

REPUBLIC OF KENYA



KENYA NATIONAL ASSEMBLY

TENTH PARLIAMENT – FOURTH SESSION - 2012

REPORT OF THE
DEPARTMENTAL COMMITTEE ON ADMINISTRATION AND
NATIONAL SECURITY ON THE CONSIDERATION OF
NOMINATION OF CHAIRPERSON, VICE-CHAIRPERSON AND
MEMBERS OF THE PUBLIC SERVICE COMMISSION

CLERK'S CHAMBERS,
PARLIAMENT BUILDINGS,
NAIROBI

JANUARY, 2013

PREFACE

Mr. Speaker, Sir,

The Parliamentary Departmental Committee on Administration and National Security is constituted pursuant to the provisions of Standing Order No. 198 of the National Assembly and has executed its mandate in accordance with the provisions of the said Standing Order 198(3), which mandates the Committee to, inter alia;

- (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; and,*
- (b) investigate and inquire into all matters relating to the assigned Ministries and departments as it may deem necessary, and as may be referred to it by the House...*

Mr. Speaker,

According to Schedule II of the Standing Orders, the Departmental Committee on Administration and National Security examines the following subjects:

- i) Public Administration
- ii) National Security
- iii) Internal Security
- iv) Immigration
- v) Prisons Service
- vi) National Youth Service, and;
- vii) Natural disasters

The Committee oversees the following Ministries and Departments:

- (i) Office of the President (Cabinet Office & State House)
- (ii) Office of the Prime Minister
- (iii) Office of the Vice President and Ministry of Home Affairs
- (iv) Ministry of Provincial Administration & Internal Security
- (v) Ministry of State for Public Service
- (vi) Public Service Commission
- (vii) Ministry of State for Immigration & Registration of Persons

Mr. Speaker, Sir,

The following are the Members of the Joint Committee:

The Hon. Fred Kapondi, MP (Chairman)
The Hon. Peter Kiilu, MP (Vice-Chairman)
The Hon. Cyprian Omollo, MP
The Hon. Maison Leshoomo, MP
The Hon. Danson Mungatana, MP
The Hon. Raphael Letimalo, MP
The Hon. Pollyins Ochieng', MP
The Hon. Mohamed Hussein Ali, MP
The Hon. Joseph Kiuna, MP
The Hon. Nkoidila ole Lankas, MP

Mr. Speaker,

The Committee was tasked with vetting of nominees to the Public Service Commission by the House on 20th December, 2012.

Article 233(1) of the Constitution establishes the Public Service Commission. Further, Article 233(2) of the Constitution and Section 6(1) of the Public Service Commission Act, 2012, provide that the Commission shall consist of the chairperson, the vice-chairperson and seven other members appointed in accordance with Article 233(2) of the Constitution and the provisions of this Act.

Pursuant to Section 3(4) of the First Schedule of the Act, the President is required to select the chairperson, vice-chairperson and members of the Commission from the list of qualified persons forwarded to him by the Selection Panel and, within fourteen days, forward the names of the persons so selected as chairperson, vice-chairperson and members to the National Assembly for vetting and approval.

Mr. Speaker, Sir,

In a letter Ref. OP/CAB.1/31A, dated 18th December, 2012, from the Permanent Secretary, Secretary to the Cabinet and Acting Head of the Public Service, the National Assembly was informed that H.E. the President, in consultation with the Rt. Hon. Prime Minister, had made the following nominations for the positions stated hereunder:-

- | | | |
|---------------------------------|---|------------------|
| 1. Prof. Margaret Kobia | - | Chairperson |
| 2. Amb. Peter O. Ole Nkuraiya | - | Vice-chairperson |
| 3. Prof. Michael N. Lokuruka | - | Member |
| 4. Mr. Patrick G. Gichohi | - | Member |
| 5. Mr. Lawrence Nyalle | - | Member |
| 6. Ms. Veronica Chematia Birgen | - | Member |
| 7. Ms. Catherine Raini Omweno | - | Member |
| 8. Dr. Judith Emboyi Bwonya | - | Member |
| 9. Mr. Titus Ndambuki | - | Member |

Mr. Speaker, Sir,

Under Section 4(1) of the Public Service Commission Act, 2012, the National Assembly is required, within fourteen (14) days of the day it next sits after receipt of the names of the nominees, to vet and consider all the applicants and may approve or reject any or all of them and request for the names of new nominees.

On 19th December, 2012, in a *Communication from the Chair*, you directed that names of the nine nominees to the Commission and their accompanying curriculum vitae (CVs) be referred to the Departmental Committee on Administration and National Security for consideration prior to approval by the House; and that the Committee tables its recommendations on or before Thursday 27th March, 2012.

Mr. Speaker,

Pursuant to the provisions of article 118 of the Constitution; and Standing order 180 which allows the public to access Committee sittings; and in line with Article 73(2)(d) of the Constitution which provides for accountability to the public for decisions made, and actions taken, the Committee placed adverts in the mainstream daily newspapers, on 23rd December, 2012, inviting members of the public to present Memoranda on any information they might have on the suitability or otherwise of the nominees to the Public Service Commission.

Arising from this advertisement, the Committee on 24th December 2012 received a memorandum from one Mr. Evans Nyambega Akuma. Mr. Nyambega raised a number of issues touching on the appointment of the nine nominees. His claims were based on assertions that the nominees lacked integrity and could not hold any public office (*see annex*).

The Committee sought to verify the veracity of the allegations presented in the memorandum and put the questions to the nominees. From the responses, the Committee was satisfied that the nominees adequately addressed the issues raised against them. In view of this, the Committee did not summon the author of the memorandum to further substantiate the allegations.

Mr. Speaker, Sir,

On 24th December, 2012, the Committee received a letter written to the Speaker of the National Assembly by the Rt. Hon. Prime Minister, stating that the matter of nominations to the Public Service Commission was still under discussion and that a final confirmation of the outcome of the consultations was still being awaited.

The Committee observes that Section 6(2) of the First Schedule of the Public Service Commission Act, 2012 provides that until after the first general elections under the Constitution, the President shall, in appointing the panel and nominating persons for appointment as chairperson, vice-chairperson or Member of the Commission, act in consultation with the Prime Minister.

Section 29(2) of the Sixth Schedule of the Constitution on new appointments also requires the President, subject to the National Accord and reconciliation Act, to appoint a person after consultation with the Prime Minister.

The Committee, in its Sitting of 24th December, 2012, resolved to invite the Permanent Secretary, Secretary to the Cabinet and Acting Head of the Public Service, and the Permanent Secretary in the Office of the Prime Minister, to a meeting in order to make clarifications over the contention that the matter of the nominations to the Public Service Commission had not been concluded.

Mr. Speaker, Sir,

Due to the afore-going development, the Committee resolved to put on hold the tabling of its report on 27th December, 2012 so as to allow the Office of the President and the Office of the Prime Minister to clarify on whether there was proper consultations over the proposed names to the Public Service Commission.

The Committee received submissions on the nominations from the Office of the President on 2nd January 2, 2013. It emerged from the meeting that there was no consensus on one of the names as proposed.

However, in a letter to the Clerk of the National Assembly, Ref. No. OPM/PS/08/03/45 dated 7th January, 2013, the Prime Minister confirmed that consultations on the nominations had been finalized, and that the proposed names of the chairperson, vice-chairperson and members of the Public Service Commission, as contained in the list of names sent to Parliament by the Head of the Civil Service, had been agreed on.

Mr. Speaker, Sir,

The Committee held a total of five sittings. The Committee also vetted the nominees to the Commission. Minutes of these proceedings with nominees to the Public Service Commission, are annexed to this report.

Mr. Speaker,

After consideration of the letter from the Prime Minister, and after meeting with the representatives from the Office of the Permanent Secretary, Secretary to the Cabinet and Head of the Public Service; over the nominations to the Public Service Commission, the Committee observed that consultations between the Prime Minister and the President over the proposed PSC names had been concluded at the time of tabling this report in the House.

Therefore, the list presented to Parliament does conform to the requirements of Section 29(2) of the Sixth Schedule of the Constitution. The Committee concluded that Parliament should thus expedite the process of appointments to the Public Service Commission.

The Committee therefore recommends that, Parliament approves the nomination of the chairperson, vice-chairperson and seven other proposed members, for appointment to the Public Service Commission, pursuant to Section 4(1) of the First Schedule of the Public Service Commission Act, 2012.

Mr. Speaker, Sir,

The Committee wishes to thank the Offices of the Speaker and the Clerk of the National Assembly for the logistical support accorded to it. Further, the Committee acknowledges the concurrence over the list of the nominees to the PSC by the Office of the Prime Minister, submitted through the Permanent Secretary. The Committee is also thankful to the media for their coverage of the proceedings of the Committee, thus enhancing accountability and transparency of the vetting exercise.

Mr. Speaker,

On behalf of the Committee, and pursuant to Section 4(1) of the First Schedule of the Public Service Commission Act, 2012, it is my pleasant duty to table the Report of the Departmental Committee on Administration and National Security on the nominations to the Public Service Commission, for debate and adoption by the House.



Signed...Hon. Fred Kapondi, MP..... Date...8/01/2013.....
Chairman, Departmental Committee on Administration and National Security

1.0 BACKGROUND

- 1.1 Article 233 (1) of the Constitution stipulates that there shall be established the Public Service Commission. The objects and functions of the Public Service Commission are set out in Article 234 of the Constitution, as follows:-

Functions of the Commission

234. (1) The functions and powers of the Commission are as set out in this Article.

(2) The Commission shall—

(a) subject to this Constitution and legislation—

(i) establish and abolish offices in the public service; and

(ii) appoint persons to hold or act in those offices, and to confirm appointments;

(b) exercise disciplinary control over and remove persons holding or acting in those offices;

(c) promote the values and principles mentioned in Articles 10 and 232 throughout the public service;

(d) investigate, monitor and evaluate the organisation, administration and personnel practices of the public service;

(e) ensure that the public service is efficient and effective;

(f) develop human resources in the public service;

(g) review and make recommendations to the national government in respect of conditions of service, code of conduct and qualifications of officers in the public service;

(h) evaluate and report to the President and Parliament on the extent to which the values and principles mentioned in Articles 10 and 232 are complied with in the public service;

(i) hear and determine appeals in respect of county governments' public service; and,

(j) perform any other functions and exercise any other powers conferred by national legislation.

(3) Clauses (1) and (2) shall not apply to any of the following offices in the public service—

(a) State offices;

(b) an office of high commissioner, ambassador or other diplomatic or consular representative of the Republic;

(c) an office or position subject to—

- (i) the Parliamentary Service Commission;
 - (ii) the Judicial Service Commission;
 - (iii) the Teachers Service Commission;
 - (iv) the National Police Service Commission; or
- (b) an office in the service of a county government, except as contemplated in clause (2) (j).

(4) The Commission shall not appoint a person under clause (2) to hold or act in any office on the personal staff of the President or a retired President, except with the consent of the President or retired President.

(5) The Commission may delegate, in writing, with or without conditions, any of its functions and powers under this Article to any one or more of its members, or to any officer, body or authority in the public service.

Further, Section 11 of the Public Service Commission Act, 2012, provides that:

11. In addition to the functions set out in Article 234 of the Constitution, the Commission shall—

- (a) formulate policies necessary for the achievement of its mandate;
 - (b) provide strategic direction, leadership and oversight to the secretariat;
- and,
- (c) do all such other things as may be necessary for the effective discharge of its functions and the exercise of its powers.

- 1.2 To enable the Public Service Commission meet the objectives set out in Article 234 above, Parliament enacted the Public Service Commission Act, 2012. The purpose of the Act, is among other things; “to make further provisions as to the functions and powers, and the administration of the Public Service Commission established under Article 233 of the Constitution; the qualifications and procedures for the appointment of the chairperson, members and secretary of the Commission, and for connected purposes”.

Composition and Appointment of the Commission

- 1.3 Section 6(1) of the Act provides that:-

6. (1) As provided for under Article 233 (2) of the Constitution, the Commission shall consist of a chairperson, vice-chairperson and seven other members appointed in accordance with Article 233 (2) of the Constitution and the provisions of this Act.

(2) The procedure set out in the First schedule shall apply to the appointment of the Commission and with necessary modifications whenever there is a vacancy in the Commission.

(3) The members of the Commission shall serve on a full-time basis.

(4) The Commission shall be properly constituted notwithstanding a vacancy in its membership.

Qualifications for appointment as chairperson or member

1.5 Section 7(1) and (2) of the Act spells out the requirements for one to be appointed chairperson, Vice-chairperson or member of the Commission:-

7. (1) A person shall be qualified for appointment as the chairperson or vice-chairperson of the Commission if that person—

(a) is a citizen of Kenya;

(b) holds a degree from a university recognized in Kenya;

(c) has at least fifteen years experience in their respective profession;

(d) has at least six years experience in top level management in either the public or private sector; and

(e) meets the requirements of leadership and integrity in Chapter Six of the Constitution.

(2) A person shall be qualified for appointment as a member if such person—

(a) is a citizen of Kenya;

(b) holds a degree from a university recognized in Kenya;

(c) has at least ten years experience in their respective profession; and,

(d) meets the requirements of leadership and integrity in Chapter Six of the Constitution.

Functions of the Commission

1.6 Article 234(1) of the Constitution, further to Section 11(1) of the Public Service Commission Act, 2012, provides that;

234. (1) The functions and powers of the Commission are as set out in this Article.

(2) The Commission shall—

(a) subject to this Constitution and legislation—

(i) establish and abolish offices in the public service; and

- (ii) appoint persons to hold or act in those offices, and to confirm appointments;
 - (b) exercise disciplinary control over and remove persons holding or acting in those offices;
 - (c) promote the values and principles mentioned in Articles 10 and 232 throughout the public service;
 - (d) investigate, monitor and evaluate the organization, administration and personnel practices of the public service;
 - (e) ensure that the public service is efficient and effective;
 - (f) develop human resources in the public service;
 - (g) review and make recommendations to the national government in respect of conditions of service, code of conduct and qualifications of officers in the public service;
 - (h) evaluate and report to the President and Parliament on the extent to which the values and principles mentioned in Articles 10 and 232 are complied with in the public service;
 - (i) hear and determine appeals in respect of county governments' public service; and
 - (j) perform any other functions and exercise any other powers conferred by national legislation.
- (3) Clauses (1) and (2) shall not apply to any of the following offices in the public service—
- (a) State offices;
 - (b) an office of high commissioner, ambassador or other diplomatic or consular representative of the Republic;
 - (c) an office or position subject to—
 - (i) the Parliamentary Service Commission;
 - (ii) the Judicial Service Commission;
 - (iii) the Teachers Service Commission;
 - (iv) the National Police Service Commission; or
 - (b) an office in the service of a county government, except as contemplated in clause (2) (i).
- (4) The Commission shall not appoint a person under clause (2) to hold or act in any office on the personal staff of the President or a retired President, except with the consent of the President or retired President.
- (5) The Commission may delegate, in writing, with or without conditions, any of its functions and powers under this Article to any one or more of its members, or to any officer, body or authority in the public service.

2.0 PROCEDURE FOR APPOINTMENT OF THE CHAIRPERSON, VICE CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION

2.1 Pursuant to section 3(1) of the PSC Act, 2012, the Selection Panel advertised for the position of the chairperson, vice-chairperson and members of the Public Service Commission in the print media on 18th September, 2012. The application period was however extended to 5th October due to the low response by prospective applicants.

Nine (9) candidates were selected for the position of chairperson, seven (7) for the position of vice-chairperson and thirty three (33) for the position of members to the Commission. The Selection Panel conducted, in public, interviews of shortlisted candidates between 22nd and 26th October, 2012.

For the position of Chairperson, the following persons were shortlisted:

1. Prof. Margaret Kobia, CBS
2. Amb. Peter O. Ole Nkuraiya, CBS
3. Dr. Jane Kembo

For the position of vice-chairperson, the following persons were shortlisted:

1. Prof. James Otieno-Odek, EBS
2. Francis Kirimi Mugo
3. Damaris Ayuku Angulu

For the position of members, seven persons made it to the final list. These were;

1. Prof. Michael N. Lokuruka
2. Mr. Patrick G. Gichohi
3. Mr. Lawrence Nyalle
4. Ms. Veronica Chematia Birgen
5. Ms. Catherine Raini Omweno
6. Dr. Judith Emboyi Bwonya
7. Mr. Titus M. Ndambuki

On 22nd February, 2012, the Selection Panel then forwarded the names of the shortlisted applicants to H.E. the President and the Rt. Hon. Prime Minister for consultation and nomination.

In accordance with section 6(5) of the NPSC Act, the President is required to select the Chairperson and members of the NPSC from the list of qualified persons forwarded to him by the Selection Panel under sub-section 4(g) of the Act and subsequently forward the names of the persons so selected as Chairperson and members to the National Assembly for approval.

Under section 6(6), the National Assembly is required, within twenty one days of the day it next sits after receipt of the names of the applicants under sub-section 5, vet and consider all the applicants and may approve or reject any or all of them.

In a letter Ref. OP/CAB.1/31A, dated 18th December, 2012, from the Permanent Secretary, Secretary to the Cabinet and Head of the Public Service, the National Assembly was informed that H.E. the President, in consultation with the Rt. Hon. Prime Minister, had made the following nominations for the positions stated hereunder:-

- | | | |
|---------------------------------|---|------------------|
| 1. Prof. Margaret Kobia | - | Chairperson |
| 2. Amb. Peter O. Ole Nkuraiya | - | Vice-chairperson |
| 3. Prof. Michael N. Lokuruka | - | Member |
| 4. Mr. Patrick G. Gichohi | - | Member |
| 5. Mr. Lawrence Nyalle | - | Member |
| 6. Ms. Veronica Chematia Birgen | - | Member |
| 7. Ms. Catherine Raini Omweno | - | Member |
| 8. Dr. Judith Emboyi Bwonya | - | Member |
| 9. Mr. Titus Ndambuki | - | Member |

The Honourable Speaker directed the Departmental Committee on Administration and National Security to conduct interviews on the nominees and table its report for consideration prior to approval by the House on or before Thursday, 27th December, 2012.

Pursuant to the provisions of Article 118(1) and (2) of the Constitution; and Standing order 180(a) and (b) which allow the public access to Committee sittings; and in line with article 73(2)(d) of the Constitution which provides for accountability to the public for decisions made, and actions taken, the Committee placed adverts in the mainstream daily newspapers on 23rd December, 2012, inviting members of the public to present memoranda on any information they might have on the proposed PSC names.

On 24th December, 2012, the Departmental Committee on Administration and National Security received a letter written by the Permanent Secretary, Office of the Prime Minister, to the Speaker of the National Assembly, indicating that consultations were still on-going over the list of the PSC nominees, and that the Committee should await confirmation from the Office of the Prime Minister before the House could deal with the matter.

The Committee observes that Section 6(2) of the First Schedule of the Public Service Commission Act, 2012 provides that until after the first general elections under the Constitution, the President shall, in appointing the panel and nominating persons for appointment as Chairperson, Vice-chairperson or Member of the Commission, act in consultation with the Prime Minister. Section 29(2) of the Sixth Schedule of the Constitution on new appointments also requires the President, subject to the National Accord and reconciliation Act, to appoint a person after consultation with the Prime Minister.

The Committee, in its Sitting of 24th December, 2012, resolved to invite the Permanent Secretary, Secretary to the Cabinet and Acting Head of the Public Service, and the Permanent Secretary in the Office of the Prime Minister, to a meeting in order to make clarifications over the contentious issue that the matter of the nominations to the Public Service Commission had not been concluded.

Due to the afore-going development, the Committee resolved to put on hold the tabling of its report on 27th December, 2012 so as to allow the Office of the President and the Office of the Prime Minister to clarify on whether or not consultations were done over the proposed names to the Public Service Commission.

