

COUNTY GOVERNMENT OF KITUI



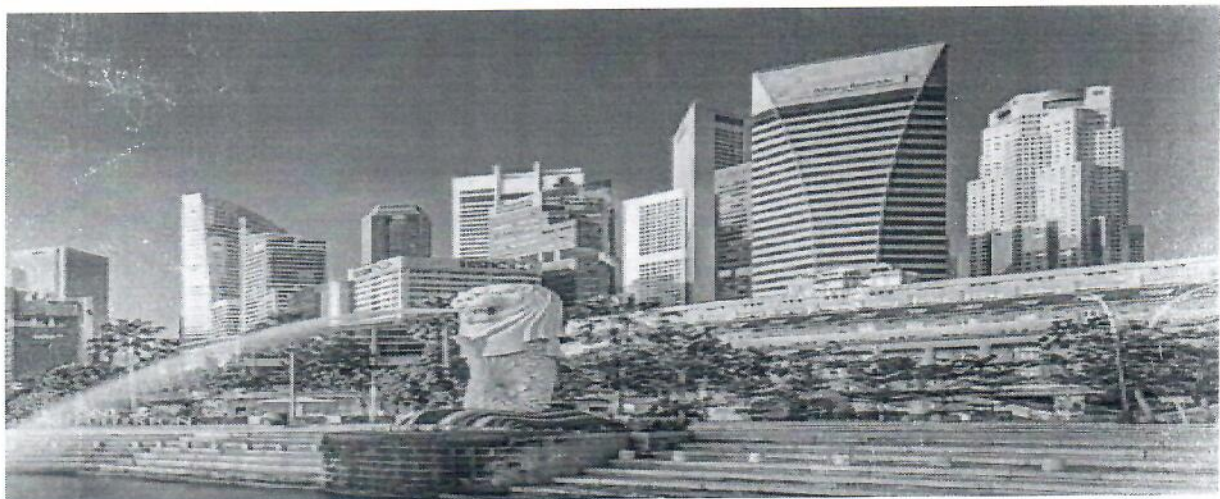
THE COUNTY ASSEMBLY

THIRD ASSEMBLY – THIRD SESSION (2024)

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Approved.
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11/03/2024.*

DELEGATION OF MEMBERS OF THE COMMITTEE ON LABOUR &
SOCIAL WELFARE AND COMMITTEE ON APPOINTMENTS

REPORT ON
THE ROLE OF LEGISLATURE IN LABOUR PRACTICES AND VETTING OF
NOMINEES TO PUBLIC OFFICE HELD IN SINGAPORE
FROM 12TH TO 16TH FEBRUARY, 2024



CLERK'S CHAMBERS
P.O BOX 694 -90200
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MARCH, 2024

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Report by a Delegation of Members of the committee on Labour & Social Welfare and Committee on Appointments on the training on the Role of Legislature in Labour Practices and Vetting of Nominees to Public Office.

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ABBREVIATIONS & ACRONYMS

ESAMI-	Eastern and Southern African Management Institute
CASB-	County Assembly Service Board
CBA-	Collective Bargaining Agreements
CDCA-	Child Development Co-savings Act
CGA -	County Government Act
CPSB-	County Public Service Board
CPF-	Central Provident Fund
KMPDU-	Kenya Medical Practitioners and Dentists Union
MoM-	Ministry of Manpower
MoU-	Memorandum of Understanding
OECD-	Organisation for Economic Cooperation and Development
PAP-	Peoples' Action Party
PMET-	Professionals, Managers, Executives and Technicians
SO-	Standing Orders
UN-	United Nations

ANNEXTURES

Annex 1-Signed Adoption list

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CHAPTER ONE

1.0 PREFACE

Hon. Speaker,

On behalf of the delegation of Members of the Committee on Labour & Social Welfare and Committee on Appointments and pursuant to the provision of Standing Orders No. 179(6) and 190(5)(g), it is my privilege to present to this Honorable House, the report on training workshop on the role of legislature on labour practices and vetting nominees to public office that took place in Singapore from 12th to 16th February, 2024.

Hon. Speaker,

Training and capacity building are important for the skills and knowledge development of Members of County Assembly (MCAs) to perform their roles and duties effectively.

