REPUBLIC OF KENYA

BARINGO COUNTY ASSEMBLY,

STRATEGIC PLAN 2014-2017

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Leadership of the County Assembly

1.   Speaker   :   Hon. William Kamket
2.   Deputy Speaker   :   Hon. Douglas K. Tanui
3.   Leader of Majority   :   Hon. Elijah Toroitich
4.   Leader of Minority   :   Hon. Wesley Lekakimon
5.   Deputy Majority Leader   :   Hon. Joseph K. Makilap
6.   Deputy Minority Leader   :   Hon. Renson K. Parkei
7.   Chief Majority Whip   :   Hon. Daniel L. Tuwit
8.   Deputy Majority Whip   :   Hon. Reuben C. Chepsongol
9.   Chief Minority Whip   :   Hon. Thomas L. Minito
10. Deputy Minority Whip   :   Hon. Linah J. Sote

Foreword by the Speaker of the County Assembly

The preparation of the four years strategic plan for the County Assembly of Baringo marks a vital milestone in ensuring that the Assembly performs its core Mandate of Legislation, Representation and Oversight.

It is in line with this that the Baringo County Assembly saw prudence in crafting a strategic plan that will provide a road map and define a path in helping the County Assembly perform its mandate and achieve its objectives.

County Assemblies are facing a myriad of challenges in their independence and autonomy in order to exercise their oversight roles. This Strategic Plan has suggested numerous activities to support empowerment of MCA's in order to enact relevant legislations to consolidate efforts to improve the lives of Baringo County people.

In this regard, we pride ourselves as among the first Assemblies to prepare a Strategic Plan ,that will make this Assembly echo the voice of the people of Baringo in the areas of health, education, infrastructure, women and youth empowerment. This plan was made possible after extensive participatory and consultative process that included meetings, workshops, stakeholders meetings, retreats, benchmarking with the Kenya National Assembly, Senate and East African Legislative Assembly (EALA) because we are learning from parent institutions for good practices.

I believe that this Strategic Plan will lay a firm foundation for the future assemblies to build up on this strategic focus in making significant steps and considerable progress, through execution of programs, projects and activities in order to develop the Assembly further.

Our County Assembly must play its rightful role in the implementation of the constitution, it must also be in the forefront in the implementation of Vision 2030 which is our Country's long term development blue print. This Strategic Plan is therefore motivated and founded on the overall goals of Vision 2030 that seeks for a better Kenyan society by 2030 characterized by a globally competitive and prosperous economy with a high quality of life of the Kenyan people.

I take this opportunity to recognize the Kenya Transition Initiative (KTI) who provided resources that supplemented the Baringo County Assembly's effort in developing its first strategic plan. We look forward to even greater partnership in the implementation of this plan. Its also worth to recognize their support in making this day a success. IRI have been key in ensuring gender responsive budgeting.

I do therefore, call upon all stakeholders to fully support successful implementation of this Strategic Plan. More so, I wish to remind all staff that this plan will be a key performance indicator to ensure effective and efficient service delivery to help the Assembly achieve its stated goals, vision and mission for the benefits of all people of Baringo and our country Kenya in general.

Hon. William K. Kamket
Speaker of the Baringo County Assembly and
Chairperson BCASB

Message from Clerk of the County Assembly

I welcome you all to the launch of Baringo County Assembly Strategic Plan 2014-2017. It's my humble pleasure to see the underlying spirit of the people of Baringo, remains strong, united and unwavering, guided by our Constitution and through legislative ,oversight representative and appropriation roles.

To achieve the highest possible standards of development, Baringo County Assembly has deliberate efforts to develop a Strategic Plan to give impetus and directions over the next four years (2014-2017).

This Strategic Plan is the first to be developed in the calendar of Baringo County Assembly and provides six chapters covering:

1. Introduction and background which contains background information on the Baringo County Assembly and the Vision, Mission and core values of Baringo County Assembly

2. The Baringo County Assembly Legislative ,which contains its major characteristics and information on the evolution of Baringo County Assembly

3. Baringo County Assembly Strategic focus, which contains information on the strategies for the planned period and situational analysis.

4. Resource mobilization and risk management for the implementation of activities over the planned period

5. Performance monitoring and evaluation

6. Implementation framework and strategy

In the above areas, The Strategic Plan contains carefully analyzed activities which reflects the aspirations of the people of Baringo.

The result of this document and ideas came through a long and interactive consultation process aimed at generating consensus on what to include in the four years planning period. It emphasizes the mandate that the treaty bestows on the Assembly, its vision and mission and the significant attributes, for successfully delivering on them. It also spells out core values which will serve as the principal guide to the implementation of the plan. Management will therefore dedicate much of its efforts using the resources available to it to realize the key deliverables and targets contained in the Strategic Plan ,while at the same time assist in the monitoring and evaluation requirements.

I take this opportunity to appreciate the dedication and effort of the members of Baringo County Assembly, Members of staff, the Consultants from Cornertone Trainning Institute, the sponsor (KTI) and development partners for coming up with this plan. I give special recognition to the Deputy Speaker who was the Chairman, for working with the consultants right from the formative stage to its conclusion.

Last but not least I together with the staff of the Assembly undertake to work closely with the development partners to realize the goals set forth in this Strategic Plan, as we seek to make Baringo County a world class County that seeks to be as efficient, effective and people centered as possible.

In support of the Strategic Plan

Joseph Koech
Clerk, Baringo County Assembly and
Secretary BCASB

Hon. Speaker William Kamket
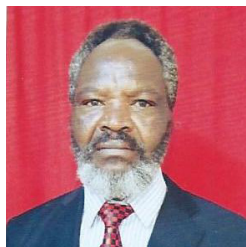
Hon. Elijah K. Toroitich
Majority Leader

Hon. Douglas K. Tanui
Deputy Speaker

Hon. Wesley Lekakimon
Minority Leader

Hon. Joseph Makilap
Chiarman - County Public
Investment & Accounts
Committee

Hon. Johana K. Chebon
Chiarman - County
Budget and
Appropriations
Committee

Hon. James Cheptoo
Chairman - Committee
on Implementation

Hon. Fredrick K. Cheretei
Chairman - Committee
on Delegated County
Legislation

Hon. Solomon K. Chemjor
Chairman - Health Services

Hon. Lotela Nelson
Chairman - Agriculture,
Environment & Natural
Resources

Hon. Cyrus K. Kibii
Chairman - Children,
Culture & Community
Services

Hon. Kibiwot Munge
Chairman - Labour &
Social Welfare

Hon. Peter P. Amasile
Chairman - Early
Childhood, Education
& Vocational Training

Hon. Valentine Sergon
MCA - Representing
the Youths

Hon. Geoffrey K. Chelal
Chairman - Planning,
Trade & Cooperative

Hon. Jacob K. Cheboiwo
Chairman - Justice &
Legal Affairs Committee

Hon. Richard Kambala
Chairman - Transport
& Public Works

Baringo County Assembly Standing Orders Review Workshop 26th - 30th November 2013 at Mombasa Continental Resort

Members of County Assembly

Hon. Speaker William Kamket

Hon. Douglas K. Tanui
Deputy Speaker/MCA E/Ravine
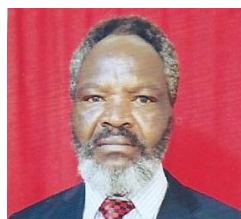
Hon. Elijah K. Toroitich
Majority Leader/MCA Mogotio

Hon. Wesley Lekakimon
Minority Leader/MCA Ilchamus

Hon. Reuben C. Chepsongol
Deputy Majority/MCA Bartabwa

Hon. Renson K. Parkei
Deputy Minority/MCA
Mukutani

Hon. Daniel L. Tuwit
Majority Whip/MCA Ribkwo

Hon. Thomas L. Minito
Minority Whip/MCA Churo/
Amaya

Hon. Joseph Makilap
MCA Barwesa

Hon. Johana K. Chebon
MCA Kabarnet

Hon. James Cheptoo
MCA Kabartonjo

Hon. Isaiah C. Kibowen
MCA Marigat

Hon. Solomon K. Chemjor
MCA Kapropita

Hon. Lotela Nelson
MCA Silale

Hon. Zakariah Kipkuto
MCA Sacho

Hon. Kimani Peter
Kagathi
MCA Mumberes/Maji
Mazuri

Hon. Peter P. Amasile
MCA Tangulbei/
Korossi

Hon. Geoffrey K. Chelal
MCA Emining

Hon. Jacob K. Cheboiwo
MCA Kisanana

Hon. Richard Kambala
MCA Saimo/Soi

Hon. Stephen Maklap
MCA Tirioko

Hon. Vincent C. Kiror
MCA Saimo/
Kipsaraman

Hon. Jackson T.
Kaberegei
MCA Mochongoi

Hon. John Kibet Mutai
MCA Lembus

Hon. Solomon Cheptai
MCA Tenges

Hon. Richard C. Kitilit
MCA Ewalel/Chapchap

Hon. Makal Solomon
MCA Loiwat/Kolowa

Hon. Fredrick K. Cheretei
MCA Loyamorok

Hon. Kibiwot Munge
MCA Lembus/Perkerra

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MCA Koibatek

Hon. Cyrus K. Kibii
MCA Lembus Kwen

Hon. Saphina J. Chelagat
MCA Nominated

Hon. Valentine Sergon
MCA - Representing
the Youths

Hon. Linah S. Chebet
MCA Nominated

Hon. Magdaline Chebet
MCA Representing
Persons with Disability

Hon. Purity Tallam
MCA Nominated

Hon. Emmy J. Buttuk
MCA Nominated

Hon. Risper J. Kimaiyo
MCA Nominated

Hon. Lucy Ngetich
MCA Nominated

Hon. Juliana Letangule
MCA Nominated

Hon. Julius L. Lekosek
MCA Nominated

Hon. Jennifer N. Koipiri
MCA Nominated

Hon. Lydia Chepoksiran
MCA Nominated

Hon. Judy Yator
MCA Nominated

Hon. Jennifer Kabon
MCA Nominated

Hon. Eunice A. Karani
MCA Nominated

Hon. Kiprono Changole
MCA Nominated

Hon. Beatrice J.
Changwony
MCA Nominated

Hon. Cynthia J. Kiptui
MCA Nominated

Abbreviations

ASK	Agricultural Society of Kenya
BAC	Budget and Appropriation Committee
BCA	Baringo County Assembly
BCASB	Baringo County Assembly Service Board
B-SUPR	Building Supperitendant
CASPC	County Assembly Strategic Planning Committee
CCA	Clerk of County Assembly
CFO	Chief Finance Officer
CSR	Corporate Social Responsibilities
DAS	Director Administrative ServicesW
DCAS	Deputy Clerk Administrative services
DIRS	Director Information and Research Services
DLCS	Director Legistilative and Committee Services
EALA	East African Legislative Assembly
ECD	Early Childhood Development
HACU	Head AIDS Control Unit
HE	Hansard Editor
HOLC	Head of Legal Council
HOSO	Head of Speaker's Office
HR	Human Resources
ICE	Information Communication and Education
ICT	Information Communication Technology
IRI	International Republican Institute
KNBS	Kenya National Bureau of Standards.
MCA	Members of the County Assembly.
M&E	Monitoring and Evaluation
NGO	Non Governmental Organisation
PBO	Principal Budget Officer
PESTLE	Political, Economic, Social, Technological, Legal and Environmental.
PFM	Public Financial Management
PHRO	Principal Human Research Officer
PPO	Principal Procurement Officer
PRO	Principal Research Officer
PCMO	Public Communication and Media Officer
TOR	Terms of Reference
SCA	Speaker of County Assembly
SPIC	Strategic Plan Implementation Committee
SWOT	Strength Weakness Opportunity Threats
SRC	Salaries and Remunaration Commission

Vision, Mission and Core Values of the Baringo County Assembly

Vision

To be a model, independent, competitive, and development oriented County Assembly in Kenya.

Mission

To promote the principle of good governance through legislation, oversight and representation to reflect the interest, welfare and aspiration of the people of Baringo County.

Core Values

- Democracy
- Integrity
- Rule of law
- Human dignity and Social justice
- Diplomacy and Consensus building
- Equity and Equality

Philosophy

To efficiently and effectively execute its constitutional mandate for the promotion of democratic governance and achievement of sustainable development.

