



REPUBLIC OF KENYA

NAIROBI CITY COUNTY ASSEMBLY

THIRD ASSEMBLY – (FIRST SESSION)

ORDERS OF THE DAY

TUESDAY, NOVEMBER 8, 2022 AT 2.30P.M.

ORDER OF BUSINESS

PRAYERS

1. Administration of Oath
2. Communication from the Chair
3. Messages
4. Petitions
5. Papers
6. Notices of Motion
7. Statement

8. *MOTION – HON. MARK MUGAMBI, MCA

Subject: *Early Voluntary retirement for the elderly workforce*

AWARE that Section 57 of the County Governments Act, 2012 established the County Public Service Board of each County Government, as a body corporate with perpetual succession and a seal, capable of suing and being sued in its corporate name; **FURTHER AWARE** that Section 59 (1) (h) of the same Act, requires the County Public Service Board to *inter-alia*; advise the County Executive on human resource management and development; **NOTING** that out of the current County Executive Workforce estimated at **14,000**, with **60%** of it being of the age of 50 to 60 years; **FURTHER NOTING** that according to the County Public Service previous years reports, annually, an average of 651 officers retiring as 2019- 572 retired, 2020- 550retired, 2021 -535 retired, 2022 – 682 retired and 2023 – 950 expected to retire; **FURTHER NOTING** that with an annual estimated mortality rate of 41 cases and with a dismissal rate of 20 persons, bringing an estimated total of 712 persons leaving service against an average recruitment of 300 persons hence hindering continuity in service delivery in the County, particularly for the fore-front service providers such as Environment sector workfare; **APPRECIATING** the efforts and services currently

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being offered by the existing workforce, notwithstanding their advanced age, health and other hindering conditions against their work expectations; **FURTHER APPRECIATING** the need to facilitate their timely early retirement benefits and encourage a dignified early retirement; **DEEPLY CONCERNED** that with the aged workforce, with a further 25% of it battling with health issues, alcohol addiction and minor case of officers absconding duties; **DISTURBED** that with such a workforce, service delivery to 'Nairobians' is not at its optimum; **NOWHEREFORE**; this Assembly **RESOLVES** that County Public Service Board develops and early voluntary retirement package, sensitize the elderly workforce for early voluntary retirement with a view of employing a younger workforce for effective service delivery in the County.

NOTICES

I. The Assembly resolved on Wednesday, 26th October, 2022 as follows: -

- a) **THAT**, pursuant to the provisions of Standing Order 106(1), this Assembly **orders** that, each speech in a debate on any **Motion**, including a Special motion be limited in the following manner:-A maximum of three hours with not more than twenty (20) minutes for the Mover and ten (10) minutes for each other Member speaking, except the Leader of the Majority Party and the Leader of the Minority Party, who shall be limited to a maximum of fifteen (15) minutes each, and that ten (10) minutes before the expiry of the time, the Mover shall be called upon to reply; and that priority in speaking be accorded to the Leader of the Majority Party, the Leader of the Minority Party and the Chairperson of the relevant Sectoral Committee, in that Order.