Hon. Speaker,

The training was conducted by the Eastern and Southern African Management Institute (ESAMI) which is a Pan-African Management Development Institute that has been serving clients across the globe for more than 50 years. The Institute is driven to facilitate both individuals and organizations to attain personal effectiveness and organizational goals through improved skills and knowledge development. The Institute's commitment to improving management effectiveness and efficiency in organizations is unwavering and it strives to achieve the ever-changing needs of diverse clientele through its high-level specialized training, consultancy, and research services.

Hon. Speaker,

ESAMI is the “Africa Center of Excellence” as declared by the United Nations (UN) in 1980. For this reason, the County Assembly of Kitui has an existing Memorandum of Understanding (MOU) with the Institute to offer training to MCAs and Staff on a need basis geared towards improving leadership and management skills.

Hon. Speaker,

Thematic areas covered in the training were; the Vetting Process, Executive Legislature Relations, County Assembly Committee System, Strong Independent Assembly Committee System, Ministerial Responsibilities, Sources of Parliamentary Practices & Procedures and Select Rules of Procedures.

The training methodology was extremely interactive as the facilitator ensured that knowledge was not only disseminated, but perfectly perceived and understood by the participants. To ensure this, the trainer engaged the Honorable Members in discussions and kept the forum open for queries, feedback, and suggestions. The interactive sessions and discussions were supported through training materials such as handouts, powerpoint presentations, and group tasks on participatory training, which were geared towards achieving the objectives of the training.

1.1 COMMITTEES ESTABLISHMENT AND MANDATES

Hon Speaker,

1. The Committees on Labour & Social Welfare and Appointments are constituted pursuant to the provisions of Standing Order 190(1) and 184(1) respectively.
2. The Committees are mandated under the Standing Order No. 190(5) to inter
– alia

- i. To investigate, inquire into, and report on all matters relating to the mandate, management, activities, administration, operations and estimates of the assigned department.
- ii. Study the programme and policy objectives of the department and the effectiveness of the implementation.
- iii. Study, assess and analyze the relative success of the department as measured by the results obtained as compared with their stated objectives
- iv. Make reports and recommendations to the County Assembly as often as possible, including recommendation of proposed legislation.

As currently constituted, the Committee on Labour & Social Welfare comprises of the following members: -

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

The Committee on Appointments comprises the following members: -

1. Hon. Kevin Kinengo Katisya -Chairman
2. Hon. Harrison Maluki Mawia -V.Chairman
3. Hon. Alex Mutambu Nganga -Member
4. Hon. Mathew Ngovi Vuthi -Member
5. Hon. Hussein Mwandia -Member
6. Hon. Judith Kasyoka Wanza -Member

Hon Speaker,

It is in pursuit of the Committees' mandates, objectives and the sustained efforts by the County Assembly to expose the Members of the Committees and Staff to other jurisdictions that a delegation comprising members of the two committees was sent to Singapore to attend a training workshop on the Role of Legislature on Labour Practices and Vetting Nominees to Public Office as from 12th -16th February, 2024 to equip members with the right skills, knowledge and experiences in order to be able to carry out their mandates effectively and adequately.

1.2 MEMBERS OF THE DELEGATION

Hon Speaker,

Upon receiving the letter of invitation, the two committees constituted a delegation of six members from their membership comprising the following members: -

1. Hon. Mathew Ngovi Vuthi -Team Leader
2. Hon. Charity Kathathi Musyoka - Member
3. Hon. Hussein Mwandia - Member
4. Hon. Ciambutra Karigi - Member
5. Hon. Cornelius Ngumbau Muthami - Member

6. Hon. Zaccheous Ivutha Syengo

- Member

7. Ms. Ruth Mbetе Mulumba

- Secretariat

1.3 JUSTIFICATION FOR CHOICE OF SINGAPORE

Hon. Speaker,

The choice of Singapore as a suitable destination to undertake the training was informed by the fact that Singapore has an elaborate Labour Policy based on the Singapore Employment Act of 1968 (Employment Act). It is the main piece of Labour legislation which provides the basic terms and working conditions for all types of employees, including part-time, contract and temporary employees, with some exceptions.

The Employment Act applies to both Singaporeans and foreign nationals working in Singapore. The main regulator in Singapore is the Ministry of Manpower (MOM) which is responsible for enforcing the Employment Act.