Chapter 1

Background Information

1.1 Chronology of County Government

The devolved system of government can be traced back to the second Lancaster House Conference of 1962 when independence constitution was drawn. The constitution then provided for a federal system of government (Majimbo system) with six regions. The Legislature was to consist of two chambers; The Upper house (Senate) and Lower House (National Assembly). In 2010, the Promulgation of the New Constitution re-introduced the devolved system of government on 27th August 2010.

The New Constitution provides for the country to be divided into 47 County Governments and the National Government based in Nairobi which is made up of:

    I.   The Legislature

    II.   The Executive

    III.   The Judiciary

The BCA is mandated therefore to strengthen democracy and enhance good governance through its key functions which are;

    i.   Enact legislation for the good of the County.

    ii.   To maintain oversight to the County Executive on behalf of the people.

    iii.   Represent the aspirations of the Wards for the promotion of democracy, good governance and achievements for sustainable development.

1.2 Establishment of County Government

The County Government was established as an Act of Parliament to give effect to Chapter Eleven of the New Constitution Article 176 (1) i.e. to provide for County governments' powers, functions and responsibilities to deliver services and for connected purposes enacted by the Parliament of Kenya. This Act cited as the County Governments Act, 2012, came into operation upon the final announcement of the results of the first elections under the Constitution.

The County Government is made up of the County Assembly and the County Executive. The National Government is expected to facilitate the devolution of power and support county governments manage their affairs.

1.3　Baringo County Government

Baringo County Government came into existence after the 4th March 2013 general election in Kenya under Baringo County Government. Baringo County Government consist of Baringo County Assembly and Baringo County Executive. The Speaker is the head of Baringo County Assembly and the Clerk is the Chief Executive Officer. Other Members of the Baringo County Assembly are;

- Deputy Speaker
- Leader of Majority
- Leader of Minority
- 30 Elected Members of County Assembly
- 18 Nominated Members of County Assembly

The County Executive is headed by the Governor and the Deputy Governor, assisted by County Executive Committee Members.

1.4　Overview of Baringo County

1.4.1　Location

Baringo County is a county in Midwestern Kenya, in Rift Valley province. It borders the following Counties; Turkana to the North and North East, Samburu and Laikipia to the East, Nakuru to the South, Kericho and Uasin Gishu to the South West, Elgeyo Marakwet to the West and West Pokot to the North West. Its capital and largest town is Kabarnet. The county is named after local Lake Baringo. A gaming reserve was established in 1900, the British Government was present within the country's boundaries as a colonial administration beginning during 1902.

The County has not changed its name since then and it is sub-divided into six sub counties which represents constituencies namely: Tiaty, Baringo South, Baringo North, Baringo Central, Mogotio and Eldama Ravine.

1.4.2　Topography

Baringo County can be divided into the following topographical features: river valleys and plains, the Tugen Hills, the floor of the Rift Valley and the southern Plateau. One of the prominent features is the Kerio Valley, which is situated on the western part of the county and is a fairly flat plain. In the eastern part of the county near Lake Baringo and Bogoria is the Liboi Plain covered mainly by the latchstring salt-impregnated silts and deposits. The Tugen Hills form a conspicuous topographic feature in the county. The altitude varies from 300m to over 2000m above the sea level. The trend of the hills is north-south and mainly consists of volcanic rocks. The hills have steep slopes with prominent gullies. On the eastern and western parts of the hills are escarpments. Rivers on the hills flow in very deep gorges.

1.4.3   Drainage: Rivers and lakes

The floor of the Rift Valley owes its origin to the tectonic and volcanic disturbances which have dislocated surfaces forming separate ridges. The troughs of the rift which have a south alignment are occupied by Lake Baringo and Bogoria. The different periods of activity in the formation of the Rift Valley are represented and reflected by the complexity of the geography of the area. There are several extinct volcanoes in the county, namely; Tiaty, Paka Kamugo and Korossi. Approximately 45 percent of Baringo County is either too steep (Tugen Hills) or too dry (Eastern parts around Lake Baringo which is, Ng'inyang' for crop cultivation. However in the valleys, alluvial soils, ground water, water concentration, run-off catchment or with irrigation, some crop production can be profitably practised. The county has different agro-ecological zones necessitating different agricultural activities which is indicated in the next section.

1. 4.4   Demographic Features

(a)   Population Size and Composition
The population size of Baringo County in 2009, according to the Population and Housing Census, was 555,561, consisting of 279,081 males and 276,480 females. The county's inter-censal growth rate is 2.9 percent per annum which is almost the same as the national average of 3percent. The population of the county is projected to be 606,060 in 2012 consisting of 304,449 males and 301,611 females. This population is further projected to increase to 661,148 and 700,629 in 2015 and 2017 respectively.

Table 1.1: Population Projections by Gender and Age Cohort

Age Cohort	2009 (Census)			2012 (Projections)			2015 (Projections)			2017 (Projections)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
0-4	46950	44569	91519	51218	48620	99838	55873	53040	108913	59210	56207	115417
5-9	47011	44752	91763	51284	48820	100104	55946	53257	109203	59286	56438	115724
10-14	44302	41504	85806	48329	45277	93605	52722	49392	102114	55870	52342	108212
15-19	34292	30641	64933	37409	33426	70835	40809	36464	77274	43246	38642	81888
20-24	23109	24818	47927	25210	27074	52283	27501	29535	57036	29143	31298	60442
25-29	18006	20843	38849	19643	22738	42380	21428	24804	46232	22708	26286	48993
30-34	13797	15047	28844	15051	16415	31466	16419	17907	34326	17400	18976	36376
35-39	11655	12447	24102	12714	13578	26293	13870	14813	28683	14698	15697	30396
40-44	8457	9106	17563	9226	9934	19159	10064	10837	20901	10665	11484	22149
45-49	7794	8182	15976	8502	8926	17428	9275	9737	19012	9829	10318	20148
50-54	6225	6024	12249	6791	6572	13362	7408	7169	14577	7850	7597	15447
55-59	4829	4510	9339	5268	4920	10188	5747	5367	11114	6090	5688	11778
60-64	4257	3996	8253	4644	4359	9003	5066	4755	9822	5369	5039	10408
65-69	2508	2656	5164	2736	2897	5633	2985	3161	6145	3163	3350	6512
70-74	2145	2498	4643	2340	2725	5065	2553	2973	5525	2705	3150	5855
75-79	1393	1613	3006	1520	1760	3279	1658	1920	3577	1757	2034	3791
80+	2290	3215	5505	2498	3507	6005	2725	3826	6551	2888	4054	6942

Age Cohort	2009 (Census)			2012 (Projections)			2015 (Projections)			2017 (Projections)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Age N/S	61	59	120	67	64	131	73	70	143	77	74	151
TOTAL	279081	276480	555561	304449	301611	606060	332122	329027	661148	351955	348674	700629

Source: KNBS 2009 Kenya Population and Housing Census

Graph 1: Age cohort against the population
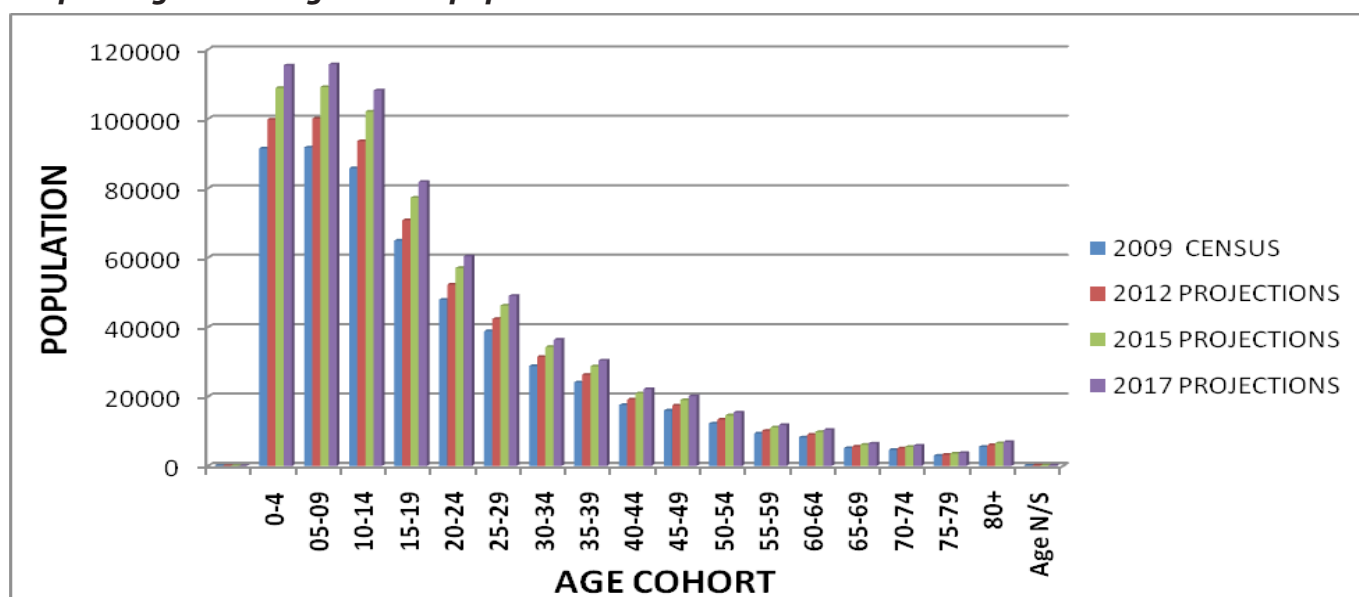
Graph 2: Age cohort against population (gender)
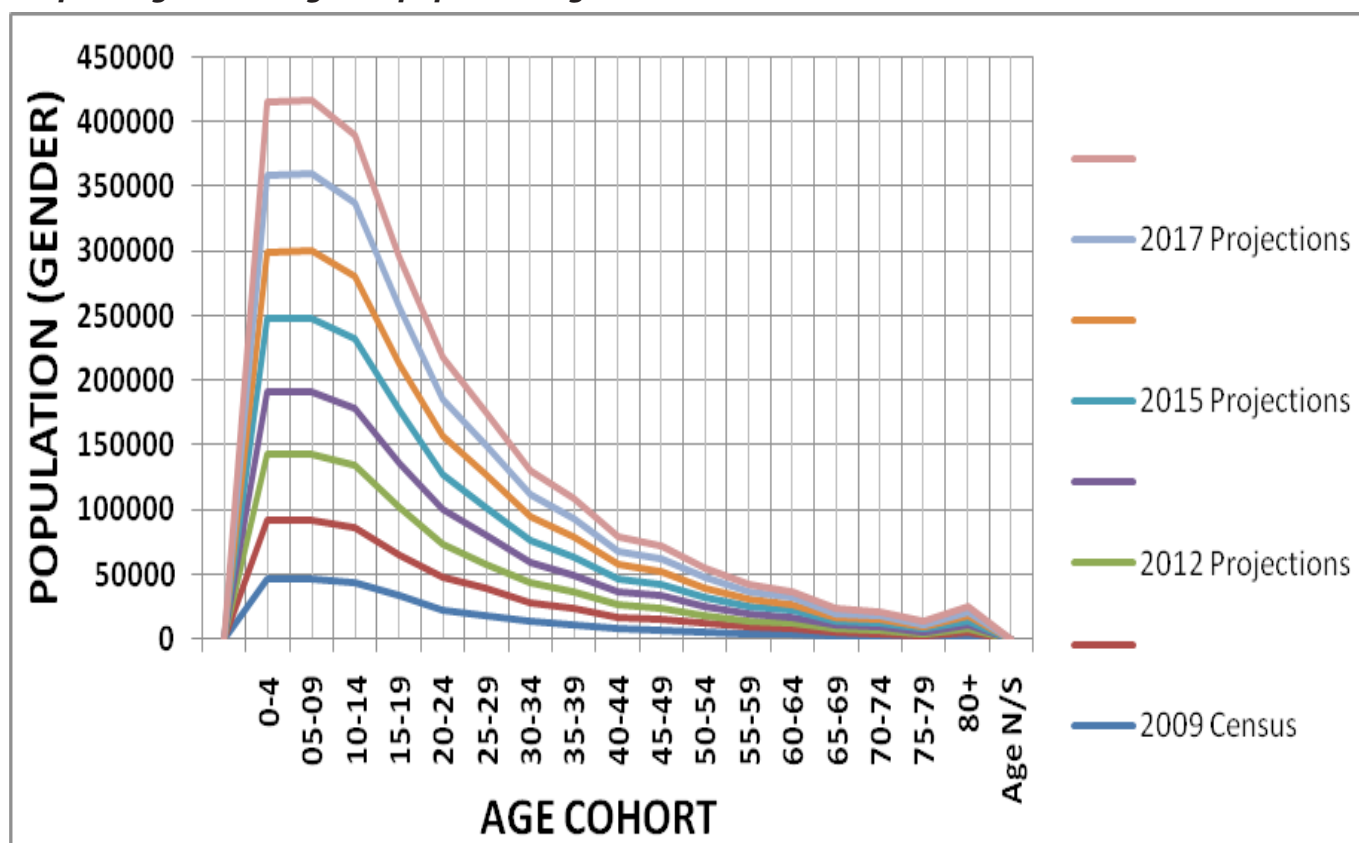
According to the table, in 2012 the categories between 0-4 and 5-9 age groups had the largest populations of 99,838 and 100,104. The gender distributions in the same age groups were 51 percent male and 48 percent female respectively for the 0-4 age group and 5-9 age groups. The cohorts with the lowest population are those whose age is between 75-79 years, with 46 percent male and 53 percent female.

