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THE NATIONAL ASSEMBLY
 DATE: 22 JUN 2023
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 CLERK AT THE TABLE:

REPUBLIC OF KENYA
THE NATIONAL ASSEMBLY

THIRTEENTH PARLIAMENT - SECOND SESSION - 2023

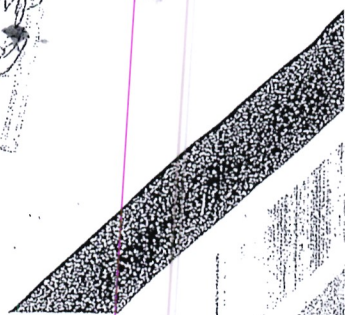
DEPARTMENTAL COMMITTEE ON ADMINISTRATION AND INTERNAL SECURITY

REPORT ON THE APPROVAL HEARING OF MS. ANNE NJOKI WANG'OMBE,
NOMINEE FOR APPOINTMENT AS THE PRINCIPAL SECRETARY, STATE
DEPARTMENT FOR PERFORMANCE MANAGEMENT AND DELIVERY
SERVICES, OFFICE OF THE PRIME CABINET SECRETARY

THE NATIONAL ASSEMBLY
 PAPER NO. 100
 DATE: 22 JUN 2023
 TABLED BY: Hon. Caroline Ngelecheri, MP
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 Thursday
 Member DC Internal Security

Directorate of Departmental Committees
National Assembly
Parliament Buildings
Nairobi

June, 2023



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LIST OF ABBREVIATIONS AND ACROYNMS

DCI	Directorate of Criminal Investigations
EACC	Ethics and Anti-Corruption Commission
H.E.	His Excellency
HELB	Higher Education Loans Board
KRA	Kenya Revenue Authority
KEMRI	Kenya Medical Research Institute
MDAs	Ministry, Department and Agencies
ORPP	Office of the Registrar of Political Parties

LIST OF ANNEXURES

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CHAIRPERSON'S FOREWORD

This report contains the proceedings of the Departmental Committee on Administration and Internal Security on the approval hearing of Ms. Anne Njoki Wang'ombe for appointment as Principal Secretary of the State Department for Performance Management and Delivery Services, Office of the Prime Cabinet Secretary, as forwarded by H.E. the President and communicated to the House by the Speaker on Tuesday 6th June, 2023.

In exercise of powers conferred by Article 155(3)(a) of the Constitution as read together with Sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act, 2011, H.E. the President vide Presidential Nomination No. 14 of 2023 dated 31st May, 2023 notified the National Assembly of the nomination of Ms. Anne Njoki Wang'ombe, nominee for approval for appointment as Principal Secretary of the State Department for Performance Management and Delivery Services.

The Hon. Speaker vide Communication No. 014 of 2023 dated Tuesday 6th June, 2023 conveyed to the House the Message from H.E. The President and subsequently referred the name of the nominee and her *Curriculum Vitae* to the Departmental Committee on Administration and Internal Security for approval hearing.

While referring the nominee to the Committee, the Speaker directed that the Committee undertakes the approval hearing within twenty-eight (28) days pursuant to Section 8 of the Public Appointments (Parliamentary Approval) Act, 2011 and table its report before the House on or before Wednesday 28th June, 2023 to enable the House consider the matter within the prescribed statutory timelines.

Further and in accordance with section 6(9) of the Public Appointments (Parliamentary Approval) Act, 2011, the Committee placed an advertisement in the print media on Thursday, 8th June, 2023, inviting the public to submit memoranda by way of written statements on oath (*affidavit*) on the suitability or otherwise of the nominee to hold office in accordance with the Public Appointments (Parliamentary Approval) Act, 2011. As per the advertisement, the memoranda was to be received by Friday, 16th June, 2023 at 5.00 pm. By close of the submission deadline, the Committee had not received any memoranda contesting the suitability of the nominee for appointment to office.

The Committee vide letter Ref. No. NA/DDC/AIS/VETT/2023/015 dated 12th June, 2023 invited the nominee for the approval hearing in accordance with Section 6(3) of the Public Appointments (Parliamentary Approval) Act, 2011. The Committee also sought references and background checks with DCI, EACC, HELB, KRA and ORPP on the suitability of the nominee to hold office.

The nominee appeared before the Committee as scheduled on Wednesday, 21st June, 2023 for approval hearing. The approval hearing was conducted in accordance with the provisions of the Constitution, the Public Appointments (Parliamentary Approval) Act, 2011 and the National Assembly Standing Orders on her suitability or otherwise for appointment to the position of Principal Secretary.

Having conducted the nominee's approval hearing pursuant to Article 155(3) of the Constitution, sections 3 and 8 of the Public Appointments (Parliamentary Approval) Act, 2011 and Standing Order

216(5)(f), the Committee recommends that this House approves the nomination of Ms. Anne Njoki Wang'ombe for appointment as Principal Secretary for the State Department for Performance Management and Delivery Services, Office of the Prime Cabinet Secretary.

May I take this opportunity to thank all the Members of the Committee for their input and valuable contributions and time during the approval hearing, deliberations and writing of the report. The Committee also takes this opportunity to thank the Offices of the Speaker and of the Clerk of the National Assembly for the technical support accorded to it during the exercise.

On behalf of the Departmental Committee on Administration and Internal Security and pursuant to Articles 124(4)(b) and 155(3)(b) of the Constitution, section 8(1) of the Public Appointments (Parliamentary Approval) Act, 2011 and the provisions of Standing Order 216(5)(f), it is now my duty and privilege to present to the House, the Report of the Committee on the approval hearing of Ms. Anne Njoki Wang'ombe for appointment as Principal Secretary, State Department for Performance Management and Delivery Services, Office of the Prime Cabinet Secretary.

Hon. Gabriel Koshal Tongoyo, MP.

Chairperson, Departmental Committee on Administration and Internal Security



CHAPTER ONE

1. PREFACE

1.1 Establishment of the Committee

1. The Departmental Committee on Administration and Internal Security of the National Assembly is established under Standing Order 216 whose functions pursuant to the Standing Order 216 (5) are as follows:-
 - (a) *investigate, inquire into, and report on all matters relating to the mandate, management, activities, administration, operations and estimates of the assigned Ministries and departments;*
 - (b) *study the programme and policy objectives of Ministries and departments and the effectiveness of the implementation;*
 - (c) *on a quarterly basis, monitor and report on the implementation of the national budget in respect of its mandate*
 - (d) *study and review all legislation referred to it;*
 - (e) *study, assess and analyze the relative success of the Ministries and departments as measured by the results obtained as compared with their stated objectives;*
 - (f) *investigate and inquire into all matters relating to the assigned Ministries and departments as they may deem necessary, and as may be referred to them by the House;*
 - (g) *vet and report on all appointments where the Constitution or any law requires the National Assembly to approve, except those under Standing Order 204 (Committee on Appointments);*
 - (h) *examine treaties, agreements and conventions;*
 - (i) *make reports and recommendations to the House as often as possible, including recommendation of proposed legislation;*
 - (j) *consider reports of Commissions and Independent Offices submitted to the House pursuant to the provisions of Article 254 of the Constitution; and*
 - (k) *examine any questions raised by Members on a matter within its mandate.*

1.2 Mandate of the Committee

2. In accordance with the Second Schedule of the Standing Orders, the Committee is mandated to consider the subjects of home affairs, internal security including police services and coast guard services, public administration, immigration and citizenship.
3. In executing its mandate, the Committee oversees the Executive Office of the President, Office of the Deputy President, Office of the Prime Cabinet Secretary, Ministry of Interior and National Administration, National Police Service, National Police Service Commission and the Independent Policing Oversight Authority.

