



1ST SEPTEMBER 2025

**PRESS STATEMENT AFTER THE EXTRA-ORDINARY COUNCIL MEETING TO
DELIBERATE ON HUMAN RESOURCE MANAGEMENT IN THE HEALTH
SECTOR AND IMPLEMENTATION OF E-PROCUREMENT**

***Members of the Press,
Citizens of Kenya,***

The Council of Governors convened an Extraordinary Council Meeting to deliberate on critical issues affecting service delivery across the Counties. Following extensive discussions, we wish to communicate as follows:

1. Absorption of UHC Staff

We note that the recent developments of the matter of UHC Staff by the Ministry of Health is a deliberate attempt to set up County Governments. The Ministry continues to paint a public picture that County Governments are derailing the process of absorbing the UHC Staff. County Governments cannot be back-peddling with the Ministry over a devolved function. In this regard, the Council of Governors reaffirms its commitment to strengthening healthcare delivery across Counties. However, we reiterate that:

- The Ministry cannot alter the contracts of the UHC staff without the involvement of County Governments.
- The Council will only accede to the variation of the same upon the increase of the equitable share of revenue to factor the same.
- The transfer of UHC staff to County Governments must be preceded by the allocation of adequate resources amounting to **Kshs. 7.7**

Billion from the Ministry of Health, in line with SRC-approved salary scales.

- The ongoing verification exercise of UHC staff must first be validated jointly and report officially shared before any transfer process begins.
- Gratuity payments amounting to **Kshs. 9.4 Billion** for staff currently under contractual terms must be settled by the Ministry of Health prior to transition.

Counties are amenable to employing the verified UHC staff once resources are duly provided and previous obligations settled by the National Government.

2. Labor relations in the Health Sector

The Council of Governors notes the increased agitation by health workers' unions over labour related issues. We acknowledge the validity of their grievances and we reaffirm our commitment to resolve these issues in the best interest of our healthcare workers.

We however, call upon the Unions to exercise patience as the Counties resolve these issues and forestall any industrial action that could disrupt county health services. At the same time, the Council calls on the National Government to provide the necessary resources to implement the Return to Work Agreements.

3. Career Guidelines for Health Workers

The Public Service Commission (PSC) has approved Career Guidelines for various Health Cadres without consulting or involving County Governments as employers in the development of the said Career Guidelines.

In this regard, we shall be calling upon the PSC to discuss the Career Guidelines. Further, we call upon the Public Service Commission to desist from approving Cadre based Career Progression Guidelines which have a huge financial impact on County Governments without having the cost of implementation factored in the equitable share of revenue to the County Governments.

4. Outstanding Salary reviews for County Workers

The National Government implemented salary review FY 2024/25 for all its employees. However, this was not effected for the County Government

workers due to non- allocation of resources by the National Treasury. The total amount required cumulatively is **Ksh. 4,774,942, 082 for all** County State and Public officers.

The Council demands for an increase in the Equitable share to facilitate the implementation of salary reviews for County workers as required by the law.

5. Mandatory roll-out of the Electronic Government Procurement System (e-GP) as directed by National Treasury.

We note with concern that:

- The roll-out was hasty, marred with inconsistencies and has disrupted service delivery in Counties.
- Only three Counties participated in the pilot, yet the system was enforced nationally before addressing the gaps identified.
- Lack of adequate sensitization and training has paralyzed procurement processes, particularly in critical sectors such as health.
- The e-GP system, as currently implemented, undermines the distinct status of County Governments as provided in the Constitution.

We therefore call on the National Treasury to **immediately withdraw the Circular** directing the counties to implement the e-GP until proper consultations, legal alignment, and capacity-building are undertaken.

Conclusion

The Council of Governors emphasizes the need for continuous consultation and cooperation between the two levels of government before any circulars or directives that have a direct impact on service delivery can be issued. This is what our Constitution demands. As County Governments, we remain committed to upholding the principles of national values and principles of governance as enshrined under Article 10 of the Constitution in service delivery.

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