(b)   Population Density and Distribution
The population density is influenced by the climatic conditions, topography, soil composition, infrastructure and land ownership. Table 2 shows the population density and distribution in the county. The county's average population density was 50 persons per square kilometre in 2009 and is projected to be 55 in 2012 and approximately 60 by 2017.

Table 1.2: Population Distribution and Density by Sub-county

Sub County	Area	2009 Census		2012 Projections		2015 Projections		2017 Projections	
		Population	Density	Population	Density	Population	Density	Population	Density
Mogotio	1325	60,959	46	66,499	50	72544	54	76876	58
Eldama Ravine	1002	105,273	105	114,841	114	125280	124	132761	132
Baringo South	1663	73,177	44	79,828	47	87084	52	92284.	55
Baringo Central	803	89,174	111	97,279	121	106122	132	112459	140
Baringo North	1705.	93,789	55	102,314.	59	111614	65	118279	69
Tiaty	4592	133,189	29	145,295	31	158502	341	167967	36
Total/ Average	11,090	555,561	50	606,060	55	661148	60	700628	63

Graph 3: Population projection against subcounties
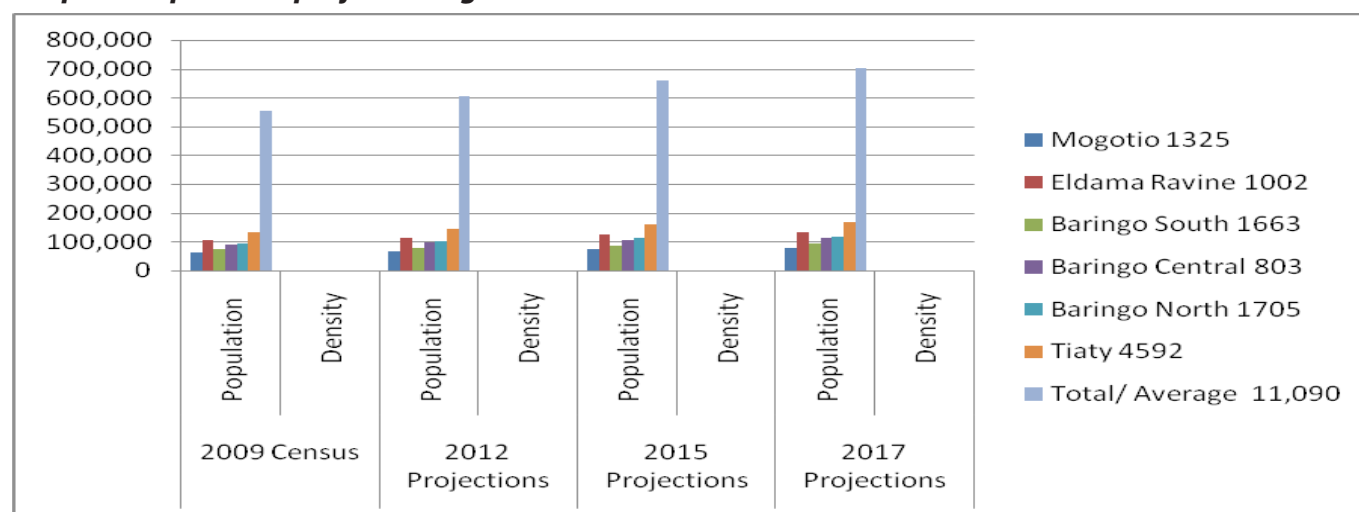
Source: Kenya National Bureau of Statistics, Baringo 2012

As indicated in Table 2, Tiaty Sub-county has the highest population of 133,189 followed by Eldama Ravine Sub County with a population of 105,273. The Sub counties with the lowest population are Mogotio and Baringo South. The settlement pattern in the county is influenced by urbanization, availability of arable and grazing land.

The county is predominantly inhabited by the Tugen community in the five sub counties and the Pokot community in one Sub County among others. The Ilchemus and Endorois communities are the minorities in the county among a few other sub-tribes.

Table 3 gives population projections for selected age groups. The groups covered include under 1 year, the under

5 years, primary school age, secondary school age, youth population, female reproductive age, the labour force and the aged

Table 1.3 : Population Projections for Selected Age Groups

Age group	2009 (Census)			2012 (Projections)			2015 (Projections)			2017 (Projections)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Under 1 year	9813	9275	19088	9814.1	10118	19932	11678	11038	22716	12375	11697	24072
Under 5 years	56734	53651	110385	56735	58528	115263	67517	63848	131364	71548	67660	139209
Primary school Age (6-13)	73187	69479	142666	73188	75794	148983	87097	82684	169780	92298	87621	179919
Secondary School age (14-17)	30614	27894	58508	30615	30429	61045	36432	33195	69628	38608	35178	73786
Youth Population (15-29)	75407	76302	151709	75408	83238	158646	89739	90804	180542	95097	96226	191323
Female reproductive age (15-49)		121084			132090			144097			152701	
Labour force (15-64)	132421	135614	268035	132422	147941	280363	157588	161388	318977	166999	171025	338024
Aged Population (65+)	8397	10041	18438	8398.1	10954	19352	9993	11949	21942	10590	12663	23253

Source: Kenya National Bureau of Statistics, 2012

Graph 1.4: Population projection against age groups
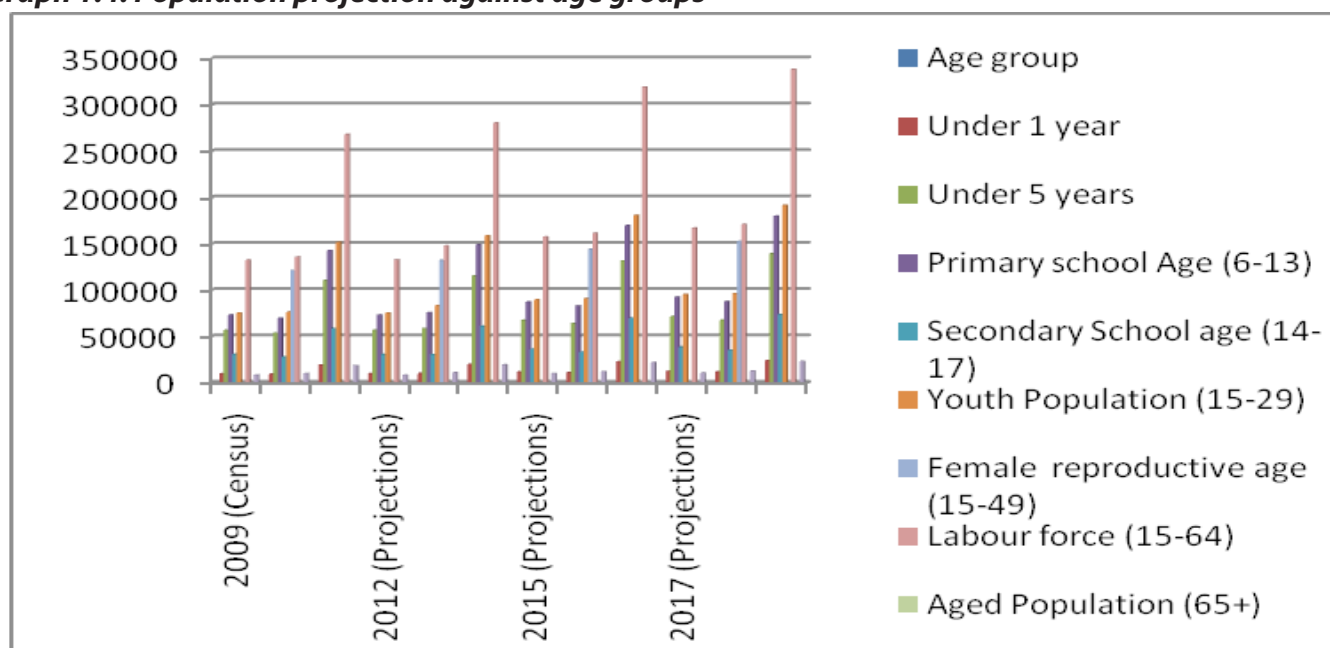
Graph 5: Population projection against gender
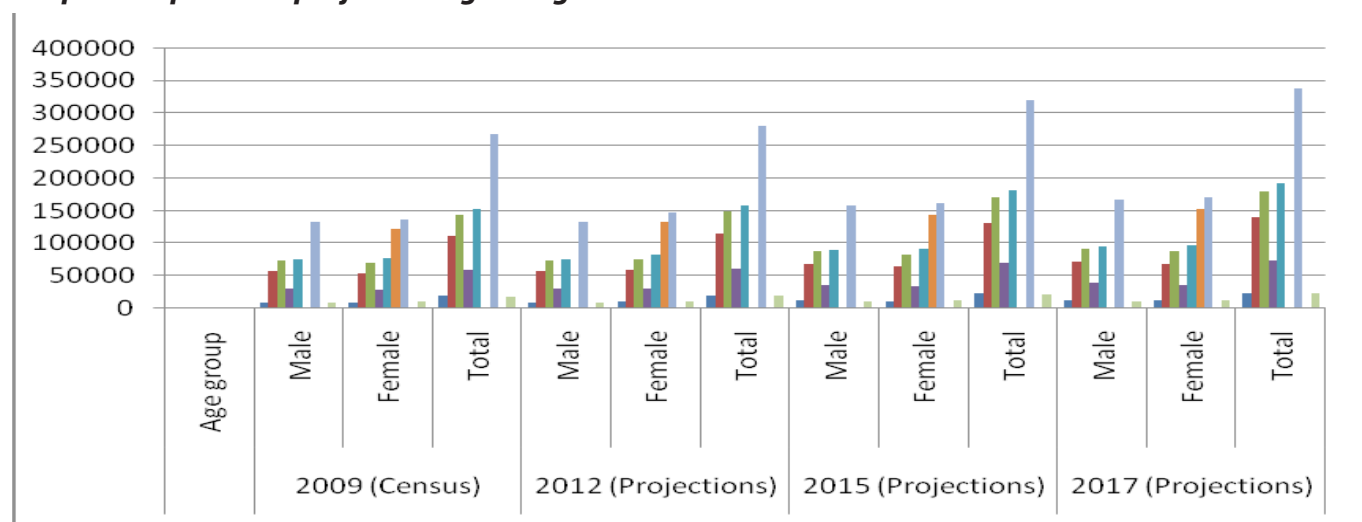
Below is an analysis of the population projections for the selected age groups based on the figures in Table 3:
Under 1: The population below the age of 1 year was 19,088 in 2009 and is projected to rise to 59325 in 2012 and 24,072 in 2017. This age group will be growing at a very low rate, thus the pressure on the population to provide for this age group will be minimal. There is need however to improve the facilities catering for this age group in order to correspond with the increased population.

Under 5: This population is projected to grow from 110,385 in 2009 to 115,263 in 2012 before rising further to 139,209 in 2017. There is need to increase the immunization coverage to improve child survival rate. Also Early Childhood Development (ECD) Centres and other educational facilities should be provided in order to accommodate the increased numbers.

Primary school going age (6 - 13): The total population in this age group is projected to increase from 142,666 in 2009 to 148,983 in 2012 and to 179,919 in 2017. This increased number of primary age population will constrain the primary education facilities. The county should therefore focus on increasing primary education facilities.