1.3 Committee Membership

4. The Departmental Committee on Administration and Internal Security was constituted by the House on Thursday 28th October, 2022 and comprises of the following Members: -

Hon. Gabriel Koshal Tongoyo, MP - **Chairperson**
Narok West Constituency
United Democratic Alliance Party

Hon. Col(Rtd) Dido Rasso, MBS, MP - **Vice Chairperson**
Saku Constituency
United Democratic Alliance Party

Hon. Kaluma George Peter, MP
Homa Bay Town Constituency
Orange Democratic Movement Party

Hon. Protus Ewesit Akujah, MP
Loima Constituency
United Democratic Alliance Party

Hon. Aduma Owuor, MP
Nyakach Constituency
Orange Democratic Movement Party

Hon. Rozaah Akinyi Buyu, MP
Kisumu West Constituency
Orange Democratic Movement Party

Hon. Fred C. Kapondi, MP
Mt. Elgon Constituency
United Democratic Alliance Party

Hon. Caroline Jeptoo Ng'elcchei, MP
Elgeyo-Marakwet County
Independent Member

Hon. Liza Chepkorir Chelule, MP
Nakuru County
United Democratic Alliance Party

Hon. Fatuma Abdi Jehow, MP
Wajir County
Orange Democratic Movement Party

Hon. Sarah Paulata Korere, MP
Laikipia North Constituency
Jubilee Party

Hon. Francis Kipyegon Sigei, EBS, MP
Sotik Constituency
United Democratic Alliance Party

Hon. Oku Kaunya, MP
Teso North Constituency
Orange Democratic Movement Party

Hon. Hussein Weytan Mohammed, MP
Mandera East Constituency
Orange Democratic Movement Party

Hon. Mburu Kahangara
Lari Constituency
United Democratic Alliance Party

1.4 Committee Secretariat

5. The Committee secretariat consist of the following:

Mr. Philip Lekarkar
Clerk Assistant I/Head of Secretariat

Mr. Gideon Kipkosgei
Clerk Assistant III

Mr. Edison Odhiambo
Fiscal Analyst I

Mr. Benard Njeru
Clerk Assistant III

Ms. Delvin Onyancha
Research Officer III

Ms. Judith Kanyoko
Legal Counsel II

Dr. Maina Mburu
Research Officer III

Catherine Mukunyi
Sergeant At Arms

Mr. James Macharia
Media Relations Officer

Rogers Kilungya
Audio Officer

CHAPTER TWO

2. BACKGROUND

2.1 Notification of Nomination

6. In the exercise of powers conferred by Article 155(3)(a) of the Constitution as read together with Sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act, 2011, H.E the President vide Presidential Nomination No. 14 of 2023 dated 31st May, 2023 notified the National Assembly of the nomination of Ms. Anne Njoki Wang'ombe for approval for appointment as Principal Secretary for the State Department for Performance Management and Delivery Services, Office of the Prime Cabinet Secretary. (*Annexure 3*).

2.2 Notification to the House and Referral to the Committee

7. Pursuant to the provision of Standing Order 42 (1), the Hon Speaker, vide Communication No. 014 of 2023 dated Tuesday 6th June, 2023 (*Annexure 4*) conveyed to the House the Message from H.E. the President on the nomination for approval by the National Assembly and subsequently referred the nominee's name and her *Curriculum Vitae* to the Departmental Committee on Administration and Internal Security for approval hearing.
8. While referring the matter to the Committee, the Speaker directed that the Committee undertakes the vetting exercise within twenty-eight (28) days pursuant to Section 8 of the Public Appointments (Parliamentary Approval) Act, 2011 and table its report before the House on or before Wednesday 28th June, 2023 to enable the House consider the matter within the prescribed statutory timelines.

2.3 Notification to the Public

9. Article 118 of the Constitution provides that Parliament shall facilitate public participation and involvement in the legislative business and other business of Parliament and its Committees.
10. Section 6(4) of the Act further provides that the Clerk shall notify the public of the time and place for holding an approval hearing at least seven days prior to the hearing.
11. Further, section 6(9) of the Public Appointments (Parliamentary Approval) Act, 2011 provides that "*any person may, prior to the approval hearing and by written statement on oath, provide the Clerk with evidence contesting the suitability of a candidate to hold the office to which the candidate has been nominated*".
12. Pursuant to Article 118 of the Constitution, section 6(4) of the Public Appointments (Parliamentary Approval) Act, 2011 and Standing Order 45(3), the Committee notified the general public on Thursday, 8th June, 2023, in the print media that the approval hearing of the nominee would be conducted on Wednesday, 21st June, 2023 (*Annexure 5*).
13. Further, pursuant to Article 118 of the Constitution as read with section 6(9) of Public Appointments (Parliamentary Approval) Act, 2011, the Committee placed an advertisement in the print media on Thursday, 8th June, 2023, (*Annexure 5*) inviting the public to submit memoranda by way of a written statement on oath (affidavit) on the suitability or otherwise of the nominee to hold office in line with section 6(9) of the Public Appointments (Parliamentary

Approval) Act, 2011. The advertisement provided Friday, 16th June, 2023 at 5.00 pm as the deadline for submission of memoranda.

14. By close of the deadline, the Committee had not received any memoranda contesting the suitability of the nominee for appointment to office.

2.4 Notification to the Nominee

15. The Committee notified the nominee of the time and place for holding the approval hearing in accordance with section 6(3) of the Public Appointments (Parliamentary Approval) Act, 2011 vide letter Ref. NA/DDC/AIS/VETT/2023/015 dated 12th June, 2023 (*Annexure 6*).

2.5 Clearance and Compliance Requirements

16. On 7th June, 2023, the Committee vide letters Ref NA/DDC/GEN/VETT/2023/001-005 (*Annexure 7*) sought from DCI, EACC, HELB, KRA and ORPP reports with respect to the nominee on the following matters:
- (a) Criminal records;
 - (b) Ethics and integrity;
 - (c) Higher education loan repayments;
 - (d) Tax compliance; and
 - (e) Political party affiliations.
17. The DCI through a letter *DCI/CRO/SEC/6/7/2/A/VOL.XII/159* dated 20th June, 2023, (*Annexure 8*) stated that the nominee had negative results from both the nominal and criminal data base of the DCI.
18. On matters of ethics and integrity, the EACC vide a letter Ref. *EACC.7/10/5 VOL XXIII (140)* dated 16th June, 2023 (*Annexure 9*) stated that it had not undertaken any investigations or recommended prosecution pursuant to its mandate against the nominee.
19. The HELB vide a letter Ref. No. *HELB/RR/112009/V/251* dated 12th June, 2023 (*Annexure 10*), stated that the nominee had cleared her higher education loans and was issued with clearance certificate on 7th June, 2023.
20. With regard to tax compliance, KRA vide a letter Ref No. *KRA/5/1002/5(9148)* dated 19th June, 2023; (*Annexure 11*) that the nominee was tax compliant.
21. On the issue of party affiliation, pursuant to Article 77(2) of the Constitution, ORPP vide letter Ref. No. Ref No. *RPP/ORG/34 VOL. VII (9)* dated 12th June, 2023 (*Annexure 12*) indicated that the nominee was not as official of any registered political party.

