



REPUBLIC OF KENYA

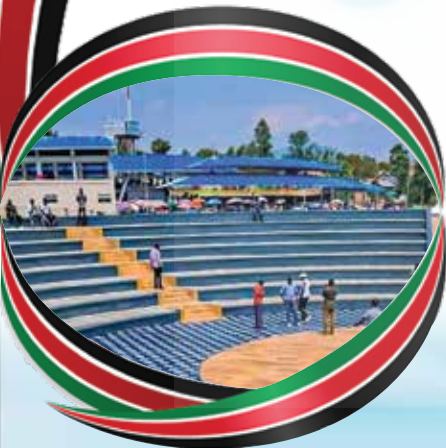


COUNTY GOVERNMENT OF HOMA BAY

**OPENING REMARKS BY H.E. GLADYS WANGA, EGH,
THE GOVERNOR HOMA BAY COUNTY**

**DURING THE OFFICIAL LAUNCH OF THE
COUNTY HUMAN RESOURCE INFORMATION
SYSTEM (HRIS)**

**AT THE COUNTY HEADQUARTERS ON THURSDAY,
10TH SEPTEMBER 2026**



SALUTATION

1. The Deputy Governor H.E. Danish Onyango,
2. County Secretary & Head of Public Service, Prof. Muok, Phd. OGW,
3. County Executive Committee Members, County Attorney and the Chief of Staff,
4. Chairperson, Members and CEO of the CPSB and Revenue Boards,
5. Chief Officers, Directors and County Staff,
6. Our Partners and Invited Guests,
7. Distinguished Ladies and Gentlemen,

Good morning

Today is a historic day for Homa Bay as we launch the **County Human Resource Information System (HRIS)**. We are not just launching a software; we are launching a new culture of transparency, accountability, responsiveness, responsibility and productivity.

As we assumed office in August 2022, my government promised to **digitize**, and today we deliver the Human Resource System Solution. I am glad the long journey of **developing and customizing the HR System** has led us to today's launch at the modern County Headquarters in Arujo. For a long time, our HR records have been manual. Manual files get lost. The manual payroll has errors. Manual leave approvals cause conflict. Manual promotion processes cause mistrust. Where there is mistrust, performance suffers. All that is now in the past, a new digital dawn has come for the staff of the Homa Bay County Government.

WHAT WILL THE HRIS DO AND WHAT ISSUES WILL IT RESOLVE?

First, it will resolve the questions of **Absenteeism, Ghost Workers and Payroll Malpractices**. Before this, the manual payroll allowed fake names and double payments. Now, with a **biometric link and single ID**, payroll will be auto-generated from active staff only – those who come to work daily and log in and are productive. This will save the County millions in Wage Bill. **In addition**, the **system will help us to measure our performance and productivity** and as you know what gets measured gets done. Remember this is Biblical “we should eat our sweat”.

Second, it will **reduce workplace conflict** and resolve unfairness. Evidence from our own Departments shows that 70.9% of employee performance is explained by how we manage conflict. Before this system, promotion was based on who shouted loudest because there was no data. Now, HRIS provides a single source of truth. Objective criteria — training, years served, appraisal score — will be visible to all. This promotes collaborative and **accommodative work place strategies**.

Third, it will resolve delayed leave, promotion and discipline issues. Before this, files got lost between departments and leave took 6 months to approve. From now onwards, **an employee will apply for leave on their phone, the HoD will approve online, and HR will act within 48 hours.** All the timelines will be tracked. Our **work – life balance** will get better as taking leave days is made much easier. Leave is an important aspect.

Fourth, it will resolve the lack of **data for decision making.** Before, we could not tell how many nurses are in Ndhiwa versus Rachuoonyo. Now, we will have **a real-time dash board** - staff by sub-county, age, gender, skill gaps, and retirement forecasts. We have all the **staff data** we need.

Fifth, it will **resolve low accountability and improve service delivery.** Before today, performance appraisal was a paper filled in July and forgotten. Now, we will have **monthly e-appraisals** linked to our Genowa Manifesto Pillars, CIDP, ADP and performance targets. When our internal systems work, our hospitals work, **our revenue grow, and our people enjoy the fruits of devolution.**

Sixth, it will resolve **training, compliance issues and succession gaps**. The system will flag who has not been trained and who is due to retire, and every transaction will have an audit trail. No more audit queries from the Auditor General on HR and Payroll Issues, the system will speak for itself.

**In short, this system will resolve the 6 problematic C's:
Corruption, Conflict, Confusion, Cost, Complaints and Complacency.**

For us to reap the benefits of the HRIS immediately, I hereby direct as follows:

1. All the Departments must migrate 100% of their staff data to HRIS within 21 days;
2. No manual HR transaction will be accepted after 1st December 2026;
3. The Department of Governance will train all the HR officers and line managers on the HRIS; and
4. Performance contracting for FY 2026/2027 will be done entirely through this HR system.

I sincerely thank our partners, our HR and ICT teams for making this possible and customizing the system to suit our circumstances including field and out of station staff. This system is in line with our vision of County of Endless Potential.

We add another feather to our shining cup! Here is to a new era, Homa Bay County is now digital! I implore us gathered here today, to be among the early birds to enjoy the benefits of the system

It is now my honour and privilege to officially launch the Homa Bay County Human Resource Information System. Thank-you very much. From now on, absenteeism is a thing of the past! Coming to work every official working day is the new mode.

God Bless Homa Bay County and God Bless our country Kenya.