In Singapore, the relationship between the employer and employee is largely governed by the contract of employment agreed between them. The contracting parties are generally free to contract as they choose; however, the terms of the employment contract must not be less favorable than what is prescribed in the Employment Act.

Other key pieces of legislation in Singapore that affect workplace relations include the Child Development Co-Savings Act 2001 (CDCA) which governs the maternity and paternity benefits of employees in Singapore and the Central Provident Fund Act 1953 which mandates employer and employee contributions to the CPF.

Owing to the above, Singapore has suitable learning areas and organizations which informed the delegation's choice as a suitable destination for the training.

1.4 ACKNOWLEDGEMENT

Hon. Speaker,

The Delegation wishes to thank the office of the Speaker and that of the Clerk of Assembly for allowing the Committee to attend the training in Singapore, for the facilitation, planning and organizing for the travel and the necessary logistical arrangements.

The Delegation also appreciates the Ministry of devolution for facilitating the approval for the foreign travel. Special thanks goes to the ESAMI organization for tailored training which contained suitable thematic areas for the delegation. It is therefore my pleasant duty and pleasure on behalf of the delegation to present this report for adoption by the Assembly.

SIGNED BY: _____

HON. Mathew N. Vuthi (MCA) - (Leader of Delegation)

DATE: _____

Report Compiled by Ruth M. Mulumba (Clerk Assistant)

2.0 CHAPTER TWO

2.1 HISTORICAL BACKGROUND OF SINGAPORE

Hon. Speaker,

Singapore is one of Asia's smallest countries, but it packs a lot into a small space. Essentially, a megacity with a small periphery of coast and countryside, this is an urban experience miles away from the jungle escapes on offer in neighboring Malaysia and Indonesia.

Singapore city-state is located at the southern tip of the Malay Peninsula, about 85 miles (137 kilometers) north of the Equator.

It consists of the diamond-shaped Singapore Island and some 60 small islets; the main island occupies all but about 18 square miles of this combined area.

The main island is separated from Peninsular Malaysia to the north by Johor Strait, a narrow channel crossed by a road and rail causeway that is more than half a mile long.

Singapore is the largest port in Southeast Asia and one of the busiest in the world.

Singapore's relentless march of progress is epitomized by its expensively stylish shopping, slick public transport that makes it easy to get around, gleaming high rises, and its general sense of order, cleanliness and efficiency.

Nearly two-thirds of the main island is less than 50 feet (15 meters) above sea level. Timah Hill, the highest summit, has an elevation of only 531 feet (162 meters).

2.1.1 Climate

Singapore is in the equatorial monsoon region of Southeast Asia, and its climate is characterized by uniformly high temperatures and nearly constant

precipitation throughout the year. The average monthly temperature varies from about 81° F (27° C) in June to 77° F (25° C) in January.

2.1.2 The people of Singapore (Ethnolinguistic composition)

The population of Singapore is diverse, the result of considerable past immigration. Chinese predominate, making up some three-fourths of the total. Malays are the next largest ethnic group, and Indians the third. None of those three major communities is homogeneous. Among the Chinese, more than two-fifths originate from Fujian province and speak the Amoy (Xiamen) dialect, about one-fourth are Teochew from the city of Shantou in Guangdong province, and a smaller number are from other parts of Guangdong. The Chinese community as a whole, therefore, speaks mutually incomprehensible dialects.

2.1.3 The Economy

Singapore, one of the great trading entrepôts of the British empire, has experienced remarkable economic growth and diversification since 1960. In addition to enhancing its position as a world trade centre, it has developed powerful financial and industrial sectors. Singapore has the most advanced economy in Southeast Asia and is often mentioned along with other rapidly industrializing countries in Asia, notably South Korea and Taiwan.

Singapore's economy always has differed from those of the other Southeast Asian countries in that it never has been primarily dependent on the production and export of commodities.

Singapore gained independence in 1965 and it practices multi-party political system with very democratic elections.

The country prides itself with good governance and transparency. The country's good governance can be attributed to the effective implementation of policies

developed by the People's Action Party (PAP) that enabled the country to develop drastically. These were:

- i. Reform of the country's civil service.
- ii. Anti-corruption measures.
- iii. Decentralization of the public service commission.
- iv. Payment of competitive salaries to attract and retain the best candidates in government.