CHAPTER THREE

3. ISSUES CONSIDERED BY THE COMMITTEE DURING THE APPROVAL PROCESS

22. Articles 132(2)(d) and 155(3) of the Constitution confers upon the President the power to appoint Principal Secretaries, with the approval of the National Assembly.
23. Section 5(1) of the Public Appointments (Parliamentary Approval) Act, 2011 further requires the appointing authority, upon nominating a person for appointment, to notify the relevant House of Parliament.
24. In conducting the approval hearing, the Committee was be guided by the provisions of section 6(7) and (8) of the Public Appointments (Parliamentary Approval) which provides that:
- (7) *An approval hearing shall focus on a candidate's academic credentials, professional training and experience, personal integrity, and background.*
 - (8) *The criteria specified in the Schedule shall be used by a Committee during an approval hearing for the purposes of vetting a candidate.*
25. Additionally the Committee considered, section 7 of the Public Appointments (Parliamentary Approval) which provides that the issues for consideration by the relevant House of Parliament in relation to any nomination shall be—
- (a) *the procedure used to arrive at the nominee;*
 - (b) *any constitutional or statutory requirements relating to the office in question; and*
 - (c) *the suitability of the nominee for the appointment proposed having regard to whether the nominee's abilities, experience and qualities meet the needs of the body to which nomination is being made.*

3.1 Procedure for Nomination

24. In this regard, pursuant to Articles 132(2)(d) and 155(3) of the Constitution and section 5(1) of the Public Appointments (Parliamentary Approval) Act, 2011, H.E the President notified the National Assembly of the Ms. Anne Njoki Wangombe for appointment as Principal Secretary for the State Department for Performance Management and Delivery Services, Office of the Prime Cabinet Secretary.

3.2 Report of the Selection Panel on Recruitment for the Position of Principal Secretary

25. In view of the provisions of Article 155(3) of the Constitution as read with sections 46(1) and 47(3) of the Public Service Commission Act, 2017, the Committee referred to the Report of the Public Service Commission on the Recruitment of Persons recommended for appointment to the Position of Principal Secretaries in the Public Service.
26. Pursuant to Articles 132(2) and 155(3) of the Constitution as read with Section 46 of the Public Service Commission Act, 2017, the Public Service Commission forwarded six names of qualified persons recommended for appointment as Principal Secretary to the appointing

authority, H.E the President vide letter Ref. No. *PSC.SEC.93/37 Vol. VII (6)* dated 31st May, 2023 (*Annexure 16*).

27. In the letter forwarding the names, the Chairperson of the Public Service Commission noted that the Commission had exercised due diligence consistent with Articles 10 and 232 of the Constitution.
28. From the foregoing, it is notable that the nominee applied, was shortlisted and interviewed by the Public Service Commission and nominated for the position of Principal Secretary by the H.E the President in accordance with Article 155(3)(a) of the Constitution.

3.3 Suitability of the nominee with regard to the nominee's abilities, experience and qualities meet the needs of the position

29. The suitability of the nominee was assessed after scrutiny of her academic credentials, professional training and experience, personal integrity, background and qualities as well as her performance during the approval hearing held on Wednesday 21st June, 2023.

3.4 Memoranda from Members of the Public

30. Pursuant to section 6(9) of the Public Appointments (Parliamentary Approval) Act, 2011 which provides that "*any person may, prior to the approval hearing, and by written statement on oath, provide the Clerk with evidence contesting the suitability of a candidate to hold office to which the candidate has been nominated*", the Committee placed an advertisement in the print media on Thursday, 8th June, 2023, inviting the public to submit memoranda by way of written statements on oath (affidavit) on the suitability or otherwise of the nominee to hold office as required by section 6(9) of the Public Appointments (Parliamentary Approval) Act, 2011.
31. In this regard, by close of business on Friday 16th June, 2023 at 5.00 pm, the Committee had not received any memoranda contesting the suitability of any of the nominee.

3.5 Committee Proceedings

32. The Committee having received the name of the nominee conducted approval hearing and made determination of the nominee's suitability or otherwise to hold office within twenty-eight (28) days as provided for by section 8 (1) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011).
33. The Committee held two sittings during which it examined and reviewed the nominee's certificates, testimonials as well as conducted approval hearings.

CHAPTER FOUR

4. APPROVAL HEARING OF THE NOMINEE

4.1 Approval Hearing of the Nominee

34. The nominee Ms. Anne Njoki Wang'ombe appeared before the Committee on Wednesday 21st June, 2023 at 12:00 noon and was vetted under oath pursuant to Article 152(2) of the Constitution, the Public Appointments (Parliamentary approvals) Act, 2011 and the National Assembly Standing Orders. The Committee noted the following:

Date and Place of Birth

35. Ms. Anne Njoki Wang'ombe is a Kenyan Citizen born in Nyeri on 17th January 1970.

On Academic Background

37. The nominee holds a Master's degree in Education (Education Administration) from the University of Nairobi awarded in 2008, Bachelor of Education degree (Arts) from Kenyatta University awarded in 1993. She further holds Diploma in Human Resource Management from Kenya Institute of Management awarded in 2010. She did her 'A' levels at Ngiriambu Girls High School in 1988 and 'O' levels at Gikondi Secondary School in 1986. She sat for her Certificate of Primary Education at Kwa Nderi Primary School.
38. The nominee is currently pursuing Doctor of Philosophy degree in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.

Work Experience

36. The nominee has worked in various positions in her career life having started as a high school teacher in 1993. Currently, the nominee is a Manager Kenya Revenue Authority, Staff Pension Scheme where she has served from 2018 to date. She has also served as Assistant Director for Human Resources and Administration in Kenya Medical Research Institute from 2011 to 2016; Part Time Lecturer at Kenya Methodist University and Mt. Kenya University between 2008 and 2012; Teacher Trainer under the Teachers Service Commission at Kagumo Teachers Training College in 2009; and as a Teacher under the Teachers Service Commission from 1993 to 2009 at Kerugoya Boys' High School.

Honours and Awards

37. The nominee indicated that she had been awarded various awards which include Certificate in Gender Mainstreaming in 2012 by Kenya Medical Research Institute; Certificate of Participation in the Annual Kenya Medical Research Institute Annual Conference; Certificate in High Performance Human Resource Summit (2019) and Certificates of Participation in the 6th and 10th Zamara Annual Retirement Conferences.

Professional Association and Memberships

38. The nominee informed the Committee that she is a member of the Kenya Association for Public Administration and Management (KAPAM). She is also Member of Africa Biological Safety Association (AFBSA)

Published Writings

39. The nominee submitted that she published the following publications *KEMRI- Function Assignment and Transfer Policy; Human Resource Policy and Procedure Manual (KEMRI); KEMRI – Collective Bargaining Agreement and KEMRI – Request for Upgrading KEMRI from State Corporation Category PC4B to PC4A*

Statement of Net worth

40. The nominee estimated her net worth to be Kshs. 171 million which comprise land, family homes (Kshs. 80 M), Family investments (Kshs 71 M), Cars and Movable Property (Kshs. 10 M), shares (Kshs. 4M) and inherited property (Kshs. 6 M).

Potential Conflict of Interest

41. The nominee declared that she currently does not have any persons or matter that would present conflict of interest should she assume the office of Principal Secretary. She committed to serve all Kenyans equally if approved and appointed to the position and abide with the values and principles of public service (Article 232 of the Constitution); and national values and principles of governance (Article 10 of the Constitution).

Pro Bono/Charity Work/Donation to Charity

42. The nominee noted that she is involved in payment of school fees for children from humble background.

Integrity

43. The nominee submitted that she has not been convicted in a court of law. She has also never been dismissed or otherwise removed from office for contravention of the provisions of Article 75 of the Constitution. Further she does not hold office in any political party in Kenya.

GENERAL AND SECTOR SPECIFIC QUESTIONS TO THE NOMINEE

To assess the nominee's overall suitability on the position, the Committee examined the nominee on general and specific thematic areas which the nominee responded to as follows:-

On how the nominee was recruited for the position

45. The nominee indicated that she responded to an advertisement for the position in the year 2022. She indicated that she applied for the position and was shortlisted and then interviewed by the Public Service Commission but was not recommended for appointment at the time. She further indicated that she later received a letter from the Public Service Commission, informing her of her recommendation to the President for nomination.

