

# COUNTY GOVERNMENT OF NYAMIRA



## NYAMIRA MUNICIPALITY

INTEGRATED DEVELOPMENT PLAN 2018-2022

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#### **FOREWORD**

The Constitution of Kenya (2010), County Governments Act (2012), the Public Finance Management Act (2012), the Urban Areas and Cities Act (2011), Nyamira County Integrated Development Plan (2018-2022) and the Vision 2030 guide governance at both the National and County levels. These pieces of legislations provide the legal frameworks that govern Integrated Development Planning which enhances linkage between policy, planning and budgeting. The preparation of this Integrated Development Plan was informed by diverse stakeholder profiles.

It is our commitment that Nyamira Municipality makes a marked contribution to the achievement of Kenya's social, economic, and political pillars as envisaged in the Kenya constitution, Kenya Vision 2030 and Nyamira CIDP 2018-2022.

The IDeP will be used by the municipality as the tool to determine how and where development and the allocation of resources are managed. Each community has its own priorities regarding development and this exclusivity is also highlighted and addressed through the IDeP. It also encourages and assists residents of Nyamira Municipality to take ownership for the future of their area. Share the available scarce resources equitably and responsible management and administration.

The Municipality aligned its plans with the County Integrated Development Plan (CIDP), Vision 2030, and other plans and policies. Together, through the IDeP, we have developed our strategic objectives and the municipality will remain committed and focused to achieve our set goals.

The municipality is committed to addressing the challenges faced by residents, it is also up to them to take ownership of, and responsibility for that which they have already received, whether it be housing or bulk infrastructure or facilities such as libraries, sports fields and youth centers.

I believe this IDeP will help the municipality to address its challenges and to serve residents to the best of its ability.

COUNTY GOVERNMENT OF NYAMIRA

"XECUTIVE COMMITTEE MEMBER

UD HOUSING & URBA DEVELOPMENT

Zablon O. Onchiri

County Executive Committee Member

Ministry of Lands, Housing, Physical Planning and Urban Development

County Government of Nyamira

#### **EXECUTIVE SUMMARY**

The Nyamira Municipality IDeP consists of seven chapters.

Chapter one gives the municipality vision statement, mission, strategic priorities, background information on the socio-economic and infrastructural information that has a bearing on the development of Nyamira municipality. The chapter provides description of the town in terms its current special existence, physiographic and demographic profiles. In addition, it provides information on infrastructure and access; trade and tourism; social amenities; disaster and disaster preparedness.

Chapter two highlights Legal framework for IDeP and Linkages with other legislation, plans and policy documents.

Chapter three highlights on the institutional framework within which the municipality operates.

Chapter Four deals with Spatial Planning of Nyamira as a prominent component in decision making and compliance to the statutory provision in participatory. With the current rate of urban sprawl verses scarce land resource, the Municipality has to be spatially planned in order to bring coordinated development for safety and adequate amenities in a livable urban area

Chapter five presents the situational analysis of the Nyamira municipality as at the time of preparation of this development plan.

Chapter six identifies the resource mobilization framework that will include strategies for financial management, revenue raising, capital financing, debt management and asset management.

#### **ACKNOWLEDGEMENTS**

This Nyamira Municipality IDeP is a culmination of collaboration and partnership of an array of actors both in the County Government, National Government, civil society groups and members of the public.

We would like to appreciate the role played by different individuals and institutions. Special thanks go to the County Executive, County Assembly, Municipality Board Members, and County Executive Committee Member for Lands, Housing, Physical Planning and Urban Development Zablon O. Onchiri for his unwavering support during the entire process of preparing the plan. We also appreciate the role played by the Ag. County Chief Officer Mr. Lamech M. Nyariki, the County Program Coordination Team (CPCT) and the Nyamira Municipality secretariat by whom the participatory inputs were ardently captured in this IDep document.