With PAP government's political will, Singapore was able to move from third world country to a first world country as a result of good governance.

2.2 HISTORICAL LABOUR DEVELOPMENT IN SINGAPORE

Singapore's Labour market remained resilient despite the weak economic environment in 2023. Although the overall employment rate dipped, Singapore's employment rate remained the fourth highest compared to the Organisation for Economic Co-operation and Development (OECD) countries. With the Labour market remaining tight, unemployment and long-term unemployment rates fell for workers across occupational groups and indicators of Labour underutilization improved.

Nominal incomes rose in 2023. However, real incomes fell for the 20th percentile (P20) and median (P50) workers due to high inflation. Government transfers, such as the Workfare Income Supplement and the Assurance Package, will help individuals and households cope with higher costs due to inflation. Over the decade, real income growth remained positive and wage dispersion between the P20 and P50 worker has narrowed as the incomes of lower-wage workers rose faster than that of the median worker.

Unemployment rate and long-term unemployment rate improved for workers across occupational groups in 2023, the unemployment rates and long-term unemployment rates for both PMETs (Professionals, Managers, Executives and Technicians) and non-PMETs improved.

3.0 CHAPTER THREE

3.1 TRAINING AREAS COVERED IN SINGAPORE

3.1.1 Labour & Social Welfare

Oxford dictionary defines Labour to be work, especially physical work while Social Welfare can be defined as the group of assistance programs designed to ensure the well-being of a nation's citizens. In other words, it is a system that aims to provide quality care to society participants.

National Programmes e.g. cash transfer programmes, the newest of which is Inua Jamii through the ministry of the elderly people aged 70 and started receiving a monthly stipend of Ksh 2,000 cash transfer to Orphans and vulnerable children, older persons cash transfer programme and cash transfer to persons with severe disabilities

The Committee on Labour and Social Welfare is mandated under the Second Schedule to:

- i. Look into All matters relating to Labour, trade union relation, employment, man power or human resource planning and social welfare.
- ii. Monitor and promote measures designed to enhance the equalization of opportunities and improvement in the quality of life and status of all persons including groups who are marginalized persons on the basis of gender, age, disability, health status, ethnic, racial, cultural or religious background or affiliation or any such other ground.
- iii. Investigate, inquire into and report on all matters relating to discrimination and/or marginalization.

3.1.2 Labour issues

The term international labor issues refer to violations of workers' rights that recur consistently throughout the world. Workers' legal rights, which protect

them from abuses by employers, vary from country to country and are the main cause of Labour disputes. Workers are allowed to form and join trade unions which champion and address the workers' Labour issues.

The Committee on Labour works in close conjunction with various departments in the county to address workers welfare these include;

The department of Gender, sports, culture and social services, CPSB, and CASB

3.1.3 constitutional provisions for Labour

Article 41 of the Constitution provides that every person has a right to fair Labour practices including;

Right to-

- i. Fair Remuneration (Minimum Wage Bill).
- ii. Reasonable working condition.
- iii. Form, join or participate in the activities of a trade union
- iv. go on strike
- v. Every employer in this case CPSB, CASB and any other county appointing authority has a right to form and join an employers' organization and to participate in the activities and programs on employers' organization.
- vi. Every trade union and every employers' organization has the right to
- vii. Determine its own administration, programmes and activities, organize; and form and join a federation.
- viii. Every trade union has the right to engage in collective bargaining.
(Example of CB Agreement between KMPDU & CPSB)
- ix. All children below the age of 18 years have a right to be protected from exploitative Labour.

3.1.4. Committee on Appointment's mandate

The mandate of the Committee on Appointments is provided in the S.O. 184(4), the committee's mandate is to :

Consider, for approval by the County Assembly, appointments under Articles 179(2) (Members of County Executive Committees).

The Sectoral Committee considers the appointments contemplated in sections 44, 45 and 58 of the County Government Act(CGA).

Section. 14 of CGA provides that; In considering any appointments for which approval of the County Assembly is required under the Constitution, an Act of Parliament or County Legislation;

- a. The appointment shall be considered first by a Committee of the County Assembly;
- b. The committee's recommendation shall be tabled before the county assembly for approval; and
- c. The proceedings of the committee and the county assembly shall be open to the public.”