Secondary school going age (4 - 17): In 2009, the population for this age group was 58,508. It is projected to increase to 61,045 in 2012 and 73,786 in 2017. There is need to expand the existing secondary school facilities to cater for the increased numbers. In 2009/2010 financial year, the government through the Economic Stimulus Programs developed centres of excellence in the county but more needs to be done.

Female reproductive age (15 – 49): This group comprises of the female reproductive age. The total female reproductive age population was 121,084 in 2009 and is projected to be 132,090 in 2012 before rising to 152,701 in 2017. This implies that there is a need to increase resources going towards improving maternal and child care health services and nutrition standards. In addition, there is need to intensify reproductive health and family planning education in order to check population growth in the county.

Labour force (35 – 64): The County's labour force in 2009 was 268,035 and is projected to rise to 280,363 in 2012 before rising further to 338,024 in 2017. The bulk of the labour force is either semi-skilled or unskilled and is mainly engaged in agricultural activities. This calls for more investments in job creation opportunities in the county to absorb this ever increasing population.

The aged (65 Years and above): The 2009 aged population was 18,438, and it is projected to increase to 19,352 in 2012 and 23,253 in 2017. There is need to upscale programmes catering for the aged including increasing funding from the cash transfer program.

Table 4 shows population projections for the urban centers of Timboroa, Baringo South, Maji Mazuri, Mogotio, Eldama Ravine and Kabarnet.

Table 1.4: Population projections by urban centre

SUB COUNTY	2009 (Census)			2012 (Projections)			2015 (Projections)			2017 (Projections)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Eldama Ravine	62643	52630	105273	68337	57414	125751	74549	62633	137181	79000	66373	145373
Tiaty	69889	63300	133189	76242	69054	145295	83172	75331	158502	88138	79829	167967
Mogotio	30409	30550	60959	33173	33327	66500	36188	36356	72545	38349	38527	76877
Baringo Central	79912	82439	162351	87176	89932	177108	95100	98107	193207	100779	103965	204744
Baringo North	46228	47561	93789	50430	51884	102314	55014	56600	111614	58299	59980	118279
Total	289081	276480	555561	315358	301611	616969	344022	329027	673049	364566	348674	713240

Source: Kenya National Bureau of Statistics (KNBS), Baringo

Graph 6: Subcounty against population
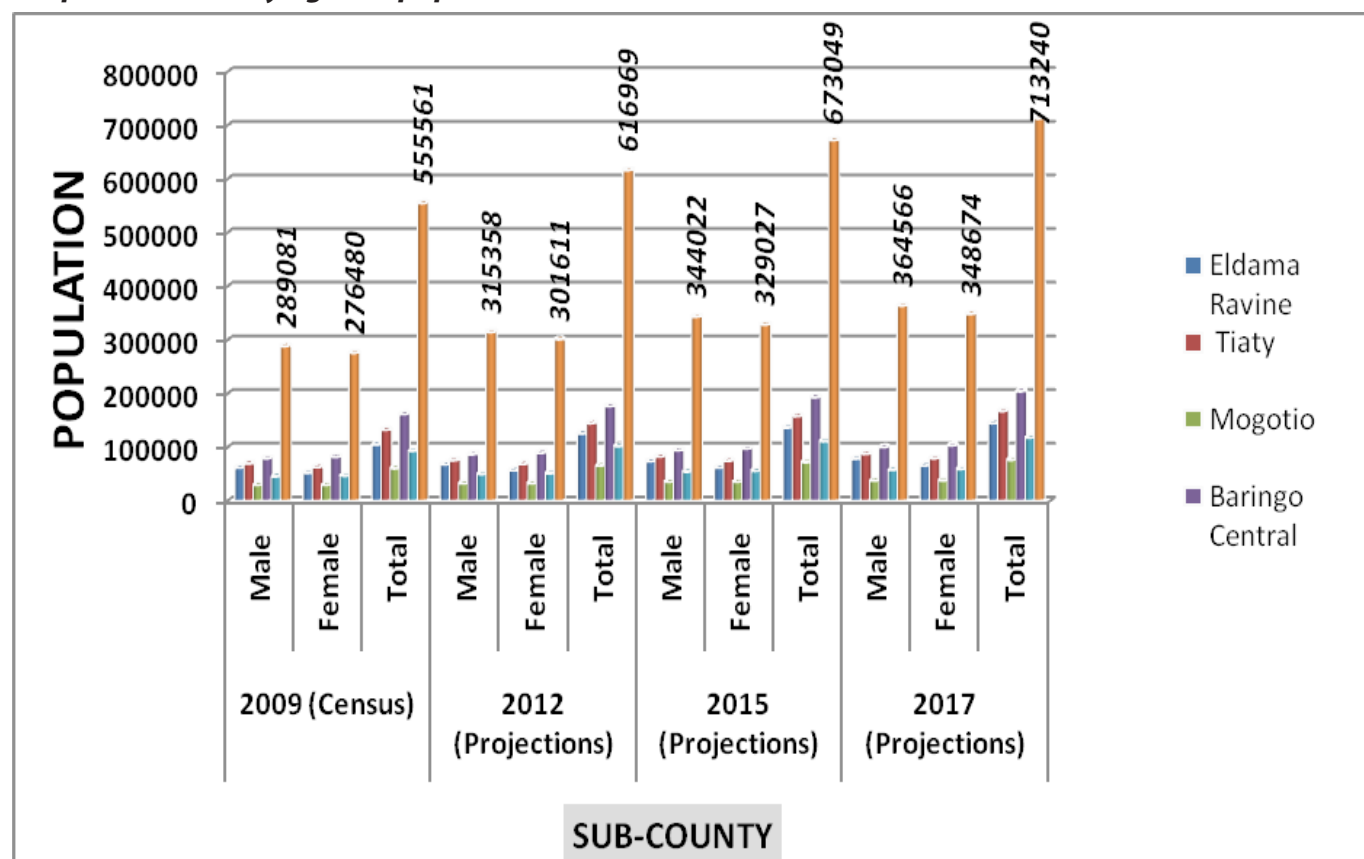
There are two major urban centres in the county, namely; Kabarnet and Eldama Ravine. Marigat, Timboroa, Maji Mazuri and Mogotio are growing and need urgent proper urban planning to avoid slum dwellings. The town with highest population in 2009 was Eldama Ravine with a population of 17,872 followed by Kabarnet with 17,645. The population for the two towns is projected to be 22539 and 22252 respectively, in 2017.

Baringo Central Sub County had the highest population of 177,108 in 2012, while Mogotio Sub County had the lowest population of 66,500. This is projected to increase to 204,744 and 76,877 respectively by 2017.

(c)   Human Development Indicators

The Human development index for the county is 0.5656, which is above the national average of 0.5605. The human poverty index is 30.6% compared to the national level of 29%. On the other hand the gender development index for the county is 0.50% and on youth development index the county is at 0.5952% compared to the national average of 0.5817%. The above indices show that the county is generally underdeveloped.

(d)   Administrative and Political Units
Administrative Units (Sub-counties, wards, locations)

Baringo County is made up of six Sub counties namely: Mogotio, Eldama Ravine, Baringo South, Baringo Central, Baringo North and Tiaty. The Sub counties are further divided into 30 wards and 116 locations. Table 7 shows the administrative units of Baringo County.

Table 1.5: Administrative and Political Units of Baringo County

Sub County	Area Km²	Number of Divisions	Number of Locations	Number of Electoral Wards
Mogotio	1314.6	5	24	3
Eldama Ravine	1002.5	4	16	6
Baringo South	1678	3	17	4
Baringo Central	799.9	4	21	5
Baringo North	1703.5	4	14	5
Tiaty	4516.8	6	24	7
Total	**11015.3**	**26**	**116**	**30**

Source: Kenya National Bureau of Statistics, KNBS, Baringo Map 1

Number of Electoral Wards — Mogotio, Eldama Ravine, Baringo South, Baringo Central, Baringo North, Tiaty
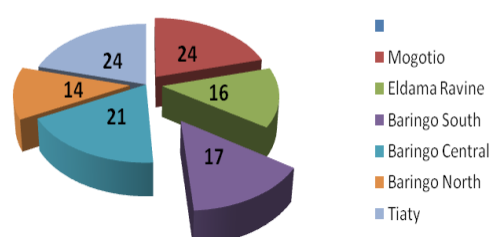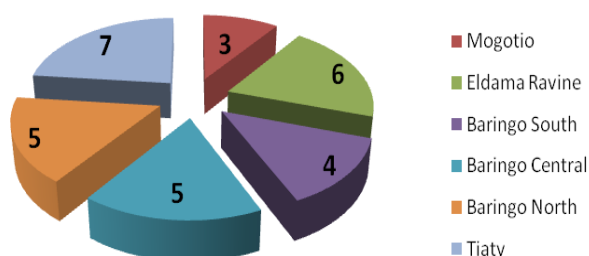
Sub County Square Area (Km) — Mogotio, Eldama Ravine, Baringo South, Baringo Central, Baringo North, Tiaty
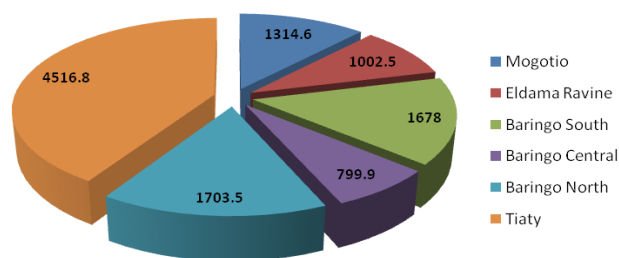
Political Units

The county has six constituencies, namely; Mogotio, Eldama Ravine, Baringo Central, Tiaty, Baringo North and Baringo South.

The County has thirty county assembly wards and 171,344 registered voters as indicated in the table 7 below.

Table 1.6: Registered and Eligible Voters

CONSTITUENCY	NO. OF COUNTY ASSEMBLY WARDS	NAMES OF THE WARDS	ELIGIBLE VOTERS	REGISTERED VOTERS
Baringo North	5	Barwessa/Kabartonjo/Saimo -Kipsaramaan/Saimo soi/ Bartabwa	44,930	33,044
Baringo Central	5	Kabarnet/Sacho/Tenges/Ewalel-Chapchap and Kapropita	37,000	29,000
Eldama Ravine	6	Lembus/Lembus Kwen/ Eldama Ravine/Mumberes-MajiMazuri/ Lembus- Perkerra and Eldama Ravine	49,078	38,252
Mogotio	3	Mogotio/Emining and Kisanana	27,576	23,997
Tiaty	7	Tirioko/Kolowa/Ribkwo/Silale/ Loiyamorok/Tangulbei-Korossi and Churo-Amaya	48,826	20,415
Baringo South	4	Marigat/ Ilchamus/ Mochongoi and Mukutani	37,000	26,636
Total (County)	30		244,410	171,344

Source: The Independent Electoral and Boundaries Commission (IEBC), 2012

The total number of registered voters in the county in 2012 was 171,344 against the eligible voter population of 244,410. The sub county with the lowest registered voters was Tiaty with 40 percent population of registered voters. Eldama Ravine had the highest percentage of registered voters was with 80 percent of the eligible voters being registered. There is need to do more civic education and registration exercise to improve on the registered voters especially in Baringo South and Baringo North Constituencies.

(e) Economic Activities

A major economic activity is the rearing of livestock. Fishing also takes part particularly in Lake Baringo where catfish and tilapia provide income for the people who live around the lake.

The lake is a major tourist attraction site and is home to wildlife such as the hippopotamus, crocodiles and abundant varieties of fish and birds. There are over 500 species of birds making the region an ornithologist's paradise.

The nearby Lake Bogoria National Reserve is home at times to one of the largest population of flamingos. The shore of the lake is lined with spouting geysers, spurting steams and bubbling geothermal pools.

1.5   Baringo County Assembly

1.5.1   Establishment

Baringo County Assembly was established along with other 47 county assemblies to represent the people and ensure government by the people under the Constitution, as well as represent the 30 Wards in the County government. Hence the Assembly has a responsibility to ensure that the public participate in democratic processes by understanding the role of Parliament and their involvement in its processes.

1.5.2   Role of Baringo County Assembly

The roles of the county assembly can be derived from Article 185 of the New Constitution of Kenya (2010) which includes;

(1)   The legislative authority of a county.