On her suitability to hold the position of Principal Secretary

46. The nominee stated that she had been in positions of leadership in different organisations throughout her career and she had acquired relevant leadership skills which she intended to carry on to the State Department if appointed. This she indicated was in addition to the leadership classes she had previously undertaken which she submitted useful to the position.

On the experience and skills that the nominee intends to bring into public service

47. The nominee informed the Committee that she had good people skills having previously been in positions where she dealt with people from diverse backgrounds. She also indicated that she had acquired planning skills through her work with Department for International Development (DFID) -funded programs where she was required to plan, organise, manage her time and write proposals.
48. The nominee further indicated that being a Manager of a large pension scheme she had acquired negotiation skills which are key in creating good working relationship at the workplace and minimizing conflicts. She added that she had also acquired financial skills and knowledge to ensure accountability of public resources.

On the personal attributes the nominee intends to bring to the state department

49. The nominee highlighted that she is a team player, an attribute she believes is an important for the position. She emphasized the need for teamwork in execution of public duties which she said was required to bring different stakeholders together to ensure fast tracking of government programs and projects. She further emphasized her belief in hard work and performance which she revealed she had demonstrated throughout her career.

On her understanding of the functions of the State Department to which she is nominated

50. The nominee's response was that the mandate of the State Department was to oversee the implementation of government programmes and projects, assist the Prime Cabinet Secretary in convening meetings for Principal Secretaries and supervise technical monitoring and evaluation through performance management. She identified the relevant institutions as the State Corporations and Advisory Committee, Performance Management, Government Delivery Services, and Inspectorate of State Corporations which fall under the State Department for Performance Management and Delivery Services.

On her vision for the State Department

51. She informed the Committee that her vision for the State Department was to have a reformed public sector that enhances the delivery of services to the public, one that is accountable and has impact on deliverables.

On the duty to ensure that the State Department achieves a workforce that is representative of the nation's diversity

52. The nominee submitted that she would ensure that recruitment for vacancies is fair and based on merit. She further noted that she would ensure that minimum requirements for advertised positions were clear and that advertisements were done in fora that is accessible to all with clear application procedures. She indicated the need to give time for applications and to ensure that the process was done in a transparent manner. She emphasized the need to include people from all regions of the country as well as persons with disabilities to achieve a workforce that represents diverse Kenya communities.

On Upholding Values and Principles of Public Service and Principles of Governance

53. The nominee indicated that she will ensure values and principles of public service are observed in accordance to Articles 10 and 232 of the Constitution by inducting officers on values and ethics that should be followed while carrying out their duties.

On Performance Contracting in Public Service

54. The nominee highlighted that performance contracting is a management tool for measuring performance against negotiated performance targets. It is a freely negotiated performance agreement between the Government being the employer and public officers.

On benefits of Performance Contracting.

55. She added that performance contracting results in efficiency in service delivery to the public by ensuring that holders of public office are held accountable for results, efficiency in resource utilization and ensuring that public resources are focused on attainment of the key national policy priorities;

On the challenges of implementing Performance Contracting.

56. The nominee informed the Committee that non-implementation of performance contracting by some institution is because of a disconnect between top-level management and lower level management in many institutions. Further, she said majority of Ministries, Departments and Agencies do not observe timelines while signing performance contracting.

On the strategies that she will employ to ensure that Ministries, Department and state Agencies improve on public service performance and delivery of services to the citizens.

57. The nominee responded that she will initiate the process of anchoring performance management into law so that those institution which do not comply with the initiative can be compelled. She stated that she will upskill the employees of the Inspectorate of State Corporation to carry out management audits to ensure government Ministries, Department and Agencies comply.

On ensuring that Government projects and programmes are not stalled and timely implementation.

58. The nominee informed the Committee that the mandate of the Government Delivery Services unit has the role of tracking and reporting on the status of National Government Projects and Programmes and should provide practical interventions whenever difficulties are encountered in the implementation process.

On Proliferation of State Corporations.

59. The nominee acknowledged the proliferation of State Corporations and it was her view that underperforming state corporations and those with overlapping mandate be merged and those that have outlived their usefulness be dissolved.

On relevance of Mwongozo Guidelines in Management of State Corporations.

60. The nominee noted that Mwongozo is a code for governance for State Corporations and is important in entrenching principles and values of public service and best practices in the management of state corporations to promote transparency, accountability and effectiveness of Boards of State Corporations.

CHAPTER FIVE

5 COMMITTEE OBSERVATIONS

The Committee having considered the nominee's filled questionnaire pursuant to section 6(8) of the Public Appointments (Parliamentary Approval) Act, 2011, her curriculum vitae and having heard her oral submissions during the approval hearing, made the following observations on her suitability for appointment as Principal Secretary for the State Department for Performance management and Delivery Services, Office of the Prime Cabinet Secretary.

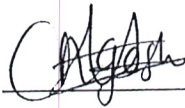
1. **THAT**, in accordance with Article 78(1) and (2) of the Constitution, the nominee is eligible for appointment to State Office since she is a Kenyan citizen and does not hold dual citizenship.
2. **THAT**, the nominee holds a Master's degree in Education (Education Administration) from the University of Nairobi awarded in 2008, Bachelor of Education degree (Arts) from Kenyatta University in 1993. She further holds Diploma in Human Resource Management from Kenya Institute of Management.
3. **THAT**, the nominee has a working experience of over 30 years having worked in various positions as high school teacher from 1993 to 2009, Teacher Trainer in 2009; Part Time Lecturer at Kenya Methodist University and Mt. Kenya University (2008 - 2012) and Assistant Director for Human Resources and Administration at Kenya Medical Research Institute between (2011-2016). Currently, the nominee is the Manager of Kenya Revenue Authority Staff Pension Scheme where she has served from 2018 to date. She thus complies with section 6(7) of the Public Appointments (Parliamentary Approval) Act, 2011.
4. **THAT**, the nominee met the integrity threshold; demonstrated knowledge of topical, administrative and technical issues touching on the State Department to which she has been nominated to; and has the requisite abilities, academic qualifications and professional experience to be approved for appointment as Principal Secretary in accordance with Article 155(3)(b) of the Constitution.
5. **THAT**, the nominee meets the requirements of Chapter 6 of the Constitution on leadership and integrity having obtained clearance from the following statutory bodies; EACC, KRA, DCI, HELB and ORPP.
6. **THAT**, the nominee has not been charged in a court of law.
7. **THAT**, the nominee is not a member or an official of any registered political party.
8. **THAT**, the nominee has never been dismissed from office under Article 75 of the Constitution for contravention of the provisions of Articles 75(1) (*conflict of interest*), Article 76 (*financial probity*), Article 77 (*restriction on activities of State Officers*) and Article 78(2) (*dual citizenship*) of the Constitution.
9. **THAT**, the nominee demonstrated knowledge of topical, administrative and technical issues touching on government and has the requisite abilities, qualifications and experience to serve as a Principal Secretary for State Department for Performance Management and Delivery Services, Office of the Prime Cabinet Secretary.

CHAPTER SIX

6 COMMITTEE RECOMMENDATION

Having considered the suitability, capacity and integrity of the nominee, and pursuant to Article 155(3)(b) of the Constitution and Section 8(2) of the Public Appointments (Parliamentary Approval) Act, 2011, the Committee recommends that the National Assembly **approves** the nomination of **Ms. Anne Njoki Wang'ombe** for appointment as Principal Secretary of the State Department for Performance Management and Delivery Services, Office of the Prime Cabinet Secretary.