Our gratitude also goes to the Municipal manager Mr. Jackson M. Mogusu without whose dedication, consultations with Municipality colleagues across the Country's Municipalities, inputs this document would not have been realized

#### CHAPTER ONE

#### 1.0 INTRODUCTION

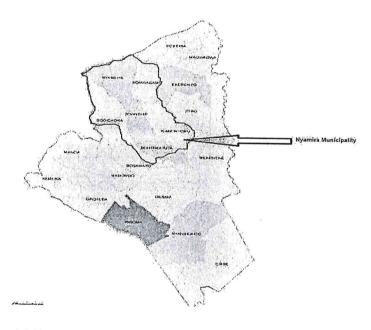
#### 1.1 Background of the Municipality

Nyamira Municipality came into effect through the actualization of the Urban Areas and Cities Act 2011. The act provides that all urban areas designated as the County Headquarter be upgraded to Municipality status despite not meeting the minimum threshold of infrastructure and population. In 2018, H.E The Governor John Obiero Nyagarama, declared Nyamira a Municipality in accordance with the provisions of the approved Nyamira Municipality charter.

### 1.2 Overview of Nyamira Municipality

Nyamira Municipality covers an area of approximately 49Km². According to the 2009 Kenya Population Housing Census (KPHC), Nyamira had an estimated population of 91,768. However, Nyamira Municipality's updated estimate population shall be adequately determined once the 2019 census report is published and the boundary delimited.

#### Location of the Nyamira Municipality



#### 1.3 Demographics

The County's population in urban Areas has increased from 184,207 in 2009 to estimated population of 227,608 in 2018 and is expected to increase to 229,597 in 2020 and 238,077 in 2022. With the projected increase in levels of town population in the county, there is need to invest in urban infrastructure and social amenities such as roads, town water and sewerage system, ICT infrastructure, housing, energy, health services and food production, physical planning services and other vital services.

The Municipality's population distribution and settlement patterns are influenced by infrastructure networks like roads, water, electricity, availability of and accessibility to gainful employment as well as the favorable climatic conditions.

#### Population Projections per Urban Area

Urban	2009 (census)		2018 (Estimates)		2020(Mid-term Projection)		2022 (End-Term Projections)					
Area	Male	Feinal e	Total	Male	Female	'Total	Male	Eemale	Total	Male	Female	Total
Nyamira	40,531	43,708	84,239	50,016	53,936	103,952	51,863	52,812	104,675	53,779	54,763	108,542
Keroka	25,796	28,859	54,655	31,832	35,612	67,444	33,008	33,612	66,620	34,227	34,853	69,080
Nyansio ngo	22,575	22,738	45,313	27,858	28,059	55,917	28,887	29,415	58,302	29,953	30,502	60,455
Total	88,902	95,305	184,207	109,706	117,608	227,313	113,757	115,839	229,597	117,959	120,118	238.077

Source: 2009 KPHC

#### 1.4 Nyamira County Physiographic and Natural Conditions

The County's topography is mostly hilly commonly referred to "Gusii highlands". The Kiabonyoru, Nyabisimba, Nkoora, Kemasare hills and the Manga ridge are the most predominant features in the county. The two topographic zones in the county lie between 1,250 m and 2,100 m above the sea level. The low zones comprise of swampy, wetlands and valley bottoms while the upper zones are dominated by the hills. The high altitude has enabled the growth of tea which is the major cash crop and income earner in the county.

The permanent rivers and streams found in the County include Sondu, Eaka, Kijauri, Kemera, Charachani, Gucha (Kuja), Omonsore, Bisembe, Chirichiro. All these rivers and several streams found in the County drain their water into Lake Victoria. River Eaka is important to Nyamira residents as this is where the intake of Nyamira water supply is located.

The major types of soil found in the County are red volcanic (Nitosols) which are deep, fertile and well-drained accounting for 85 per cent while the remaining 15 per cent are those found in the valley bottoms and swampy areas suitable for brick making.

The County is divided into two major agro-ecological zones. The highland (LH1 and LH2) covers 82 per cent of the County while the upper midland zone (UM1, UM2 and UM3) covers the remaining 18 per cent.