The Committee therefore sought from the Speaker an extension of a further one week to allow confirmations from the two Principals that the proposed names to the Public Service Commission had been fully agreed upon.

However, in a letter to the Clerk of the National Assembly, Ref. No. OPM/PS/08/03/45 dated 7th January, 2013, the Prime Minister confirmed that consultations on the nominations had been finalized, and that the proposed names of the chairperson, vice-chairperson and members of the Public Service Commission, as contained in the list of names sent to Parliament by the Head of the Civil Service, had been agreed on.

3.0 CONSIDERATION OF NOMINEES TO THE PUBLIC SERVICE COMMISSION

During the vetting exercise of the chairperson, vice-chairperson and members of the Public Service Commission, the nominees informed the Committee of the following:

3.1 PROF. MARGARET KOBIA, Phd., CBS – NOMINEE CHAIRPERSON

She was born in June, 1955 in Meru and joined Alliance Girls High School for her “O” and “A” Levels, then proceeded to Kenyatta University. She also holds a Masters and PhD degrees.

She had vast experience having spent many years in the exercise of training and building capacity for the civil servants in Kenya

She reiterated that she is alive to the high public expectations including the provisions of the New Constitution which envision a more effective, ethical and performance-based Public Service.

Her major contribution would be to turn around the Public Service from being perceived as a mere employment bureau to an outfit that would spur economic growth and ensure that Vision 2030 is realized.

In regard to working effectively with a majority of the nominees who are Commissioner-designates almost going into statutory retirement, she informed the Committee that if appointed, she intends to harness their useful skills mix gained over their long and exemplary service in the past to ensure value addition in the Public Service.

She also pointed out that she was aware of the obtaining occupational mobility amongst the different sectors in Public Service spurred by variations in the remuneration packages offered; and emphasized that there was need to rationalize terms and conditions to tap skills in the public service.

In regard to allegations in a memorandum to the Committee, leveled against her high handedness and undue influence in the employment case of Ms. Juster Nkirote Nkorai; she admitted that she knows her but denied having unduly influenced her appointment.

On balancing the two challenging jobs, she disclosed to the Committee that, if appointed as Chairperson of the PSC, she intends to terminate her contract at the Kenya School of Government (KSG) which she helped

transit from the initial Kenya Institute of Administration (KIA) to an institution of higher caliber during her tenure as Principal, KIA that spanned close to 8 years.

She was willing and ready to take up a higher challenge and intends to start with reviewing the Strategic Plan and structure of the Public Service.

3.2 AMB. PETER OLE NKURAIYA, CBS – NOMINEE VICE-CHAIRPERSON

Born 54 years ago in Narok County, has had a chequered career as a Foreign Service officer who rose through the ranks to become Ambassador. He serves as Chief Executive Officer (CEO), Commission on the Implementation of the Constitution (CIC).

He was motivated to serve the country in an outfit with a broader mandate together with other Commissioners, by injecting best practice drawn from Foreign Service, countries and Non Governmental Organizations (NGOs) served.

He understood the intricacies of motivating staff having worked with the (Non Governmental Organization) NGO Board and will bring in a useful rich blend in managing performance in public service.

During his tenure, he is credited with streamlining the NGO Board operations and stemming factional wars and encouraged dialogue and inclusiveness in the management of NGO Board affairs. This enhanced acceptability and accountability of the Board and ensured there were regular and credible elections.

He ensured that Civil Society which for a long time had been averse to scrutiny had to account for the Donor Funds they received. This brought sanity to civil society organizations.

He indicated that introducing non-monetary motivation initiatives such as improving terms and conditions of service and working conditions; including how transfers are done - could go along way into motivating public service staff.

In regard to balancing the two demanding portfolios, if appointed vice chairperson, PSC, he intends to resign as CEO, CIC.

He would concentrate on transforming the negative perception that the public service is an outfit of complacency or resting to one of respected service delivery, accountability and integrity.

He intends to ensure the new public service with an expanded mandate benchmarks with other public services to ensure high standards are met.

3.3 MR. PATRICK G. GICHOHI – NOMINEE MEMBER

He was born on 18th December, 1952 in Nyeri County. He went to Kagumo High School then proceeded to the University of Nairobi, where he graduated with a B.Ed (Arts) Hons. degree.

He was recruited by the Public Service Commission on 15th October 1979; as a career parliamentary officer who has risen through the ranks from a trainee Clerk Assistant to become the fourth Clerk of the National Assembly on 26th May 2008.

He has undergone vast training in senior parliamentary and public service management courses having attended and acquired knowledge, skills and exposure from regional and international institutions.

He has been instrumental in the establishment of the Constituencies Development Fund and served as its first Chief Executive Officer.

He made scholarly contributions and published a number of parliamentary-related works and continues to contribute to a number of community and social work.

He was motivated to apply for the job to share his proven and diverse expertise and experience acquired in the Parliamentary Service, to add value into the larger Public Service.

He would endeavour to ensure that the transformed public service conducts its business in a more accountable and transparent manner.

3.4 MR. LAWRENCE NYALLE - NOMINEE MEMBER

He holds a Master of Business Administration degree in Finance, Post Graduate Diploma in Computer Science and a Bachelor of Science degree all from the University of Nairobi.

He brings in youth, energy, passion and zeal as well as experience and focus gained in the private sector. He drew his motivation from the promise of a New Kenya.

He believed in the reformed Public service as the delivery vehicle for delivering Vision 2030.

In regard to influencing the other older nominees who are either close to or are retirees, he indicated that he intends to adopt a degree of flexibility that will minimize resistance to change and ensure Commissioners work as team.

3.5 PROF. MICHAEL N. LOKURUKA – NOMINEE MEMBER

He was born 1958. He holds PhD degree, has worked and done consultancy in Canada.

He was looking for new challenges to serve the Kenyan people and intended to treat people fairly according to the dictates of the New Constitution.

He would work closely with friendly International Donors to complement Government efforts towards the funding of Research and Development.

3.6 VERONICA CHEMATIA BIRGEN – NOMINEE MEMBER

She was born in 1960 in Elgeyo Marakwet County.

She holds a Master of Science degree in Organizational Development from United States International University (Africa) and a Bachelor of Arts (Hons.) degree from the University of Nairobi. She also holds a Post-Graduate Diploma in Human Resource Management from the Institute of Human Resource Management, Kenya.

She has over 25 years working experience in public service and private sector. She went into consultancy to expand her horizons then came back to the public service to apply and give back acquired skills.

She has successfully led a group on organizational culture change at KTDA and has also acquired the skills and passion to take the country forward.

She was conscious of the gender disparity in the public service. However, she intended to execute her mandate fairly.

To ensure high standards at the devolved level of government are maintained, she would influence the Commission to ensure continuous review of systems and best practices are put in place.

3.7 CATHERINE RAINI OMWENO – NOMINEE MEMBER

She is 54 years old and joined Mukumu Girls, then Highlands now Moi Girls High School.

She worked in Machakos as a District Personnel Officer, then later on at Attorney General's chambers after which she resigned to join NGOs.

Later on she worked in Treasury for two years as Principal Personnel Officer.

She has experience in Strategic Planning, Job Evaluation and Management Information Systems.

She is currently at Spectre International as Personnel Manager where she also oversees performance contracting.

She intends to ensure performance contracting is properly institutionalized to demand for results in service delivery.

She aims to offer maximum contribution and intends to resign from her job from E.A. Spectre.

3.8 DR. JUDITH EMBOYI BWONYA – NOMINEE MEMBER

She was born in Vihiga 56 years ago. She went to St. Joseph's School, Kitale, Loreto Girls and Ng'iya Girls; then proceeded to the University of Nairobi.

She has had a chequered career in the Health sector both at the practitioner's and senior management levels since her employment after under and post-graduate studies.

She works in the Standards and Regulatory Services Department where the goal is to ensure all decisions made are evidence – based.

She has so far offered exemplary service to the Health Sector and in the process dealt with Human Resources matters for over 16 years at the District Level.

She believed that Public service has a critical role to play in managing the spiraling industrial actions – such as the recent nurses and doctors' strike.

She undertook to make her contribution to help in addressing the lack of preparedness in managing the obtaining challenges in stemming industrial action.

3.9 TITUS NDAMBUKI – NOMINEE MEMBER

He hails from Machakos County, Mwala District. He attended Tala High School, Muhoho High School, and University of Nairobi.

He served as a Planning Officer between 1981 and 1986 and in various other capacities in various ministries and later rose to become the Permanent Secretary, Public Service in the Office of the President.

He was in charge of the Civil Service Reform Programme's statistical data for effective decision-making by the Ministry of Education.

He started the Public Service Week and the Strategic Leadership Programme.

He was in the team that prepared the Cabinet Memo that introduced performance contracting.

In response to what motivated him to apply for the job, when he stood a chance of becoming the next Principal Secretary, he averred that he was able to make a difference even as a Member.

He admitted that his current position presented him with an advantage as a Permanent Secretary, Public Service.

On allegations that he had undue influence over who sits in the PSC Selection Panel, he explained that the Panel is constituted as per the Constitution, and its members selected through a competitive process.

He further reiterated that even Permanent Secretaries are required in contributing to change in this country and cited IEBC's Mr. Sharawe and former PS, Philemon Mwaisaka.

He emphasized that the composition of the reformed PSC is more demanding and requires vast/relevant experience since there are emergent challenges in the implementation of certain policies.

To achieve a transformed Public service; he would;

1. ensure more professionalism in the management of Public Service;
2. introduce entry and promotion-oriented examinations;
3. introduce and conduct regular competency assessment tests by the Kenya School of Government (KSG); and,
4. Institute and encourage a performance culture.

He admitted that there exist challenges in evaluation formulas in how performance contracting of parastatals is managed. He undertook to the Committee that he will retire under the 50 years rule if he is appointed as a Commissioner.

4.0 FINDINGS, OBSERVATIONS AND CONCLUSIONS OF THE COMMITTEE

After deliberations on submissions received from the Office of the President and the Office of the Prime Minister, the Committee made the following observations:

1. The persons proposed in the list before the House are qualified and have the requisite experience to manage activities and programmes of the Public Service Commission. The team comprises of persons who have served for long periods in the civil service, and whose vast experience can be tapped to spearhead a vibrant public service.
2. Adequate consultations had been done by the time of tabling the report in the House. Therefore, there was concurrence on the list of nominees to the Public Service Commission which was forwarded to Parliament by the Permanent Secretary, Secretary to the Cabinet and Head of the Public Service, on 19th December, 2012.

5.0 RECOMMENDATIONS OF THE COMMITTEE

Having considered Memoranda and representations from the Office of the President and the Office of the Prime Minister; and having vetted and deliberated on the nine nominees to the Public Service Commission; the Committee made the following recommendations:-

1. THAT; Parliament approves the nomination of Prof. Margaret Kobia, Phd., CBS, for the appointment as chairperson of the Public Service Commission.
2. THAT; Parliament approves the nomination of Amb. Peter O. Ole Nkuraiya, CBS, for appointment as the vice-chairperson of the Public Service Commission.
3. THAT; the House approves the following nominees for appointment as members of the Public Service Commission;
 1. Prof. Michael N. Lokuruka
 2. Mr. Patrick G. Gichohi
 3. Mr. Lawrence Nyalle
 4. Ms. Veronica Chematia Birgen
 5. Ms. Catherine Raini Omweno
 6. Dr. Judith Emboyi Bwonya
 7. Mr. Titus Ndambuki

APPENDICES

MINUTES OF THE 62ND SITTING OF THE DEPARTMENTAL COMMITTEE ON ADMINISTRATION AND NATIONAL SECURITY, HELD ON MONDAY, 24TH DECEMBER, 2012, IN THE COMMITTEE ROOM, 5TH FLOOR, CONTINENTAL HOUSE, PARLIAMENT BUILDINGS, AT 10.00 AM

PRESENT

The Hon. Fred Kapondi, MP (**Chairman**)
The Hon. Peter Kiilu, MP (**Vice Chairman**)
The Hon. Pollyins Ochieng, MP

ABSENT WITH APOLOGY

The Hon. Raohael Letimalo, MP
The Hon. Danson Mungatana, MP
The Hon. Mohamed Hussein Ali, MP
The Hon. Joseph Kiuna, MP
The Hon. Maison Leshoomo, MP
The Hon. Cyprian Omollo, MP

ABSENT

The Hon. Nkoidila Ole Lankas, MP

IN ATTENDANCE – NATIONAL ASSEMBLY

The Hon. Sophia Abdi Noor, MP
The Hon. Charles Keter, MP
The Hon. Charles Nyamai, MP

IN ATTENDANCE - NATIONAL ASSEMBLY

Mr. Abdullahi Aden - Third Clerk Assistant
Mr. Peter Adika - Research Officer

MIN.NO.211/2012 - PRELIMINARIES

The Chairman called the meeting to order at 10.00 o'clock. Prayers were said. He welcomed the Committee Members to the meeting and informed that the agenda of the day was to conduct the vetting of nominees to the Public Service Commission.

MIN.NO.212/2012 – CONSIDERATION OF NOMINEES TO THE PUBLIC SERVICE COMMISSION

PROF. MARGARET KOBIA, Phd., CBS – NOMINEE CHAIRPERSON

She was born in June, 1955 in Meru. She went Alliance Girls High School for her "O" and "A" Levels, and then proceeded to Kenyatta University. She also holds a Masters and PhD Degrees.

She had vast experience having spent many years in the exercise of training and building capacity for the civil servants in Kenya

She reiterated that she was alive to the high public expectations including the provisions of the constitution which envision a more effective, ethical and performance-based Public Service.

Her major contribution, she said, will be to turn around the Public Service from being perceived as a mere employment bureau to an outfit that would spur economic growth and ensure Vision 2030 is realized.

In regard to working effectively with a majority of the nominees who are Commissioner-designates almost going into statutory retirement, she told the Committee that if appointed, she intends to harness their useful skills mix gained over their long and exemplary service in the past to ensure value addition in the Public Service.

She also pointed out that she was aware of the obtaining occupational mobility amongst the different sectors in Public Service spurred by variations in the remuneration packages offered; and emphasized that there was need to rationalize terms and conditions to tap skills in the public service.

In regard to allegations in a memorandum to the Committee, leveled against her high handedness and undue influence in the employment case of Ms. Juster Nkirote Nkorai; she admitted that she knows her but denied having unduly influenced her appointment.

On balancing the two challenging jobs, she disclosed to the Committee that, if appointed as Chairperson of the PSC, she intends to terminate her contract at the Kenya School of Government (KSG) which she helped transit from the initial Kenya Institute of Administration (KIA) to an institution of higher caliber during her tenure as Principal, KIA that spanned close to 8 years.

She was willing and ready to take up a higher challenge and intends to start with reviewing the Strategic Plan and structure of the Public Service.

AMB. PETER OLE NKURAIYA, CBS – NOMINEE VICE-CHAIRPERSON

Born 54 years ago in Narok County, he has had a chequered career as a Foreign Service officer who rose through the ranks to become Ambassador. He serves as CEO, Commission on the Implementation of the Constitution.

He was motivated to serve the country in an outfit with a broader mandate together with other commissioners, by injecting best practice drawn from Foreign Service, countries and NGOs served.

He understands the intricacies of motivating staff having worked with the NGO Board and will bring in a useful rich blend in managing performance in public service.

During his tenure, he is credited with streamlining the NGO Board operations and stemming factional wars and encouraged dialogue and inclusiveness in the management of NGO Board affairs. This enhanced acceptability and accountability of the Board and ensured there were regular and credible elections.

He ensured that Civil Society which for a long time had been averse to scrutiny had to account for the Donor Funds they received. This brought sanity to civil society organizations.

Indicated that introducing non-monetary motivation initiatives such as improving terms and conditions of service and working conditions; including how transfers are done - could go along way into motivating public service staff.

In regard to balancing the two demanding portfolios, if appointed Vice Chairperson, PSC intends to resign as CEO, CIC.

He would concentrate on transforming the negative perception that the public service is an outfit of complacency or resting to one of respected service delivery, accountability and integrity.

He intends to ensure the new public service with an expanded mandate benchmarks with other public services to ensure high standards are met.

MR. PATRICK G. GICHOHI – NOMINEE MEMBER

He was born on 18th December, 1952 in Nyeri County. He went to Kagumo High School then proceeded to the University of Nairobi, where he graduated with B.Ed (Arts) Hons. degree.

He was recruited by the Public Service Commission in 1979 on 15th Oct; 1979; as a career parliamentary officer who has risen through the ranks from a trainee clerk assistant to become the fourth Clerk of the National Assembly on 26th May 2008.

Has undergone vast training in senior parliamentary and public service management courses having attended and acquired knowledge, skills and exposure from regional and international institutions.

He has instrumental in the establishment and served as the first CEO, of the Constituencies Development Fund now under the Ministry of Planning.

He made scholarly contributions and published a number of parliamentary-related work and continues to contribute to a no. of community and social work.

He was motivated to apply for the job to share his proven and diverse expertise and experience acquired in the Parliamentary Service, to add value into the larger Public Service.

He would endeavour to ensure that the transformed public service conducts its business in a more accountable and transparent manner.

PROF. MICHAEL N. LOKURUKA – NOMINEE MEMBER

He was born 1958. He holds Phd. degree, has worked and done consultancy in Canada.

He was looking for new challenges to serve the Kenyan people and intends to treat people fairly according to the dictates of the New Constitution.

He would work closely with friendly International Donors to complement Government efforts towards the funding of Research and Development.

MR. LAWRENCE NYALLE - NOMINEE MEMBER

He brings in youth, energy, passion and zeal as well as experience and focus gained in the private sector. He drew his motivation from the promise of a New Kenya.

He believed in the reformed Public service as the delivery vehicle for delivering Vision 2030.

In regard to influencing the other older nominees who are either close to or are retirees, he indicated that he intends to adopt a degree of flexibility that will minimize resistance to change and ensure Commissioners work as team.

MIN. NO.213/2012 - A.O.B/ADJOURNMENT

There being no other business for discussion, the Chairman adjourned the meeting at forty five minutes past twelve o'clock.



Signed..... (Chairperson).....Hon. Fred Kapondi, MP

Date....24/12/2012

MINUTES OF THE 63RD SITTING OF THE DEPARTMENTAL COMMITTEE ON
ADMINISTRATION AND NATIONAL SECURITY HELD ON MONDAY, 24TH DECEMBER, 2012,
IN THE COMMITTEE ROOM, 5TH FLOOR, CONTINENTAL HOUSE, PARLIAMENT BUILDINGS,
AT 2.30 PM

PRESENT

The Hon. Fred Kapondi, MP (**Chairman**)
The Hon. Peter Kiilu, MP (**Vice Chairman**)
The Hon. Pollyins Ochieng, MP

ABSENT WITH APOLOGY

The Hon. Danson Mungatana, MP
The Hon. Mohamed Hussein Ali, MP
The Hon. Joseph Kiuna, MP
The Hon. Maison Leshoomo, MP
The Hon. Cyprian Omollo, MP

ABSENT

The Hon. Nkoidila Ole Lankas, MP

IN ATTENDANCE – NATIONAL ASSEMBLY

The Hon. Sophia Abdi Noor, MP
The Hon. Charles Keter, MP
The Hon. Charles Nyamai, MP

IN ATTENDANCE - NATIONAL ASSEMBLY

Mr. Abdullahi Aden - Third Clerk Assistant
Mr. Peter Adika - Research Officer

MIN.NO.214/2012 - PRELIMINARIES

The Chairman called the meeting to order at 10.00 o'clock. Prayers were said. He welcomed the Members and the PSC nominee to the afternoon session of the vetting exercise.

MIN.NO.215/2012–CONSIDERATION OF NOMINEES TO THE PUBLIC SERVICE COMMISSION

VERONICA CHEMATIA BIRGEN – NOMINEE MEMBER

She was born in 1960 in Elgeyo Marakwet County.