The Committee on Appointments conducts vetting as provided by the Public Appointments (County Assemblies Approval Act 2012)

3.1.5 key segments in the life of an assembly

(i)Sessions

Means sittings when the Assembly first meets beginning of the year and terminates when the Assembly adjourns at the end of Calendar year (S.O. 24 – Regular Sessions)

(ii) Sittings, adjournments, recesses, prorogation and dissolution

- i. Sitting - period during which the Assembly is sitting continuously without adjournment.
- ii. Adjournment - end of a sitting.
- iii. Recess - short break of adjournment of sittings.
- iv. Prorogation – Discontinuing a session.
- v. Dissolution – Formally ending or dismissing an Assembly.

(iii) Annual Calendar and Weekly Calendar

Calendar for the Session and for the week.

The Key Reference Documents of a County Assembly are:

Order Paper - paper showing business or agenda of Assembly for a particular sitting

The Hansard - the official record of debates (verberting)

Votes and Proceedings – Minutes of the Assembly for business conducted during a particular sitting

3.2 EFFECTIVE MANAGEMENT OF COMMITTEES

Under this topic the following areas were covered:

3.2.1 Proactive Role of Chair and Vice chair

The Committee Chair is responsible for overseeing committee meetings, communicating milestones, and keeping Committee Members on track.

Among the key elements of the chair's roles are:

- Helps to formulate the agenda, presides over Committee meetings and provides direction to the Committee staff between meetings;
- Ensuring that Committee Members can contribute to the choice of inquiry topics, oral evidence sessions and reports;

- Providing the committee's public face.

Chairpersons may also spend a good deal of time working behind the scenes for example, maintaining good relationships with ministers in the department the committee scrutinizes, or meeting organisations that want to attract the committee's attention or promote a subject for inquiry.

If an Assembly is to be a strong institution, inspire public confidence and carry out its constitutional functions effectively, the work starts in Committees must be led by effective Chairpersons.

3.2.2 Management of Members in a Committee

The Chair is the overall manager of the Committee, a custodian of rules, punctual, briefed, committed, sensitive and consults on all issues to be agreed in committee.

The Chairperson should not please committee Members at the expense of procedures, rules, protocols and regulations as this will result to uncontrollable/unmanageable committee members.

The Chairperson should not be domineering and intimidating, He should give members opportunity and adequate time to contribute during committee sittings.

In ensuring orderliness, the Chairperson should be able to say Yes/No when necessary to his members. The chair should ensure Members are remunerated accordingly based on their attendance to meetings.

3.2.3 Management of Staff

The chair should be fatherly/motherly to the committee staff. The committee staff are your tools of trade and a critical to the success of any committee business (Recognize the significance of staff)

The chairperson should ensure the staff are comfortable with the committee and thus it is the role of the chair to protect the committee staff against Members' attacks.

The chair should discuss the committee staffing requirements with the Clerk of the Assembly

3.2.4 Conduct of Staff

Committee staff should be Competent, committed and disciplined Committee staff should arrive at the committee meeting venue at least 30 minutes before the commencement of the meeting (including in workshops, conferences). Committee staff should ensure that all relevant committee meeting documents are prepared in time.

3.2.5 Relationship between the Liaison Committee, the Speaker and the Clerk

The Chairs of various Committees should regularly attend the Liaison Committee meetings and ensure he/she involves Liaison in all his/her committee activities. Where the Speaker or the Clerk is required (by law, standing orders, regulations) to be involved, the Chair should do so without fail.

3.2.6 Conduct of proceedings in committees

Committee proceedings should be undertaken in strict adherence to Standing Orders in relation to the following aspects;

- Commencement of meeting in time
- Commencement of meeting when quorum is achieved (S.O. 158)
- Sticking within the matter under discussion (avoid deviations and side shows)
- Sequence of Proceedings (As outlined in the agenda)

Privileges, etiquette, decorum and conduct of committee Members should be the same as in the house (Dress code, conduct and decorum)

It is paramount to note that the way committee members conduct themselves in committees will translate to how witnesses conduct themselves before the committee

In order to ensure control of conduct and participation in committee proceedings the following should adhered to

- A member should only speak after catching the eye of the Chair
- Only one Member should speak at a time
- Any disrespect to the Chairperson to face the consequences of the rules without compromise.
- Unethical practices such as use of language, disrespect, integrity, quarrels, abuses/insults, ad hoc operations, receiving payments without meetings (signing) should never be allowed.