(2)   Making any laws that are necessary for, or incidental to, the effective performance of the functions and exercise of the powers of the county government under the Fourth Schedule.

(3)   While respecting the principle of the separation of powers, The County Assembly may exercise oversight over the county executive committee and any other county executive organs.

(4)   The County Assembly may receive and approve plans and policies for;

    (a)   The management and exploitation of the county's resources;   and
    (b)   The development and management of its infrastructure and institutions.

The other roles of the county assembly can also be derived from the County Government Act, Part III Article 8 include;

a)   Vetting and approving nominees for appointment to county public offices as may be provided for in this Act or any other law;

b)   Performing the roles set out under Article 185 of the Constitution;

c)   Approving the budget and expenditure of the county government in accordance with Article 207 of the Constitution, and the legislation contemplated in   Article 220 (2) of the Constitution, guided by Articles 201 and 203 of the Constitution;

d)   Approve the borrowing by the county government in accordance with Article 212 of the Constitution;

e)   Approving county development planning; and

f)   Performing any other role as may be set out under the Constitution or legislation.

1.6   Baringo County Assembly Aspirations

1.6.1   Vision

To be a model, independent, competitive, and development oriented County Assembly in Kenya.

1.6.2   Mission

To promote the principle of good governance through legislation, oversight and representation to reflect the interest, welfare and aspiration of the people of Baringo County.

1.6.3   Core Values

- Democracy
- Integrity
- Rule of law
- Human dignity and Social justice
- Diplomacy and Consensus building
- Equity and Equality

1.6.4   Philosophy

To efficiently and effectively execute its constitutional mandate for the promotion of democratic governance and achievement of sustainable development.

1.7   Justification for the development of Strategic Plan

The County Assembly is mainly responsible for performing the roles as set out in Article 185 of the New Constitution that includes approving of the budget and expenditures of the County Government, approving borrowings of the County Governments in accordance with Article 212 of the Constitution, approving development plans and performing any other functions as set out under the Constitution or legislation.

The Baringo County Assembly's mission is to promote the principle of good governance through legislation, oversight and representation to reflect the interest, welfare and aspiration of the people of Baringo. To make this mission possible a strategic focus will have to be in place. It is with this degree that it is paramount to have a plan to actualize this. In order for the County Assembly to perform its mandate that is also in line with its mission, various strategies and activities will be suggested through participatory and extensive consultation.

The County Assembly face a myriad of challenges to their independence and autonomy including an influence of executive arm of County Government, public demanding high levels of service delivery, high expectations and a Membership of the County Assembly who are often limited in their capacity to legislate.

It is against this background that the County Assembly considered the need for development of Baringo County Assembly Strategic Plan through an extensive participatory and consultative process to provide the strategic

roadmap and focus so that the County Assembly can fulfil its mandate as provided for in the mission by performing its role local governance effectively and efficiently as required by the Constitution.

The Strategic Plan therefore will guide and inform development agendas of all other plans in the Assembly as well as providing an overall strategic direction and support for the County Assembly Service Board. The Strategic Plan shall in addition, enhance the County Assembly's autonomy and support it in forging stronger linkages with the Executive and between other County Assemblies, the National Parliament as well as planning for public participation in the conduct of the business of the County Assembly. This Strategic Plan therefore is a culmination of an extensive, consultative and participatory process involving all stakeholders.

1.8   Process of Developing the Strategic Plan.

This Strategic Plan has been developed through a comprehensive participatory and consultative process, which involved consultative meetings, retreats, workshops and other stakeholders. The process was aimed at ensuring that there is complete ownership of the Plan, commitment and leadership that is necessary for its implementation. A committee was constituted to steer the formulation of the Strategic Plan.

The committee used information gathered from these documents, retreats, workshops and submissions by various departments and stakeholders to carry out SWOT analysis, Political, economic, social, technological, legal and environmental (PESTLE) analysis, a stakeholder analysis as well as writing other sections of this Plan. The institutional bottlenecks that may be undermining the effectiveness of various departments and the need to embrace a results-oriented management approach that leads to efficient delivery of services guided the proposals made on the development of new structures and the need for recruitment of staff.

The resource requirements for implementing the Strategic Plan have been worked out from the estimated costs of the proposed programmes and activities.

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Chapter 2:

Situational Analysis

2.0 Background information.

The promulgation of the new constitution of Kenya in the year 2010, ushered in a democratic order and devolution. The extraordinary participation by Kenyans showed the desire for devolution by establishing a society based on democratic values, social justice, fundamental human rights and representation through County Assemblies. The devolution of power bared three distinct entities; Legislative, Executive and Judiciary. The Constitution was adopted as the supreme law of the Republic of Kenya and lays the foundations for a democratic and open society in which government is based on the will of the people and every citizen is equally protected by law. In representing the people and ensuring government by the people, under the Constitution, the mandate of County Assembly is focused on strengthening the legislature with due regard for representative and participatory democracy. After the year 2013 elections the Baringo County Assembly was inaugurated with its 48 Members of the County Assembly in May 2013.

2.1 Legislative and Committee Services.

The mandate and function of the County Assembly is an extension of the National Assembly. The standing orders of County Assembly is by and large a replica of National Assembly, therefore the functions of committee services are defined in the standing orders. Sectoral committees work hand in hand with the County Executive Committee, to achieve this mandate and work in harmony to promote;

- Rules and procedures for public hearing in committees
- Amendment of Standing orders to suit Baringo County Assembly.
- Facilitation and capacity building.

2.2 Implementation Management and Oversight

The Baringo County Assembly plays a vital role in ensuring that its objectives and values as set out in this strategic plan come to realisation. To this end, the design of its mechanisms for exercising its mandate is of paramount importance. Baringo County Assembly Service Board (BCASB) shall adopt and implement it. This strategic plan shall be driven through effective committee, through the provision of the standing orders. The committee shall be called; Strategic Plan Implementation Committee (SPIC) as stipulated in the Standing Orders. The County Assembly Service Board shall come up with relevant policies to guide in the implementation of the strategic plan efficiently and effectively.

2.3 Staffing and Organizational Structure.

Major binding challenges and constraints characterizing the Baringo County Assembly in this regard are as

outlined below:

1. Staffing is inadequate
2. Inadequate capacity building for both Members of the Assembly and Staff.
3. Low remuneration that may lead to a high turnover.

The assembly is understaffed and there is need to increase the number of staff to assist improve the performance of assembly. Critically, the wage-bill may not support the required number of staff establishment. Currently the assembly has 61 employees and, BCASB need to address the urgent need of job analysis and evaluation, capacity building of both the MCAs and staff.

2.4   Stakeholder Analysis

The core business of the Baringo County Assembly Service Board (BCASB) is to provide an enabling environment and services to Members of County Assembly. The board is mandated to allow staff perform their mandates effectively. BCASB consist of five strong Members, with a strong linkage with all departments, staff and Members of County Assembly as it facilitates the Assembly to play its three major roles; representation, oversight and legislation. The following are stakeholders who have direct or indirect relationships with BCASB:

- Members of County Assembly (MCAs)
- Staff
- Media
- General public
- Audit office
- Judiciary
- National Assembly
- Ministries/County Executives
- Global partners

Table 2.1: Stakeholder analysis

Stakeholder	Stakeholder expectation	County Assembly Service Board
Members of County Assembly	⬜ Capacity building ⬜ Conducive working environment ⬜ Administrative support	⬜ Enhanced passage of laws ⬜ Enhanced quality bills ⬜ Quality debate in the house
Staff	⬜ Fair remuneration ⬜ Staff welfare ⬜ Career path development ⬜ Training and development	⬜ Improved performance ⬜ Increased loyalty ⬜ To adhere to the rules and regulations

County Executives	▢ Debate and scrutiny of policies and budgets. ▢ Effective communication.	▢ Implemented and debated policies and laws. ▢ Efficient utilization of resources, efficient and effective feedback.
The media	▢ Free access to information ▢ Facilitation in the house ▢ Timely information ▢ Freedom of expression	▢ Responsible journalism ▢ Proper coverage
Civil society & Development partners	▢ Growth in democracy ▢ Good governance ▢ Utilization of resource	▢ Partnership
The public	▢ Enact laws for implementation ▢ Effective representation ▢ Good governance	▢ Participation in democratic process ▢ Feedback
Global partners	▢ Active participation in international meetings and Forums.	▢ Contribution in global matters ▢ Capacity building for Members of County Assembly and staff for effective implementation.
National Goverment	▢ Service Improvement	▢ Implementation of policies
Audit Office	▢ Public Finance Management Acts and other related Acts	▢ Accountability
Judiciary	▢ Uphold good practices	▢ Free and fair judgement

2.5 PESTLE Analysis

The following analysis presents the political, economic, social, technological, legal, and environmental issues likely to affect the implementation of this Strategic Plan

Table 2.2: PESTLE Analysis

CATEGORY	ISSUE	EFFECT
Political	▢ Increased democratization ▢ Political instability of Kenya's neighbours ▢ Emerging and dynamic political structure	▢ Political stability and effective leadership ▢ Government of national unity ▢ Insecurity due to proliferation of small arms through the porous borders.
Economic	▢ Wider global outreach ▢ Endemic unemployment among the youth	▢ Global markets ▢ Increases crime and unrest by the youth

Social	☐ Increased awareness of human rights ☐ Increases awareness of social equity	☐ Observance of human right ☐ Agitation for equity in distribution of resources
Technological	☐ Growing use of ICT ☐ Influence of social media	☐ Need to leverage ICT in operation and communication
Legal	☐ Revised standing orders. ☐ Coming into effect of the new constitution	☐ Enhanced process and entrenchment of assembly in its legislative and oversight process
Environmental	☐ Increased environmental awareness.	☐ New legislation on environmental issues.

2.6 Physical Infrastructure Needs

Baringo County Assembly need facilities to enable the smooth running and functioning of the Assembly. Currently the Assembly is in scarce of various services that include;

☐ Furnishing of the chambers
☐ Offices of 48 Members of the County Assembly
☐ Office space for the staff
☐ Catering ,Gym and health facility
☐ Facilities for training Members of County Assembly and staff.
☐ Enough parking space for both Members and staff.
☐ Use and embracing of ICT technology.
☐ Accommodation and social facilities

☐ Land for development

2.7 SWOT Analysis

The table below presents the internal successes (strengths), challenges (weaknesses) that could impede the implementation of the plan. External factors that affect the plan include opportunities and threats are shown below.

Table 2.3: SWOT Analysis

STRENGTHS	OPPORTUNITIES
Key strengths available in Baringo county assembly. ☐ The constitution and several Acts on devolution, ☐ Formulation of the County Strategic Plan. ☐ Availability of physical facilities ☐ Competent and experienced staff ☐ Availability of funds from the central government ☐ Capacity building of MCAs ☐ Availability of basic transport and logistics	☐ General representation, integration of cultures ☐ Local resources ☐ Employment opportunities, donor fund.

WEAKNESS	THREATS
☐ Transport service and facilities ☐ Procurement constraint ☐ Staff shortage ☐ Financial capacities ☐ Inadequate facilities ☐ Staff housing. ☐ MCAs capacity to legislate ☐ Lack of data bank for storing the information	☐ Insecurity ☐ Poor infrastructure ☐ Conflict between the two levels of government ☐ High expectations by the citizens on service delivery ☐ Transition period ☐ Negative cultural practices ☐ Health, safety and environmental factors ☐ Natural calamities.

2.8 The Need to Further Deepen and Entrench Democracy through Increased Public Involvement and Participation

Baringo County Assembly is mandated to represent the people and ensure government by the people under the Constitution, as well as represent the 30 Wards in the County government. In this regard, the Assembly has a responsibility to ensure that the public participate in democratic processes by understanding the role of Assembly and their involvement in its processes. This places an obligation on Assembly to ensure that democratic processes are well-known and reach all citizens of the county. The County Assembly aims to improve public participation in its legislative and other processes as set out in the Constitution. A public participation model was therefore needed to derive proper processes, systems and capacity to realise the value of public involvement. In addition, the Assembly is set to improve its public education, provision of information and access to its processes in striving to increase the involvement of people.

