



Stephen Ogenga,
Acting Director General,
NITA.

Dear Sir,

**REFERENCE: STAFF COMPLAINT ON THE LATE SUBMISSION OF STATUTORY
REMITTANCES, BANK LOAN DEDUCTIONS AND INSURANCE
PREMIUMS**

Even with the temporary call for a truce as called by the yourself in the recent past, we lodge a complaint over the unexplained delays of remittances from the NITA to various state and non-state agencies.

Staff are demanding answers why the following Statutory deductions and premiums are delayed from reaching the recipients within the statutory timelines;

- I. PAYE – Staff have experiencing challenges while filing their returns within the required timelines of KRA.
- II. NHIF – This is affecting all employees seeking in-patient medical services especially those on temporary terms of service who are not covered by the Group Medical Insurance cover.
- III. NSSF – Employees whose retirement is impending are troubled over inconsistencies in the accounts because of late remittances.

- IV. HELB loan Deductions – Employees seeking Certificates of clearance from HELB are turned away because their accounts are not regularized on time. Some have found their accounts to be in arrears for up to three months.
- V. Bank Loan deductions, Insurance premiums and Contributions to Sacco Societies remains a serious and volatile issue. Staff are being subjected to unnecessary penalties by the Banks over late payments while others can't access loans from their respective Saccos because of late submissions of their loan deductions and premiums.

We are particularly incensed that after the unfortunate redeployment of George Eyinda from payroll with his replacement by Peter Otieno and Fridah Muthoni, staff cutting across the board including those on Temporary Terms of Service have been affected. Both individuals are greenhorns and perpetually incompetent on issues payroll.

Peter (Eric Owino's brother), joined NITA more recently as a mark-timer on Temporary Terms of Service before his terms were converted into P&P through the recruitment scam of June 2018. Fridah (Julius Olayo's sister in-law) is a seasoned Temporary employee and an all-time beneficiary of Mr Olayo's favours in terms of allocation of assignments. She is the only Temporary Employee who has survived Olayo's purge on HR who dictates persons he wants to work with.

One last issue, SANLAM INSURANCE is a discredited Insurance Medical Provider for employees. It won this tender through Bid-Rigging and Providers of Good Standing were eliminated at the technical evaluation stage through a scheme of Julius Olayo and Ms Elvina Osodo. Firstly, SallyCynthia Ojwang, Julius Olayo's choice of a contact between staff and SANLAM, in another incompetent

employee working under protection. Secondly, she is a Temporary Employee handling a critical function as an essential contact while the Authority has employed competent and substantive HR professionals. This function was being handled by a competent Catherine Weru until a group allied to Olayo came knocking and taking other employees' job roles.

With or without the requisite qualifications and competencies, Olayo's 'dream team' were assigned critical assignments from HR to Procurement and the chicken have come home to roost. There consequences to decisions driven by office romance and ethnic orientation. It is unethical and it stands condemned in the ever strongest terms possible.

We demand for an entire overhaul of the HR Directorate and the non-negotiable removal of Julius Ochieng Olayo from NITA over his several acts of professional misconduct and abuse of office. Staff Careers are NOT safe in the hands this individual.

Truth never damages a cause that is just and Integrity is telling ourselves the truth. And honesty is telling the truth to other people.
We call for an urgent attention.

NITA Staff

COPY TO

- KRA
- NSSF
- NHIF
- HELB, HARAMBEE SACCO, ASILI SACCO, HAZINA SACCO, MWALIMU SACCO
- KCB, BBK, EQUITY, FAMILY, COOP, STD, CBA, NIC {If any employee from NITA ever took a loan from any bank and for unexplained reasons, the loan remains un-serviced over termination of service, take it from here and henceforth, the affected employee(s) was/were not at fault. A

malicious Head of HR called Julius Olayo is responsible for their controversial exits. Employees have moved their accounts from KCB because it bore the brunt of this fiasco through its Gikomba Branch) To Mr Joshua Oigara, CEO, KCB, we shall come back as soon as this matter is addressed by the relevant authorities.