SIGNED



DATE 22/06/2023

HON. GABRIEL KOSHAL TONGOYO, MP,
CHAIRPERSON, DEPARTMENTAL COMMITTEE ON ADMINISTRATION AND
INTERNAL SECURITY



THE NATIONAL ASSEMBLY
13TH PARLIAMENT – SECOND SESSION (2023)
COMMITTEE ON ADMINISTRATION AND INTERNAL SECURITY

ADOPTION LIST OF THE REPORT OF THE DEPARTMENTAL COMMITTEE ON ADMINISTRATION AND INTERNAL SECURITY ON THE APPROVAL HEARING OF MS. ANNE NJOKI WANG'OMBE, NOMINEE FOR APPOINTMENT AS A PRINCIPAL SECRETARY, STATE DEPARTMENT FOR PERFORMANCE MANAGEMENT AND DELIVERY SERVICES.

We, the undersigned Members of the Departmental Committee on Administration and Internal Security do hereby append our signatures to adopt this Report

Date: 22/6/2023

No.	MEMBER	SIGNATURE
1.	Hon. Gabriel Koshal Tongoyo, MP - Chairperson	
2.	Hon. Col (Rtd) Dido Rasso, MBS, MP - Vice Chairperson	
3.	Hon. Kaluma George Peter, MP	
4.	Hon. Fred C. Kapondi, MP	
5.	Hon. Aduma Owuor, MP	
6.	Hon. Sarah Paulata Korere, MP	
7.	Hon. Liza Chepkorir Chelule, MP	
8.	Hon. Mburu Kahangara, MP	
9.	Hon. Protus Ewesit Akujah, MP	
10.	Hon. Oku Kaunya, MP	
11.	Hon. Rozaah Akinyi Buyu, MP	
12.	Hon. Amb. Francis Kipyegon Sigei, EBS, MP	
13.	Hon. Fatuma Abdi Jehow, MP	
14.	Hon. Caroline Jeptoo Ng'elechei, MP	
15.	Hon. Hussein Weytan Mohammed, MP	

MINUTES OF THE 64TH SITTING OF THE DEPARTMENTAL COMMITTEE ON ADMINISTRATION AND INTERNAL SECURITY HELD ON WEDNESDAY 21ST JUNE, 2023 IN COMMITTEE ROOM, 5TH FLOOR, CONTINENTAL HOUSE AT 10.00 AM

1. **Hon. Gabriel Koshal Tongoyo, MP - Chairperson**
2. **Hon. Col (Rtd) Dido Rasso, MBS, MP - Vice Chairperson**
3. Hon. Fred C. Kapondi , MP
4. Hon. Kaluma George Peter, MP
5. Hon. Aduma Owuor, MP
6. Hon. Protus Ewesit Akujah, MP
7. Hon. Sarah Paulata Korere, MP
8. Hon. Liza Chepkorir Chelule, MP
9. Hon. Mburu Kahangara, MP
10. Hon. Amb. Francis Kipyegon Sigei, EBS, MP
11. Hon. Caroline Jeptoo Ng'elechei, MP
12. Hon. Hussein Weytan Mohammed, MP

APOLOGIES

1. Hon. Oku Kaunya, MP
2. Hon. Rozaah Akinyi Buyu, MP
3. Hon. Fatuma Abdi Jehow, MP

COMMITTEE SECRETARIAT

1. Mr. Philip Lekarkar - Clerk Assistant II
2. Mr. Gideon Kipkogei - Clerk Assistant III
3. Mr. Bernard Nthiga Njeru - Clerk Assistant III
4. Mr. Rodgers Kilungya - Audio Officer
5. Ms. Delvin Onyancha - Research Officer
6. Ms. Judith Kanyoko - Legal counsel
7. Mr. James Macharia -Media Relation Officer

MIN. NO. DC-AIS/323/2023: PRELIMINARIES

The meeting was called to order at 10:25 pm and word of prayer was said.

MIN. NO. DC-AIS/324/2023: ADOPTION OF THE AGENDA

The agenda was adopted having been proposed by Hon. Amb. Francis Kipyegon Sigei, EBS, MP and seconded By 1Hon. Hussein Weytan Mohammed, MP.

MIN. NO. DC-AIS/325/2023: LEGAL BRIEF ON THE APPROVAL HEARING OF MS. ANNE NJOKI WANG'OMBE, NOMINEE OF APPOINTMENT AS A PRINCIPAL SECRETARY, STATE DEPARTMENT FOR PERFORMANCE MANAGEMENT AND DELIVERY SERVICES.

A. MANDATE OF THE COMMITTEE

1. The Departmental Committee on Administration and Internal Security is established pursuant to Article 124 (1) of the Constitution and the National Assembly Standing Order 216.
2. Article 124(4)(a) of the Constitution provides that when a House of Parliament considers any appointment for which its approval is required under the Constitution or an Act of Parliament, the appointment shall be considered by a committee of the relevant House.
3. Additionally, the National Assembly Standing Order 216(5)(f) spells out the mandate of the Committee which includes to—
 - (a) *vet and report on all appointments where the Constitution or any law requires the National Assembly to approve, except those under Standing Order 204 (Committee on Appointments)*

B. PROCEDURE OF CONDUCTING APPROVAL HEARINGS

4. The procedure for conducting approval hearings of constitutional appointments is provided for in the Public Appointments (Parliamentary Approval) Act No. 33 of 2011.

C. ESTABLISHMENT OF THE OFFICE OF PRINCIPAL SECRETARY AND NOMINATION FOR APPOINTMENT TO OFFICE

5. Article 155 of the Constitution of Kenya provides as follows-
 - (1) *There is established the office of Principal Secretary which is an office in the public service.*
 - (2) *Each state department shall be under the administration of a Principal Secretary.*
 - (3) *The President shall –*
 - (a) *Nominate a person for appointment as Principal Secretary from amongst persons nominated by the Public Service Commission; and*
 - (b) *With the approval of the National Assembly appoint Principal Secretaries*
 - (4) *The President may re-assign a Principal Secretary*
 - (5) *A principal Secretary may resign from office by giving notice, in writing to the President.*

D. NOTIFICATION OF THE HOUSE

6. Section 5(1) of the Public Appointments (Parliamentary Approval) Act provides that the appointing authority shall, upon nominating a person for an appointment to which the Act applies, notify the relevant House of Parliament accordingly.

7. Pursuant to section 5(1) of the Act, the House received a message from the H.E the President in the exercise of powers conferred to him by Article 155(2)(a) of the Constitution regarding the nomination of Ms. **Anne Njoki Wang'ombe** as the Principal Secretary State Department for Performance Management and Delivery Services, Office of the Prime Cabinet Secretary. The nominee is nominated pursuant to Article 132(2)(d) of the Constitution.
8. Upon receipt of the Message, the Speaker of the National Assembly conveyed the message to the House in a Communication dated **6th June 2023**, and forwarded the name and curriculum vitae of the nominee to this Committee pursuant to the provisions of Standing Order 45(1), to conduct the approval hearing as required under Article 124(4)(a) of the Constitution.

