

## COUNTY ASSEMBLY OF TAITA TAVETA

### THIRD ASSEMBLY - THIRD SESSION

## THE HANSARD

**Sitting no. 047**

**Tuesday, July 16, 2024**

The House met at 2:40 p.m. in the County Assembly Chamber

*[The Acting Speaker (Hon. Anselm Mwadime) in the Chair]*

PRAYER

### QUORUM

**The Acting Speaker:** Honourable Members, I confirm that we have quorum to proceed with the Sitting. Clerks-at-the-Table, read the Orders of the day.

### COMMUNICATIONS FROM THE CHAIR

COMMITTAL OF FOURTH QUARTER PROGRESS REPORT FROM DEPARTMENT OF HEALTH SERVICES  
TO THE RELEVANT COMMITTEE

**The Acting Speaker:** Honourable Members, the Chair is in receipt of the fourth quarter progress report from the County Department of Health Services and it stands committed to the Health and Sanitation Services Committee.

LIAISON COMMITTEE MEETING

Honourable Members, the Liaison Committee would be meeting after the rise of the House. Next Order.

### STATEMENT

CLOSURE OF RUMANGAO DISPENSARY

**Hon. Mohamed Omar (MCA, Nominated):** Thank you, Mr. Speaker, Sir. I beg to give a response on the Statement sought by Honourable Brayson Mwambi on the closure of Rumangao Dispensary.

The Committee has reviewed the response from the Health Services Department and is hereby submitting its response as follows:

1. When was the nurse transferred and why it has taken long to make a replacement?

The healthcare worker who was a nurse was transferred from Rumangao Dispensary to Maungu Model Health Centre under posting order 220/223 dated 2<sup>nd</sup> October 2023 and was released from the facility on 6<sup>th</sup> October 2023 awaiting to identify a replacement. The transfer was necessitated by the need to ensure efficiency in service delivery at Rumangao Dispensary as there were reported cases of misunderstandings between the staff and the facility.

The delay in replacement was due to shortage of health care workers, especially nurses, in the whole County. However, in order to address the staff shortage in Rumangao Dispensary, it was agreed by Voi sub-County Management team to recommend for transfer of one nurse to Rumangao Dispensary from Kajire Dispensary which had three nurses and one clinical officer due to their high workload.

However, during the transfer, one of the three nurses in Kajire dispensary had a chronic condition and was undergoing treatment and was off duty for a while hence causing a further delay in releasing the nurse to Rumangao Dispensary.

It is also worth noting that the nurse in charge at Rumangao Dispensary by that time had not proceeded for his annual leave for a period of one year and needed time to rest. With the in charge on leave and a replacement for the nurse yet to be done, services in the facility were paralyzed.

When the nurse who was sick in Kajire Dispensary resumed duties, a posting order for the nurse to take up duties at Rumangao Dispensary, dated 27<sup>th</sup> May 2024, referenced TTVT/HS/CCOH/POSTINGS/VOL.11(063) was done and she reported at Rumangao Dispensary on 10<sup>th</sup> June 2024. The facility is now operational.

2. What action had been taken on the enforcement officer and why it has taken long to make a replacement?

The Rumangao Dispensary Facility's in Charge, on 17<sup>th</sup> May 2024, wrote to Voi sub-County team leader on the absence from duty of the enforcement officer stationed at the facility. In the letter, the facility's in charge stated that the enforcement officer had not reported to work since 10<sup>th</sup> May 2024 and there has not been any communication from the officer and efforts to reach him have been unsuccessful.

On 5<sup>th</sup> June 2024 the facility's in charge wrote a show cause letter to the enforcement officer. In the letter, the in charge noted with concern that the officer has been absent from work since 10<sup>th</sup>

May 2024 and that on 13<sup>th</sup> May 2024, the officer was served with a warning letter followed by a phone call on a different day but he did not respond.