She has over 25 years working experience in public service and private sector. He went into consultancy to expand her horizons then came back to the public service to apply and give back acquired skills.

She has successfully led a group on organizational culture change at KTDA and has also acquired the skills and passion to take to take the country forward;

She is conscious of the gender disparity in the public service however, she intends to execute her mandate fairly.

To ensure high standards at the devolved level of government are maintained, she will influence the Commission to ensure continuous review of systems and best practices are put in place.

CATHERINE RAINI OMWENO – NOMINEE MEMBER

She is 54 years old. She went to Mukumu Girls, then Highlands now Moi Girls High School.

She worked in Machakos as a District Personnel Officer, then later on at AG's chambers, resigned to join NGOs.

Later on she worked in Treasury for two years as Principal Personnel Officer.

She has experience in Strategic Planning, Job Evaluation and Management Information Systems.

She is currently at Spectre International as Personnel Manager where she also overseeing performance contracting.

She intends to ensure performance contracting is properly institutionalized to demand for results in service delivery.

She aims to offer maximum contribution to PSC and intends to resign from her job at the E.A. Spectre.

DR. JUDITH EMBOYI BWONYA – NOMINEE MEMBER

She was born in Vihiga 56 years ago. She went to St. Joseph's School, Kitale, Loreto Girls then Ng'iya Girls; then proceeded to the University of Nairobi.

She has had a chequered career in the Health sector both at the practitioner's and senior management levels since her employment after under and post-graduate studies.

She works in the standards and regulatory services department where the goal is to ensure all decisions made are evidence – based.

She has so far offered exemplary service to the Health Sector and in the process dealt with Human Resources matters for over 16 years at the District Level.

She believed that Public service has a critical role to play in managing the spiraling industrial actions – such as the recent nurses and doctors' strike.

She undertook to make her contribution to help in addressing the lack of preparedness in managing the obtaining challenges in stemming industrial action.

TITUS NDAMBUKI – NOMINEE MEMBER

He hails from Machakos County, Mwala District. He attended Tala High School, Muhoho High School, and University of Nairobi.

He served as a Planning Officer between 1981 1986 and in various other capacities in various ministries and later rose to become the Permanent Secretary Public Service in the Office of the President.

He was in charge of the Civil Service Reform Programme's statistical data for effective decision-making by the Min of Education.

He started the Public Service Week and the Strategic Leadership Programme.

He was in the team that prepared the Cabinet Memo that introduced performance contracting.

In response to what motivated him to look for the Chairs position, when he stood a chance of becoming the next Principal Secretary, he averred that he was able to make a difference even as a Member.

He admitted that his current position presented him with an advantage as a Permanent Secretary, Public Service.

On allegations that he had undue influence over who sits in the PSC Selection Panel, he explained that the Panel is constituted as per the Constitution, and its members selected through a competitive process.

He further reiterated that even Permanent Secretaries are required in contributing to change in this country and cited IEBC's Mr. Sharawe and former PS, Philemon Mwaisaka.

He emphasized that the composition of the reformed PSC is more demanding and requires vast/relevant experience since there are emergent challenges in the implementation of certain policies.


To achieve a transformed Public service; he would;

1. intend to ensure more professionalism in the management of Public Service;
2. introduce entry and promotion-oriented examinations;
3. introduce and conduct regular competency assessment tests by the KSG;
4. Institute and encourage a performance culture;

He admitted that there exist challenges in evaluation formulas in how performance contracting of parastatals is managed. He undertook to the Committee that he will retire under the 50 years rule if he is appointed as a Commissioner.

MIN. NO.216/2012 - A.O.B/ADJOURNMENT

There being no other business for discussion, the Chairman adjourned the meeting at forty five minutes past three o'clock.



Signed..... (Chairperson).....Hon. Fred Kapondi, MP..... Date....24/12/2012

MINUTES OF THE 64TH SITTING OF THE DEPARTMENTAL COMMITTEE ON ADMINISTRATION AND NATIONAL SECURITY HELD ON THURSDAY, 27TH DECEMBER , 2012, IN THE COMMITTEE ROOM, 5TH FLOOR, CONTINENTAL HOUSE, PARLIAMENT BUILDINGS, AT 10.00 PM

PRESENT

The Hon. Peter Kiilu, MP (Vice Chairman) Chairing
The Hon. Pollyins Ochieng, MP
The Hon. Danson Mungatana, MP
The Hon. Mohamed Hussein Ali, MP
The Hon. Joseph Kiuna, MP
The Hon. Cyprian Omollo, MP

ABSENT WITH APOLOGY

The Hon. Fred Kapondi, MP (Chairman)
The Hon. Rapahel Letimalo, M.P
The Hon. Maison Leshoomo, MP

ABSENT

The Hon. Nkoidila Ole Lankas, MP

IN ATTENDANCE - NATIONAL ASSEMBLY

Mr. Daniel Mutunga - Second Clerk assistant
Mr. Abdullahi Aden - Third Clerk Assistant
Mr. Peter Adika - Research Officer

MIN.NO.217/2012 - PRELIMINARIES

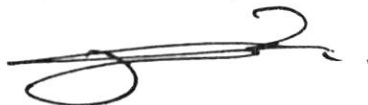
The Chairman called the meeting to order at 10am. Prayers were said. He welcomed the Members to the meeting. He informed them that The Committee had received a letter from the Office of the Prime Minister indicating that discussions in connection to the nominees of the Public Service Commission were still on-going and therefore, the Committee should await a further confirmation on the outcome of these consultations..

MIN.NO. 218/2012 – COMMITTEE DELIBERATIONS

The Committee in its deliberations resolved to invite both the Office of the Prime Minister and the Permanent Secretary, Secretary to the Cabinet and Head of Public Service to a meeting to establish the correct position in relation to the nominations. The meeting would be held on Wednesday 2nd January, 2013.

MIN. NO.219/2012 - A.O.B/ADJOURNMENT

There being no other business for discussion, the Chairman adjourned the meeting at forty five minutes past ten o'clock.



Signed..... (Chairperson).....Hon.Fred Kapondi, MP..... Date....27/12/2012

MINUTES OF THE 66TH SITTING OF THE DEPARTMENTAL COMMITTEE ON
ADMINISTRATION AND NATIONAL SECURITY, HELD ON WEDNESDAY 2ND JANUARY, 2013,
IN THE COMMITTEE ROOM, 5TH FLOOR, CONTINENTAL HOUSE, PARLIAMENT BUILDINGS,
AT 11.30 AM

PRESENT

The Hon. Fred Kapondi, MP (Chairman)
The Hon. Peter Kiilu, MP (Vice Chairman) Chairing
The Hon. Pollyins Ochieng, MP
The Hon. Raphael Letimalo, M.P
The Hon. Maison Leshoomo, MP

ABSENT WITH APOLOGY

The Hon. Danson Mungatana, MP
The Hon. Mohamed Hussein Ali, MP
The Hon. Joseph Kiuna, MP
The Hon. Cyprian Omollo, MP

ABSENT

The Hon. Nkoidila Ole Lankas, MP

IN ATTENDANCE - NATIONAL ASSEMBLY

Mr. Daniel Mutunga - Second Clerk Assistant
Mr. Abdullahi Aden - Third Clerk Assistant
Mr. Peter Adika - Research Officer

IN-ATTENDANCE – OOP AND CABINET OFFICE

Mr. Stephen K. Kirogo - PAS/ Rep - Head of Public Service
Mr. Brown I. Otiya - Director of Admin – Cabinet Office
Mr. Kenedy Kihara - Secretary Liason Parliament, Commissions

MIN.NO.223/2012 - PRELIMINARIES

The Chairman called the meeting to order at 11.30am. Prayers were said. He welcomed the officials from Office of the President and the Cabinet Office to the meeting. He informed them that the agenda of the meeting was to deliberate on the letter from the Prime Minister on the nominees to the Public Service Commission, and establish whether conclusive consultations had been reached over the list of nominees.

MIN.NO.224/2012 – OFFICE OF PRESIDENT AND THE CABINET OFFICE

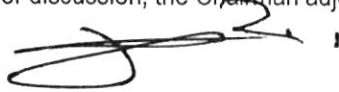
- The Committee was informed that the Prime Minister's Office was in concurrence with the list of names that was submitted to Parliament; of persons nominated to serve in the Public Service Commission.

- After the names were submitted to Parliament; the Office of the President received a letter from the Office of the Prime Minister requesting to substitute Mr. Titus Ndambuki with Ms. Esther Jonny Onyango Aduma.
- The Office of the President replied via a letter (see annex) explaining that Mr. Ndambuki had vast experience in the public service that the Commission could tap into and urged the Prime Minister to reconsider his position.

The Committee sought to know whether the Prime Minister gave any reason for proposing replacement of Mr. Titus Ndambuki with Ms. Esther Onyango. The Prime Minister's Office did not reply to the Office of the President's letter advising the PM to reconsider the proposal to replace Mr. Ndambuki.

MIN. NO.226/2012 - A.O.B/ADJOURNMENT

There being no other business for discussion, the Chairman adjourned the meeting at twelve o'clock.



Signed..... (Chairperson).....Hon. Fred Kapondi, MP..... Date....2/1/2013

MINUTES OF THE 67TH SITTING OF THE DEPARTMENTAL COMMITTEE ON ADMINISTRATION AND NATIONAL SECURITY, HELD ON THURSDAY 3RD JANUARY, 2013, IN THE COMMITTEE ROOM, 5TH FLOOR, CONTINENTAL HOUSE, PARLIAMENT BUILDINGS, AT 11.30 AM

PRESENT

The Hon. Fred Kapondi, MP (**Chairman**)
The Hon. Peter Kiilu, MP (**Vice Chairman**)
The Hon. Pollyins Ochieng, MP
The Hon. Raphael Letimalo, M.P
The Hon. Maison Leshoomo, MP
The Hon. Cyprian Omollo, MP

ABSENT WITH APOLOGY

The Hon. Danson Mungatana, MP
The Hon. Mohamed Hussein Ali, MP
The Hon. Joseph Kiuna, MP

ABSENT

The Hon. Nkoidila Ole Lankas, MP

IN ATTENDANCE - NATIONAL ASSEMBLY

Mr. Daniel Mutunga - Second Clerk Assistant
Mr. Abdullahi Aden - Third Clerk Assistant
Mr. Peter Adika - Research Officer

MIN.NO.225/2012 - PRELIMINARIES

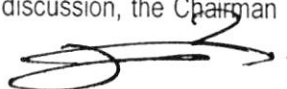
The Chairman called the meeting to order at 11.30am. Prayers were said. He welcomed the Members of the Committee to the meeting and informed them that the agenda of the meeting was to adopt the PSC report.

MIN.NO.226/2012 – ADOPTION OF THE PSC REPORT

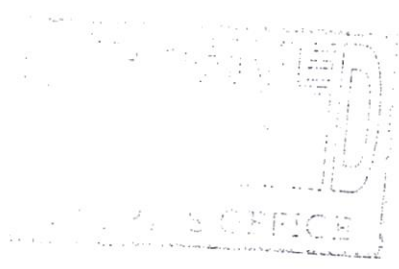
The Committee Members unanimously adopted the PSC report. The adoption of the report was proposed by the Hon. Peter Kiilu, MP, and seconded by the Hon. Pollyins Ochieng, MP.

MIN. NO.227/2012 - A.O.B/ADJOURNMENT

There being no other business for discussion, the Chairman adjourned the meeting at thirty minutes after twelve o'clock.



Signed..... (Chairperson).....Hon. Fred Kapondi, MP..... Date....3/1/2013



EVANS NYAMBEGA AKUMA
P.O. BOX 59644-00200
NAIROBI
CELL : 0726 793 114

23rd December 2012

THE CLERK
KENYA NATIONAL ASSEMBLY
P.O. BOX 41842-00200
NAIROBI

Dear Sir,

RE: SUBMISSION OF MEMORANDA IN THE MATTER OF APPROVAL OF THE ABOVE MATTER REFERRED BY THE NATIONAL ASSEMBLY OF PERSONS NOMINATED TO SERVE IN THE PUBLIC SERVICE COMMISSION.

The above matter refers, as advertised on Sunday Nation December 23rd 2012 Page 49.

1. *I wish to state that* this matter be certified extremely urgent and be discussed by the national assembly committee and same to be heard by cross examining the nominees ; Prof. Margaret Kobia as chairperson, Amb. Peter Ole Nkuraiya as vice chairperson, Dr. Judith Emboyi Bwonya, Catherine Raini Omweno and Titus Ndambuki hereunder article 10,47 chapter six on leadership and integrity article 233,236 chapter 15 – article 248,249 of the constitution of Kenya and what came to be born as a baby in 27th August 2010 in the first instance on their suitability, integrity and leadership to public service commission.
2. That the Honourable Committee of the national assembly be pleased to set aside the nominations of the above hereunder various serious and serious allegations:
 - a. Titus M. Ndambuki CBS, Permanent secretary Ministry of state for public service as a nominated member of public service commission
 - b. Alice M.Muita MBS, as a a collaborator with Mr. Titus Ndambuki to violate the Constitution.
 - c. Prof. Margaret Kobia as a nominated Chairperson of the public service commission, since their nomination was done without regard of due process of the law and constitution

3. That Mr. Titus M. Ndambuki is due as a serving Permanent secretary has overwhelming influence and whipping to the panel which was apparently chaired by his fellow permanent secretary Richard Ethans Ndubai over other candidates who do not hold influential offices, since the law demands he could have resigned before being influentially interviewed.
4. That Mrs. Alice W. Muita MBS is a sitting Secretary, Human Resource Management (HRM) in the Ministry of state for public service, hence has greater influence on the interviews, since she sits with the chairperson of the selection panel Mr. Richard Ethans Ndubai who happens to be in the same committee of awarding and benchmarking in the civil service and performance contracts.
5. That Prof. Margaret Kobia has issues of integrity herself and Mr. Titus Ndambuki, Alice W. Muita and public service commissioner Johnson Kibera and Richard Ethans Ndubai by recruiting Juster Nkirote Nkoroi as a secretary performance contracting V/NO 35/2012 Job group "T" at a basic salary of Kshs.200,500 pm without following due process since the advert in No(iv) said that she/he must have a strategic leadership development programme lasting not less than six (6) weeks in a recognized institution she did have any and she was in job group "M" under the solicitor- Generals office whereby (i) was calling a candidate who had served, earlier on she had been promoted from 'M' to 'S' unprocedural.
6. That selection Panel of the chairperson of the Public Service Commission acted illegally went against the principles of good governance adherence to the rules of law transparency, accountability and integrity as envisaged by the constitution.
7. That the applicant as acted vigilantly and alert to the implementation of the constitution as it gets top gear, since the forces at Harambee House are acting without following due process of law and Kenyans cannot watch helplessly and in anguish as the rules Lord over them as if nothing happened on 27th August, 2010.

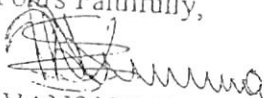
secretary public service commission e.g. the former human resource assistant director, foreign affairs Mr. Musau to protocol officer Mr. Nkuraiya Ann Jane Mwangi of human resource Kiambu county who went to India has fake form four certificate on sexual appetite to lady officers e.g. Margaret Wamoto formerly east African community now in ministry of education, recruitment of subordinate staffs and clerical officers un procedurally copy hereunder attached, open sexual attachment to Mrs Mwangi had of Kiambu county human resource when she was human resource at east African community and using Solomon Ole Tome to collect bribes from people recently when he advertised vacancies in the commission of implementation of the constitution headed by Mr. Charles Nyachae.

12. That Mrs Catherine Raini Omweno, impropriety at CMC /and general and hence her sacking.

13. That Judith Bwonya Emboyi impropriety with director of medical service incitement of other deputy directors to be given show cause in order to make them loose promotions where interviews are always coming up and receiving bribes to get people vacancies at medical training and job placements at ministry of health.

14. That the constitution is clear for interviews on serving State officers of which Ndambuki Gichohi and Nkuraiya and kobia are. And impropriety of Bwonya and Omweno, article 73,74,10 and 232,2233, applies in supplementation of the others mentioned above, as such they are unfit to serve. Veronica Chemutai Birgen on as personal assistant to honorable Biwott as Education minister receiving bribes for people to see the minister and using by then Hon Biwott's letterhead to bring or import vehicles without paying KRA taxes and her husband acted as brokers in Teachers Service Commission to employ get teachers jobs when he was in TSC. Im ready to be cross examined and tell more to the committee.

Yours Faithfully,



EVANS NYAMBEGA AKUMA

0726 793 114

Actual
50/

REPUBLIC OF KENYA



KENYA NATIONAL ASSEMBLY

In the Matter of Approval by the National Assembly of the persons nominated to serve in the Public Service Commission

Section 6(1) of the Public Service Commission Act, 2012, provides that the Public Service Commission shall consist of a Chairperson, Vice Chairperson and seven other members appointed in accordance with Article 233(2) of the Constitution and the provisions of the aforesaid Act. Pursuant to Section 3(4) of the First Schedule of the Act, the President shall select the Chairperson, the Vice-Chairperson and members of the Commission from the list of qualified persons forwarded to him by the Selection Panel and subsequently forward the names of the persons so selected as Chairperson, Vice-Chairperson and members, to the National Assembly for approval.

SUBMISSION OF MEMORANDA

The following persons have been nominated to serve on the Public Service Commission in the stated capacities:

- | | | |
|---------------------------------|---|------------------|
| 1. Prof. Margaret Kobia | - | Chairperson |
| 2. Amb. Peter O. Ole Nkuraiya | - | Vice-Chairperson |
| 3. Prof. Michael N. Lokuruka | - | Member |
| 4. Mr. Patrick G. Gichohi | - | Member |
| 3. Mr. Lawrence Nyalle | - | Member |
| 4. Ms. Veronica Chemutai Birgen | - | Member |
| 5. Ms. Catherine Raimi Omweno | - | Member |
| 6. Dr. Judith Emboyi Bwonya | - | Member |
| 7. Mr. Titus M. Ndambuki | - | Member |

Following receipt of the nominations by the National Assembly, the Hon. Speaker, on 19th December, 2012, referred the names of the nominees to the Departmental Committee on Administration and Internal Security for consideration prior to approval by the House.

The Committee now invites interested members of the public to submit any representations that they may have on the suitability or otherwise of the nominees for appointment to serve in the Public Service Commission in the stated capacities. The representations may be forwarded to the Clerk of the National Assembly, P.O. Box 41842-00100, Nairobi; hand-delivered to the Office of the Clerk, Main Parliament Buildings, Nairobi; or emailed to clerk@parliament.go.ke; to be received on or before Monday, 24th December, 2012 at 10.00 am.

