

**SUMMARY OF ILLEGAL/IRREGULAR EMPLOYMENT IN
TURKANA COUNTY 023**

BACKGROUND

In the last and recent recruitment of senior staff conducted by Turkana County Service Board (TCPSB), other than advertised positions, additional staff were illegally and irregularly appointed as those positions were neither created, advertised nor sourced competitively. The same applies to past appointments when county government was established This is totally against the law. This move is used by Gov Nanok as a reward to his sycophants and political allies. To support this claim, refer to these attached documents:

- a. Copy of job advertisement
- b. Copy of shortlisted candidates
- c. Summary of appointments

In fact, one gentleman is near retirement age, yet he has been employed on permanent and pensionable terms. We have looked through the various laws and policies, but fail to find out anywhere that gives the Board or anyone from executive powers to make such decisions.

The following are observations and summary of illegal and irregular employment of county staff:

- a. Questionable academic qualifications like lacking basic bachelor's degree and other relevant documents
- b. Offices are not created lawfully as per county government act, which is the sole responsibility of county public service board
- c. Arbitrarily employing relatives and political sycophants-nepotism
- d. Direct appointment of some staff; no request to hire from relevant accounting officers, approval by HR committee, recruitment by the Board and appointment as required by the law. Employment is not competitively sourced.
- e. Irregular promotion from one job group to another
- f. Illegal appointment of staff on acting capacity by executive, usurping powers and mandate of county public service board

The staff below have either been hired, redesignated, promoted or appointed in an acting capacity illegally/irregularly by both TCPSB and executives:

NO	NAME	DEPARTMENT/MINISTRY	IRREGULARITY/ILLEGALITY
1	Leonard Miinyan	Public Service, Public Admin and Disaster Management (PS, PA&DM)	Appointed illegally as acting director HR from the current position of deputy director payroll. The county secretary (CS) undertook this without involving the CPSB, which is mandated to do so as per the law. Thus ignoring advertising the position as it is for job group R.
2	Benson Longor	Pastoral economy, livestock and fisheries	-directly appointed as deputy director monitoring and evaluation at the ministry of PS, PA&DM), then transferred to veterinary services as

			acting director vet services before being confirmed. These positions and offices were never created nor advertised as per the law.
3	Isaac Eregae	TCP SB	Directly appointed to Asst. Director ICT (JG P) then later promoted to Deputy Director ICT (JG Q) for the Board. The position was never competitively sourced and advertised
4	John Emeripus	Office of the Governor	-currently director public communication. Initially director governor's press. Both positions were direct appointments and irregular resignations.
5	Edward Lojore	Director peace	Was directly appointed to this position
6	Rosemary Nchinyei	Trade and youth affair	Currently CCO trade and youth affairs. She doesn't have a bachelor's degree, which is a mandatory requirement for appointment of such position -suspected to be gov Nanok girlfriend because of their closeness
7	Robert Naweet Lotulya	Finance and Planning	Directly appointed as chief ICT officer without advertising and creating such position. -he does not have a bachelor's degree -son to the 1 st chairman of TCP SB, the late Joseph Meya Lotulya -the county secretary is his uncle -a clear case of nepotism
8	All logisticians and asst logisticians	Ministry of PS, PA and DM	-they were hired directly, especially relatives of who is who and given very high job groups (P and N)
9	Emmanuel Lochor	Finance and Planning	-initially appointed as deputy director internal audit. Then later irregularly redesignated to deputy director treasury/accounting services
10	Esther Lokai	Finance and Planning	-first appointed as deputy sub-county admin (SCA). She was mysteriously redesignated to assistant director accountant general -illegally promoted to JG Q from initial 'P'

11	Samuel Tukei Eregae	Education and Culture	-illegally redesignated from SCA to director ECD
12	John Lokooli	Office of the Governor	-redesignated illegally from SCA to deputy director peace
13	Christine Ikaru	Office of the Governor	-currently an officer at peace directorate -initially hired directly and attached to PS, PA and DM without following due process -sister to acting CEO of CPSB
14	Brilliant Muya Ekeno	Office of the Governor	-employed directly and attached to peace directorate. -she has no relevant academic qualifications.
15	Lawrence Ajele	Roads and Infrastructure (supply chain officer)	-position was not advertised/direct appointment -son to CECM Health and Sanitization (classic case of nepotism) -appointment letter signed by unauthorized officer; Deputy County Secretary -he doesn't have requisite qualifications like Bachelor's degree
16	Shirley Awoi Lowalan Ajele	Finance and Planning (supply chain officer)	-position was not advertised/direct appointment -daughter to CECM Health and Sanitization (classic case of nepotism)
17	Esther Ikaru	Immediate acting CEO/Secretary-County Public Service Board (she has been acting since 2013 to August 2019)	-she was initially recruited as a Board Member for CPSB --The lady has been acting as Secretary of the Turkana County Public Service Board (CPSB) since establishment of the Board (approximately 6 years ago). The law states that (Public Service Commission Act 2017) one can only act for at least 30 days but not more than 6 months. The law also states that no one shall act on a position that he/she does not qualify. For appointment as Secretary of the Board (County Government Act 2012), one must be a Certified Public Secretariat (CPS). Esther does not possess CPS. Therefore all

			decisions she has made on behalf of the Board should be null and void
18	Charles Ekai	Deputy Director Resource Mobilization	-The position was never advertised. Initially he was appointed by the CPSB as Director Resource Mobilization -He claims to have a bachelor degree from JKUAT. This cannot be verified. His academic credentials need scrutiny -Circumstance of his appointment to the current position should be investigated
19	Benson Lokwang	County Executive Member (Roads and Infrastructure)	-he claims to be a graduate. However, his academic papers can't be verified -he doesn't have any experience to hold the current portfolio

NB: The list above is not complete. Further investigation is necessary

RECOMMENDATIONS

In light of the above suspicious and massive illegalities and irregularities, I strongly recommend the following:

- Audit all staff employment, recruitment process and appointment since devolution began. Focus on request from department accounting officers, approval of such request by the County HR committee and recruitment by CPSB, which is tasked with employment and promotion of all staff
- Check all academic records/documents of staff employed by CG
- Audit payroll to uproot ghost workers
- Cancel any illegal/irregular staff appointed and punish perpetrators