The in charge required the officer to submit a written response on a show cause letter by 11<sup>th</sup> June 2024 which he has never responded to. According to the Revised Human Resource Policy Manual, a staff who has absconded duty for 10 days should be reported and disciplinary measures be initiated, of which the facility's in charge reported the case to the nearest police post and OB number was issued. The facility's in charge also reported the case to the Voi sub-County team leader through a letter dated 17<sup>th</sup> May 2024.

On 27<sup>th</sup> June 2024, the team leader in Voi Sub-County forwarded the case to the Departmental Human Resource Advisory Committee (DHRAC) which sits once a month to review recommendations on various disciplinary cases from the department. The case was reviewed by the DHRAC on 3<sup>rd</sup> July, 2024.

The committee recommended investigation of the officer on grounds of gross misconduct and the case be forwarded to the County Public Service Board (CPSB) through the County Human Resource Advisory Committee for the disciplinary action since the mandate to recruit, terminate and discipline County Government staff is bestowed with the CPSB.

The department also recommended salary stoppage as the disciplinary process continues and that the officer should be issued with a show cause letter by the Chief Officer as the case progresses to County Human Resource Advisory Committee (CHRAC) and the CPSB for deliberation.

3. A detailed report on the action taken on all cases reported regarding absconding of duties by enforcement officers posted in Sagalla Ward health facilities.

The departmental Human Resource committee also discussed the case concerning the enforcement officer at Kajire Dispensary who allegedly absconded duties on several occasions since February 2024. The meeting was informed that the facility's in charge issued the officer with a show cause letter dated 7<sup>th</sup> March 2024 after several verbal warnings.

The officer however failed to respond and the case was discussed at the sub-County level where the officer was issued with another show cause letter from the sub-County team leader dated 22<sup>nd</sup> April 2024. The case was also forwarded to the DHRAC.

The DHRAC held a meeting on 3<sup>rd</sup> July 2024 to deliberate on the same and the meeting agreed that the officer's salary be stopped and the case forwarded to the CHRAC and the CPSB for deliberation.

The employee was also required to respond to the allegations within seven days in accordance with the Human Resource Discipline Manual and the CPSB Discipline Policy of May 2022.

Committee Way Forward;

In view of the foregoing, the Committee on Health and Sanitation Services will be following up on the matter of the two enforcement officers with the Department of Health Services and the CPSB to inform the House on the same. Thank you, Mr. Acting Speaker. I beg to respond.

**The Acting Speaker:** Statement seeker, does the response suffice?

**Hon. Brayson Mwambi (MCA, Sagalla):** Thank you, Mr. Acting Speaker, Sir. The response is quite detailed, and has tried to respond to the Statement I sought. I would like to add that, there should be a timeframe on the follow ups on disciplinary cases of the two enforcement officers; he can give us a timeframe.

About the clinical work, I can also say that it is not sufficient. We need to have an additional nurse so that they can be two in every dispensary in Sagalla Ward. For example, in Kajire, I heard they were three and now they are two. That is the minimum number and so Rumangao, Bamako and Kirumbi dispensaries should also have at least two clinical officers. Thank you, Mr. Acting Speaker.

**The Acting Speaker:** Hon. Mohamed Omar, any further remarks from the response you have given and what the Statement seeker has just remarked on.

**Hon. Mohamed Omar (MCA, Nominated):** Thank you, Mr. Acting Speaker, Sir. I would like to request the Statement seeker to give us seven days because we already invited the Health Services Department to this Honourable House and the Chairperson gave a directive that in two weeks' time, the department should give us all the reports on disciplinary measures, which will lapse on Monday next week. Once we are given the reports, we will be able to give the full report. Thank you, Mr. Acting Speaker.

**The Acting Speaker:** Next Order.

## ADJOURNMENT

**The Acting Speaker:** Hon. Members, there being no other business, the House stands adjourned until Wednesday, 17<sup>th</sup> July 2024 at 9:30 a.m.

*(The House rose at 2:56 p.m.)*