Strategic Plan Team

Chapter 3

Strategic Focus

3.0   Introduction

This strategic plan serves as the roadmap of the present day reality of the BCA and the future vision of the Assembly. It presents the current circumstances as shaped by the opportunities and challenges it faces. At the beginning of this strategic planning process the County Assembly Strategic Planning Committee (CASPC) conducted extensive SWOT analysis of the numerous internal and external factors presently influencing the County Assembly and the environment in which it operates. Through the analysis, we identified and focused on critical driving forces and trends that in the coming years will have the greatest impact on the Assembly and the entire County.

The following are strategic issues of the planning environment whose strategic objectives are derived.

3.1 Responding to Key Emerging Issues and Challenges

The following are strategic issues and challenges in Baringo County Assembly that inform this Strategic Plan.

3.1.1   High Expectations

There are new demands and high expectations on the Baringo County Assembly following the adoption of the new Constitution. The enactment of the new Constitution has placed new demands on the institution of BCA.

3.1.2   Positive Image for Baringo County Assembly

There is need to create a positive public image of Baringo County Assembly. While improved performance will have impact on its image, there is need to engage the public directly through interventions such as public awareness campaigns, and provision of a conducive working environment for Baringo County Assembly staff and MCAs. Equally, there is an urgent need to provide each MCA with an office and to ensure that there are enough committee meeting rooms. Additional facilities required include; committee rooms for MCAs, offices for staff, office facilities including computers, Ipads and hospitality facilities including modern catering facility, health and fitness centres. The Assembly should also consider providing social and moral issues including facilities for people with disabilities.

3.1.3   Effective Organizational Structure

There is need for effective organizational structure that will enhance staff capacity with the coming of the new Constitutional dispensation; the organisational structures will support the Assembly staff for effective service delivery. This is in addition to addressing the weaknesses identified in the Strategic Plan of Human Resource. There is also need to enhance staff capacity in terms of numbers and skills to meet the demands of the BCA and improve their terms of service to attract and retain the best people. The Assembly should embark on Job Analysis and Evaluation to identify its human resource capacity.

3.1.4 Leverage of ICT in the County Assembly

The County Assembly recognises the need to utilise ICT for the effective individual performance and improved communication between the Assembly and the Members of the Assembly through the facilitation of the electronic communication.

ICT presents a significant opportunity to improve operations of BCASB and also to help open up Baringo County Assembly business to the public. Leveraging on ICT will be one of the critical aspects during the planning period.

3.1.5 Improved Resource Management

The Assembly will enhance resource mobilisation and improved resource management. The demands of the new Constitution require significantly enhanced resource mobilisation and utilisation for economic sustainability

3.1.6 Customer Value Proposition

The key clients of the Assembly are the MCAs, Government Ministries and Agencies, the civil society, media and the development partners. A clear vision of what these Members need to properly facilitate their work will guide BCASB in delivering its main constitutional mandate. This is spelt out below as a guide in formulating what needs to be done;

3.1.6.1   Provision of Modern chambers that will facilitate debate and allow for openness and transparency.

3.1.6.2   Efficient access to technical/legal support in drafting, understanding and researching on Bills brought before the House and matters to do with the national budget, county budgets and the national economy.

3.1.6.3   A provision of a modern office for each Member with the necessary office facilities including adequate furniture, ICT equipment, internet connectivity and efficient administrative support.

3.1.6.4   Efficient administrative services.

3.1.6.5   Adequate catering and health facilities.

3.1.6.6   Efficient delivery of services to all stakeholders.

3.2   Strategic Issues, Objectives, Strategies and Expected Outputs

3.2.1   STRATEGIC ISSUE 1: New Demands and High Expectations on Baringo County Assembly Following the Creation of The County Assembly

OBJECTIVE 1: To Strengthen the capacity of MCAs to effectively play their roles in the County Assembly.

This objective will encompass the improvement of the capacity of MCAs to introduce Bills and be able to effectively review and scrutinize Bills. It shall also involve orientating the MCAs on procedures of the House, in particular, the Constitution, Standing Orders to make them more effective in debating.

Expected Results:
Strengthen the capacity for Members of Baringo County Assembly to execute their constitutional mandate.

Strategies:

The following strategies will be pursued to achieve this objective:-

- Build capacity of Members of Baringo County Assembly in legislation, representation and deliberations.
- Build the capacity of Members and staff on oversight of governance issues.
- Develop Standing Orders and Rules for the House of Baringo County Assembly.
- Sensitize Members of Baringo County Assembly on Standing Orders.
- Improve the process of scrutiny and making of laws.
- Provide efficient and timely access to the Hansard.
- Ensure efficient management of Baringo County Assembly Order Papers and processes.
- Provide adequate resources to implement the deliberations/ processes of the Assembly.
- Enhance the Office of the Speaker to facilitate MCAs and the Assembly at large.

OBJECTIVE 2: To strengthen the capacity of Members in the Oversight role over the Public Financial Management (PFM).

The aim of this objective is to build an oversight process that ensures effective scrutiny and oversight of the County Budget and its appropriations.

Expected Results:

Ensuring there is adherence to the principles of public finance as provided for in the Constitution.

Expected Results:

To enhance equitable distribution, efficient utilization and transparency in allocation of public resources for sustainable development of Baringo County.

Strategies

- Facilitate the enactment of appropriate laws.
- Build capacity of Members of Baringo County Assembly to effectively oversee public financial management through regular briefings on policy issues.
- Facilitate access to professional expertise on public finance.
- Enhance capacity building for MCAs in budgeting process.

OBJECTIVE 3: To strengthen the Baringo County Assembly Research Services

The aim of this objective is to fully establish a professional non-partisan research centre that undertakes research work in an integrated approach tapping competencies in key departments of Legal Counsel, Clerk's Chambers, Budget Office, ICT department, Hansard department, Library and County Assembly, Research Department, among others.

Expected Output:

Enhanced quality of legislation and oversight role of Baringo County Assembly.

Strategies:

Institutionalize and strengthen research capacity in Baringo County Assembly.

- Formalize and strengthen the role of researchers in value addition of Baringo County Assembly engagement in Baringo County Assembly discourse.
- Forge and maintain strong network with research institutions at national, regional and international levels.

- Establish a knowledge and information management system.
- Establish library infrastructure, including archival services.
- Enhance reprographic services within Baringo County Assembly.

3.2.2 <u>STRATEGIC ISSUE 2:</u> Need For Enhanced Public Engagement With Baringo County Assembly

OBJECTIVE 4: To enhance the Public Engagement with Baringo County Assembly

The aim of this objective is to build a peoples' Baringo County Assembly that allows for the involvement of the public through promotion of transparency and democracy.

Expected Output:

- Improved public image of Baringo County Assembly.
- Boost people's confidence on service delivery.

Strategies:

- Strengthen the Public Relations Department on capacity and its activities within and outside the Baringo County.
- Improve use of ICT for public information dissemination by utilising the requisite media for timely communication.
- Introduce the live broadcast of House proceedings.
- Actively engage in media and communication.
- Improve protocol and reception in Baringo County Assembly.
- Take an active role in Public Social Responsibility activities (CSRs).
- Provide forums for public access and engagement.
- Facilitate the Speaker's office to enhance the public image of Baringo County Assembly.
- Develop an effective communication strategy.

OBJECTIVE 5: To Enhance Service Delivery

To enhance service delivery

Expected Output

Efficient and effective service delivery.

Expected Outcome:

Increased levels of internal and external customer satisfaction.

Strategies:

- Understand key stakeholders and the services provided to them.
- Regularly obtain feedback from clients, especially Members and staff on the level through suggestion boxes on quality of service provided.
- Continuously improve internal processes to deliver quality service and bridge identified service gaps.
- Introducing automated processes i.e use of ICT for communication and management.

3.2.3 STRATEGIC ISSUE 3: An Effective Organizational Structure And Enhanced Staff Capacity

OBJECTIVE 6: To Enhance Staff Performance

This objective aims at improving the productivity of staff in their respective workstations and improve the human resource capacity for enhanced service delivery.

Expected Output:

Enhanced staff output

Expected outcome:

Enhanced service delivery to county residents.

Strategies:

- Develop and operationalise organisational structure for BCA.
- Develop and operationalise functional relationships within County Departments.
- Manage staff performance.
- Recruit additional requisite staff to fill vacancies with special focus on the entire professional and administrative staff to complement, support and strengthen the structures as identified by the organisational structure.
- Formulate and adopt appropriate HR Strategies and policies.
- Develop the capacity Centre for Baringo County Assembly Studies and Training.
- Work with development partners to provide training opportunities locally and abroad.
- Gender and HIV/AIDS Mainstreaming activities.

OBJECTIVE 7: Strengthen Coordination and Teamwork Between the BASB and Departments

This objective aims at improving teamwork, coordination and synergies between all units of BASB to achieve higher organisational performance.

Expected Output:

Improved communication and synergies between units.
Enhanced performance in service delivery and improved rating on teamwork.

Strategies:

- Regular team building activities/initiatives.
- Multi-unit task forces formed to implement specific aspects of the Assembly.
- Entrench the Board of Management and other standing committees such as the Advisory Committee and Training Committees.

3.2.4 STRATEGIC ISSUE 4: Need to Provide a Conducive Working Environment for Members and Staff

OBJECTIVE 8: To Improve the Working Environment

Improve the offices for staff, office facilities such as computers and furniture, a modern library, adequate hospitality facilities such as catering, health, fitness, and security.

Expected Output:

Provision of modern physical facilities

Strategies:

- Refurbishment and modernise the chambers of BCA to accommodate all its members.
- Leasing and acquisition of buildings where necessary.
- Reorganization of offices at Baringo County Assembly Buildings.
- Expansion of the chambers.
- Acquisition of the parking space.
- Put in place effective security infrastructure.
- Develop a strategy for planning other facilities in Baringo County Assembly in view of the expansion.

3.2.5 STRATEGIC ISSUE 5: Need to Leverage On ICT for Improved Performance and Communication

OBJECTIVE 9: To Enhance use of ICT in Operations and Communications

The main thrust of this objective is the use of ICT to modernise operations of the Assembly and facilitate efficient communication in the entire institution of Baringo County Assembly.

Expected Output:

Efficient service delivery.

Strategies:

- Institutionalize ICT services in Baringo County Assembly.
- Build ICT capacity for Members of Baringo County Assembly and staff.
- Develop and upgrade ICT infrastructure. These include fitting the chambers of Baringo County Assembly with ultra modern ICT equipment.
- Automate processes.
- Digitize the Hansard Production System.
- Computerize the management of Baringo County Assembly Papers.
- Electronic voting and attendance register system.
- Establish County Assembly website to centralise information.

3.2.6 STRATEGIC ISSUE 6: Need for Enhanced Resource Mobilisation and Improved Resource Management

OBJECTIVE 10: Enhanced Resource Base and Improved Management of Resources

The aim of this objective is to ensure that adequate resources are available to meet the capital and operational expenditures for the full operationalisation of the County Assembly.

Expected Output:

Improved mobilization, allocation and efficiency in resource utilization.

Strategies:

- Resource mobilization internally and externally.
- Enhance efficiency in the procurement of goods and services.
- Improve project management.
- Improve quality of financial reporting and management.
- Restructure the costing of the internal budgeting process.
- Improve monitoring and evaluation.

3.2.7 STRATEGIC ISSUE 7: Need for Enhanced Legislative and Oversight Role Management

OBJECTIVE 11: To Strengthen the Leadership and Representative Roles of MCAs

Expected Output:

Effective legislature and oversight responsibilities.

Strategies:

- Training and developing a handbook for MCAs on representation.
- Developing interaction with civil society organisations and NGOs.
- Increased capacity for women MCAs.
- Creating Ward offices for members.
- Initiating grassroots activities.
- Communication and cooperation with national Government.
- Provision of open and transparent legislative process.
- Provide professional development programmes.

MCA representing person's with disability presenting a laptop to the Committee of Health Services

Chapter 4

Resource Mobilization and Risk Management

4.1 Resource Mobilization Framework

This chapter contains resource mobilization and risk management strategies required for proper management of the County Assembly. It will indicate the resources that are available for recurrent and capital projects. It also lays out strategies for raising revenue, resource sharing and their projections for the planning period. In addition, strategies for asset management, financial management, capital financing and means of attracting external funding will be included.

4.2 Resource Mobilization

In the context of this Strategic Plan, the term Resource refers to Human, Financial, Physical Facilities, Goods and Services. Resources are vital in the implementation of the Strategic Plan and is therefore important to mobilize adequate resources to guarantee the successful realization of the plan. Funding of County Assembly activities and programmes are largely funded from county resources. This implies that it competes for scarce resources with other county entities/departments. This demands for prudence in resource utilization through projects and activities prioritization to achieve maximum benefits and values, while fulfilling expectations and aspirations of all stakeholders.