STIN N. BUNDI

CLERK OF THE NATIONAL ASSEMBLY



UNIVERSITY OF NAIROBI
COLLEGE OF EDUCATION AND
EXTERNAL STUDIES
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Furaha Plaza, Ground Floor
Nkrumah Road P.O. Box 80708
Tel 2224122, 2225830, 2225479
Fax 2230264

KISUMU BUREAU
Mega Plaza, 3rd Floor, Wing B
Tel (057) 2021699, 2021230
Fax (057) 2020388 Kisumu

NAKURU BUREAU
C.K Patel Building, Kenyatta Ave.
Tel (051) 2215505, 2215740,
2211688 Fax 2215737

ELDORET
National Bank Building, 4th Floor,
Junction of Uganda Road and Oloo
Street next to KVDA Plaza
Tel (053) 2063007, 2063012,
2063015, 2063655, Fax 63019

NYERI
Kona Haulhi House P.O. Box 1396
Tel (061) 2030640,
Tel/Fax (061) 2034120

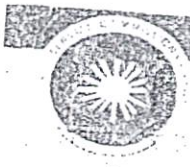
NATION COLLECTION POINTS

KAKAMEGA
Friends Communication
Ambewe Complex, 2nd floor
Room 6, Tel/Fax (056) 30072, 0722-
375680

NAIVASHA
Njabini Service Station
Tel (050) 0311, 20412

NYAHURURU
Njabini Service Station

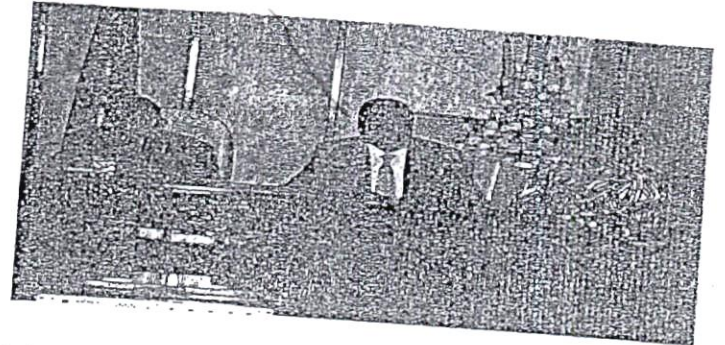
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Vision and Mission

Vision

To be a world class constitutional body in the provision of a globally competitive human resource that serves the needs of Kenyans.

Mission

To enhance excellence in public service delivery by providing the required human resource in the most effective manner.

Core Values

Meritocracy, Reliability, Team Spirit, Integrity, Confidentiality, Fairness, Transparency and Accountability, Equity and Diversity, Continuous improvement.

Latest News

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PSCK Forms

- Application Form
- Wealth Declaration Form

PSCK Staff Corner

- Jobs Portal
- E-learning
- E-library
- Telephone Directory
- E-messaging

Useful Links

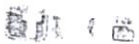
- Government Ministries
- Local Authorities
- Kenya Law Reporting
- Huduma Kenya

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Today	45
Yesterday	1457
This week	7346
Last week	5839
This month	13820

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 Today: Dec 15, 2012



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HRD 2001: 2000 EMPLOYMENT MANAGEMENT SYSTEM

The following posts have been cancelled;
Director HRD VNO 45/2012 and Senior
Assistant Director Geo-Information VNO

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Today	48
Yesterday	1457
This week	7349
Last week	5839
This month	13823

We have: 16 guests online
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Today: Dec 15, 2012

Structure

The Public Service Commission consists of a chairman, a deputy chairman and fifteen members. All the members are appointed by the President in pursuance of Section 106 of the Constitution and enjoy security of tenure. The Commission is supported by a secretariat headed by the Commission Secretary. The Service Commissions Act, Cap 185 of the Laws of Kenya empowers the Commission to appoint the Secretary and other necessary staff.

The Commission Secretariat comprises of the office of the Secretary and six key departments, namely, Administration, Recruitment and Selection, Agenda, Human Resource Audit, Discipline and Examinations.

The office of the Secretary - Provides the linkage between the Commission and the service; receives and processes requests from ministries, departments and local authorities and conveys the decisions of the Commission to the service.

Administration Department - Provides administrative support services to the Commission. These include general administration and planning services, finance and accounts, procurement, human resource management and development, ICT, public relations, legal services and library services. The department is also responsible for the implementation of the Public Officer Ethics Act, 2003 under the Governance and Ethics unit.

Recruitment and Selection Department - Facilitates the Commission in recruitment, selection, appointment and promotion.

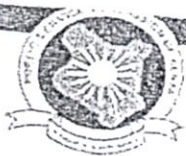
Agenda Department - Scrutinizes and processes requests from Ministries, Departments and Local Authorities in agenda format and present them to the Commission for decision.

Human Resources Audit Department - Monitors and evaluates the exercise of delegated powers and implementation of the Commission's decisions.

Discipline Department - Prepares briefs on discipline cases, appeals and applications for review to be considered by the Commission. Where decisions in the disciplinary cases are contested in court, the officers appear as witnesses.

Examinations Department - The department undertakes administration of the Commission's promotional examinations and occupational tests.

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Recent Updates

The following posts have been cancelled;
Director HRD VNO 45/2012 and Senior
Assistant Director Geo-Information VNO
66/2012.

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Staff Mail



E-MAIL

Functions

Core Functions

The Commission's core functions are:-
Recruitment for the public service and local authorities,
Promotion and acting appointments of public officers,
Disciplinary control in the public service and local authorities,
Retirement and removal of public officers,
Establishment of standards of ethical conduct of public officers,
Issuance and administration of the Code of Conduct for public officers in accordance with the provisions of the Public Officer Ethics Act 2003, and
Civil service examinations and occupational tests

Core Values

Values form an organization's culture which in turn creates an identity and unity of purpose. The Commission and the Secretariat are required to uphold the following core values:

Integrity

PSCK adheres to impeccable and beyond reproach professional and personal standards in the conduct of its affairs. PSCK carries out its work independently and objectively, based on facts and in a fair, just and balanced approach.

Reliability

The work of PSCK should answer the interests and expectations of its main stakeholders.

Confidentiality

In the ordinary course of its work, the Commission has access to considerable data and information, a large proportion of which is confidential bio-data on public officers and others who apply for jobs in public service. The Commission, therefore, seeks to uphold the confidentiality of such data for the protection of its clients.

Team Spirit

PSCK recognizes that to be successful in the pursuit of its mandate, there must be high degree of co-operation among the members of staff and between Departments on the one hand, and between Commissioners and Secretariat staff on the other. The quality of the outputs would be greatly curtailed unless there is harmonious working relationship among the players.

Meritocracy

In carrying out its work the Commission is guided by the principle of meritocracy and in this regard the Commission ensures that only those best qualified are hired or promoted.

Fairness

PSCK ensures that it carries out its mandate with impartiality in hiring, promoting and disciplining public servants.

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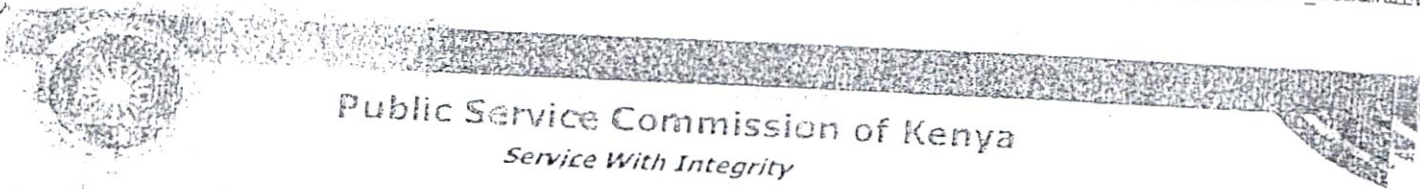


Today	109
Yesterday	1378
This week	2421
Last week	14
This month	2508

We have: 12 guests, 2 bots online

Firefox 17.0, Windows

Today: Dec 15, 2012



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Recent Updates

VACANCIES IN THE POSITIONS OF REGISTRAR AND ASSISTANT REGISTRAR OF POLITICAL PARTIES

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Petitions and Appeals Cases

Commissioners

Title Filter Display # 10

- | # | Article | Title |
|---|-----------------------|-------|
| 1 | Mrs. Mary M. Gikumbi | OGW |
| 2 | Mr. Johnson Kibera | |
| 3 | Mr. Johnson M. Otieno | |
| 4 | Mr. Amos Chiguba | |
| 5 | Mr. Eliud Patsankul | |

Staff Mail



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Today	96
Yesterday	1457
This week	7397
Last week	5639
This month	13871

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VISITORS	
Today	100
Yesterday	1457
This week	7401
Last week	5839
This month	13875

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Today: Dec 15, 2012

Secretariat

Title Filter Display #

Article Title

- 1 Mrs. Alice A. Otwala, MBS, Commission Secretary
- 2 Peter K. Macharia, Director HRM
- 3 Mr. Gabriel Juma, Director, Examination
- 4 Rose A. Aduda, Director, Discipline
- 5 Florence Wachira, Senior Director, Recruitment & Selection
- 6 Mr. Mukabi, Director HRA
- 7 Mr. R. Mulati, Senior Director, Agenda



OFFICE OF THE PRIME MINISTER

Telegrams "OPM" Nairobi
Fax No.: +254-(0)20-2210876
Telephone: +254-(0)20-3247000
When replying please quote

Prime Minister's Building
P. O. Box 74434-00200
NAIROBI
KENYA

Ref: OPM.1/08/03/38 VOL. III/31

Date: 18th May, 2012

The Secretary
Public Service Commission of Kenya
P.O. Box 30095 - 00100
NAIROBI

PRE-SELECTION

This has reference to your letters No. PSC. 314/25/1/II and PSC 314/59/1/1 of 15th May, 2012 on the above subject.

Please note that this office will be represented as follows:-

V/No	Post	Date	Time	Representative
35/2012	Secretary, Performance Contracting (JG 'T')	21.5.12	8.30 a.m.	Mr. Richard E. Ndubai, CBS, Permanent Secretary
36/2012	Director, Performance Management (JG 'S')	"	8.45 a.m.	Mr. Richard E. Ndubai, CBS, Permanent Secretary
4/2012	Director, Efficiency Monitoring (Economic and Financial Analysis) (JG 'S')	"	9.00 a.m.	Mr. Vincent Nyagilo, Secretary, Efficiency Monitoring
6/2012	Deputy Director, Efficiency Monitoring (Economic and Financial Analysis) (JG 'R')	"	9.10 a.m.	Mr. Vincent Nyagilo, Secretary, Efficiency Monitoring
8/2012	Assistant Director, Efficiency Monitoring (Economic and Financial Analysis) (JG 'Q')	"	9.25 a.m.	Mr. Vincent Nyagilo, Secretary, Efficiency Monitoring
11/2012	Senior Efficiency Monitoring Officer (Economic and Financial Analysis) (JG 'P')	"	9.45 a.m.	Mr. Vincent Nyagilo, Secretary, Efficiency Monitoring
5/2012	Director, Efficiency Monitoring (Auditing) (JG 'S')	"	10.30 a.m.	Mr. Vincent Nyagilo, Secretary, Efficiency Monitoring

7/2012	Deputy Director, Efficiency Monitoring (Auditing) (JG 'R')	21.5.12	10.50 a.m.	Mr. Vincent Nyagilo, Secretary, Efficiency Monitoring
12/2012	Senior Efficiency Monitoring Officer (Auditing) (JG 'P')	"	11.10 a.m.	Mr. Vincent Nyagilo, Secretary, Efficiency Monitoring
14/2012	Efficiency Monitoring Officer (Auditing) (JG 'N')	"	11.40 a.m.	Mr. Vincent Nyagilo, Secretary, Efficiency Monitoring
10/2012	Assistant Director, Efficiency Monitoring (Governance, Research and Development) (JG 'Q')	22.5.12	8.30 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
13/2012	Efficiency Monitoring Officer (Economic and Financial Analysis) (JG 'N')	"	9.00 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
15/2012	Efficiency Monitoring Officer (ICT Systems Analysis) (JG 'N')	"	10.00 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
16/2012	Deputy Programme Director, Strategy Development (Transformative Leadership and Change Management) (JG 'R')	"	10.30 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
18/2012 (1)	Deputy Programme Director, (Transformative Leadership and Change Management) (JG 'R')	"	11.00 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
26/2012 (2)	Assistant Programme Director, Transformative Leadership and Change Management (JG 'Q')	"	11.25 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
30/12	Principal Programme Officer Strategy Development (JG 'P')	"	11.45 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
32/2012 (3)	Chief Programme Officer, Transformative Leadership and Change management (JG 'N')	"	12.15 p.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change

17/2012	Deputy Programme Director, Service Delivery (JG 'R')	24.5.12	8.30 a.m.	Management Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
27/2012	Assistant Programme Director, Service Delivery (JG 'Q')	"	8.45 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
19/2012	Deputy Director, Institutional Capacity Building and Strategic Partnership (JG 'R')	"	9.00 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
33/2012	Chief Programme Officer, Institutional Capacity Building (JG 'N')	"	9.20 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
20/2012	Deputy Programme Director, Information, Education, Communication and Knowledge (JG 'R')	"	9.50 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
24/2012	Assistant Programme Director, Information, Education, Communication and Knowledge (JG 'Q')	"	10.05 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
21/2012	Deputy Programme Director, Monitoring, Evaluation and Risk Management (JG 'R')	"	10.40 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
22/2012	Assistant Programme Director, Monitoring, Evaluation and Risk Management (JG 'Q')	"	10.40 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
19/2012	Principal Programme Officer, Risk Management (JG 'P')	"	11.00 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
1/2012	Assistant Programme Director, Strategy Development (JG 'Q')	"	11.30 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management

				Transformative Leadership and Change Management
25/2012	Assistant Programme Director, Operations (JG 'Q')	"	12.00 noon	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
28/2012	Assistant Programme Director, Strategic Partnership (JG 'Q')	"	12.10 p.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management


 A.M. Mburu, FSC
 For: Permanent Secretary



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35/2012	Secretary, Performance Contracting	JUSTER NKOROI	22/02/2012	Shortlisted

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35/2012	Secretary, Performance Contracting	CHARLES MUGAMBI	27/02/2012	Shortlisted
4/2012	Director, Efficiency Monitoring (Economic & Financial Analysis)	CHARLES MUGAMBI	22/02/2012	Not Successful

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35/2012	Secretary, Performance Contracting	MARY NDETO	16/02/2012	Shortlisted

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ID Number Searched: 8956851

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245/2010	Chief Management Consultant	HENRY OGEKA	26/10/2010	Shortlisted

1 Record(s) Found

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ID Number Searched: 0968280

Advert No	Post	Names	Date Captured	Status
245/2010	Chief Management Consultant	ELIJAH ACHOCH	19/10/2010	Shortlisted
35/2012	Secretary, Performance Contracting	ELIJAH ACHOCH	22/02/2012	Shortlisted
140/2010	Integration Secretary	ELIJAH ACHOCH	04/05/2010	Not Successful

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OFFICE OF THE PRIME MINISTER, MINISTRY OF STATE FOR PUBLIC SERVICE
DEPARTMENT: MANAGEMENT CONSULTANCY SERVICES
FOR THE POST OF: CHIEF MANAGEMENT CONSULTANT JG-T

LIST OF SHORTLISTED CANDIDATES

S/NO	ID No	Name	Interview Date	Interview Time
FEMALE CANDIDATES				
1	4287738	MUCHERU SUSAN NDUTA	08/11/2010	9:30:00 AM
MALE CANDIDATES				
2	0968280	ACHOCH ELIJAH OCHIENG	08/11/2010	8:30:00 AM
3	8956851	OGEGA HENRY NYAKUNDI	08/11/2010	10:00:00 AM

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Please Type Your ID Number to check status of your application(s)

ID Number:

ID Number Searched: 4287738

Advert No	Post	Names	Date Captured	Status
78/2010	Director, Social Affairs	SUSAN MUCHERU	30/03/2010	Not Successful
245/2010	Chief Management Consultant	SUSAN MUCHERU	22/10/2010	Shortlisted
140/2010	Integration Secretary	SUSAN MUCHERU	20/05/2010	Not Successful
36/2012	Director, Performance Management	SUSAN MUCHERU	27/02/2012	Not Successful
35/2012	Secretary, Performance Contracting	SUSAN MUCHERU	27/02/2012	Not Successful

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OFFICE OF THE PRIME MINISTER
DEPARTMENT: PERFORMANCE CONTRACTING
FOR THE POST OF: DIRECTOR, PERFORMANCE MANAGEMENT JG-S

LIST OF NEW APPOINTMENTS TO CIVIL SERVICE

S/NO	ID No	Name
MALE CANDIDATES		
1	3462536	TWAHIR MBARAK SAID

(vi) timely preparation and submission of quarterly and annual reports

SENIOR PROGRAMME OFFICERY PROGRAMME MANAGEMENT DIVISION ONE POST
V No 3/2012

Basic Salary Scale: Ksh.35,275 - Ksh.42,877 p.m. (Job Group 'M')

- For appointment to this grade, a candidate must have:
- (i) served for a minimum period of three (3) years at Job Group 'L' in the Public Service or in a comparable position in the wider Public Service;
 - (ii) a Bachelor's degree in any of the following disciplines: Public Administration, Human Resource Management/Development, Business Administration, Public Policy Management or Sociology from a recognized university;
 - (iii) computer proficiency applications;
 - (iv) a thorough understanding of Government goals and priorities in the reform agenda; and
 - (v) demonstrated competence and administrative ability in planning and management of programmes at various levels.

Duties and Responsibilities

- Duties and responsibilities at this level include:
- (i) liaising with various programme management units to enhance the access and disbursement of donor-funds for the reform programme;
 - (ii) providing administrative support to the Programme Management Division in facilitating planned workshops and events;
 - (iii) managing the Registry and maintaining an up-to-date database of the Division's activities;
 - (iv) managing and coordinating the transport fleet;
 - (v) liaising with the Finance and accounts units to ensure that all payments for programme activities are made; and
 - (vi) preparing reports.

SECRETARY PERFORMANCE CONTRACTING ONE POST
V No 16/2012

Basic Salary Scale: Ksh.127,980 - Ksh.200,500 p.m. (Job Group 'T')

- For appointment to this grade, a candidate must have:
- (i) served for a minimum period of three (3) years at the grade of Director, Performance Contracting, Job Group 'S' or a comparable position in the wider Public Service;
 - (ii) a Bachelor's degree in any of the following disciplines: Economics, Business Administration, Law, Public Administration, Commerce, Human Resource Management/Development, Management, Education, Sociology, Development Studies or comparable qualifications from a recognized university;
 - (iii) a Masters degree in any of the following disciplines: Economics, Business Administration, Law, Public Administration, Commerce, Human Resource Management/Development, Management, Education, Sociology, Development Studies or comparable qualifications from a recognized university;
 - (iv) attended a Strategic Leadership Development Programme lasting not less than six (6) weeks in a recognized institution;
 - (v) demonstrated professional competence, managerial/administrative capability and initiative in the general organization and management of Public Sector Reforms and Performance Contracting;
 - (vi) conceptual, analytical and report writing skills; and
 - (vii) proficiency in computer applications.

Duties and Responsibilities

- (i) advising the Permanent Secretary on all matters pertaining to Performance Contracting in the Public Service;
- (ii) providing technical advice, coordination and support to all Performance Contracting units and programmes;
- (iii) overseeing the development and implementation of Performance Contracting in the Public Service; and
- (iv) reviewing and updating Performance Contracting tools and instruments as appropriate.

DIRECTOR PERFORMANCE MANAGEMENT ONE POST
V No 16/2012

Salary Scale: Ksh.100,620 - Ksh.127,980 p.m. (Job Group 'S')

- For appointment to this grade, a candidate must have:
- (i) served for a minimum period of three (3) years at the grade of Deputy Director, Performance Contracting, Job Group 'R' or in a comparable position in the wider Public Service;
 - (ii) a Bachelor's degree in any of the following disciplines: Economics, Business Administration, Public Administration, Law, Human Resource Management/Development, Commerce, Sociology, Development Studies or comparable qualifications from a recognized university;
 - (iii) a Masters degree in any of the following disciplines: Economics, Business Administration, Public Administration, Law, Human Resource Management/Development, Commerce, Sociology, Development Studies or comparable qualifications from a recognized university;
 - (iv) attended a Strategic Leadership Development Programme lasting not less than six (6) weeks in a recognized institution;
 - (v) demonstrated professional competence, managerial/administrative capability and initiative in the general organization and management of Public Sector Reforms and Performance Contracting; and
 - (vi) proficiency in computer applications.

