected is the most recent recruit in the CU thus has not undergone much training, The village she was covering neighbors the lead CHP and can be easily covered.	
2	Athi Ward					
	CHU	Name Of CHP	ID NO	Phone	Comments	
1	Maluma	mbaluka munuve	32799080	742045980	Aged; above 70 years.	
4	Mutha Ward					
	Chu	Name Of Chp	ID NO	Phone	Comments	
1	Kalambani/ Kaatene	Simon Muli	5477725	796631065	Working as a village elder which is interfering with the service delivery as a CHP	
2	Isaa	Gladys M Musembi	25759295	710389671	has challenges in reporting despite training	
3	Isaa	Caroline Kilonzo	24152703	758015679	Doesn't attend monthly meeting and action days	
4	Isaa	Catherine Kioko	27774042	795401303	Several CHPS selected from close village with Grace Mwende and Beatrice Ndungi who were previously in the PATUMAIP program	
5	Kiviyuni/ Kiimani	Syombua Mulwa	27671515	799937388	challenged by the current reporting system (eCHIS) despite training	
6	Kiviyuni/ Kiimani	Florence mwanthi	26875439	0717348786	challenged by the current reporting system (eCHIS) despite training Florence Mwanthi	



