

no.	County	Baselines and required to start			Formulae						Breakdown of HRH per cadre															
		Available HRH	Norms (2016) HRH	Required @ 5%	equity	Proportionate to the Gap	Equity Allocation	Proportionate to the Gap	Total Allocated HRH	Proportion	Clinical Officers	Nurses/KRCHN	Nurses/ECHN	Pharmaceutical Technician	Laboratory Technologist	Community Oral Health Officers	Radiographers	CHEW	Assistant Public Health Officer III	Assistant Health Records & Information Officer III	Nutrition & Dietetics Technologist III	Nutrition & Dietetics Technician	Assistant Occupation Therapist III	Orthopedic Trauma Technician III	Assistant Physiotherapist III	
1	Baringo	919	4235	166	0.01	0.017	56	141	197	0.02	9	43	15	4	10	2	1	30	20	7	0	0	0	0	0	0
2	Bomet	822	5156	217	0.01	0.014	56	133	189	0.02	5	31	5	5	15	2	10	30	15	15	0	0	0	0	0	0
3	Bungoma	2057	7902	292	0.01	0.029	56	188	244	0.03	20	70	10	10	20	3	1	29	10	15	0	0	0	0	0	0
4	Busia	1303	6754	273	0.01	0.020	56	0	56	0.02	10	41	10	4	4	2	1	41	0	0	0	0	0	0	0	0
5	Elgeyo-Marakwet	934	9670	437	0.01	0.028	56	189	245	0.02	15	68	15	8	21	2	2	40	8	10	0	0	0	0	0	0
6	Embu	1145	11526	519	0.01	0.030	56	195	251	0.03	18	62	31	5	10	5	10	24	20	10	0	0	0	0	0	0
7	Garissa	1130	5165	202	0.01	0.015	56	150	206	0.02	12	20	30	6	6	2	2	55	10	7	0	0	0	0	0	0
8	Homa Bay	2067	6285	211	0.01	0.015	56	142	198	0.02	18	36	9	6	8	4	4	37	10	10	0	0	0	0	0	0
9	Isiolo	417	2261	92	0.01	0.013	56	0	56	0.02	8	33	8	3	3	2	1	33	0	0	0	0	0	0	0	0
10	Kajiado	924	8016	355	0.01	0.030	56	0	56	0.03	13	52	13	5	5	3	1	52	0	0	0	0	0	0	0	0
11	Kakamega	3380	11663	414	0.01	0.030	56	171	227	0.03	25	50	10	2	24	5	5	20	10	20	0	0	0	0	0	0
12	Kericho	1568	4261	135	0.01	0.013	56	130	186	0.02	10	35	23	5	12	2	1	33	5	5	0	0	0	0	0	0
13	Kiambu	2498	11526	451	0.01	0.029	56	195	251	0.02	20	50	31	5	10	5	5	50	14	5	0	0	0	0	0	0
14	Kilifi	1450	9471	401	0.01	0.029	56	138	194	0.02	18	29	10	13	12	5	8	17	13	13	0	0	0	0	0	0
15	Kirinyaga	1303	8026	336	0.01	0.030	56	0	56	0.03	13	51	13	5	5	3	1	51	0	0	0	0	0	0	0	0
16	Kisii	2265	11526	463	0.01	0.031	56	0	56	0.03	13	52	13	5	5	3	1	52	0	0	0	0	0	0	0	0
17	Kisumu	2110	10750	432	0.01	0.030	56	194	250	0.03	30	56	15	10	10	3	10	42	0	8	10	0	0	0	0	0
18	Kitui	3265	11526	413	0.01	0.029	56	138	194	0.02	12	50	12	5	5	2	1	50	0	0	0	0	0	0	0	0
19	Kwale	1096	2384	64	0.01	0.015	56	0	56	0.02	9	36	9	4	4	2	1	36	0	0	0	0	0	0	0	0