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DEPUTY SECRETARY

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Duties and R. Duties and res (i) coordina Ministrie: (ii) monitor (iii) assisting Sector: (iv) carrying t process: (v) advising t perform (vi) coordinati continuou: the Public (vii) supporting Managemt

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January 3/12

ID Number Searched: 0968280

Advert No	Post	Names	Date Captured	Status
245/2010	Chief Management Consultant	ELIJAH ACHOCH	19/10/2010	Shortlisted
35/2012	Secretary, Performance Contracting	ELIJAH ACHOCH	22/02/2012	Shortlisted
140/2010	Integration Secretary	ELIJAH ACHOCH	04/05/2010	Not Successful

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Advert No	Post	Names	Date Captured	Status
35/2012	Secretary, Performance Contracting	CHARLES MUGAMBI	27/02/2012	Shortlisted
4/2012	Director, Efficiency Monitoring (Economic & Financial Analysis)	CHARLES MUGAMBI	22/02/2012	Not Successful

2 Record(s) Found

ID Number:

ID Number Searched: 0968280

Advert No	Post	Names	Date Captured	Status
245/2010	Chief Management Consultant	ELIJAH ACHOCH	19/10/2010	Shortlisted
35/2012	Secretary, Performance Contracting	ELIJAH ACHOCH	22/02/2012	Shortlisted
140/2010	Integration Secretary	ELIJAH ACHOCH	04/05/2010	Not Successful

ID Number Searched: 0968280

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Secretary, Human Resource Development (HRD).



Mr. Henry N. Ogega
Director, Management Consultancy Services (MCS).



Mr. Samuel G. Karicho
Director, Human Resource Management (HRM).



Mr. Michael W. Ojiambo
Senior Deputy Secretary, Administration.



MINISTRY OF EAST AFRICAN AND
REGIONAL CO-OPERATION

Telephone: 245741
Fax No: 253144

P.O. Box 8846 - 00200
NAIROBI, Kenya

When replying please quote

MEARC.160/122/001A

13th July, 2005

Mr. Simon P. Njau, CBS
Permanent Secretary/Director
Directorate of Personnel Management
Office of the President
NAIROBI

Dear

RECRUITMENT OF DRIVERS AND SUBORDINATE STAFF

I acknowledge receipt of your letter Ref. DPM 1/42A Vol.II/(158) of 30th June, 2005 and append herein names of seven (7) drivers and four (4) subordinate staff for your issuance of personal numbers.

Their PSC 2 forms duly completed together with copies of their certificates are herein enclosed for your necessary action.

DRIVERS

1. Erasmus Kennedy Njagi
2. Michael Njoroge Mbugua
3. Peter Saidimu Kuntayo Shunet ✓
4. Joseph Kipkoech Sigei
5. Francis Gichuki Ndiangui
6. Simon Muiruri Kamande ✓
7. Eric Gonzo Munyau ✓

SUBORDINATE STAFF

1. Mercy Kiende Murungi
2. Peterson Wachira Kibicho ✓
3. Mary Resian Matuiya ✓
4. Sheila Siyion Koiyet ✓

REPUBLIC OF KENYA



KENYA NATIONAL ASSEMBLY

TENTH PARLIAMENT – FOURTH SESSION - 2012

REPORT OF THE
DEPARTMENTAL COMMITTEE ON ADMINISTRATION AND
NATIONAL SECURITY ON THE CONSIDERATION OF
NOMINATION OF CHAIRPERSON, VICE-CHAIRPERSON AND
MEMBERS OF THE PUBLIC SERVICE COMMISSION

CLERK'S CHAMBERS,
PARLIAMENT BUILDINGS,
NAIROBI

JANUARY, 2013

PREFACE

Mr. Speaker, Sir,

The Parliamentary Departmental Committee on Administration and National Security is constituted pursuant to the provisions of Standing Order No. 198 of the National Assembly and has executed its mandate in accordance with the provisions of the said Standing Order 198(3), which mandates the Committee to, inter alia;

- (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; and,*
- (b) investigate and inquire into all matters relating to the assigned Ministries and departments as it may deem necessary, and as may be referred to it by the House...*

Mr. Speaker,

According to Schedule II of the Standing Orders, the Departmental Committee on Administration and National Security examines the following subjects:

- i) Public Administration
- ii) National Security
- iii) Internal Security
- iv) Immigration
- v) Prisons Service
- vi) National Youth Service, and;
- vii) Natural disasters

The Committee oversees the following Ministries and Departments:

- (i) Office of the President (Cabinet Office & State House)
- (ii) Office of the Prime Minister
- (iii) Office of the Vice President and Ministry of Home Affairs
- (iv) Ministry of Provincial Administration & Internal Security
- (v) Ministry of State for Public Service
- (vi) Public Service Commission
- (vii) Ministry of State for Immigration & Registration of Persons

Mr. Speaker, Sir,

The following are the Members of the Joint Committee:

The Hon. Fred Kapondi, MP (Chairman)
The Hon. Peter Kiilu, MP (Vice-Chairman)
The Hon. Cyprian Omollo, MP
The Hon. Maison Leshoomo, MP
The Hon. Danson Mungatana, MP
The Hon. Raphael Letimalo, MP
The Hon. Pollyins Ochieng', MP
The Hon. Mohamed Hussein Ali, MP
The Hon. Joseph Kiuna, MP
The Hon. Nkoidila ole Lankas, MP

Mr. Speaker,

The Committee was tasked with vetting of nominees to the Public Service Commission by the House on 20th December, 2012.

Article 233(1) of the Constitution establishes the Public Service Commission. Further, Article 233(2) of the Constitution and Section 6(1) of the Public Service Commission Act, 2012, provide that the Commission shall consist of the chairperson, the vice-chairperson and seven other members appointed in accordance with Article 233(2) of the Constitution and the provisions of this Act.

Pursuant to Section 3(4) of the First Schedule of the Act, the President is required to select the chairperson, vice-chairperson and members of the Commission from the list of qualified persons forwarded to him by the Selection Panel and, within fourteen days, forward the names of the persons so selected as chairperson, vice-chairperson and members to the National Assembly for vetting and approval.

Mr. Speaker, Sir,

In a letter Ref. OP/CAB.1/31A, dated 18th December, 2012, from the Permanent Secretary, Secretary to the Cabinet and Acting Head of the Public Service, the National Assembly was informed that H.E. the President, in consultation with the Rt. Hon. Prime Minister, had made the following nominations for the positions stated hereunder:-

- | | | |
|---------------------------------|---|------------------|
| 1. Prof. Margaret Kobia | - | Chairperson |
| 2. Amb. Peter O. Ole Nkuraiya | - | Vice-chairperson |
| 3. Prof. Michael N. Lokuruka | - | Member |
| 4. Mr. Patrick G. Gichohi | - | Member |
| 5. Mr. Lawrence Nyalle | - | Member |
| 6. Ms. Veronica Chematia Birgen | - | Member |
| 7. Ms. Catherine Raini Omweno | - | Member |
| 8. Dr. Judith Emboyi Bwonya | - | Member |
| 9. Mr. Titus Ndambuki | - | Member |

Mr. Speaker, Sir,

Under Section 4(1) of the Public Service Commission Act, 2012, the National Assembly is required, within fourteen (14) days of the day it next sits after receipt of the names of the nominees, to vet and consider all the applicants and may approve or reject any or all of them and request for the names of new nominees.

On 19th December, 2012, in a *Communication from the Chair*, you directed that names of the nine nominees to the Commission and their accompanying curriculum vitae (CVs) be referred to the Departmental Committee on Administration and National Security for consideration prior to approval by the House; and that the Committee tables its recommendations on or before Thursday 27th March, 2012.

Mr. Speaker,

Pursuant to the provisions of article 118 of the Constitution; and Standing order 180 which allows the public to access Committee sittings; and in line with Article 73(2)(d) of the Constitution which provides for accountability to the public for decisions made, and actions taken, the Committee placed adverts in the mainstream daily newspapers, on 23rd December, 2012, inviting members of the public to present Memoranda on any information they might have on the suitability or otherwise of the nominees to the Public Service Commission.

Arising from this advertisement, the Committee on 24th December 2012 received a memorandum from one Mr. Evans Nyambega Akuma. Mr. Nyambega raised a number of issues touching on the appointment of the nine nominees. His claims were based on assertions that the nominees lacked integrity and could not hold any public office (*see annex*).

The Committee sought to verify the veracity of the allegations presented in the memorandum and put the questions to the nominees. From the responses, the Committee was satisfied that the nominees adequately addressed the issues raised against them. In view of this, the Committee did not summon the author of the memorandum to further substantiate the allegations.

Mr. Speaker, Sir,

On 24th December, 2012, the Committee received a letter written to the Speaker of the National Assembly by the Rt. Hon. Prime Minister, stating that the matter of nominations to the Public Service Commission was still under discussion and that a final confirmation of the outcome of the consultations was still being awaited.

The Committee observes that Section 6(2) of the First Schedule of the Public Service Commission Act, 2012 provides that until after the first general elections under the Constitution, the President shall, in appointing the panel and nominating persons for appointment as chairperson, vice-chairperson or Member of the Commission, act in consultation with the Prime Minister.

Section 29(2) of the Sixth Schedule of the Constitution on new appointments also requires the President, subject to the National Accord and reconciliation Act, to appoint a person after consultation with the Prime Minister.

The Committee, in its Sitting of 24th December, 2012, resolved to invite the Permanent Secretary, Secretary to the Cabinet and Acting Head of the Public Service, and the Permanent Secretary in the Office of the Prime Minister, to a meeting in order to make clarifications over the contention that the matter of the nominations to the Public Service Commission had not been concluded.

Mr. Speaker, Sir,

Due to the afore-going development, the Committee resolved to put on hold the tabling of its report on 27th December, 2012 so as to allow the Office of the President and the Office of the Prime Minister to clarify on whether there was proper consultations over the proposed names to the Public Service Commission.

The Committee received submissions on the nominations from the Office of the President on 2nd January 2, 2013. It emerged from the meeting that there was no consensus on one of the names as proposed.

However, in a letter to the Clerk of the National Assembly, Ref. No. OPM/PS/08/03/45 dated 7th January, 2013, the Prime Minister confirmed that consultations on the nominations had been finalized, and that the proposed names of the chairperson, vice-chairperson and members of the Public Service Commission, as contained in the list of names sent to Parliament by the Head of the Civil Service, had been agreed on.

Mr. Speaker, Sir,

The Committee held a total of five sittings. The Committee also vetted the nominees to the Commission. Minutes of these proceedings with nominees to the Public Service Commission, are annexed to this report.

Mr. Speaker,

After consideration of the letter from the Prime Minister, and after meeting with the representatives from the Office of the Permanent Secretary, Secretary to the Cabinet and Head of the Public Service; over the nominations to the Public Service Commission, the Committee observed that consultations between the Prime Minister and the President over the proposed PSC names had been concluded at the time of tabling this report in the House.

Therefore, the list presented to Parliament does conform to the requirements of Section 29(2) of the Sixth Schedule of the Constitution. The Committee concluded that Parliament should thus expedite the process of appointments to the Public Service Commission.

The Committee therefore recommends that, Parliament approves the nomination of the chairperson, vice-chairperson and seven other proposed members, for appointment to the Public Service Commission, pursuant to Section 4(1) of the First Schedule of the Public Service Commission Act, 2012.

Mr. Speaker, Sir,

The Committee wishes to thank the Offices of the Speaker and the Clerk of the National Assembly for the logistical support accorded to it. Further, the Committee acknowledges the concurrence over the list of the nominees to the PSC by the Office of the Prime Minister, submitted through the Permanent Secretary. The Committee is also thankful to the media for their coverage of the proceedings of the Committee, thus enhancing accountability and transparency of the vetting exercise.

Mr. Speaker,

On behalf of the Committee, and pursuant to Section 4(1) of the First Schedule of the Public Service Commission Act, 2012, it is my pleasant duty to table the Report of the Departmental Committee on Administration and National Security on the nominations to the Public Service Commission, for debate and adoption by the House.



Signed...Hon. Fred Kapondi, MP..... Date...8/01/2013.....

Chairman, Departmental Committee on Administration and National Security

1.0 BACKGROUND

- 1.1 Article 233 (1) of the Constitution stipulates that there shall be established the Public Service Commission. The objects and functions of the Public Service Commission are set out in Article 234 of the Constitution, as follows:-

Functions of the Commission

234. (1) The functions and powers of the Commission are as set out in this Article.

(2) The Commission shall—

(a) subject to this Constitution and legislation—

(i) establish and abolish offices in the public service; and

(ii) appoint persons to hold or act in those offices, and to confirm appointments;

(b) exercise disciplinary control over and remove persons holding or acting in those offices;

(c) promote the values and principles mentioned in Articles 10 and 232 throughout the public service;

(d) investigate, monitor and evaluate the organisation, administration and personnel practices of the public service;

(e) ensure that the public service is efficient and effective;

(f) develop human resources in the public service;

(g) review and make recommendations to the national government in respect of conditions of service, code of conduct and qualifications of officers in the public service;

(h) evaluate and report to the President and Parliament on the extent to which the values and principles mentioned in Articles 10 and 232 are complied with in the public service;

(i) hear and determine appeals in respect of county governments' public service; and,

(j) perform any other functions and exercise any other powers conferred by national legislation.

(3) Clauses (1) and (2) shall not apply to any of the following offices in the public service—

(a) State offices;

(b) an office of high commissioner, ambassador or other diplomatic or consular representative of the Republic;

(c) an office or position subject to—

- (i) the Parliamentary Service Commission;
 - (ii) the Judicial Service Commission;
 - (iii) the Teachers Service Commission;
 - (iv) the National Police Service Commission; or
- (b) an office in the service of a county government, except as contemplated in clause (2) (i).
- (4) The Commission shall not appoint a person under clause (2) to hold or act in any office on the personal staff of the President or a retired President, except with the consent of the President or retired President.
- (5) The Commission may delegate, in writing, with or without conditions, any of its functions and powers under this Article to any one or more of its members, or to any officer, body or authority in the public service.

Further, Section 11 of the Public Service Commission Act, 2012, provides that:

11. In addition to the functions set out in Article 234 of the Constitution, the Commission shall—

- (a) formulate policies necessary for the achievement of its mandate;
- (b) provide strategic direction, leadership and oversight to the secretariat; and,
- (c) do all such other things as may be necessary for the effective discharge of its functions and the exercise of its powers.

- 1.2 To enable the Public Service Commission meet the objectives set out in Article 234 above, Parliament enacted the Public Service Commission Act, 2012. The purpose of the Act, is among other things; “to make further provisions as to the functions and powers, and the administration of the Public Service Commission established under Article 233 of the Constitution; the qualifications and procedures for the appointment of the chairperson, members and secretary of the Commission, and for connected purposes”.

Composition and Appointment of the Commission

- 1.3 Section 6(1) of the Act provides that:-

6. (1) As provided for under Article 233 (2) of the Constitution, the Commission shall consist of a chairperson, vice-chairperson and seven other members appointed in accordance with Article 233 (2) of the Constitution and the provisions of this Act.

- (2) The procedure set out in the First schedule shall apply to the appointment of the Commission and with necessary modifications whenever there is a vacancy in the Commission.
- (3) The members of the Commission shall serve on a full-time basis.
- (4) The Commission shall be properly constituted notwithstanding a vacancy in its membership.

Qualifications for appointment as chairperson or member

1.5 Section 7(1) and (2) of the Act spells out the requirements for one to be appointed chairperson, Vice-chairperson or member of the Commission:-

7. (1) A person shall be qualified for appointment as the chairperson or vice-chairperson of the Commission if that person—

- (a) is a citizen of Kenya;
- (b) holds a degree from a university recognized in Kenya;
- (c) has at least fifteen years experience in their respective profession;
- (d) has at least six years experience in top level management in either the public or private sector; and
- (e) meets the requirements of leadership and integrity in Chapter Six of the Constitution.

(2) A person shall be qualified for appointment as a member if such person—

- (a) is a citizen of Kenya;
- (b) holds a degree from a university recognized in Kenya;
- (c) has at least ten years experience in their respective profession; and,
- (d) meets the requirements of leadership and integrity in Chapter Six of the Constitution.

Functions of the Commission

1.6 Article 234(1) of the Constitution, further to Section 11(1) of the Public Service Commission Act, 2012, provides that;

234. (1) The functions and powers of the Commission are as set out in this Article.

(2) The Commission shall—

(a) subject to this Constitution and legislation—

- (i) establish and abolish offices in the public service; and

- (ii) appoint persons to hold or act in those offices, and to confirm appointments;
 - (b) exercise disciplinary control over and remove persons holding or acting in those offices;
 - (c) promote the values and principles mentioned in Articles 10 and 232 throughout the public service;
 - (d) investigate, monitor and evaluate the organization, administration and personnel practices of the public service;
 - (e) ensure that the public service is efficient and effective;
 - (f) develop human resources in the public service;
 - (g) review and make recommendations to the national government in respect of conditions of service, code of conduct and qualifications of officers in the public service;
 - (h) evaluate and report to the President and Parliament on the extent to which the values and principles mentioned in Articles 10 and 232 are complied with in the public service;
 - (i) hear and determine appeals in respect of county governments' public service; and
 - (j) perform any other functions and exercise any other powers conferred by national legislation.
- (3) Clauses (1) and (2) shall not apply to any of the following offices in the public service—
- (a) State offices;
 - (b) an office of high commissioner, ambassador or other diplomatic or consular representative of the Republic;
 - (c) an office or position subject to—
 - (i) the Parliamentary Service Commission;
 - (ii) the Judicial Service Commission;
 - (iii) the Teachers Service Commission;
 - (iv) the National Police Service Commission; or
 - (b) an office in the service of a county government, except as contemplated in clause (2) (i).
- (4) The Commission shall not appoint a person under clause (2) to hold or act in any office on the personal staff of the President or a retired President, except with the consent of the President or retired President.
- (5) The Commission may delegate, in writing, with or without conditions, any of its functions and powers under this Article to any one or more of its members, or to any officer, body or authority in the public service.

2.0 PROCEDURE FOR APPOINTMENT OF THE CHAIRPERSON, VICE CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION

2.1 Pursuant to section 3(1) of the PSC Act, 2012, the Selection Panel advertised for the position of the chairperson, vice-chairperson and members of the Public Service Commission in the print media on 18th September, 2012. The application period was however extended to 5th October due to the low response by prospective applicants.

Nine (9) candidates were selected for the position of chairperson, seven (7) for the position of vice-chairperson and thirty three (33) for the position of members to the Commission. The Selection Panel conducted, in public, interviews of shortlisted candidates between 22nd and 26th October, 2012.

For the position of Chairperson, the following persons were shortlisted:

1. Prof. Margaret Kobia, CBS
2. Amb. Peter O. Ole Nkuraiya, CBS
3. Dr. Jane Kembo

For the position of vice-chairperson, the following persons were shortlisted:

1. Prof. James Otieno-Odek, EBS
2. Francis Kirimi Mugo
3. Damaris Ayuku Angulu

For the position of members, seven persons made it to the final list. These were;

1. Prof. Michael N. Lokuruka
2. Mr. Patrick G. Gichohi
3. Mr. Lawrence Nyalle
4. Ms. Veronica Chematia Birgen
5. Ms. Catherine Raini Omweno
6. Dr. Judith Emboyi Bwonya
7. Mr. Titus M. Ndambuki

On 22nd February, 2012, the Selection Panel then forwarded the names of the shortlisted applicants to H.E. the President and the Rt. Hon. Prime Minister for consultation and nomination.

In accordance with section 6(5) of the NPSC Act, the President is required to select the Chairperson and members of the NPSC from the list of qualified persons forwarded to him by the Selection Panel under sub-section 4(g) of the Act and subsequently forward the names of the persons so selected as Chairperson and members to the National Assembly for approval.

Under section 6(6), the National Assembly is required, within twenty one days of the day it next sits after receipt of the names of the applicants under sub-section 5, vet and consider all the applicants and may approve or reject any or all of them.