The county has a bimodal pattern of annual rainfall that is well distributed, reliable and adequate for a wide range of crops. Annual rainfall ranges between 1200 mm-2100 mm per annum.

## 1.5 Municipal strategic direction

#### 1.5.1 Municipal vision Statement

Make Nyamira municipality habitable safe, and vibrant

#### 1.5.2 Municipal Mission Statement

Create a Positive and vibrant livelihood to the people of Nyamira through provision of adequate infrastructural services

## 1.5.3 Strategic Priorities

Priority Area	Strategic Statement	Targets
Solid and liquid waste management	Sustainable solid and liquid waste disposal Mechanism	Establishment of designated landfills, dump sites and disposal sites Establishment of funding and building Liquid waste treatment plants. Establish solid waste collection and segregation mechanism Designate waste collection sites
Adequate drainage and sanitation facilities	Proper storm water drainage within the urban area	Construct public pay toilets Mapping of drainage system Design and construct open drainage Systems
Improve food and water quality control services	Prevent and control food and water borne/water related/water washed Diseases	Increased inspection and licensing of food establishments Food handlers examined and certified Enforcement of food safety laws and Prosecution Surveillance of food borne diseases
Promote community participation in health provision through community health strategy Improve integrated disease surveillance and surveillance	Implement community health strategy  Conduct integrated disease surveillance and response on	Community Health Units established and Operationalized. Community Health Volunteers and other players in the community strategy Trained and updated. Community based health information system established.
Food security and	Promote agriculture for	Expansion of food production and supply

nutrition	food sustainability	Reduction of food prices to ensure
		affordability
		Support value addition in food processing and
		value chain
Housing development	Improve living and working conditions for residents	Establishment of residential quarters, office space and administration

## 1.5.4 Strategic objectives

- Infrastructural and affordable housing development to spur economic growth
- Sustainable waste management system for clean and healthy environment
- Spatial planning framework towards well-coordinated land use & administration
- Social investments to better recreational environment
- Fire & Disaster preparedness for safety purposes
- To promote value addition in food processing and value chain
- Promote quality and affordable health care

The consolidation of the objectives in the matrix below describes how the IDeP will respond to the key areas in relation to the Vision 2030, the big four agenda and the Nyamira County big four agenda.

Strategic objective	Sector	Activity
Infrastructural and affordable housing development to spur	Trade and industry	Modern market at Tinga  Market stalls at Nyabite
economic growth	Roads	Upgrading & maintenance of municipality roads as detailed in the table below
	Sports and culture	Construction of sports stadia within the Municipality (Nyamaiya)  Construction of Social halls within the municipality
	Environment	Construction and maintenance of drainage systems Cut off drains at Kebirigo and Nyabite Construction of Gullies
	Energy	Street lighting and high masts in Tinga, Nyabite and Nyamaiya

	Agriculture	Establishment of an agricultural show ground
Sustainable waste management system for	Health and Environment	Waste and garbage collection, transportation and Disposal
clean and healthy environment		Construction of sewer lines
		Acquiring of dumping site
		Construction of ablution blocks
		Construction of septic tanks
		Purchase of exhausters
		Secondary water connection lines
Spatial planning framework	Physical Planning	Development of county spatial plan
towards well-coordinated land use & administration		Urban development Controls
		Town development plans
Social investments to better	Culture and social	Construction of green parks
recreational environment	services	Establishment of animal sanctuary
	Environment	County Beautification projects
	County Branding	Erection of Billboards for advertisement and addressing system
Fire & Disaster	Security	Construction of a fire station
preparedness for safety purposes		Purchase of fire engines
To promote value addition in food processing and	Agriculture and livestock	Construction of avocado and banana processing plants
value chain		Value addition to animal products
		Construction of honey refinery
		Establishment of milk coolers
		Construction of abattoirs

The targeted roads within this planning period include:

S/N	ROAD NAME	KM	Distance on map	Priority
1	Nyabite TBC-Nyabite Mkt-Nyamira central church- Nyamira boys- Jua kali –AP Line- Boflos-Guardian Hotel-Golan Hotel Junction	5	4.47	1
2	Public works – Hospital gate	1.5	1.4	2
3	Shivling supermarket – Yaya centre	6.1	6.1	3
4	Corperative Bank - Kebirigo	9.3	9.13	4
5	Giseneno-Sironga	2.5	3.0	5
6	Nyaramba-Eronge-Kioge	6.0	5.4	6

#### **CHAPTER TWO**

# 2.0 LEGAL FRAMEWORK FOR IDeP AND LINKAGES WITH OTHER PLANS AND POLICIES

#### 2.1 Integrated Development Planning

Integrated development planning is defined as "a process through which efforts at national and devolved levels of government and other relevant public institutions are coordinated at the local level, and through which economic, social, environmental, legal and spatial aspects of development are brought together to produce a plan that meets the need and targets set for the benefit of local communities".

The linkage of Integrated Development Plan with other important development plans and legislations is as follows,

#### i. Constitution of Kenya 2010

Article 176(1) of the Constitution of Kenya 2010 provides for the establishment of a county government in each of the 47 counties. The County Government shall have a County Assembly with the legislative authority to exercise oversight over the other organs of the County. The Constitution also provides for an Executive Committee responsible to the Governor for managing and coordinating the functions of the County.

The functions of the County governments are set out in the Fourth Schedule of the Constitution of Kenya, (2010). Under this provision, the County level is assigned functions relating to governance and management of urban areas and cities. In this regard, the IDeP will provide the essential guidelines that will assist the County Government govern and manage Nyamira Municipality as well as other projects and programmes that will ensure implementation of other plans including Kenya's Vision 2030.

#### ii. The County Government Act 2012

The County Government Act (2012), in fulfillment of constitutional requirement to legislate the preparation of integrated plans, details the goals and procedures of "Planning" (Part XI of the Act).

Under section 100(h) of the Act, county planning and by extension town and municipality planning is expected to provide a platform for unifying planning, budgeting, financing programmes, implementation, and performance review". A planning unit shall be responsible for "coordinated integrated development planning". County plans will have

the goal of promoting harmony with national and other county plans, land-use plans, urban planning and environmental conservation.

#### iii. Urban Areas and Cities Act 2011

Urban Areas and Cities Act 2011 is emphatic on the need for 5 year integrated development planning and the need to align annual budgeting to the plan. Section 36(2) it states that "an integrated urban or city development plan shall bind, guide, and inform all planning for development and decision-making and ensure comprehensive inclusion of functions."

#### iv. Public Finance Management Act (PFMA) (2012)

The Public Finance Management Act (PFMA) 2012 emphasizes on planning. The PFMA (Part IV (126) section (1)) requires both a long-term and medium term plan. According to the PFMA, a budget process shall consist of the following stages:

- i. Start with an integrated development planning process, which shall contain both short term and medium term plans.
- ii. Every municipality shall prepare a development plan as per Article 220 (2) of the constitution.
- iii. Budgets are to be based on projects and other expenditure contained in the plan.

#### v. Kenya Vision 2030

Sessional Paper Number 10 of 2012 on Kenya Vision 2030 is the National Policy Economic Blueprint that entrenches Kenya Vision 2030 as the long term development strategy for Kenya. The Kenya Vision 2030 aims to transform Kenya into a modern, globally competitive, middle income country providing a high quality of life to all its citizens. Kenya Vision 2030 is a product of a highly participatory, consultative and inclusive stakeholder's process conducted throughout the country and in all the sectors of the economy.

The objectives established under this plan are directly responsive to the aspirations of Kenya Vision 2030. Regarding all the pillars in the Vision, the plan has earmarked sectors such as infrastructure and access, trade and tourism, telecommunication and markets as having responsibility for improving economic performance and creation of employment opportunities.