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20	Laikipia	1306	7059	288	0.01	0.023	56	0	56	0.02	11	43	11	4	4	2	1	43	0	0	0	0	0	0
21	Lamu	454	1765	66	0.01	0.007	56	104	160	0.01	10	27	7	10	10	3	2	20	8	7	0	0	0	0
22	Machakos	2050	9670	381	0.01	0.021	56	161	217	0.02	20	39	11	8	14	9	4	43	4	9	0	0	0	0
23	Makueni	1145	9121	399	0.01	0.030	56	198	254	0.03	25	50	11	15	20	6	6	50	10	5	0	0	0	0
24	Mandera	1024	5460	222	0.01	0.017	56	0	56	0.02	9	37	9	4	4	2	1	37	0	0	0	0	0	0
25	Marsabit	417	1661	62	0.01	0.011	56	78	134	0.02	16	10	20	3	8	3	1	14	0	0	0	0	0	3
26	Meru	1190	10126	447	0.01	0.029	56	0	56	0.03	13	51	13	5	5	3	1	51	0	0	0	0	0	0
27	Migori	2602	9220	331	0.01	0.028	56	186	242	0.02	21	40	12	12	24	2	2	41	19	13	0	0	0	0
28	Mombasa	1951	11645	485	0.01	0.027	56	0	56	0.02	12	48	12	5	5	2	1	48	0	0	0	0	0	0
29	Muranga	2489	11526	452	0.01	0.029	56	206	262	0.03	20	80	0	8	10	6	1	51	10	10	10	0	0	0
30	Nairobi	5033	9121	204	0.01	0.015	56	0	56	0.02	9	35	9	4	4	2	1	35	0	0	0	0	0	0
31	Nakuru	3206	9032	291	0.01	0.028	56	187	243	0.02	12	49	12	5	5	7	5	42	39	10	0	0	0	0
32	Nandi	1288	3788	125	0.01	0.014	56	142	198	0.02	9	40	25	3	15	2	5	43	0	0	0	0	0	0
33	Narok	817	3855	152	0.01	0.015	56	0	56	0.02	9	36	9	4	4	2	1	36	0	0	0	0	0	0
34	Nyamira	1344	9625	414	0.01	0.029	56	193	249	0.02	10	62	10	20	20	5	5	51	5	5	0	0	0	0
35	Nyandarua	4212	9032	241	0.01	0.016	56	141	197	0.02	21	36	9	6	10	0	3	35	17	4	0	0	0	0
36	Nyeri	1444	6208	238	0.01	0.016	56	107	163	0.02	13	25	5	6	20	4	5	4	0	4	5	5	4	2
37	Samburu	490	2460	99	0.01	0.011	56	115	171	0.02	18	35	15	8	8	4	4	8	10	5	0	0	0	0
38	Siaya	1161	7678	326	0.01	0.024	56	147	203	0.02	11	45	11	5	5	2	1	45	0	0	0	0	0	0
39	Taita Taveta	970	5165	210	0.01	0.011	56	65	121	0.02	8	31	8	3	3	2	1	31	0	0	0	0	0	0
40	Tana River	1109	2384	64	0.01	0.012	56	125	181	0.02	12	35	12	6	9	2	2	32	8	7	0	0	0	0
41	Tharaka Nithi	1317	9876	428	0.01	0.027	56	178	234	0.02	15	51	13	10	12	4	5	25	28	15	0	0	0	0
42	Trans-Nzoia	1143	5665	226	0.01	0.013	56	130	186	0.02	13	29	10	9	10	4	2	34	10	9	0	0	0	0

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43	Turkana	1219	4283	153	0.01	0.011	56	153	209	0.02	25	30	25	10	10	5	5	20	15	8	8	0	0	0	0
44	Uasin Gishu	1091	11675	529	0.01	0.028	56	180	236	0.02	24	72	9	10	12	6	6	25	8	8	0	0	0	0	0
45	Vihiga	967	2285	66	0.01	0.012	56	124	180	0.02	15	34	8	5	5	2	5	32	8	10	0	0	0	0	0
46	Wajir	940	3765	141	0.01	0.013	56	127	183	0.02	9	34	29	10	10	2	10	6	9	8	0	0	0	0	0
47	West Pokot	948	5165	211	0.01	0.011	56	83	139	0.02	9	27	11	2	7	2	2	15	0	0	6	2	0	0	0
48	National level				0.01	0.028	56	179	235	0.02	15	50	30	5	10	2	3	49	5	5	5	0	0	0	0
	<b>Kenya</b>	<b>73980</b>	<b>336418</b>	<b>13122</b>	<b>0.48</b>	<b>1</b>			<b>8078</b>																

**NOT** The counties marked in yellow colour didn't submit their respective county HRH needs as advised. The initial distribution done as per county gaps remained.  
The total number to be recruited as per County needs is 8,078 from the initial 5,550