The County Assembly recognizes that in order to deliver this ambitious strategic plan for the period 2014-2017 additional resources will need to be mobilized to fund the activities outlined and the additional technical expertise and capacity needed. It also recognizes that this may be informed by joint programmes, exchanges or direct financial assistance.

The resource mobilization objective is to ensure predictability and stability of core resources; supplement core resources with non-core funding and establish the donor base. To achieve this, the resource mobilization strategies to be employed in this strategic plan will include and not limited to:

   i.   Constituting a highly focused, committed, efficient and effective committee for resource mobilization

  ii.   Strategic Collaborations and linkages including twinning with other parliaments.

 iii.   The strategic plan will be disseminated to as many strategic partners as possible.

 iv.   Engage the county treasury to allocate adequate resources

  v.   Solicit for Charitable giving by corporations which consists of corporate grants, matching gift and volunteer grants.

 vi.   The County Assembly will organize special events that will increase visibility and support as well as raising funds. The events may include formal breakfast/dinners (e.g. Speaker's Dinner, County Assembly Prayer Breakfast), lectures by notable Institutions and individuals.

vii.   The County Assembly will solicit for In-Kind Gifts where goods or professional services are donated rather than cash.

4.3   Risk Analysis and Management

Table 4.1: Risk Analysis and Management

RISK FACTOR	Ranking	MITIGATION
Resistance to change by the key stakeholders	High	Training/capacity building
Inadequate staff and equipment	Moderate	Recruit adequate staff and procure adequate equipment
Negative perception of the assembly by some stakeholders/public	High	Positive publicity through positive publicity, events and other outreach programmes
Underfunding of the assembly/ low resource base	High	Engage and obtain enough resources from county treasury and establish development partners with clear plans on how to support
Transition challenges on devolution	High	Wide consultation and cooperation
High expectation of the population on County Assembly provision of legislative services	High	Engage the public on massive civic education through partnerships with other actors e.g NGO, cooperatives, e.t.c.
New constitutional dispensation		Wide consultation on the law
Members/Staff inadequate capacity	Moderate	Capacity building of members, recruit competent staff and also re-training those staff, comprehensive induction of new staff
New laws/policies with budget implications	High	SRC circular on remunerations/terms.

Illchamus dancers

Chapter 5

Monitoring And Evaluation Framework

Monitoring and Evaluation is a key component of this strategic plan. It will be used as a key management tool that shall emphasize on assessing how outcomes will be achieved over the plan period. This therefore calls for focused and committed leadership. The monitoring and evaluation team shall endeavour to sustain a result-based M&E framework built on the following;

Table 5.1: Monitoring and Evaluation Framework

ACTIVITY	TIMELINES	MEANS OF DELIVERY	RESPONSIBILITY
Conducting readiness assessment	April 2014	Questionnaires, CDs, website	CASB
Agreeing on outcomes to monitor frequency of evaluation	April 2014	SPIC/M&E Minutes	CASB
Selecting key indicators to monitor outcomes	April 2014	SPIC/M&E report (ref to Chapter 6)	CASB
Conduct a baseline survey	April 2014	SPIC/M&E baseline survey report (ref to Chapter 6)	CASB
Annual reporting on progress	April every year	Departmental Reports, SPIC/M&E Comprehensive Report	CASB
Midterm review	April 2015	TOR for external Consultant	CASB
End term evaluation	April 2017	TOR for external Consultant	CASB

Note. If you cannot see success, you cannot reward it. If you cannot reward success, you are probably rewarding failure but if you can demonstrate results, you can win stakeholder support.

Chapter 6

Implementation of the Plan

This Chapter discusses the implementation of the Strategic Plan after identifying strategies and actions that need to be taken and the timelines. The detailed presentation of the implementation matrix is presented below:

OBJECTIVE 1: To Strengthen the Capacity of Members to Effectively Play Their Roles in the New Constitutional Dispensation

S/N	STRATEGIES	ACTIVITY	TIME LINE / PERIOD	INDICATOR / TARGETS	ESTIMAT-ED COST	RESPONSI-BILITY
1	Build capacity of Members of County Assembly	Conduct workshops and study tours	2013-17	Members of County Assembly well in-ducted	300M	HOLC
2	Sensitize Mem-bers of County Assembly on Standing Orders	Conduct sensitization workshops/seminars	2013-14	Members to be conversant with the Standing orders	20M	HOLC
3	Improve the pro-cess of scrutiny and making of laws	Development of Standing Orders for the County	2013-14	County Assembly Standing Orders de-veloped	5 M	DL&CS/HOLC
		Develop and Review of the County Assem-bly Standing Orders		County Assembly Standing Orders re-viewed		
		Develop Speaker's Rules for the County Assembly		Rules developed		
		Development of code of conduct for Mem-bers of County Assem-bly staff		Code of conduct Available		
		Development Hand book for the County Assembly		Hand book available		

S/N	STRATEGIES	ACTIVITY	TIME LINE / PERIOD	INDICATOR / TARGETS	ESTIMATED COST	RESPONSIBILITY
		Development of rules of engagement (procedurally and administratively)		Rules available		
		Update Committee on procedural manuals	2013-2014	Committee and procedural manuals updated	NIL	DL&CS
		Attach relevant officers to other County Assemblies on exchange programme	2013-2014	Number of attachments	5M	
4	Provide efficient and timely access to the Hansard	Update the Hansard guide to conform with the Constitution and the Standing Orders	2014	Updated guide	2M	HE
		Fully commission the Hansard Production System, recruit additional technical staff and acquire modern Hansard equipment	2013-2014	Fully operational system	15M	HE
5	Ensure efficient management of Assembly papers	Digitalize committee papers and records	2013-2014	Effective and Efficient records system in place	5M	DL&CS

OBJECTIVE 2: To Strengthen the Capacity of Members in the Oversight Role Over the Public Finance of the Country.

S/N	STRATEGIES	ACTIVITY	TIME LINE / PERIOD	INDICATOR / TARGETS	ESTIMATED COST	RESPONSIBILITY
1	Entrench County Assembly in the budget making process	Facilitate the enactment of appropriate laws	2013-2014	Law enacted	20M	PBO
		Entrench improvement of procedures on budget scrutiny in the new Standing Orders	2014-17	Review of the new Standing Orders completed		

		Develop guidelines on procedures of scrutiny of the Budget by Assembly	2014	A guideline produced and disseminated		
		Sensitize Members on the process of scrutiny of the budget	2014-17	Number of workshops held on budget issues		
		Set up a macro economic forecasting model	2014	A macroeconomic model in place		
		Policy reviews to inform Assembly on economic and cost implications of policies	2014	Number of Bills and sessional papers analyzed		
		Economic and Fiscal Performance Analysis	2014-17	Quarterly report on budget and economy analyzed		
2	Facilitate access to professional expertise on public finance	Establish access to external professional advice on the budget	2014-17	Number of external professional in touch	2M	PBO
		Establish a Budget Forum / think tank	2014-17	Budget Forum in Place		PBO
3	Create adequate capacity on budget issues	Study tours for both MCAs and staff on budgetary issues.	2014	Number of study tours organized	30M	PBO
		Short term training for staff	2014	Number of staff trained		
		Regular workshops/ briefing sessions for Members of the County Assembly	2014	Number of workshops held		
		Carry out studies on thematic areas	2014	Number of studies held		

OBJECTIVE 3: To Establish and Strengthen the County Assembly Research Services.

S/N	Strategies	Activity	Time Line /Period	Indicator /Targets	Estimated Cost in Millions	Responsibility
1	Institutionalize and strengthen research capacity in County Assembly	Create a viable structure for the Research Department	2014	Operational structure in place	10M	PRO
		Establish an optimal staffing level for the Research Department	2014-15	Recruit the relevant staff		
		Develop an integrated research service and operational framework across various Sections/Departments	2014-15	Number of staff trained in research skills across Departments		
		Mainstream outputs from Research as a basis for decision-making	2014-17	Number of research reports disseminated		
2	Formalize and strengthen the role of researchers in value addition of MCAs' engagement in Assembly discourse	Sensitize Members on the range of services and expertise at their disposal	2014-17	All Members sensitized	20M	PRO
		Develop operational guidelines for Researchers' participation and engagement in relevant committee work	2014	Operational guidelines in place		DLCS
		Deploy researchers in the relevant specialized Departmental Committees	2014	Researcher for each committee		
		Enhance capacity for anticipatory research work and publishing of research outputs	2014	Publications and Bronchures		PRO

3	Forge and maintain strong network with research institutions at national, regional and international levels	Identify and register with relevant research institutions	2014-17	Number of peer meetings held	5M	PRO
		Have joint project or programme with other research institutions		Network established		
		Organize and participate in research seminars and workshop		Catalogue of research work		
4	Establish a knowledge and information management system	Establish and automate Library services	2014	Library management system in place	10M	PRO
		Digitize all papers and documents in the County Assembly		Digitized system		
		Build information systems networks with related institutions		Network in place		
5	County Assembly	Purchase of digital photo-copying and shredding machines	2014-15	High efficiency achieved	15M	PRO
		Retrain current staff on modern machine operations	2014	Number of staff retrained		
		Contract firms to regularly service machines	2014-17	Maintenance contracts		
6	Establish Library infrastructure including Parliamentary archives	Identify appropriate library and archives location	2014-17	Modern library in place	10M	PRO
		Institutionalize Assembly records management and archives services		All Assembly materials put in place		
		Formulate records management service, policy and guidelines		Policy in place		

		Review library regulations in line with the new constitution		New library rules and regulations		
		Maintenance of Assembly materials that are archival in nature		Number of materials collected		
		Collection of research papers, films, videos and other non book materials		Materials collected		

OBJECTIVE 4: To Enhance the Public Image of County Assembly.

S/N	Strategies	Activity	Time Line /Period	Indicator /Targets	Estimated cost in Millions	Responsibility
1	Enhance public relations in and Outside the Assembly	Develop outreach programmes	2014-2017	Outreach Programmes developed	25M	PCMRO
		Training and capacity building for all staff in public relations	2014	Number of staff trained		
		Publication of newsletters, brochures and other Assembly documents	2014	Number of publications		
		Undertake outreach programmes, i.e., participation in County events such as the ASK shows and the Public Service Week	2014	Participation in outreach programmes		
		Develop an information, communication and education (ICE) policy	2014	ICE policy in place		
2	Actualize the live broadcast of Assembly proceedings	Establish an Assembly Broadcasting/press Unit	2014-17	Equipment in place and Structure of broadcasting Unit developed	10M	DIRS
		Recruit personnel for the Broadcasting Unit		Number of Staff recruited	0.2M	DCAS

		Manage the broadcast content	2014	Management system in place	0.5M	DIRS
3	Actively engage media and communication	Recruit personnel to manage the Media Centre	2014	Number of staff recruited	5M	DCAS
		Increase regular media briefings	Monthly	Number of media briefings held	Nil	
4	Improve protocol and reception in County Assembly	Set up Assembly Reception Desk and customer care centre	2014	Reception desk setup	0.2M	PCMO
		Recruit/deploy officers for the customer care centre	2014	Number of staff inducted	Nil	PCMO
5	Take an active role in Corporate Social Responsibility activities	Establish CSR policy	2014	PSR policy in place	1M	PCMO
		Participate in annual charity activities	Annual	Number of charitable activities undertaken		
6	Provide for physical infrastructure in County Assembly buildings that facilitate public interactions	Provide for public waiting and vetting shelter in all receptions Provide for a public resource centre for pictures, publications, replicas of symbols and later a museum Put up and public education hall / Auditorium for lecturers and talks	2014-15	Facilities to be in place	10M	PCMO
7	Sensitize Members of County Assembly on matters of media and public image management	Enhance and strengthen Members orientation Programme for new Members Regular sensitization workshops	Continuous	Number of events held	10M	PCMO
8	Enhance the Office of the Speaker to play role of Spokesperson for County Assembly	Staff adequately for the SCA Office	2014	Recruited qualified staff Provide adequate facilities	2M	HOSO

OBJECTIVE 5: To Enhance Service Delivery.