E. NOTIFICATION OF THE PUBLIC

9. Article 118 of the Constitution provides that Parliament shall facilitate public participation and involvement in the legislative business and other business of Parliament and its Committees.
10. Section 6(4) of the Public Appointments (Parliamentary Approval) further provides that the Clerk shall notify the public of the time and place for holding an approval hearing at least seven days prior to the hearing.
11. In this regard, the Clerk of the National Assembly published an advert on **8th June 2023** in the local dailies and notified the public of the time and place for holding the approval hearings of the nominees in accordance with the requirements of Article 118 of the Constitution and section 6(4) of the Act.
12. The Committee shall conduct the approval hearings on **Wednesday, 21st June 2023, from 12.00 noon at Mini-Chamber, County Hall, Parliament Buildings.**

F. INVITATION FOR MEMORANDA FROM THE PUBLIC

13. Section 6(9) of the Public Appointments (Parliamentary Approval) provides that: *“any person may, prior to the approval hearing, and by written statement on oath, provide the Clerk with evidence contesting the suitability of a candidate to hold the office to which the candidate has been nominated”*.
14. To this end and in accordance with the requirements of section 6(9) of the Act, the Clerk vide an advertisement published on **8th June 2023** in various local dailies, invited the public to submit memoranda contesting the suitability of the nominee, to be received on or before **Friday, 16th June, 2023 by 5.00 pm.**
15. Additionally, the Clerk has also written to the relevant bodies these being the Ethics and Anti-Corruption Commission, the Higher Education Loans Board, the Kenya Revenue Authority, and the Directorate of Criminal Investigations seeking the relevant information relating to the nominees, in compliance to requirements of Chapter six (6) of the Constitution on Leadership and Integrity.

G. ISSUES FOR CONSIDERATION BY THE COMMITTEE

16. In conducting the approval hearing, which is scheduled for **Wednesday, 21st June 2023**, the Committee shall be guided by the provisions of section 6(7) and (8) of the Public Appointments (Parliamentary Approval) which provides that:

(7) An approval hearing shall focus on a candidate's academic credentials, professional training and experience, personal integrity, and background.

(8) *The criteria specified in the Schedule shall be used by a Committee during an approval hearing for the purposes of vetting a candidate.*

17. Additionally, section 7 of the Act provides that the issues for consideration by the relevant House of Parliament in relation to any nomination shall be—

- (a) *the procedure used to arrive at the nominee;*
- (b) *any constitutional or statutory requirements relating to the office in question; and*
- (c) *the suitability of the nominee for the appointment proposed having regard to whether the nominee's abilities, experience and qualities meet the needs of the body to which nomination is being made.*

H. CONCLUSION

19. Upon conclusion of the approval hearings, the Committee shall proceed to prepare a Report for tabling in the House in accordance with the requirements of section 8 of the Public Appointments (Parliamentary Approval) Act.

20. It is worth noting that Article 73(2)(a) and (b) of the Constitution provides that the guiding principles of leadership and integrity include *selection on the basis of personal integrity, competence and suitability and objectivity and impartiality in decision making and in ensuring that decisions are not influenced by nepotism, favouritism, other improper motives or corrupt practices.*

21. Consequently, the Committee is bound by the guiding principles of leadership and integrity and shall conduct the approval hearings in accordance with the dictates of Article 73(2)(a) and (b).

I. ANNE NJOKI WANG'OMBE BIOGRAPHY

Introduction

The Nominee, Ms. Anne Njoki Wang'ombe was born on 17th January 1970 in Nyeri.

Education

She attended Kwa Nderi Primary school in Nyeri between 1976 and 1982, Gikondi Secondary school for her O' level education from 1983 to 1986 and graduated with Kenya Certificate of Education (KCE). She proceeded to Ngirambu Girls High School for her A' level education which she completed in 1988 with Kenya Advanced Certificate of Education (KACE).

She joined Kenyatta University to pursue Bachelor's Degree in Education (Arts) and graduated in the year 1993 with Second Class (Lower Division).

The nominee holds the following other academic qualifications:

- Diploma in Human Resource Management awarded 2010 from Kenya Institute of Management,
- Masters' degree in Educational Administration from awarded in 2008 from the University of Nairobi,

She is currently pursuing Doctor of Philosophy Degree in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.

Work Experience

During her working career the nominee has served in the following positions:

- Teacher under the Teachers Service Commission from 1993 to 2009 in Kerugoya Boys High School,
- Part Time Lecturer in Kenya Methodist University and Mt. Kenya University between 2008 and 2012.
- Teacher Trainer under the Teachers Service Commission in Kagumo Teachers Training College in 2009; and
- Assistant Director, Human Resources and Administration in Kenya Medical Research Institute between 2011 and 2016.

Currently the nominee is a Manager in Kenya Revenue Authority Staff Pension Scheme where she served from 2018 to date.

Employment and Job-Related Trainings

The nominee holds certificates for job-related trainings attended which include:

- High Performance Human Resource certificate
- Gender Mainstreaming in Development Cooperation
- KEMRI Annual Certificate Conference

Professional Associations

Published Writings

The nominee has the following published writings in her name:-

- *KEMRI- Function Assignment and Transfer Policy*
- *Human Resource Policy and Procedure Manual (KEMRI)*
- *KEMRI – Collective Bargaining Agreement*
- *KEMRI – Request for Upgrading KEMRI from State Corporation Category PC4B to PC4A*

Nominee Net worth


The nominee states her net worth to be Kshs 171 Million comprising of family homes (Kshs. 80 M), Family investments (Kshs 71 M), Cars and Movable Property (Kshs. 10 M), Shares (Kshs. 4M) and Inherited Property (Kshs. 6 M).

MIN. NO. DC-AIS/326/2023: ANY OTHER BUSINESS

No any other business arose.

MIN. NO. DC-AIS/327/2023: ADJOURNMENT

There being no other business, the meeting was adjourned at 11.40 p.m. The next meeting will be on Thursday 22nd June, 2023.

SIGNED  DATE 22/06/2023

(HON. GABRIEL TONGOYO KOSHAL, MP - CHAIRPERSON)

DEPARTMENTAL COMMITTEE ON ADMINISTRATION AND INTERNAL SECURITY.

MINUTES OF THE 65TH SITTING OF THE DEPARTMENTAL COMMITTEE ON ADMINISTRATION AND INTERNAL SECURITY HELD ON WEDNESDAY 21ST JUNE, 2023 IN COMMITTEE ROOM, 5TH FLOOR, CONTINENTAL HOUSE AT 12.00 NOON

1. **Hon. Gabriel Koshal Tongoyo, MP - Chairperson**
2. **Hon. Col (Rtd) Dido Rasso, MBS, MP - Vice Chairperson**
3. Hon. Fred C. Kapondi, MP
4. Hon. Kaluma George Peter, MP
5. Hon. Aduma Owuor, MP
6. Hon. Protus Ewesit Akujah, MP
7. Hon. Sarah Paulata Korere, MP
8. Hon. Liza Chepkorir Chelule, MP
9. Hon. Mburu Kahangara, MP
10. Hon. Amb. Francis Kipyegon Sigei, EBS, MP
11. Hon. Caroline Jeptoo Ng'elechei, MP
12. Hon. Hussein Weytan Mohammed, MP

APOLOGIES

1. Hon. Oku Kaunya, MP
2. Hon. Rozaah Akinyi Buyu, MP
3. Hon. Fatuma Abdi Jehow, MP

COMMITTEE SECRETARIAT

1. Mr. Philip Lekarkar - Clerk Assistant II
2. Mr. Gideon Kipkogei - Clerk Assistant III
3. Mr. Bernard Nthiga Njeru - Clerk Assistant III
4. Mr. Rodgers Kilungya - Audio Officer
5. Ms. Delvin Onyancha - Research Officer
6. Ms. Judith Kanyoko - Legal counsel
7. Mr. James Macharia -Media Relation Officer

IN-ATTENDANCE

1. Ms. Anne Njoki Wang'ombe - Nominee of Appointment as a Principal Secretary, State Department of Performance Management and Delivery Services.
2. Ms. Lilian Manegene - Advocate
3. Ms. Wairimu Kinyua - Personal Assistant

MIN. NO. DC-AIS/328/2023: PRELIMINARIES

The meeting was called to order at 12:20 pm and word of prayer was said.