County Governments Act (2012), along with the Public Finance Management Act (2012), calls for preparation of Integrated Development Plans (IDPs) which must be aligned to the National Development Plan. In view of this, County Integrated Development Plans and other plans provided in the County Government Act will be aligned to Kenya Vision 2030. As such IDeP will provide the essential linkages of the

National and County Governments by facilitating the implementation of Vision 2030 flagship projects as well as other projects and programmes that will ensure implementation of Kenya Vision 2030

#### vi. Medium Term Plan

The Kenya Vision 2030 is phased out to be implemented in successive five year Medium Term Plans (MTP). The first plan covered the period 2008-2012. The Medium Term Plan (MTP 20132017) is the second in a series of successive 5-year plans under which the Kenya Vision 2030 is to be implemented. The second MTP 2013-2017 draws on lessons learnt in implementing the first MTP. It seeks to implement the flagship projects identified under Vision 2030 over the five year period together with incomplete flagship and other projects and programmes in the previous Medium Term plan. It takes due cognizance of the devolved structure of government following promulgation of the Constitution of Kenya 2010 and recent discovery of oil and mineral resources.

County Governments Act (2012), along with the Public Finance Management Act (2012), calls for preparation of Integrated Development Plans (IDPs) which must be aligned to the National Development Plan. In view of this, the Integrated Development Plan for the municipality and other plans provided in the County Government Act should be aligned to the overall development plans.

#### vii. Nyamira County Integrated Development Plan

This is a five year (2019-2024) plan that was developed to ensure that efforts at national and devolved levels of government and other relevant public institutions are coordinated at the local level in the County. Considering that the CIPD had identified priority areas in planning towns and markets and recommended for better planning to decongest Nyamira Municipality, the IDeP will help inform better integrated planning to ensure Nyamira Municipality develops both socially and economically.

#### viii. The "Big Four" agenda

The national government's "Big Four" agenda sets out priority programs and reforms to be implemented during the plan period (2018 – 2022). The programming of this this IDeP adopts the "Big Four" agenda as anchored in the MTP III of Kenya Vision 2030. This include the access to health services, food security, housing and infrastructure delivery geared to economic prosperity and stability.

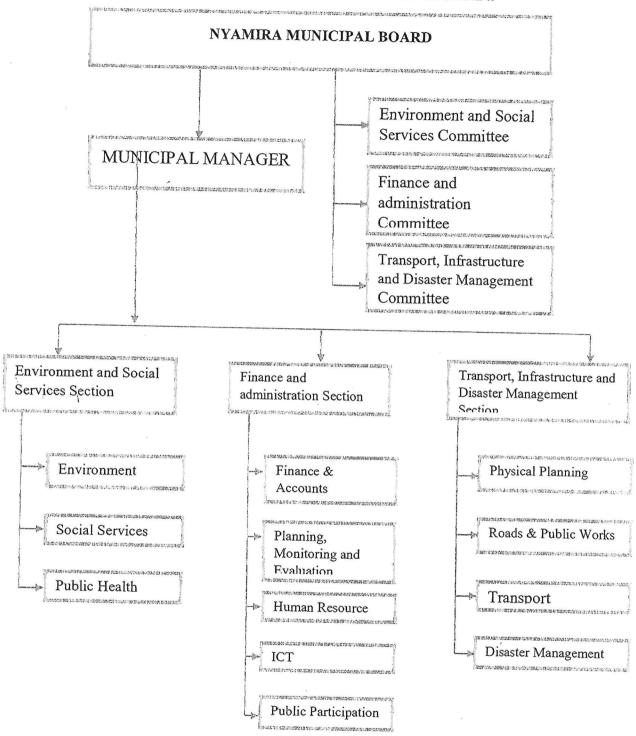
#### CHAPTER THREE

#### 3.0 INSTITUTIONAL FRAMEWORK

The institutional framework for implementation of Municipal functions is anchored on structure as stipulated in the County Governments Act, 2012 and Urban Areas and Cities Act 2011. The framework provides a link with the County Government and national government for the purpose of implementing Municipal functions as contained in the plan. The semi-autonomous Municipality works harmoniously with other departments of the County government for successful implementation of the plan.