In a letter Ref. OP/CAB.1/31A, dated 18th December, 2012, from the Permanent Secretary, Secretary to the Cabinet and Head of the Public Service, the National Assembly was informed that H.E. the President, in consultation with the Rt. Hon. Prime Minister, had made the following nominations for the positions stated hereunder:-

- | | | |
|---------------------------------|---|------------------|
| 1. Prof. Margaret Kobia | - | Chairperson |
| 2. Amb. Peter O. Ole Nkuraiya | - | Vice-chairperson |
| 3. Prof. Michael N. Lokuruka | - | Member |
| 4. Mr. Patrick G. Gichohi | - | Member |
| 5. Mr. Lawrence Nyalle | - | Member |
| 6. Ms. Veronica Chematia Birgen | - | Member |
| 7. Ms. Catherine Raini Omweno | - | Member |
| 8. Dr. Judith Emboyi Bwonya | - | Member |
| 9. Mr. Titus Ndambuki | - | Member |

The Honourable Speaker directed the Departmental Committee on Administration and National Security to conduct interviews on the nominees and table its report for consideration prior to approval by the House on or before Thursday, 27th December, 2012.

Pursuant to the provisions of Article 118(1) and (2) of the Constitution; and Standing order 180(a) and (b) which allow the public access to Committee sittings; and in line with article 73(2)(d) of the Constitution which provides for accountability to the public for decisions made, and actions taken, the Committee placed adverts in the mainstream daily newspapers on 23rd December, 2012, inviting members of the public to present memoranda on any information they might have on the proposed PSC names.

On 24th December, 2012, the Departmental Committee on Administration and National Security received a letter written by the Permanent Secretary, Office of the Prime Minister, to the Speaker of the National Assembly, indicating that consultations were still on-going over the list of the PSC nominees, and that the Committee should await confirmation from the Office of the Prime Minister before the House could deal with the matter.

The Committee observes that Section 6(2) of the First Schedule of the Public Service Commission Act, 2012 provides that until after the first general elections under the Constitution, the President shall, in appointing the panel and nominating persons for appointment as Chairperson, Vice-chairperson or Member of the Commission, act in consultation with the Prime Minister. Section 29(2) of the Sixth Schedule of the Constitution on new appointments also requires the President, subject to the National Accord and reconciliation Act, to appoint a person after consultation with the Prime Minister.

The Committee, in its Sitting of 24th December, 2012, resolved to invite the Permanent Secretary, Secretary to the Cabinet and Acting Head of the Public Service, and the Permanent Secretary in the Office of the Prime Minister, to a meeting in order to make clarifications over the contentious issue that the matter of the nominations to the Public Service Commission had not been concluded.

Due to the afore-going development, the Committee resolved to put on hold the tabling of its report on 27th December, 2012 so as to allow the Office of the President and the Office of the Prime Minister to clarify on whether or not consultations were done over the proposed names to the Public Service Commission.

The Committee therefore sought from the Speaker an extension of a further one week to allow confirmations from the two Principals that the proposed names to the Public Service Commission had been fully agreed upon.

However, in a letter to the Clerk of the National Assembly, Ref. No. OPM/PS/08/03/45 dated 7th January, 2013, the Prime Minister confirmed that consultations on the nominations had been finalized, and that the proposed names of the chairperson, vice-chairperson and members of the Public Service Commission, as contained in the list of names sent to Parliament by the Head of the Civil Service, had been agreed on.

3.0 CONSIDERATION OF NOMINEES TO THE PUBLIC SERVICE COMMISSION

During the vetting exercise of the chairperson, vice-chairperson and members of the Public Service Commission, the nominees informed the Committee of the following:

3.1 PROF. MARGARET KOBIA, Phd., CBS – NOMINEE CHAIRPERSON

She was born in June, 1955 in Meru and joined Alliance Girls High School for her “O” and “A” Levels, then proceeded to Kenyatta University. She also holds a Masters and PhD degrees.

She had vast experience having spent many years in the exercise of training and building capacity for the civil servants in Kenya

She reiterated that she is alive to the high public expectations including the provisions of the New Constitution which envision a more effective, ethical and performance-based Public Service.

Her major contribution would be to turn around the Public Service from being perceived as a mere employment bureau to an outfit that would spur economic growth and ensure that Vision 2030 is realized.

In regard to working effectively with a majority of the nominees who are Commissioner-designates almost going into statutory retirement, she informed the Committee that if appointed, she intends to harness their useful skills mix gained over their long and exemplary service in the past to ensure value addition in the Public Service.

She also pointed out that she was aware of the obtaining occupational mobility amongst the different sectors in Public Service spurred by variations in the remuneration packages offered; and emphasized that there was need to rationalize terms and conditions to tap skills in the public service.

In regard to allegations in a memorandum to the Committee, leveled against her high handedness and undue influence in the employment case of Ms. Juster Nkirote Nkorai; she admitted that she knows her but denied having unduly influenced her appointment.

On balancing the two challenging jobs, she disclosed to the Committee that, if appointed as Chairperson of the PSC, she intends to terminate her contract at the Kenya School of Government (KSG) which she helped

transit from the initial Kenya Institute of Administration (KIA) to an institution of higher caliber during her tenure as Principal, KIA that spanned close to 8 years.

She was willing and ready to take up a higher challenge and intends to start with reviewing the Strategic Plan and structure of the Public Service.

3.2 AMB. PETER OLE NKURAIYA, CBS – NOMINEE VICE-CHAIRPERSON

Born 54 years ago in Narok County, has had a chequered career as a Foreign Service officer who rose through the ranks to become Ambassador. He serves as Chief Executive Officer (CEO), Commission on the Implementation of the Constitution (CIC).

He was motivated to serve the country in an outfit with a broader mandate together with other Commissioners, by injecting best practice drawn from Foreign Service, countries and Non Governmental Organizations (NGOs) served.

He understood the intricacies of motivating staff having worked with the (Non Governmental Organization) NGO Board and will bring in a useful rich blend in managing performance in public service.

During his tenure, he is credited with streamlining the NGO Board operations and stemming factional wars and encouraged dialogue and inclusiveness in the management of NGO Board affairs. This enhanced acceptability and accountability of the Board and ensured there were regular and credible elections.

He ensured that Civil Society which for a long time had been averse to scrutiny had to account for the Donor Funds they received. This brought sanity to civil society organizations.

He indicated that introducing non-monetary motivation initiatives such as improving terms and conditions of service and working conditions; including how transfers are done - could go along way into motivating public service staff.

In regard to balancing the two demanding portfolios, if appointed vice chairperson, PSC, he intends to resign as CEO, CIC.

He would concentrate on transforming the negative perception that the public service is an outfit of complacency or resting to one of respected service delivery, accountability and integrity.

He intends to ensure the new public service with an expanded mandate benchmarks with other public services to ensure high standards are met.

3.3 MR. PATRICK G. GICHOHI – NOMINEE MEMBER

He was born on 18th December, 1952 in Nyeri County. He went to Kagumo High School then proceeded to the University of Nairobi, where he graduated with a B.Ed (Arts) Hons. degree.

He was recruited by the Public Service Commission on 15th October 1979; as a career parliamentary officer who has risen through the ranks from a trainee Clerk Assistant to become the fourth Clerk of the National Assembly on 26th May 2008.

He has undergone vast training in senior parliamentary and public service management courses having attended and acquired knowledge, skills and exposure from regional and international institutions.

He has been instrumental in the establishment of the Constituencies Development Fund and served as its first Chief Executive Officer.

He made scholarly contributions and published a number of parliamentary-related works and continues to contribute to a number of community and social work.

He was motivated to apply for the job to share his proven and diverse expertise and experience acquired in the Parliamentary Service, to add value into the larger Public Service.

He would endeavour to ensure that the transformed public service conducts its business in a more accountable and transparent manner.

3.4 MR. LAWRENCE NYALLE - NOMINEE MEMBER

He holds a Master of Business Administration degree in Finance, Post Graduate Diploma in Computer Science and a Bachelor of Science degree all from the University of Nairobi.

He brings in youth, energy, passion and zeal as well as experience and focus gained in the private sector. He drew his motivation from the promise of a New Kenya.

He believed in the reformed Public service as the delivery vehicle for delivering Vision 2030.

In regard to influencing the other older nominees who are either close to or are retirees, he indicated that he intends to adopt a degree of flexibility that will minimize resistance to change and ensure Commissioners work as team.

3.5 PROF. MICHAEL N. LOKURUKA – NOMINEE MEMBER

He was born 1958. He holds PhD degree, has worked and done consultancy in Canada.

He was looking for new challenges to serve the Kenyan people and intended to treat people fairly according to the dictates of the New Constitution.

He would work closely with friendly International Donors to complement Government efforts towards the funding of Research and Development.

3.6 VERONICA CHEMATIA BIRGEN – NOMINEE MEMBER

She was born in 1960 in Elgeyo Marakwet County.

She holds a Master of Science degree in Organizational Development from United States International University (Africa) and a Bachelor of Arts (Hons.) degree from the University of Nairobi. She also holds a Post-Graduate Diploma in Human Resource Management from the Institute of Human Resource Management, Kenya.

She has over 25 years working experience in public service and private sector. She went into consultancy to expand her horizons then came back to the public service to apply and give back acquired skills.

She has successfully led a group on organizational culture change at KTDA and has also acquired the skills and passion to take the country forward.

She was conscious of the gender disparity in the public service. However, she intended to execute her mandate fairly.

To ensure high standards at the devolved level of government are maintained, she would influence the Commission to ensure continuous review of systems and best practices are put in place.

3.7 CATHERINE RAINI OMWENO – NOMINEE MEMBER

She is 54 years old and joined Mukumu Girls, then Highlands now Moi Girls High School.

She worked in Machakos as a District Personnel Officer, then later on at Attorney General's chambers after which she resigned to join NGOs.

Later on she worked in Treasury for two years as Principal Personnel Officer.

She has experience in Strategic Planning, Job Evaluation and Management Information Systems.

She is currently at Spectre International as Personnel Manager where she also oversees performance contracting.

She intends to ensure performance contracting is properly institutionalized to demand for results in service delivery.

She aims to offer maximum contribution and intends to resign from her job from E.A. Spectre.

3.8 DR. JUDITH EMBOYI BWONYA – NOMINEE MEMBER

She was born in Vihiga 56 years ago. She went to St. Joseph's School, Kitale, Loreto Girls and Ng'iya Girls; then proceeded to the University of Nairobi.

She has had a chequered career in the Health sector both at the practitioner's and senior management levels since her employment after under and post-graduate studies.

She works in the Standards and Regulatory Services Department where the goal is to ensure all decisions made are evidence – based.

She has so far offered exemplary service to the Health Sector and in the process dealt with Human Resources matters for over 16 years at the District Level.

She believed that Public service has a critical role to play in managing the spiraling industrial actions – such as the recent nurses and doctors' strike.

She undertook to make her contribution to help in addressing the lack of preparedness in managing the obtaining challenges in stemming industrial action.

3.9 TITUS NDAMBUKI – NOMINEE MEMBER

He hails from Machakos County, Mwala District. He attended Tala High School, Muhoho High School, and University of Nairobi.

He served as a Planning Officer between 1981 and 1986 and in various other capacities in various ministries and later rose to become the Permanent Secretary, Public Service in the Office of the President.

He was in charge of the Civil Service Reform Programme's statistical data for effective decision-making by the Ministry of Education.

He started the Public Service Week and the Strategic Leadership Programme.

He was in the team that prepared the Cabinet Memo that introduced performance contracting.

In response to what motivated him to apply for the job, when he stood a chance of becoming the next Principal Secretary, he averred that he was able to make a difference even as a Member.

He admitted that his current position presented him with an advantage as a Permanent Secretary, Public Service.

On allegations that he had undue influence over who sits in the PSC Selection Panel, he explained that the Panel is constituted as per the Constitution, and its members selected through a competitive process.

He further reiterated that even Permanent Secretaries are required in contributing to change in this country and cited IEBC's Mr. Sharawe and former PS, Philemon Mwaisaka.

He emphasized that the composition of the reformed PSC is more demanding and requires vast/relevant experience since there are emergent challenges in the implementation of certain policies.

To achieve a transformed Public service; he would;

1. ensure more professionalism in the management of Public Service;
2. introduce entry and promotion-oriented examinations;
3. introduce and conduct regular competency assessment tests by the Kenya School of Government (KSG); and,
4. Institute and encourage a performance culture.

He admitted that there exist challenges in evaluation formulas in how performance contracting of parastatals is managed. He undertook to the Committee that he will retire under the 50 years rule if he is appointed as a Commissioner.

4.0 FINDINGS, OBSERVATIONS AND CONCLUSIONS OF THE COMMITTEE

After deliberations on submissions received from the Office of the President and the Office of the Prime Minister, the Committee made the following observations;

1. The persons proposed in the list before the House are qualified and have the requisite experience to manage activities and programmes of the Public Service Commission. The team comprises of persons who have served for long periods in the civil service, and whose vast experience can be tapped to spearhead a vibrant public service.
2. Adequate consultations had been done by the time of tabling the report in the House. Therefore, there was concurrence on the list of nominees to the Public Service Commission which was forwarded to Parliament by the Permanent Secretary, Secretary to the Cabinet and Head of the Public Service, on 19th December, 2012.

5.0 RECOMMENDATIONS OF THE COMMITTEE

Having considered Memoranda and representations from the Office of the President and the Office of the Prime Minister; and having vetted and deliberated on the nine nominees to the Public Service Commission; the Committee made the following recommendations:-

1. THAT; Parliament approves the nomination of Prof. Margaret Kobia, Phd., CBS, for the appointment as chairperson of the Public Service Commission.
2. THAT; Parliament approves the nomination of Amb. Peter O. Ole Nkuraiya, CBS, for appointment as the vice-chairperson of the Public Service Commission.
3. THAT; the House approves the following nominees for appointment as members of the Public Service Commission;
 1. Prof. Michael N. Lokuruka
 2. Mr. Patrick G. Gichohi
 3. Mr. Lawrence Nyalle
 4. Ms. Veronica Chematia Birgen
 5. Ms. Catherine Raini Omweno
 6. Dr. Judith Emboyi Bwonya
 7. Mr. Titus Ndambuki

APPENDICES

MINUTES OF THE 62ND SITTING OF THE DEPARTMENTAL COMMITTEE ON ADMINISTRATION AND NATIONAL SECURITY, HELD ON MONDAY, 24TH DECEMBER, 2012, IN THE COMMITTEE ROOM, 5TH FLOOR, CONTINENTAL HOUSE, PARLIAMENT BUILDINGS, AT 10.00 AM

PRESENT

The Hon. Fred Kapondi, MP (Chairman)

The Hon. Peter Kiilu, MP (Vice Chairman)

The Hon. Pollyins Ochieng, MP

ABSENT WITH APOLOGY

The Hon. Raohael Letimalo, MP

The Hon. Danson Mungatana, MP

The Hon. Mohamed Hussein Ali, MP

The Hon. Joseph Kiuna, MP

The Hon. Maison Leshoomo, MP

The Hon. Cyprian Omollo, MP

ABSENT

The Hon. Nkoidila Ole Lankas, MP

IN ATTENDANCE – NATIONAL ASSEMBLY

The Hon. Sophia Abdi Noor, MP

The Hon. Charles Keter, MP

The Hon. Charles Nyamai, MP

IN ATTENDANCE - NATIONAL ASSEMBLY

Mr. Abdullahi Aden - Third Clerk Assistant

Mr. Peter Adika - Research Officer

MIN.NO.211/2012 - PRELIMINARIES

The Chairman called the meeting to order at 10.00 o'clock. Prayers were said. He welcomed the Committee Members to the meeting and informed that the agenda of the day was to conduct the vetting of nominees to the Public Service Commission.

MIN.NO.212/2012 – CONSIDERATION OF NOMINEES TO THE PUBLIC SERVICE COMMISSION

PROF. MARGARET KOBIA, Phd., CBS – NOMINEE CHAIRPERSON

She was born in June, 1955 in Meru. She went Alliance Girls High School for her "O" and "A" Levels, and then proceeded to Kenyatta University. She also holds a Masters and PhD Degrees.

She had vast experience having spent many years in the exercise of training and building capacity for the civil servants in Kenya

She reiterated that she was alive to the high public expectations including the provisions of the constitution which envision a more effective, ethical and performance-based Public Service.

Her major contribution, she said, will be to turn around the Public Service from being perceived as a mere employment bureau to an outfit that would spur economic growth and ensure Vision 2030 is realized.

In regard to working effectively with a majority of the nominees who are Commissioner-designates almost going into statutory retirement, she told the Committee that if appointed, she intends to harness their useful skills mix gained over their long and exemplary service in the past to ensure value addition in the Public Service.

She also pointed out that she was aware of the obtaining occupational mobility amongst the different sectors in Public Service spurred by variations in the remuneration packages offered; and emphasized that there was need to rationalize terms and conditions to tap skills in the public service.

In regard to allegations in a memorandum to the Committee, leveled against her high handedness and undue influence in the employment case of Ms. Juster Nkirote Nkorai; she admitted that she knows her but denied having unduly influenced her appointment.

On balancing the two challenging jobs, she disclosed to the Committee that, if appointed as Chairperson of the PSC, she intends to terminate her contract at the Kenya School of Government (KSG) which she helped transit from the initial Kenya Institute of Administration (KIA) to an institution of higher caliber during her tenure as Principal, KIA that spanned close to 8 years.

She was willing and ready to take up a higher challenge and intends to start with reviewing the Strategic Plan and structure of the Public Service.

AMB. PETER OLE NKURAIYA, CBS – NOMINEE VICE-CHAIRPERSON

Born 54 years ago in Narok County, he has had a chequered career as a Foreign Service officer who rose through the ranks to become Ambassador. He serves as CEO, Commission on the Implementation of the Constitution.

He was motivated to serve the country in an outfit with a broader mandate together with other commissioners, by injecting best practice drawn from Foreign Service, countries and NGOs served.

He understands the intricacies of motivating staff having worked with the NGO Board and will bring in a useful rich blend in managing performance in public service.

During his tenure, he is credited with streamlining the NGO Board operations and stemming factional wars and encouraged dialogue and inclusiveness in the management of NGO Board affairs. This enhanced acceptability and accountability of the Board and ensured there were regular and credible elections.

He ensured that Civil Society which for a long time had been averse to scrutiny had to account for the Donor Funds they received. This brought sanity to civil society organizations.

Indicated that introducing non-monetary motivation initiatives such as improving terms and conditions of service and working conditions; including how transfers are done - could go along way into motivating public service staff.

In regard to balancing the two demanding portfolios, if appointed Vice Chairperson, PSC intends to resign as CEO, CIC.

He would concentrate on transforming the negative perception that the public service is an outfit of complacency or resting to one of respected service delivery, accountability and integrity.

He intends to ensure the new public service with an expanded mandate benchmarks with other public services to ensure high standards are met.

MR. PATRICK G. GICHOHI – NOMINEE MEMBER

He was born on 18th December, 1952 in Nyeri County. He went to Kagumo High School then proceeded to the University of Nairobi, where he graduated with B.Ed (Arts) Hons. degree.

He was recruited by the Public Service Commission in 1979 on 15th Oct; 1979; as a career parliamentary officer who has risen through the ranks from a trainee clerk assistant to become the fourth Clerk of the National Assembly on 26th May 2008.

Has undergone vast training in senior parliamentary and public service management courses having attended and acquired knowledge, skills and exposure from regional and international institutions.

He has instrumental in the establishment and served as the first CEO, of the Constituencies Development Fund now under the Ministry of Planning.

He made scholarly contributions and published a number of parliamentary-related work and continues to contribute to a no. of community and social work.