MIN. NO. DC-AIS/329/2023: ADOPTION OF THE AGENDA

The agenda was adopted having been proposed by Hon. Fred C. Kapondi , MP and seconded By Hon. Caroline Jeptoo Ng'elechei, MP

MIN. NO. DC-AIS/330/2023:APROVAL HEARING OF MS. ANNE NJOKI WANG'OMBE, NOMINEE OF APPOINTMENT AS A PRINCIPAL SECRETARY, STATE DEPARTMENT FOR PERFORMANCE MANAGEMENT AND DELIVERY SERVICES .

Approval Hearing of the Nominee

The nominee Ms. Anne Njoki Wang'ombe appeared before the Committee on Wednesday 21st June, 2023 at 12:00 noon and was vetted under oath pursuant to Article 152(2) of the Constitution, the Public Appointments (Parliamentary approvals) Act, 2011 and the Standing Orders of the National Assembly. The Committee noted the following: She submitted as follows:-

Date and Place of Birth

Ms. Anne Njoki Wang'ombe is a Kenyan Citizen born in Nyeri on 17th January 1970.

On Academic Background

The nominee holds a Master's degree in Education (Education Administration) from the University of Nairobi awarded in 2008, Bachelor of Education degree (Arts) from Kenyatta University awarded in 1993. She further holds Diploma in Human Resource Management from Kenya Institute of Management awarded in 2010. She did her 'A' levels at Ngiriambu Girls High School in 1988 and 'O' levels at Gikondi Secondary School in 1986. She sat for her Certificate of Primary Education at Kwa Nderi Primary School.

The nominee is currently pursuing Doctor of Philosophy degree in Human Resource Management at Jomo Kenyatta University of Agriculture and Technology.

Work Experience

The nominee has worked in various positions in her career life having started as a high school teacher in 1993. Currently, the nominee is a Manager Kenya Revenue Authority Staff Pension Scheme where she served from 2018 to date. She has also served as Assistant Director for Human Resources and Administration in Kenya Medical Research Institute between 2011 and 2016; Part Time Lecturer in Kenya Methodist University and Mt. Kenya University between 2008 and 2012; Teacher Trainer under the Teachers Service Commission in Kagumo Teachers Training College in 2009; and as a Teacher under the Teachers Service Commission from 1993 to 2009 in Kerugoya Boys' High School.

Honours and Awards

The nominee indicated that she was awarded with various awards which include Certificate in Gender Mainstreaming in 2012 by Kenya Medical Research Institute; Certificate of Participation in the Annual Kenya Medical Research Institute Annual Conference; Certificate in High Performance Human Resource Summitt (2019) and Certificates of Participation the 6th and 10th Zamara Annual Retirement Conferences.

Professional Association and Memberships

The nominee informed the Committee that she is a member of the Kenya Association for Public Administration and Management (KAPAM). She is also Member of Africa Biological Safety Association (AFBSA)

Published Writings

The nominee submitted that she published the following publications *KEMRI- Function Assignment and Transfer Policy; Human Resource Policy and Procedure Manual (KEMRI); KEMRI – Collective Bargaining Agreement and KEMRI – Request for Upgrading KEMRI from State Corporation Category PC4B to PC4A*

Statement of Net worth

The nominee estimated her net worth to be Kshs. 171 million which comprise land, houses, livestock and farm machinery. of family homes (Kshs. 80 M), Family investments (Kshs 71 M), Cars and Movable Property (Kshs. 10 M), shares (Kshs. 4M) and inherited property (Kshs. 6 M).

Potential Conflict of Interest

The nominee declared that she currently does not have any persons or matter that would present conflict of interest should he assume the office of Principal Secretary. She committed to serve all Kenyans equally if approved and appointed to the position and abide with the values and principles of public service (Article 232 of the Constitution); and national values and principles of governance (Article 10 of the Constitution).

Pro Bono/Charity Work/Donation to Charity

The nominee noted that she is involved in payment of school fees for children from humble background.

Integrity

The nominee submitted that she has not been convicted in a court of law. She has also never been dismissed or otherwise removed from office for contravention of the provisions of Article 75 of the Constitution. Further she does not hold office in any political party in Kenya.

GENERAL AND SECTOR SPECIFIC QUESTIONS TO THE NOMINEE

To assess the nominee's overall suitability on the position, the Committee examined the nominee on general and specific thematic areas which the nominee responded to as follows:-

On how the nominee was recruited for the position

The Nominee indicated that she responded to an advertisement for the position in the year 2022. She indicated that she applied for the position and was shortlisted and then interviewed by the Public Service Commission but was not recommended for appointment at the time. She further indicated that she later received a letter from the Public Service Commission, informing her of her recommendation to the President for nomination.

On her suitability for the position of Principal Secretary

The nominee stated that she had been in positions of leadership in different organisations throughout her career and she had acquired relevant leadership skills which she intended to carry

on to the State Department if appointed. This she indicated was in addition to the leadership classes she had previously undertaken which she submitted that they are useful to the position.

On the experience and skills that the nominee intends to bring into public service

The nominee informed the Committee that she had good people skills having previously been in positions where she dealt with people from diverse backgrounds. She also indicated that she had acquired planning skills through her work with Department for International Development (DFID) -funded programs where she was required to plan, organise, manage her time and write proposals.

The nominee further indicated that being a Manager of a large pension scheme she had acquired negotiation skills which are key in creating good working relationship at the workplace and minimizing conflicts. She added that she had also acquired financial skills and knowledge to ensure accountability of public resources.

On the personal attributes the nominee intends to bring to the state department

The nominee highlighted that she is a team player, an attribute she believes is an important for the position. She emphasized the need for teamwork in execution of public duties which she said was required to bring different stakeholders together to ensure fast tracking of government programs and projects. She further emphasized her belief in hard work and performance which she revealed she had demonstrated throughout her career.

On her understanding of the functions of the State Department to which she is nominated

The nominee's response was that the mandate of the State Department was to oversee the implementation of government programmes and projects, assist the Prime Cabinet Secretary in convening meetings for Principal Secretaries and supervise technical monitoring and evaluation through performance management. She identified the relevant institutions as the State Corporations and Advisory Committee, Performance Management, Government Delivery Services, and Inspectorate of State Corporations which fall under the State Department for Performance Management and Delivery Services.

On her vision for the State Department

She informed the Committee that her vision for the State Department was to have a reformed public sector that enhances the delivery of services to the public, one that is accountable and has impact on deliverables.

On the duty to ensure that the State Department achieves a workforce that is representative of the nation's diversity

The nominee submitted that she would ensure that recruitment for vacancies is fair and based on merit. She further noted that she would ensure that minimum requirements for advertised positions were clear and that advertisements were done in fora that is accessible to all with clear application procedures. She indicated the need to give time for applications and to ensure that the process was done in a transparent manner. She emphasized the need to include people from all regions of the country as well as persons with disabilities to achieve a workforce that represents diverse Kenya communities.

On Upholding Values and Principles of Public Service and Principles of Governance

The nominee indicated that she will ensure values and principles of public service are observed in accordance to Articles 10 and 232 of the Constitution by inducting officers on values and ethics that should be followed while carrying out their duties.

On Performance Contracting in Public Service

The nominee highlighted that performance contracting is a management tool for measuring performance against negotiated performance targets. It is a freely negotiated performance agreement between the Government being the employer and public officers.

On benefits of Performance Contracting.

She added that performance contracting results in improved efficiency in service delivery to the public by ensuring that holders of public office are held accountable for results, efficiency in resource utilization and ensuring that public resources are focused on attainment of the key national policy priorities;

On the challenges of implementing Performance Contracting.

The nominee informed the Committee that non-implementation of performance contracting by some institution is because of a disconnect between top-level management and lower level management in many institutions. Further, she said majority of Ministries, Departments and Agencies do not observe timelines while signing performance contracting.