# NYAMIRA MUNICIPALITY ORGANOGRAM

Medical Local Link



Proposed Staff Establishment by Section

oposed Stati Establishment by Section  Designation	WC-	In-post	Required	variance
a) Finance and Administration		1 1		
Principal Finance and Administration officer	N	0	1	-1.
Finance and accounts officer	L/M	0	1	-1
Planning, M&E officer	L/M	0	1	-1
Human Resource officer	L/M	0	1	-1
ICT officer	L/M	0	1	-1
Public Participation officer	L/M	0	1	-1
Finance officers	J/K	0	- 2	-2
Administration officers	J/K	0	3	-3
	J/K	0	2	-2
Accountants	J/K	0	2	-2
Auditor	J/K J/K	0	2	-2
Procurement officer			2	-2
Planning Officer	J/K	0	2	-2
HR Officer	J/K	0	2 2	-2
ICT Officer	J/K	0		
Public participation officer	J/K	0	1	-1
Legal Officer	K/L	0 ·	2	-2
Enforcement Officers	F/G	0	60	-60
Drivers	D/G	0	3	-3
Total Number Required			89	9
b) Environment and Social Services		F 35		
Principal environment and social services officer	N	0	1	-1
Environmental officer	L/M	0	1	-1
Social services officer	L/M	0	1	-1
Public Health officer	L/M	0	1	-1
Public health services officers	J/K	0	2	-2
Sports officers	J/K	0	3	-3
Cultural officers	J/K	0	3	-3
Environmental officers	J/K	0	3	-3
	J/K	0	3	-3
Trade development officer	J/K	0	3	-3
Weights and measures Officer	F/G	0	3	-3
Garbage collectors	F/G	0	100	-100
General Support Staff and cleaners	170	-	124	-100
Total Number Required	tom ma o ma cron	mora#	I A T	
c) Transport, infrastructure and disast	N N	0	1	-1
Principal transport and infrastructure officer			1	-1
Transport officer	L/M	0	1	-1
Roads and public works officer	L/M	0	1	-1
Physical Planning Officer	L/M	0		-1
Disaster management officer	L/M	0	1 2	-3
Civil and structural engineers	K,L,M	0	3	
Mechanical engineer	K/L/M	0	3	-3
Superintendent - civil engineer, electricals	H/J/K	0	6	-6
Architects	K/L/M	0	2	-2

Physical planners	J/K/L/M	0	2	-2
Surveyors	K/L	0	2	-2
Traffic Marshals			5	· ·
Quantity Surveyors	K/L	0	2	-2
Head of disaster management	N	0	1	-1
Fire fighters	J/K	0	6	-6
Total Number Required		2	35	×
Grand Total of staff			248	

Proposed Roles and Functions

roposed Roles and Function	S	, ,
Designation	J/G	Roles and functions
Environment and Social S	ervices	4, 5
Principal environmental	N	The officer reports to the municipal manager
and social services officer		Overall Coordinate management and administration of
	ů.	environment and social services within the
		municipality
* * * * *		Supervision of staff and day to day operations
2 8		Regulation and control of environmental and social
		services
		Implementation and reporting of environmental and
		social policies
	×	Records management and reporting
* · ·		Regulation of outdoor advertisement
Chief Environmental		
officer		¥
Chief Social services	R	
officer		*
Senior Public health	4	, T. 1 9
services officers		
Sports officers		
Cultural officers	-	
Environmental officers		
Trade development officer		
Weights and measures		9
Officer		
Garbage collectors		2
General Support Staff and		
cleaners		
Finance, Administration	and ICT	
Principal finance,	N	Reports to the Municipal Manager
administration and ICT		Overall administration and management of finances
officer		within the municipality
. · · · · · · · · · · · · · · · · · · ·		Oversee revenue collection, enforcement, reporting,
teatre		records management, preparation of plans and budgets
4 °, 4 4		and in-charge of ICT services
Chief finance and	M	
planning officer	8	