3.2.7 Summoning of witnesses and rights of witnesses

Committees should ensure that invited witnesses are treated with respect and in accordance with the law. The law provides that;

- Witnesses may be accompanied by their lawyers (right to representation)
- Principle of natural justice (Not to be condemned un-heard)
- Adequate Notification

3.2.8 Committee resolutions and building of consensus

It is paramount through the committee leadership to avoid voting on all matters (in committees as good practice) thus the committee should seek to build consensus on matters before the committee.

Committee resolutions have a collective responsibility for committee members thus all members are obliged to;

- Defend committee reports and recommendations on the floor of the house.

- All members of the committee should be equal to the tasks under the committee's consideration.

3.3 THE VETTING PROCESS

Vetting is the process that employers use to perform a background check, verify the truth and accuracy of documents and information or otherwise perform some type of fact-checking into a candidate's background before making a hiring decision.

Legislature vetting therefore entails performing verification check to confirm suitability of nominated candidates to public appointments, before approval for appointment.

An approval hearing shall focus on a candidate's academic credentials, professional training and experience, personal integrity and background.

Looking into educational background, candidates are vetted to verify educational training, certifications or other credentials.

The vetting process is used to verify that the credentials are legitimate and current as well as checking criminal background.

3.3.1 Vetting timelines

The Public Appointments (County Assemblies Approval) Act, 2017

Section 4 - An appointment under the Constitution or any Exercise of other law for which the approval of a County Assembly is required shall not be made unless the appointment is approved by the relevant County Assembly in accordance with this Act.

Section 7(2) – the Committee required to hold approval hearing “Not later than” 14 days from the date of committal to the Committee.

Section 7(5) - the Committee SHALL, by notice in at least one newspaper of national circulation, notify the public of approval hearing at least 7 days prior to the hearing.

Section 9 – the Committee SHALL consider a nomination and table its report in the County Assembly for debate and decision within 21 sitting days from the date on which the Committee first sits to consider the nomination.

Section 11(1) – the Clerk SHALL notify the appointing authority of the decision of the County Assembly within 14 days of the decision.

4.0 CHAPTER FOUR

4.1 LESSONS LEARNT/OBSERVATIONS

Mr. Speaker,

This training came in handy as an eye opener and to enhance the knowledge, skills and the capacities of the two committees on Labour and Social Welfare and Committee on Appointments. The training covered essential areas which in relation to the mandates of the two committees.

The following were the lessons learnt from the training sessions:

4.1.1 Effectiveness of Assembly Committees

The success of any Assembly heavily depends on the effectiveness and efficiency of her various committees. Effective County Assembly Committees generate business to the floor of the house. Substantive resources should be set aside for committee capacity building through training, benchmarking trips to expose members and committee staff to suitable jurisdictions for best practices. This will ultimately enhance the ability of the committees to transact businesses brought before them.

4.1.2 Critical roles performed by Committee Chairs

The success of any assembly committee depends on its chairpersons, the ability of the chair to administer the committee in a professional way and in adherence to the laid regulations determines the ability of the committee to effectively and efficiently transact its business. This therefore requires that committee chairpersons should be knowledgeable, passionate, resilient, good listeners and firm in decision making. A committee Chair should also be a good negotiator so as to bring harmony and avoid conflicts within his/her committee.

4.1.3 Management of Committee Members

Management of committee members is a critical aspect which requires a careful balance between the interests of individual members and those of the committee. The committee leadership should ensure that members' interest do not supersede those of the committee. Proper management of the members of the committee ensures that members feel comfortable to contribute on matters under consideration by the committee without feeling intimidated. All views of the members should be appreciated to encourage continued contribution. No member should domineer others as this will discourage others from taking part in committee business.

4.1.4 Management of witnesses

In transacting the business of committees, there are occasions where witnesses are invited to provide critical information to aid the committee make informed decisions. Committees should handle witnesses with decorum and respect so as to gather the required information. At no point should witnesses be made to feel coerced or threatened in order to provide information. Committees should strictly adhere to the provisions of the law while inviting and interacting with witnesses.