S/N	Strategies	Activity	Time Line / Period	Indicator /Targets	Est. Cost	Responsibility
1	Understand key stakeholders and their needs	Carry out customer satisfaction surveys on an annual basis and implement recommendations	Annually	Surveys conducted %age of recommendations acted on	10M	CCA
2	Improve internal processes to deliver quality service to Members and staff	Departments to prepare service charters and annual work plans	2014	Service charters and operational manuals published	0.4M	DCAS
		Acquire appropriate equipment to facilitate service delivery		Relevant equipment available		
3	Formulate and adopt appropriate HR strategy and policy	Improve Schemes of Service to attract and retain competent staff	2014	Schemes of Service in Place	2M	
		Recruit appropriate staff	2014	Professional Staff recruited	400M	DCAS
		Design HR Strategy and Policy	2014	HR policy in place	2M	DCAS

OBJECTIVE 6: To Enhance Staff Performance

S/N	Strategies	Activity	Time Line / Period	Indicator /Targets	Est. Cost	Responsibility
1	Institutionalize performance contracting	Key staff negotiate and sign performance contracts	Annually starting 2014	%age of key staff with performance contracts	Nil	PHRO
2	Enhance the role of staff appraisals in managing performance	Workshops on staff appraisals	2014	%age of staff appraisals done	5M	PHRO

S/N	Strategies	Activity	Time Line / Period	Indicator /Targets	Est. Cost	Responsibility
3	Establish appropriate structures	Establish support structures for the Assembly Review structures for Office of Speaker and Clerk of County Assembly Establish structure for all Departments	2013-2014	Appropriate structures in place	Nil	SPIC
4	Improve terms of service	Review terms of service for all cadres	2014	Improved terms of service in place	Nil	BCASB
5	Recruit additional staff to fill vacancies	Advertise, interview and recruit professional staff	2014	%age of requisite staff recruited	10M	BCASB
6	Facilitate attachments to other Parliaments/ Assemblies	Identify staff across the departments and facilitate the attachments	2014-17	Officers attached	4M	CCA
7	Mainstream HIV/ AIDS activities in the Service	Develop a 3-year strategic plan for the unit	2014	Strategic Plan in place	2M	
		Formulate a workplace policy on HIV/AIDs	2014	Policy formulated		HACU
		Integrate HIV/AIDs activities in the annual calender	2014	Programme of activities		
		Develop and disseminate publicity messages on HIV/AIDs	2014	Publicity messages published		

OBJECTIVE 7: Strengthen Teamwork and Coordination Between the Board, Members and Staff.

S/N	Strategies	Activity	Time Line / Period	Indicator /Targets	Est. Cost	Responsibility
1	Build synergies across departments	Bi-annual Assembly retreats with team building sessions	2013-2014	Team work	10M	PHRO
		Quarterly meetings between the Board and departments		Quarterly reports	0.1M	PHRO

		Annual sports day and fun day		Sports day	1M	PHRO
		Annual staff party		Staff party	2.5M	PHRO
2	Improved Communication mechanisms	Prompt communication of Board and Departmental resolutions	Continuous	Regular communication	1M	CSC Secretariat
		Regular circulars to Departments on policy decisions		Decisions implemented		
		Monthly reports from Departments		Report availed		
		Annual County Assembly report/Bulletin/Magazine		Annual report		

OBJECTIVE 8: To Improve The Working Environment

S/N	Strategies	Activity	Time Line / Period	Indicator /Targets	Est. Cost	Responsibility
1	Provide adequate physical facilities	Construct a modern office block II next to Current Building Create and equip a modern Library in the assembly	2013-2014	Completion of office block II Members offices created and ready for occupation Modern Library ready for use	100M	B-SUPP
2	Refurbishment of the Chambers	Carry out the refurbishment of the Chamber	2013-2014	The chamber refurbished	50M	B-SUPP
		Re-organize the main Assembly to create offices for the Speakers, Clerks and other officers of the Assembly	2013	Chamber refurbished and offices created	40M	B-SUPP

3	Enhancement of security within Assembly precincts	Initiate and Complete an integrated security system	2013-2014	Security system completed and commissioned	5M	S-a-Arms
		Train security staff in modern security related systems and policies	2013	Staff recruited and trained		
		Establish an Assembly Police Unit accountable to Assembly	2013	Assembly Police Unit in place		

OBJECTIVE 9: To Enhance use of ICT in Operations and Communications.

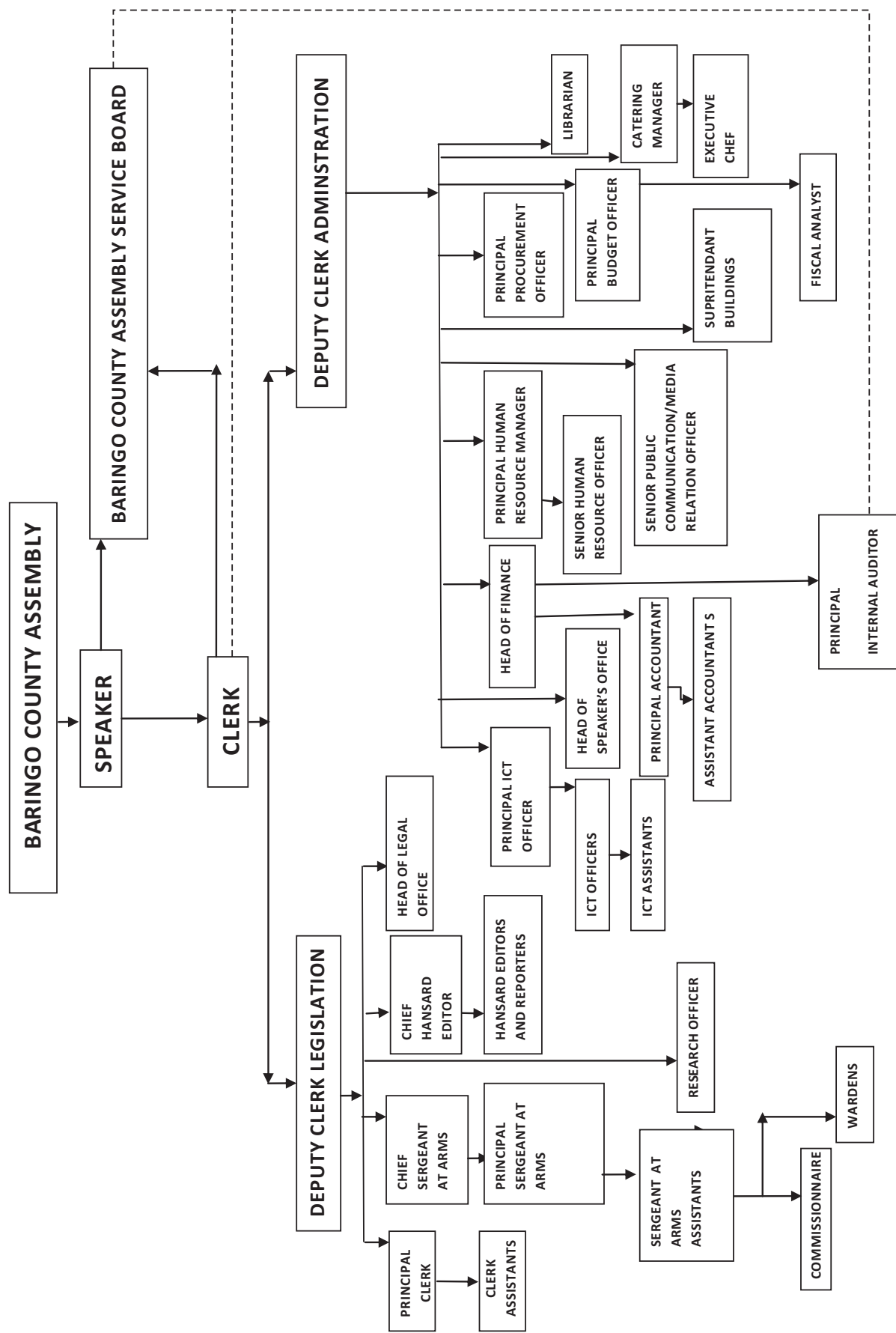| S/N	Strategies	Activity	Time Line / Period	Indicator /Targets	Est. Cost	Responsibility
1	Institutionalize ICT services in the Assembly	Establish an organizational structure for ICT Department	2013	ICT Department structure in place	Nil	PICTO
		Recruit and train ICT professionals	2013-2014	Number of staff recruited and trained	2M	PICTO
		Develop ICT Strategy and policy	2014	ICT Strategy and policy documents in place	1M	PICTO
2	Build ICT capacity for Members of the County Assembly staff	Organize induction and training sessions	2014-2015	Number of Members and staff trained	25M	PICTO
		Hold ICT workshops, conferences and seminars for Members and staff	2014-2017	A number of Workshops, Conferences and seminars held		
3	Upgrade and develop ICT infrastructure	Central ICT service model	2013-2014	Integrated ICT system	5M	PICTO
		Standardize ICT Services	2013-2017	Harmonized ICT Environment/platform		

		Establish ICT project management framework	2014	Documented ICT project management guidelines		
4	Automate processes using ICT	Improve the Assembly website		Improved website	5M	PICTO
		Enhance e-mail and Intranet services		Enhanced e-mail and Intranet services in place		
		Enhance document management systems		New systems for document management		
		Establish linkages with constituencies with VSAT connection		VSAT link to Constituencies		
		Digitize Legislative Management System		Digitized Legislative Management System in place		
		Computerize management of Assembly papers		Parliamentary papers computerized		

OBJECTIVE 10: To increase Resource Base and Improve Management of Resources

S/N	Strategies	Activity	Time Line / Period	Indicator /Targets	Est. Cost.	Responsibility
1	Resource mobilization	Fully engage County Treasury for funds	2014-17	Budgetary provision	1M	CFO/PBO
		Profile all the development partners		Coordinated donor funding		
2	Improve internal budgeting process	Create interdepartmental budget committee Hold Pre and post budget workshop	2014-17	Participatory and realistic budget	1M	PBO
	Enhance efficiency in procurement	Training on the requirements of the Public Procurement and disposal Act 2005	2014-15	Number of officers trained	1M	PPO

APENDIX 1
Baringo County Assembly Organogram

The organogram shows the following hierarchy:

BARINGO COUNTY ASSEMBLY → **SPEAKER** → **CLERK**

BARINGO COUNTY ASSEMBLY SERVICE BOARD (connected to SPEAKER and CLERK)

The CLERK oversees:
- **DEPUTY CLERK ADMINSTRATION**
- **DEPUTY CLERK LEGISLATION**
- **PRINCIPAL INTERNAL AUDITOR**

DEPUTY CLERK ADMINSTRATION branches to:
- LIBRARIAN
- PRINCIPAL PROCUREMENT OFFICER → PRINCIPAL BUDGET OFFICER → CATERING MANAGER → EXECUTIVE CHEF
- FISCAL ANALYST
- SUPRITENDANT BUILDINGS
- PRINCIPAL HUMAN RESOURCE MANAGER → SENIOR HUMAN RESOURCE OFFICER
- SENIOR PUBLIC COMMUNICATION/MEDIA RELATION OFFICER
- HEAD OF FINANCE → PRINCIPAL ACCOUNTANT → ASSISTANT ACCOUNTANT S
- HEAD OF SPEAKER'S OFFICE
- PRINCIPAL ICT OFFICER → ICT OFFICERS → ICT ASSISTANTS

DEPUTY CLERK LEGISLATION branches to:
- HEAD OF LEGAL OFFICE
- CHIEF HANSARD EDITOR → HANSARD EDITORS AND REPORTERS
- RESEARCH OFFICER
- CHIEF SERGEANT AT ARMS → PRINCIPAL SERGEANT AT ARMS → SERGEANT AT ARMS ASSISTANTS → WARDENS / COMMISSIONNAIRE
- PRINCIPAL CLERK → CLERK ASSISTANTS

REFERENCE

1. Constitution of Kenya, 2010
2. County Government ACT, 2012
3. County Intergrated Development Plan
4. Interim County Assembly Standing Orders
5. Kenya Bureau of Statistics

Members of Baringo County Assembly Service Board receiving a Report from Interview Panel

Staff and Members of Baringo County Assembly

Members of Baringo County Assembly with Senator Gideon Moi and Deputy Governor, Mathew Tuitoek

Hon. Speaker William Kamket meets His Excellency the President Uhuru Kenyatta

Baringo County Assembly, Heads of Departments

Baringo County Assembly, Staff