He was motivated to apply for the job to share his proven and diverse expertise and experience acquired in the Parliamentary Service, to add value into the larger Public Service.

He would endeavour to ensure that the transformed public service conducts its business in a more accountable and transparent manner.

PROF. MICHAEL N. LOKURUKA – NOMINEE MEMBER

He was born 1958. He holds Phd. degree, has worked and done consultancy in Canada.

He was looking for new challenges to serve the Kenyan people and intends to treat people fairly according to the dictates of the New Constitution.

He would work closely with friendly International Donors to complement Government efforts towards the funding of Research and Development.

MR. LAWRENCE NYALLE - NOMINEE MEMBER

He brings in youth, energy, passion and zeal as well as experience and focus gained in the private sector. He drew his motivation from the promise of a New Kenya.

He believed in the reformed Public service as the delivery vehicle for delivering Vision 2030.

In regard to influencing the other older nominees who are either close to or are retirees, he indicated that he intends to adopt a degree of flexibility that will minimize resistance to change and ensure Commissioners work as team.

MIN. NO.213/2012 - A.O.B/ADJOURNMENT

There being no other business for discussion, the Chairman adjourned the meeting at forty five minutes past twelve o'clock.



Signed..... (Chairperson).....Hon. Fred Kapondi, MP

Date....24/12/2012

MINUTES OF THE 63RD SITTING OF THE DEPARTMENTAL COMMITTEE ON ADMINISTRATION AND NATIONAL SECURITY HELD ON MONDAY, 24TH DECEMBER, 2012, IN THE COMMITTEE ROOM, 5TH FLOOR, CONTINENTAL HOUSE, PARLIAMENT BUILDINGS, AT 2.30 PM

PRESENT

The Hon. Fred Kapondi, MP (Chairman)
The Hon. Peter Kiilu, MP (Vice Chairman)
The Hon. Pollyins Ochieng, MP

ABSENT WITH APOLOGY

The Hon. Danson Mungatana, MP
The Hon. Mohamed Hussein Ali, MP
The Hon. Joseph Kiuna, MP
The Hon. Maison Leshoomo, MP
The Hon. Cyprian Omollo, MP

ABSENT

The Hon. Nkoidila Ole Lankas, MP

IN ATTENDANCE – NATIONAL ASSEMBLY

The Hon. Sophia Abdi Noor, MP
The Hon. Charles Keter, MP
The Hon. Charles Nyamai, MP

IN ATTENDANCE - NATIONAL ASSEMBLY

Mr. Abdullahi Aden - Third Clerk Assistant
Mr. Peter Adika - Research Officer

MIN.NO.214/2012 - PRELIMINARIES

The Chairman called the meeting to order at 10.00 o'clock. Prayers were said. He welcomed the Members and the PSC nominee to the afternoon session of the vetting exercise.

MIN.NO.215/2012–CONSIDERATION OF NOMINEES TO THE PUBLIC SERVICE COMMISSION

VERONICA CHEMATIA BIRGEN – NOMINEE MEMBER

She was born in 1960 in Elgeyo Marakwet County.

She has over 25 years working experience in public service and private sector. He went into consultancy to expand her horizons then came back to the public service to apply and give back acquired skills.

She has successfully led a group on organizational culture change at KTDA and has also acquired the skills and passion to take to take the country forward;

She is conscious of the gender disparity in the public service however, she intends to execute her mandate fairly.

To ensure high standards at the devolved level of government are maintained, she will influence the Commission to ensure continuous review of systems and best practices are put in place.

CATHERINE RAINI OMWENO – NOMINEE MEMBER

She is 54 years old. She went to Mukumu Girls, then Highlands now Moi Girls High School.

She worked in Machakos as a District Personnel Officer, then later on at AG's chambers, resigned to join NGOs.

Later on she worked in Treasury for two years as Principal Personnel Officer.

She has experience in Strategic Planning, Job Evaluation and Management Information Systems.

She is currently at Spectre International as Personnel Manager where she also overseeing performance contracting.

She intends to ensure performance contracting is properly institutionalized to demand for results in service delivery.

She aims to offer maximum contribution to PSC and intends to resign from her job at the E.A. Spectre.

DR. JUDITH EMBOYI BWONYA – NOMINEE MEMBER

She was born in Vihiga 56 years ago. She went to St. Joseph's School, Kitale, Loreto Girls then Ng'iya Girls; then proceeded to the University of Nairobi.

She has had a chequered career in the Health sector both at the practitioner's and senior management levels since her employment after under and post-graduate studies.

She works in the standards and regulatory services department where the goal is to ensure all decisions made are evidence – based.

She has so far offered exemplary service to the Health Sector and in the process dealt with Human Resources matters for over 16 years at the District Level.

She believed that Public service has a critical role to play in managing the spiraling industrial actions – such as the recent nurses and doctors' strike.

She undertook to make her contribution to help in addressing the lack of preparedness in managing the obtaining challenges in stemming industrial action.

TITUS NDAMBUKI – NOMINEE MEMBER

He hails from Machakos County, Mwala District. He attended Tala High School, Muhoho High School, and University of Nairobi.

He served as a Planning Officer between 1981 1986 and in various other capacities in various ministries and later rose to become the Permanent Secretary Public Service in the Office of the President.

He was in charge of the Civil Service Reform Programme's statistical data for effective decision-making by the Min of Education.

He started the Public Service Week and the Strategic Leadership Programme.

He was in the team that prepared the Cabinet Memo that introduced performance contracting.

In response to what motivated him to look for the Chairs position, when he stood a chance of becoming the next Principal Secretary, he averred that he was able to make a difference even as a Member.

He admitted that his current position presented him with an advantage as a Permanent Secretary, Public Service.

On allegations that he had undue influence over who sits in the PSC Selection Panel, he explained that the Panel is constituted as per the Constitution, and its members selected through a competitive process.

He further reiterated that even Permanent Secretaries are required in contributing to change in this country and cited IEBC's Mr. Sharawe and former PS, Philemon Mwaisaka.

He emphasized that the composition of the reformed PSC is more demanding and requires vast/relevant experience since there are emergent challenges in the implementation of certain policies.

To achieve a transformed Public service; he would;

1. intend to ensure more professionalism in the management of Public Service;
2. introduce entry and promotion-oriented examinations;
3. introduce and conduct regular competency assessment tests by the KSG;
4. Institute and encourage a performance culture;

He admitted that there exist challenges in evaluation formulas in how performance contracting of parastatals is managed. He undertook to the Committee that he will retire under the 50 years rule if he is appointed as a Commissioner.

MIN. NO.216/2012 - A.O.B/ADJOURNMENT

There being no other business for discussion, the Chairman adjourned the meeting at forty five minutes past three o'clock.



Signed..... (Chairperson).....Hon. Fred Kapondi, MP..... Date....24/12/2012

MINUTES OF THE 64TH SITTING OF THE DEPARTMENTAL COMMITTEE ON ADMINISTRATION AND NATIONAL SECURITY HELD ON THURSDAY, 27TH DECEMBER , 2012, IN THE COMMITTEE ROOM, 5TH FLOOR, CONTINENTAL HOUSE, PARLIAMENT BUILDINGS, AT 10.00 PM

PRESENT

The Hon. Peter Kiilu, MP (Vice Chairman) Chairing
The Hon. Pollyins Ochieng, MP
The Hon. Danson Mungatana, MP
The Hon. Mohamed Hussein Ali, MP
The Hon. Joseph Kiuna, MP
The Hon. Cyprian Omollo, MP

ABSENT WITH APOLOGY

The Hon. Fred Kapondi, MP (Chairman)
The Hon. Rapahel Letimalo, M.P
The Hon. Maison Leshoomo, MP

ABSENT

The Hon. Nkoidila Ole Lankas, MP

IN ATTENDANCE - NATIONAL ASSEMBLY

Mr. Daniel Mutunga - Second Clerk assistant
Mr. Abdullahi Aden - Third Clerk Assistant
Mr. Peter Adika - Research Officer

MIN.NO.217/2012 - PRELIMINARIES

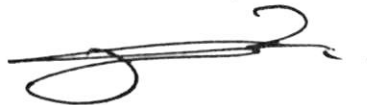
The Chairman called the meeting to order at 10am. Prayers were said. He welcomed the Members to the meeting. He informed them that The Committee had received a letter from the Office of the Prime Minister indicating that discussions in connection to the nominees of the Public Service Commission were still on-going and therefore, the Committee should await a further confirmation on the outcome of these consultations..

MIN.NO. 218/2012 – COMMITTEE DELIBERATIONS

The Committee in its deliberations resolved to invite both the Office of the Prime Minister and the Permanent Secretary, Secretary to the Cabinet and Head of Public Service to a meeting to establish the correct position in relation to the nominations. The meeting would be held on Wednesday 2nd January, 2013.

MIN. NO.219/2012 - A.O.B/ADJOURNMENT

There being no other business for discussion, the Chairman adjourned the meeting at forty five minutes past ten o'clock.



Signed..... (Chairperson).....Hon.Fred Kapondi, MP..... Date....27/12/2012

MINUTES OF THE 66TH SITTING OF THE DEPARTMENTAL COMMITTEE ON
ADMINISTRATION AND NATIONAL SECURITY, HELD ON WEDNESDAY 2ND JANUARY, 2013,
IN THE COMMITTEE ROOM, 5TH FLOOR, CONTINENTAL HOUSE, PARLIAMENT BUILDINGS,
AT 11.30 AM

PRESENT

The Hon. Fred Kapondi, MP (Chairman)
The Hon. Peter Kiilu, MP (Vice Chairman) Chairing
The Hon. Pollyins Ochieng, MP
The Hon. Raphael Letimalo, M.P
The Hon. Maison Leshoomo, MP

ABSENT WITH APOLOGY

The Hon. Danson Mungatana, MP
The Hon. Mohamed Hussein Ali, MP
The Hon. Joseph Kiuna, MP
The Hon. Cyprian Omollo, MP

ABSENT

The Hon. Nkoidila Ole Lankas, MP

IN ATTENDANCE - NATIONAL ASSEMBLY

Mr. Daniel Mutunga - Second Clerk Assistant
Mr. Abdullahi Aden - Third Clerk Assistant
Mr. Peter Adika - Research Officer

IN-ATTENDANCE – OOP AND CABINET OFFICE

Mr. Stephen K. Kirogo - PAS/ Rep - Head of Public Service
Mr. Brown I. Otiya - Director of Admin – Cabinet Office
Mr. Kenedy Kihara - Secretary Liason Parliament, Commissions

MIN.NO.223/2012 - PRELIMINARIES

The Chairman called the meeting to order at 11.30am. Prayers were said. He welcomed the officials from Office of the President and the Cabinet Office to the meeting. He informed them that the agenda of the meeting was to deliberate on the letter from the Prime Minister on the nominees to the Public Service Commission, and establish whether conclusive consultations had been reached over the list of nominees.

MIN.NO.224/2012 – OFFICE OF PRESIDENT AND THE CABINET OFFICE

- The Committee was informed that the Prime Minister's Office was in concurrence with the list of names that was submitted to Parliament; of persons nominated to serve in the Public Service Commission.

- After the names were submitted to Parliament; the Office of the President received a letter from the Office of the Prime Minister requesting to substitute Mr. Titus Ndambuki with Ms. Esther Jonny Onyango Aduma.
- The Office of the President replied via a letter (see annex) explaining that Mr. Ndambuki had vast experience in the public service that the Commission could tap into and urged the Prime Minister to reconsider his position.

The Committee sought to know whether the Prime Minister gave any reason for proposing replacement of Mr. Titus Ndambuki with Ms. Esther Onyango. The Prime Minister's Office did not reply to the Office of the President's letter advising the PM to reconsider the proposal to replace Mr. Ndambuki.

MIN. NO.226/2012 - A.O.B/ADJOURNMENT

There being no other business for discussion, the Chairman adjourned the meeting at twelve o'clock.



Signed..... (Chairperson).....Hon. Fred Kapondi, MP..... Date....2/1/2013

MINUTES OF THE 67TH SITTING OF THE DEPARTMENTAL COMMITTEE ON ADMINISTRATION AND NATIONAL SECURITY, HELD ON THURSDAY 3RD JANUARY, 2013, IN THE COMMITTEE ROOM, 5TH FLOOR, CONTINENTAL HOUSE, PARLIAMENT BUILDINGS, AT 11.30 AM

PRESENT

The Hon. Fred Kapondi, MP (Chairman)
The Hon. Peter Kiilu, MP (Vice Chairman)
The Hon. Pollyins Ochieng, MP
The Hon. Raphael Letimalo, M.P
The Hon. Maison Leshoomo, MP
The Hon. Cyprian Omollo, MP

ABSENT WITH APOLOGY

The Hon. Danson Mungatana, MP
The Hon. Mohamed Hussein Ali, MP
The Hon. Joseph Kiuna, MP

ABSENT

The Hon. Nkoidila Ole Lankas, MP

IN ATTENDANCE - NATIONAL ASSEMBLY

Mr. Daniel Mutunga - Second Clerk Assistant
Mr. Abdullahi Aden - Third Clerk Assistant
Mr. Peter Adika - Research Officer

MIN.NO.225/2012 - PRELIMINARIES

The Chairman called the meeting to order at 11.30am. Prayers were said. He welcomed the Members of the Committee to the meeting and informed them that the agenda of the meeting was to adopt the PSC report.

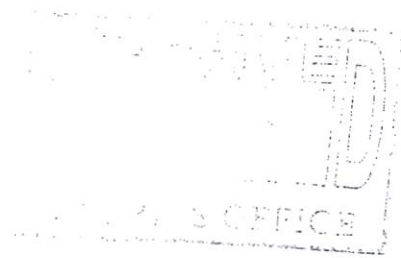
MIN.NO.226/2012 – ADOPTION OF THE PSC REPORT

The Committee Members unanimously adopted the PSC report. The adoption of the report was proposed by the Hon. Peter Kiilu, MP, and seconded by the Hon. Pollyins Ochieng, MP.

MIN. NO.227/2012 - A.O.B/ADJOURNMENT

There being no other business for discussion, the Chairman adjourned the meeting at thirty minutes after twelve o'clock.

Signed..... (Chairperson).......... Hon. Fred Kapondi, MP..... Date....3/1/2013



EVANS NYAMBEGA AKUMA
P.O. BOX 59644-00200
NAIROBI
CELL : 0726 793 114

23rd December 2012

THE CLERK
KENYA NATIONAL ASSEMBLY
P.O. BOX 41842-00200
NAIROBI

Dear Sir,

RE: SUBMISSION OF MEMORANDA IN THE MATTER OF APPROVAL OF THE ABOVE MATTER REFERRED BY THE NATIONAL ASSEMBLY OF PERSONS NOMINATED TO SERVE IN THE PUBLIC SERVICE COMMISSION.

The above matter refers, as advertised on Sunday Nation December 23rd 2012 Page 49.

1. *I wish to state that* this matter be certified extremely urgent and be discussed by the national assembly committee and same to be heard by cross examining the nominees ; Prof. Margaret Kobia as chairperson, Amb. Peter Ole Nkuraiya as vice chairperson, Dr. Judith Emboyi Bwonya, Catherine Raini Omweno and Titus Ndambuki hereunder article 10,47 chapter six on leadership and integrity article 233,236 chapter 15 – article 248,249 of the constitution of Kenya and what came to be born as a baby in 27th August 2010 in the first instance on their suitability, integrity and leadership to public service commission.
2. That the Honourable Committee of the national assembly be pleased to set aside the nominations of the above hereunder various serious and serious allegations:
 - a. Titus M. Ndambuki CBS, Permanent secretary Ministry of state for public service as a nominated member of public service commission
 - b. Alice M.Muita MBS, as a a collaborator with Mr. Titus Ndambuki to violate the Constitution.
 - c. Prof. Margaret Kobia as a nominated Chairperson of the public service commission, since their nomination was done without regard of due process of the law and constitution

3. That Mr. Titus M. Ndambuki is due as a serving Permanent secretary has overwhelming influence and whipping to the panel which was apparently chaired by his fellow permanent secretary Richard Ethans Ndubai over other candidates who do not hold influential offices, since the law demands he could have resigned before being influentially interviewed.
4. That Mrs. Alice W. Muita MBS is a sitting Secretary, Human Resource Management (HRM) in the Ministry of state for public service, hence has greater influence on the interviews, since she sits with the chairperson of the selection panel Mr. Richard Ethans Ndubai who happens to be in the same committee of awarding and benchmarking in the civil service and performance contracts.
5. That Prof. Margaret Kobia has issues of integrity herself and Mr. Titus Ndambuki, Alice W. Muita and public service commissioner Johnson Kibera and Richard Ethans Ndubai by recruiting Juster Nkirote Nkoroi as a secretary performance contracting V/NO 35/2012 Job group "T" at a basic salary of Kshs.200,500 pm without following due process since the advert in No(iv) said that she/he must have a strategic leadership development programme lasting not less than six (6) weeks in a recognized institution she did have any and she was in job group "M" under the solicitor- Generals office whereby (i) was calling a candidate who had served, earlier on she had been promoted from "M" to "S" unprocedural.
6. That selection Panel of the chairperson of the Public Service Commission acted illegally went against the principles of good governance adherence to the rules of law transparency, accountability and integrity as envisaged by the constitution.
7. That the applicant as acted vigilantly and alert to the implementation of the constitution as it gets top gear, since the forces at Harambee House are acting without following due process of law and Kenyans cannot watch helplessly and in anguish as the rules Lord over them as if nothing happened on 27th August, 2010.

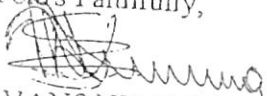
secretary public service commission e.g. the former human resource assistant, director, foreign affairs Mr. Musau to protocol officer Mr. Nkuraiya Ann Jane Mwangi of human resource Kiambu county who went to India has fake form four certificate on sexual appetite to lady officers e.g. Margaret Wamoto formerly east African community now in ministry of education, recruitment of subordinate staffs and clerical officers un procedurally copy hereunder attached, open sexual attachment to Mrs Mwangi had of Kiambu county human resource when she was human resource at east African community and using Solomon Ole Tome to collect bribes from people recently when he advertised vacancies in the commission of implementation of the constitution headed by Mr. Charles Nyachae.

12. That Mrs Catherine Raini Omweno, impropriety at CMC /and general and hence her sacking.

13. That Judith Bwonya Emboyi impropriety with director of medical service incitement of other deputy directors to be given show cause in order to make them loose promotions where interviews are always coming up and receiving bribes to get people vacancies at medical training and job placements at ministry of health.

14. That the constitution is clear for interviews on serving State officers of which Ndambuki Gichohi and Nkuraiya and kobia are. And impropriety of Bwonya and Omweno, article 73,74,10 and 232,2233, applies in supplementation of the others mentioned above, as such they are unfit to serve. Veronica Chemutai Birgen on as personal assistant to honorable Biwott as Education minister receiving bribes for people to see the minister and using by then Hon Biwott's letterhead to bring or import vehicles without paying KRA taxes and her husband acted as brokers in Teachers Service Commission to employ get teachers jobs when he was in TSC. Im ready to be cross examined and tell more to the committee.

Yours Faithfully,



EVANS NYAMBEGA AKUMA

0726 793 114

Actual
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REPUBLIC OF KENYA



KENYA NATIONAL ASSEMBLY

In the Matter of Approval by the National Assembly of the persons nominated to serve in the Public Service Commission

Section 6(1) of the Public Service Commission Act, 2012, provides that the Public Service Commission shall consist of a Chairperson, Vice Chairperson and seven other members appointed in accordance with Article 233(2) of the Constitution and the provisions of the aforesaid Act. Pursuant to Section 3(4) of the First Schedule of the Act, the President shall select the Chairperson, the Vice-Chairperson and members of the Commission from the list of qualified persons forwarded to him by the Selection Panel and subsequently forward the names of the persons so selected as, Chairperson, Vice-Chairperson and members, to the National Assembly for approval.