On the strategies that she will employ to ensure that Ministries, Department and state Agencies improve on public service performance and delivery of services to the citizens.

The nominee responded that she will initiate the process of anchoring performance management into law so that those institution which do not comply with the initiative can be compelled. She stated that she will upskill the employees of the Inspectorate of State Corporation to carry out management audits to ensure government Ministries, Department and Agencies comply.

On ensuring that Government projects and programmes are not stalled and timely implementation.

The nominee informed the Committee that the mandate of the Government Delivery Services unit has the role of tracking and reporting on the status of National Government Projects and Programmes and should provide practical interventions whenever difficulties are encountered in the implementation process.

On Proliferation of State Corporations.

The nominee acknowledged the proliferation of State Corporations and it was her view that underperforming state corporations and those with overlapping mandate be merged and those that have outlived their usefulness be dissolved.

On relevance of Mwongozo Guidelines in Management of State Corporations.

The nominee noted that Mwongozo is a code for governance for State Corporations and is important in entrenching principles and values of public service and best practices in the management of state corporations to promote transparency, accountability of effectiveness of Boards of State Corporations.

MIN. NO. DC-AIS/331/2023: ANY OTHER BUSINESS

No any other business arose.

MIN. NO. DC-AIS/332/2023: ADJOURNMENT

There being no other business, the meeting was adjourned at 1.30 p.m. The next meeting will be on Thursday 22nd June, 2023 at 10.00 am

SIGNED



DATE 22/06/2023

HON. GABRIEL TONGOYO KOSHAL, MP

**CHAIRPERSON DEPARTMENTAL COMMITTEE ON ADMINISTRATION AND
INTERNAL SECURITY.**

**MINUTES OF THE 66TH SITTING OF THE DEPARTMENTAL COMMITTEE ON
ADMINISTRATION AND INTERNAL SECURITY HELD ON THURSDAY 22ND JUNE,
2023 IN COMMITTEE ROOM, 4TH FLOOR, CONTINENTAL HOUSE AT 10.00 AM**

PRESENT

1. Hon. Fred C. Kapondi , MP
2. Hon. Aduma Owuor, MP
3. Hon. Protus Ewesit Akujah, MP
4. Hon. Sarah Paulata Korere, MP
5. Hon. Liza Chepkorir Chelule, MP
6. Hon. Mburu Kahangara, MP
7. Hon. Amb. Francis Kipyegon Sigei, EBS, MP
8. Hon. Caroline Jeptoo Ng'elechei, MP
9. Hon. Hussein Weytan Mohammed, MP

ABSENT WITH APOLOGY

1. Hon. Gabriel Koshal Tongoyo, MP - Chairperson
2. Hon. Col (Rtd) Dido Rasso, MBS, MP - Vice Chairperson
3. Hon. Kaluma George Peter, MP
4. Hon. Oku Kaunya, MP
5. Hon. Rozaah Akinyi Buyu, MP
6. Hon. Fatuma Abdi Jehow, MP

COMMITTEE SECRETARIAT

1. Mr. Philip Lekarkar - Clerk Assistant II
2. Mr. Gideon Kipkogei - Clerk Assistant III
3. Mr. Bernard Nthiga Njeru - Clerk Assistant III
4. Mr. Rodgers Kilungya - Audio Officer
5. Ms. Judith Kanyoko - Legal counsel

MIN. NO. DC-AIS/333/2023: PRELIMINARIES

The meeting was called to order at 10:20 and prayer was said.

MIN. NO. DC-AIS/334/2023: ADOPTION OF THE AGENDA

The agenda was adopted having been proposed by Hon. Sarah Paulata Korere, MP and seconded by Hon. Protus Ewesit Akujah, MP.

MIN. NO. DC-AIS/335/2023: CONSIDERATION AND ADOPTION OF THE COMMITTEE REPORT ON APPROVAL HEARING OF MS. ANNE NJOKI WANG'OMBE FOR APPOINTMENT AS A PRINCIPAL SECERETARY, STATE DEPARTMENT FOR PERFORMANCE MANAGEMENT AND DELIVERY SERVICES.

COMMITTEE OBSERVATIONS

The Committee having considered the nominee's filled questionnaire pursuant to Section 6(8) of the Public Appointments (Parliamentary Approval) Act, 2011, her curriculum vitae and having heard his oral submissions during the approval hearing, made the following observations on her suitability for appointment as a Principal Secretary, State Department for Performance Management and Delivery Services:

1. **THAT**, in accordance with Article 78(1) and (2) of the Constitution, the nominee is eligible for appointment to State Office since she is a Kenyan citizen and does not hold dual citizenship.
2. **THAT**, the nominee holds a Master's degree in Education (Education Administration) from the University of Nairobi awarded in 2008, Bachelor of Education degree (Arts) from Kenyatta University in 1993. She further holds Diploma in Human Resource Management from Kenya Institute of Management.
3. **THAT**, the nominee has a working experience of over 30 years havings worked in various positions as high school teacher in from 1993 to 2009, Teacher Trainer in 2009; Part Time Lecturer in Kenya Methodist University and Mt. Kenya University (2008 - 2012); Assistant Director for Human Resources and Administration in Kenya Medical Research Institute between (2011-2016). Currently Manager Kenya Revenue Authority Staff Pension Scheme where she has served from 2018 to date.
4. **THAT**, the nominee met the integrity threshold; demonstrated knowledge of topical, administrative and technical issues touching on the portfolios to which she has been nominated to; and has the requisite abilities, academic qualifications and professional experience to be approved for appointment as Principal Secretary in accordance with Article 155(3)(b) of the Constitution:-
5. **THAT**, the nominee meets the requirements of Chapter 6 of the Constitution on leadership and integrity having obtained clearance from the following statutory bodies; the Ethics and Anti-Corruption Commission, the Kenya Revenue Authority, the Directorate of Criminal Investigations, Office of the Registrar of Political Parties and the Higher Educations Loan Board.
6. **THAT**, the nominee has not been charged in a court of law in the past three years.
7. **THAT**, the nominee is not a member or an official of any registered political party.
8. **THAT**, the nominee has never been dismissed from office under Article 75 of the Constitution for contravention of the provisions of Articles 75(1) (*conflict of interest*),

Article 76 (*financial probity*), Article 77 (*restriction on activities of State Officers*) and Article 78(2) (*dual citizenship*) of the Constitution.

9. **THAT**, the nominee demonstrated knowledge of topical, administrative and technical issues touching on government and has the requisite abilities, qualifications and experience to serve as a Principal Secretary for State Department for Delivery and Performance Management.

COMMITTEE RECOMMENDATION

Having considered the suitability, capacity and integrity of the nominee, and pursuant to Article 155(3)(b) of the Constitution and Section 8(2) of the Public Appointments (Parliamentary Approval) Act, 2011, the Committee recommends that the National Assembly **Approves** the nomination of **Ms. Anne Njoki Wang'ombe** to the position of Principal Secretary of the State Department for Performance Management and Delivery Services.

The Committee Report on approval hearing of Ms. Anne Njoki Wang'ombe, Nominee for appointment as a Principal Secretary, State Department for Performance Management and Delivery Services was unanimously adopted having been proposed by Hon. Protus Ewesit Akujah, MP and seconded by Hon. Aduma Owuor, MP.

MIN. NO. DC-AIS/336/2023: ANY OTHER BUSINESS

No any other business arose.

MIN. NO. DC-AIS/337/2023: ADJOURNMENT

There being no other business, the meeting was adjourned at 11:40 am. The next meeting will be held on notice.

SIGNED



DATE

22/06/2023

HON. GABRIEL TONGOYO, MP

CHAIRPERSON DEPARTMENTAL COMMITTEE ON ADMINISTRATION AND INTERNAL SECURITY