	7.7	,
Chief administration and ICT	M	
Finance of Gers	J/K	
Administration officers	J/K	
Accountants	J/K	
Auditor	J/K	
Procurement officer	J/K	
Planning Officer	J/K	
HR Officer	J/K	
ICT Officer	J/K	
Public participation	J/K	
officer		
Legal Officer	K/L	
Secretaries	G/H/J	
Enforcement Officers	F/G	. ×
Drivers	D/F/G	
Transport and infrastruct	ture and disaster	management
Principal transport,	N	Reports to the Municipal manager
infrastructure and disaster		Overall responsibility of Transport, Infrastructure and
management		ICT
		Construction and maintenance of urban infrastructure,
, m*		street lighting within the municipality
		Emergency, Firefighting services, Disaster
		preparedness and management
g		Designing of municipal development plans as well as
		County spatial planning
Chief transport officer	M	
Chief infrastructure	M	
officer		
Civil engineer and	K,L,M	
structural		
Mechanical engineer	K/L/M	
Superintendent - civil	H/J/K	20 10 10 10 10 10 10 10 10 10 10 10 10 10
enginees, electricals		
Architects	K/L/M	
Physical planners	J/K/L/M	
Surveyors	K/L	
Traffic		
Quantity Surveyors	K/L	
Head of disaster	N	,
management		
Fire fighters	J/K	v

## Functions for Transition

incusous for a radistrion		C	
Department	Function to be transferred to the	Category of staff considered for transfer	
	Municipality		
Environment, water, mining,	Promotion, regulation and provision of	Environmental officers	
energy and natural resources	refuse collection and solid waste	Market officers	
	management	Public health officers	
, 1	*	Garbage collectors	
8	Construction and maintenance of	Electrical officers	
1. 4	street lights	Artisans	
'v 'v	Maintenance of recreational parks and green spaces	Gardeners	
s (8	Maintenance of storm Water drainage	Artisan/superintendent	
Lands Housing Physical	Enforcement of municipal plans and	Physical planners	
Planning and urban	maintenance of administrative offices	Enforcement officers	
development			
Roads Transport and public	Construction and maintenance of roads	Civil engineers	
works	and other associated infrastructure	Artisans	
W CINC		Architects	
<del></del>	Construction and Maintenance of	Civil engineers	
	walkways and non-motorized transport	Artisans	
	infrastructure	Architects	
	Construction and maintenance and	Civil and structural engineers	
	regulation of traffic controls and	Physical planners	
	parking facilities	Architects	
	panning and	Traffic marshals	
	Construction and maintenance of taxi	Civil and structural engineers	
	stands and bus stands  Physical planners		
	Startes and Startes	Architects	
	Construction and maintenance of fire		
	stations, provision of firefighting	Fire fighters	
	services, emergency, preparedness and	Civil and structural engineers	
	disaster management.	Physical planners	
	disaster management.	Architects	
	Ψ.	Rescuers	
Finance and Planning	Regulation of outdoor advertising	Revenue officers	
Trade, tourism and	Maintenance of market abattoirs	Veterinary officers, public health	
corporative development	Tylannonance of market abattor's	officers	
corporative development	Degulation of outdoor advertising	Licensing officers	
Condon worth	Regulation of outdoor advertising	Cultural officers, sports officers	
Gender, youth, sports and	Promotion, regulation and provision of	Cultural officers, sports officers	
social services	municipal sports and cultural activities	Votarinary officer myhlic hoolth	
Agriculture Livestock and	Promotion, regulation and provision of	100	
Fisheries Development	animal control and welfare	officers	

## Action Plan

SM	ACTION	ACTOR	TIMELINE
1	Presentation of Municipality governance and Municipal Manager		10 <sup>th</sup> March 2020
	and institutional framework to CECM		
2	Cabinet memo ·	CECM LHUD	11th March 2020
3	Presentation to the Cabinet	CECM - Lands	13 <sup>th</sup> March 2020
4	Critical staff to be in office (3 principal	County Public Service	31st March 2020
	officers and 12 technical line officers)	Board in consultation	
	· ·	with Municipal board	e g
5	Identification of other officers in various	County Public Service	30 <sup>th</sup> June 2020
	sections	Board in consultation	8
		with Municipal board	,