4.1.5 Management of Committee Staff

The committee staff are the engine which runs the committee, they act as the institutional memory for the committee as well as custodians of information and documents. The staff carryout research for new information for the consumption by the members. Staff undertake requisite preparation for the venue and documents to be used during the committee. The effectiveness and

competences of committee staff has a direct bearing on the committee's success. The staff of the committee should possess the necessary competences and etiquettes such as punctuality, commitment, knowledgeable, passion for the committee business, professionalism and equal respect for all members. Committee leadership should liaise with assembly Clerk to address the issues of committee staffing as well as enhancing the staff capacities.

4.1.6 Significance effective vetting process

Mr. Speaker,

Assemblies are mandated by the law under the County Assembly Approvals Act 2012 to vet county officers for appointment into public offices. This is done through the Appointments Committee whose recommendations are considered and approved by the whole house. An effective vetting exercise ensures that persons to be appointed to hold public offices are suitable and possess the required qualifications for effective service delivery. It is therefore paramount to ensure all the laid down procedures on vetting are adhered to so as to achieve the objectives of a vetting exercise.

4.1.7 Ethical practices in committee meetings

Committee sittings are an extension of the whole house, it is therefore paramount to ensure that conduct of committee business is governed by the laid down procedures. Unethical practices such as use of unofficial language, disrespect to other members, failing to attend committees, claiming sitting allowances for nonattendance to committees should never be allowed. The committee leadership should ensure that conduct of committee business is done in conformity with the provisions of the law.

5.0 CHAPTER FIVE

5.1 RECOMMENDATIONS

Hon. Speaker,


Having undertaken a successful training on the role of legislature on Labour practices and vetting nominees to public office, the delegation makes the following recommendations;

1. County Assembly committees should be trained regularly by reputable organizations with professional experts on relevant programs to equip members with necessary skills, knowledge and experiences.
2. Committee establishment should consider members professional background as well as individual interests and passion in order to enhance their ability to contribute substantively in committee business.
3. During committee establishment/constitution, the two thirds gender rule should be considered for conformity with the requirements of the constitution, other relevant laws and the County Assembly Standing Orders.
4. Committee Chairpersons should be thoroughly trained to enhance their capacities in Committee Leadership so as generate the requisite business to the floor of the house.
5. The Committee on Procedure and Rules should undertake regular review of the County Assembly Standing Orders in order to incorporate emerging issues affecting the assembly.
6. Regular tailored training programs for the committee staff should be offered to enhance their knowledge and competences for effective committee service as they play a pivotal role in committee's efficiency and effectiveness.

ANNEXTURES

ANNEX 1: SIGNED ADOPTION LIST

We, Honourable members of delegation, do hereby affix our signatures to this report to affirm our approval and confirm its accuracy, validity and authenticity: -

S/NO	NAME	DESIGNATION	SIGN
1	Hon. Matthew Ngovi Vuthi	Leader of delegation	
2	Hon. Charity Kathathi Musyoka	Member of delegation	
3	Hon. Hussein Mwandia	Member of delegation	
4	Hon. Ciambutra Karigi	Member of delegation	
5	Hon. Cornelius Ngumbau Muthami	Member of delegation	
6	Hon. Zaccheous Ivutha Syengo	Member of delegation	



7. A proper framework should be developed as a matter of urgency to govern the duration that public officers can be appointed on acting capacities in positions which require Assembly approval for substantive appointment.
8. Establishment and composition of some Assembly Committees such as PIAC, County Budget and Appropriations Committees should be reviewed in line with the Standing Orders with a view of increasing their membership for effective conduct of committee business.

CONCLUSION

Hon. Speaker,

In conclusion this training was an eye opener to the Committee on Labour & Social welfare and the Committee on Appointments in enhancing the knowledge, skills, competences and experiences which will go a long way in impacting positively into the capacities of members in conducting committee business.

It is the hope of the delegation that the suggested recommendations will be implemented to the latter for the overall benefit of the whole house. In my view and on behalf of the delegation, similar tailored trainings should be conducted to all committees so as to sharpen the skills of members and staff and exposure to different jurisdictions to learn with the best practices in the world. This will in return increase efficiency and effectiveness in committee business which ultimately leads to generations of business to the floor of the house.