SUBMISSION OF MEMORANDA

The following persons have been nominated to serve on the Public Service Commission in the stated capacities:

- | | |
|---------------------------------|------------------|
| 1. Prof. Margaret Kobia | Chairperson |
| 2. Amb. Peter O. Ole Nkuraiya | Vice-Chairperson |
| 3. Prof. Michael N. Lokuruka | Member |
| 4. Mr. Patrick G. Gichohi | Member |
| 3. Mr. Lawrence Nyalile | Member |
| 4. Ms. Veronica Chemutai Birgen | Member |
| 5. Ms. Catherine Raimi Omweno | Member |
| 6. Dr. Judith Emboyi Bwonya | Member |
| 7. Mr. Titus M. Ndambuki | Member |

Following receipt of the nominations by the National Assembly, the Hon. Speaker, on 19th December, 2012, relayed the names of the nominees to the Departmental Committee on Administration and National Security for consideration prior to approval by the House.

The Committee now invites interested members of the public to submit any representations that they have on the suitability or otherwise of the nominees for appointment to serve in the Public Service Commission in the stated capacities. The representations may be forwarded to the Clerk of the National Assembly, P.O. Box 41842-00100, Nairobi; hand-delivered to the Office of the Clerk, Main Parliament Buildings, Nairobi; or emailed to clerk@parliament.go.ke; to be received on or before Monday, 24th December, 2012 at 10.00 am.

STIN N. BUNDI

SPK OF THE NATIONAL ASSEMBLY



UNIVERSITY OF NAIROBI
COLLEGE OF EDUCATION AND
EXTERNAL STUDIES
SCHOOL OF EDUCATION

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Saturday 8 a.m. - 1.00 p.m.

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Inclusive

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Mombasa office
Furaha Plaza, Ground Floor
Nkrumah Road P.O Box 80708
Tel 2224122; 2225830, 2225479
Fax 2230264

KISUMU BUREAU

Mega Plaza, 3rd Floor, Wing B
Tel (057) 2021699, 2021230
Fax (057) 2020388 Kisumu

NAKURU BUREAU

C.K Patel Building, Kenyatta Ave.
Tel (051) 2215506, 2215740,
2211688 Fax 2215737

ELDORET

National Bank Building, 4th Floor,
Junction of Uganda Road and Oloo
Street next to KVDA Plaza
Tel (053) 2063007, 2063012,
2063015, 2063655, Fax 63019

NYERI

Kona Haulhi House P.O Box 1396
Tel (061) 2030640,
Tel/Fax (061) 2034120

NATION COLLECTION POINTS

KAKAMEGA

Friends Communication
Ambewe Complex, 2nd floor
Room 6, Tel/Fax (056) 30072, 0722-
375680

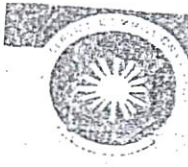
NAIVASHA

Njabini Service Station
Tel (050) 0311 20412

NYAHURURU

Njabini Service Station

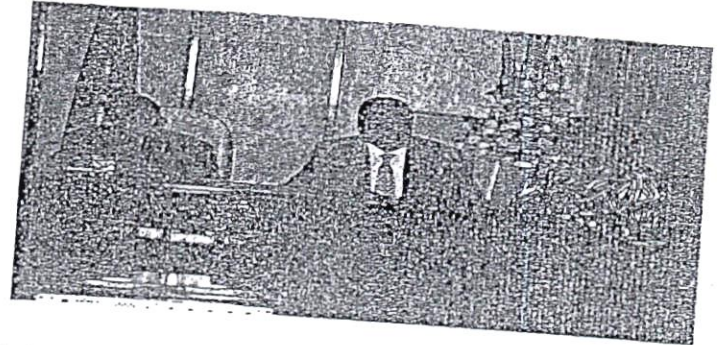
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Public Service Commission of Kenya

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DRAFT PUBLIC SERVICE COMMISSION (K) REGULATIONS, 2012

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- Sample Papers and Past Papers
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Discipline

Petitions and Appeals Cases

Staff Mail



E-MAIL

Vision and Mission

Vision

To be a world class constitutional body in the provision of a globally competitive human resource that serves the needs of Kenyans.

Mission

To enhance excellence in public service delivery by providing the required human resource in the most effective manner.

Core Values

Meritocracy, Reliability, Team Spirit, Integrity, Confidentiality, Fairness, Transparency and Accountability, Equity and Diversity, Continuous improvement.

Latest News

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PSCK Forms

- Application Form
- Wealth Declaration Form

PSCK Staff Corner

- Jobs Portal
- E-learning
- E-library
- Telephone Directory
- E-messaging

Useful Links

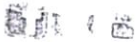
- Government Ministries
- Local Authorities
- Kenya Law Reporting
- Huduma Kenya

You are Visitor No.



Today	45
Yesterday	1457
This week	7346
Last week	5839
This month	13820

We have: 18 guests, 1 bots online
Firefox 18.0, Windows
Today: Dec 15, 2012





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Recent Updates

NEW PUBLIC OFFICER QUALIFICATION MANAGEMENT SYSTEM
 The following posts have been cancelled;
 Director HRD VNO 45/2012 and Senior
 Assistant Director Geo-Information VNO

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 Syllabi and Regulations
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Today	48
Yesterday	1457
This week	7349
Last week	5839
This month	13823

We have: 16 guests online
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 Today: Dec 15, 2012

Structure

The Public Service Commission consists of a chairman, a deputy chairman and fifteen members. All the members are appointed by the President in pursuance of Section 106 of the Constitution and enjoy security of tenure. The Commission is supported by a secretariat headed by the Commission Secretary. The Service Commissions Act, Cap 165 of the Laws of Kenya empowers the Commission to appoint the Secretary and other necessary staff.

The Commission Secretariat comprises of the office of the Secretary and six key departments, namely, Administration, Recruitment and Selection, Agenda, Human Resource Audit, Discipline and Examinations.

The office of the Secretary - Provides the linkage between the Commission and the service; receives and processes requests from ministries, departments and local authorities and conveys the decisions of the Commission to the service.

Administration Department - Provides administrative support services to the Commission. These include general administration and planning services, finance and accounts, procurement, human resource management and development, ICT, public relations, legal services and library services. The department is also responsible for the implementation of the Public Officer Ethics Act, 2003 under the Governance and Ethics unit.

Recruitment and Selection Department - Facilitates the Commission in recruitment, selection, appointment and promotion.

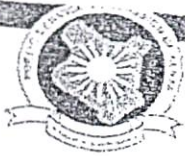
Agenda Department - Scrutinizes and processes requests from Ministries, Departments and Local Authorities in agenda format and present them to the Commission for decision.

Human Resources Audit Department - Monitors and evaluates the exercise of delegated powers and implementation of the Commission's decisions.

Discipline Department - Prepares briefs on discipline cases, appeals and applications for review to be considered by the Commission. Where decisions in the disciplinary cases are contested in court, the officers appear as witnesses.

Examinations Department - The department undertakes administration of the Commission's promotional examinations and occupational tests.

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- ARCHIVE



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Recent Updates

The following posts have been cancelled;
 Director HRD VNO 45/2012 and Senior
 Assistant Director Geo-Information VNO
 66/2012.

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Discipline

Petitions and Appeals
 Cases

Functions

Core Functions

The Commission's core functions are:-
 Recruitment for the public service and local authorities,
 Promotion and acting appointments of public officers,
 Disciplinary control in the public service and local authorities,
 Retirement and removal of public officers,
 Establishment of standards of ethical conduct of public officers,
 Issuance and administration of the Code of Conduct for public officers in accordance
 with the provisions of the Public Officer Ethics Act 2003, and
 Civil service examinations and occupational tests

Staff Mail



E-MAIL

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	Today	109
	Yesterday	1378
	This week	2421
	Last week	14
	This month	2508

Core Values

Values form an organization's culture which in turn creates an identity and unity of purpose. The Commission and the Secretariat are required to uphold the following core values:

Integrity

PSCK adheres to impeccable and beyond reproach professional and personal standards in the conduct of its affairs. PSCK carries out its work independently and objectively, based on facts and in a fair, just and balanced approach.

Reliability

The work of PSCK should answer the interests and expectations of its main stakeholders.

Confidentiality

In the ordinary course of its work, the Commission has access to considerable data and information, a large proportion of which is confidential bio-data on public officers and others who apply for jobs in public service. The Commission, therefore, seeks to uphold the confidentiality of such data for the protection of its clients.

Team Spirit

PSCK recognizes that to be successful in the pursuit of its mandate, there must be high degree of co-operation among the members of staff and between Departments on the one hand, and between Commissioners and Secretariat staff on the other. The quality of the outputs would be greatly curtailed unless there is harmonious working relationship among the players.

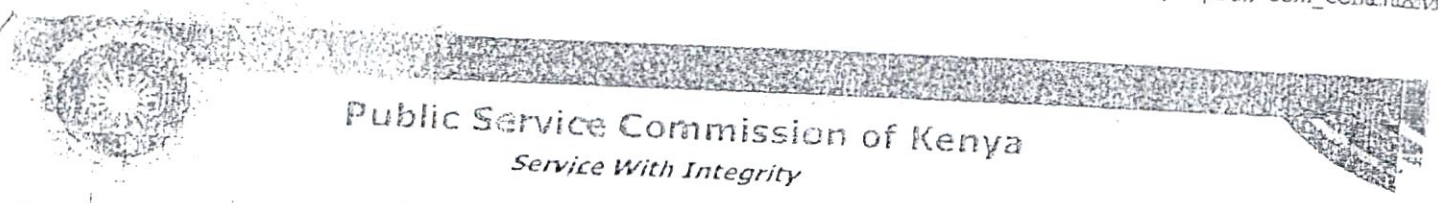
Meritocracy

In carrying out its work the Commission is guided by the principle of meritocracy and in this regard the Commission ensures that only those best qualified are hired or promoted.

Fairness

PSCK ensures that it carries out its mandate with impartiality in hiring, promoting and disciplining public servants.

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 Firefox 17.0, Windows
 Today: Dec 15, 2012



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VACANCIES IN THE POSITIONS OF REGISTRAR AND ASSISTANT REGISTRAR OF POLITICAL PARTIES

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- Candidates Instructions

Discipline

Petitions and Appeals Cases

Commissioners

Title Filter Display # 10

- # --Article--Title
- 1 Mrs. Mary. M. Gikuru, GOW
- 2 Mr. Johnson. Kibera
- 3 Mr. Johnson. M. Otenyo
- 4 Mr. Amos Chiguba
- 5 Mr. Eliud Fersankui

Staff Mail



E-MAIL

You are Visitor No.

Today	96
Yesterday	1457
This week	7397
Last week	5839
This month	13871

We have: 10 guests online
Firefox 17.0, Windows
Today: Dec 15, 2012



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Discipline
Petitions and Appeals
Cases

Staff Mail



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You are Visitor No.

	Today	100
	Yesterday	1457
	This week	7401
	Last week	5839
	This month	13825

We have: 12 guests online
Firefox 17.0, Windows
Today: Dec 15, 2012

Secretariat

Title Filter Display #

Article Title

- 1 Mrs. Alice A. Otwala, MBS, Commission Secretary
- 2 Peter K. Macharia, Director HRM
- 3 Mr. Gabriel Juma, Director, Examination
- 4 Rose A. Aduda, Director, Discipline
- 5 Florence Wachira, Senior Director, Recruitment & Selection
- 6 Mr. Mukabi, Director HRA
- 7 Mr. R. Mulati, Senior Director, Agenda



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Telegrams "OPM" Nairobi
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Telephone: +254-(0)20-3247000
When replying please quote

Prime Minister's Building
P. O. Box 74434-00200
NAIROBI
KENYA

Ref: OPM.1/08/03/38 VOL. III/31

Date: 18th May, 2012

The Secretary
Public Service Commission of Kenya
P.O. Box 30095 – 00100
NAIROBI

PRE-SELECTION

This has reference to your letters No. PSC. 314/25/1/II and PSC 314/59/1/1 of 15th May, 2012 on the above subject.

Please note that this office will be represented as follows:-

V/No	Post	Date	Time	Representative
35/2012	Secretary, Performance Contracting (JG 'T')	21.5.12	8.30 a.m.	Mr. Richard E. Ndubai, CBS, Permanent Secretary
36/2012	Director, Performance Management (JG 'S')	"	8.45 a.m.	Mr. Richard E. Ndubai, CBS, Permanent Secretary
4/2012	Director, Efficiency Monitoring (Economic and Financial Analysis) (JG 'S')	"	9.00 a.m.	Mr. Vincent Nyagilo, Secretary, Efficiency Monitoring
6/2012	Deputy Director, Efficiency Monitoring (Economic and Financial Analysis) (JG 'R')	"	9.10 a.m.	Mr. Vincent Nyagilo, Secretary, Efficiency Monitoring
8/2012	Assistant Director, Efficiency Monitoring (Economic and Financial Analysis) (JG 'Q')	"	9.25 a.m.	Mr. Vincent Nyagilo, Secretary, Efficiency Monitoring
11/2012	Senior Efficiency Monitoring Officer (Economic and Financial Analysis) (JG 'P')	"	9.45 a.m.	Mr. Vincent Nyagilo, Secretary, Efficiency Monitoring
5/2012	Director, Efficiency Monitoring (Auditing) (JG 'S')	"	10.30 a.m.	Mr. Vincent Nyagilo, Secretary, Efficiency Monitoring

7/2012	Deputy Director, Efficiency Monitoring (Auditing) (JG 'R')	21.5.12	10.50 a.m.	Mr. Vincent Nyagilo, Secretary, Efficiency Monitoring
12/2012	Senior Efficiency Monitoring Officer (Auditing) (JG 'P')	"	11.10 a.m.	Mr. Vincent Nyagilo, Secretary, Efficiency Monitoring
14/2012	Efficiency Monitoring Officer (Auditing) (JG 'N')	"	11.40 a.m.	Mr. Vincent Nyagilo, Secretary, Efficiency Monitoring
10/2012	Assistant Director, Efficiency Monitoring (Governance, Research and Development) (JG 'Q')	22.5.12	8.30 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
13/2012	Efficiency Monitoring Officer (Economic and Financial Analysis) (JG 'N')	"	9.00 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
15/2012	Efficiency Monitoring Officer (ICT Systems Analysis) (JG 'N')	"	10.00 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
16/2012	Deputy Programme Director, Strategy Development (Transformative Leadership and Change Management) (JG 'R')	"	10.30 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
18/2012 (1)	Deputy Programme Director, (Transformative Leadership and Change Management) (JG 'R')	"	11.00 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
26/2012 (2)	Assistant Programme Director, Transformative Leadership and Change Management (JG 'Q')	"	11.25 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
30/12	Principal Programme Officer Strategy Development (JG 'P')	"	11.45 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
32/2012 (3)	Chief Programme Officer, Transformative Leadership and Change management (JG 'N')	"	12.15 p.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change

17/2012	Deputy Programme Director, Service Delivery (JG 'R')	24.5.12	8.30 a.m.	Management Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
27/2012	Assistant Programme Director, Service Delivery (JG 'Q')	"	8.45 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
19/2012	Deputy Director, Institutional Capacity Building and Strategic Partnership (JG 'R')	"	9.00 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
33/2012	Chief Programme Officer, Institutional Capacity Building (JG 'N')	"	9.20 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
20/2012	Deputy Programme Director, Information, Education, Communication and Knowledge (JG 'R')	"	9.50 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
24/2012	Assistant Programme Director, Information, Education, Communication and Knowledge (JG 'Q')	"	10.05 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
21/2012	Deputy Programme Director, Monitoring, Evaluation and Risk Management (JG 'R')	"	10.40 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
22/2012	Assistant Programme Director, Monitoring, Evaluation and Risk Management (JG 'Q')	"	10.40 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
19/2012	Principal Programme Officer, Risk Management (JG 'P')	"	11.00 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
1/2012	Assistant Programme Director, Strategy Development (JG 'Q')	"	11.30 a.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management

				Transformative Leadership and Change Management
25/2012	Assistant Programme Director, Operations (JG 'Q')	"	12.00 noon	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management
28/2012	Assistant Programme Director, Strategic Partnership (JG 'Q')	"	12.10 p.m.	Mr. Elijah Achoch, Director, Transformative Leadership and Change Management


 A.M. Mburu, FSC
 For: Permanent Secretary



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ID Number Searched: 9855051

Advert No	Post	Names	Date Captured	Status
35/2012	Secretary, Performance Contracting	JUSTER NKOROI	22/02/2012	Shortlisted

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ID Number:

ID-Number Searched: 0236299

Advert No	Post	Names	Date Captured	Status
35/2012	Secretary, Performance Contracting	CHARLES MUGAMBI	27/02/2012	Shortlisted
4/2012	Director, Efficiency Monitoring (Economic & Financial Analysis)	CHARLES MUGAMBI	22/02/2012	Not Successful

2 Record(s) Found

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ID Number:

ID Number Searched: 0674289

Advert No.	Post	Names	Date Captured	Status
35/2012	Secretary, Performance Contracting	MARY NDETO	16/02/2012	Shortlisted

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Please Type Your ID Number to check status of your application(s)

ID Number:

ID Number Searched: 8956851

Advert No	Post	Names	Date Captured	Status
245/2010	Chief Management Consultant	HENRY OGEKA	26/10/2010	Shortlisted

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ID Number Searched: 0968280

Advert No	Post	Names	Date Captured	Status
245/2010	Chief Management Consultant	ELIJAH ACHOCH	19/10/2010	Shortlisted
35/2012	Secretary, Performance Contracting	ELIJAH ACHOCH	22/02/2012	Shortlisted
140/2010	Integration Secretary	ELIJAH ACHOCH	04/05/2010	Not Successful

3 Record(s) Found

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OFFICE OF THE PRIME MINISTER, MINISTRY OF STATE FOR PUBLIC SERVICE
DEPARTMENT: MANAGEMENT CONSULTANCY SERVICES
FOR THE POST OF: CHIEF MANAGEMENT CONSULTANT JG-T

LIST OF SHORTLISTED CANDIDATES

S/NO	ID No	Name	Interview Date	Interview Time
FEMALE CANDIDATES				
1	4287738	MUCHERU SUSAN NDUTA	08/11/2010	9:30:00 AM
MALE CANDIDATES				
2	0968280	ACHOCH ELIJAH OCHIENG	08/11/2010	8:30:00 AM
3	8956851	OGEGA HENRY NYAKUNDI	08/11/2010	10:00:00 AM

PUBLIC SERVICE COMMISSION

Please Type Your ID Number to check status of your application(s)

ID Number:

ID Number Searched: 4287738

Advert No	Post	Names	Date Captured	Status
78/2010	Director, Social Affairs	SUSAN MUCHERU	30/03/2010	Not Successful
245/2010	Chief Management Consultant	SUSAN MUCHERU	22/10/2010	Shortlisted
140/2010	Integration Secretary	SUSAN MUCHERU	20/05/2010	Not Successful
36/2012	Director, Performance Management	SUSAN MUCHERU	27/02/2012	Not Successful
35/2012	Secretary, Performance Contracting	SUSAN MUCHERU	27/02/2012	Not Successful

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OFFICE OF THE PRIME MINISTER
DEPARTMENT: PERFORMANCE CONTRACTING
FOR THE POST OF: DIRECTOR, PERFORMANCE MANAGEMENT JG-S

LIST OF NEW APPOINTMENTS TO CIVIL SERVICE

S/NO	ID No	Name
MALE CANDIDATES		
1	3462536	TWAHIR MBARAK SAID

(vi) timely preparation and submission of quarterly and annual reports

SENIOR PROGRAMME OFFICER/PROGRAMME MANAGEMENT DIVISION/ ONE POST
V No 34/2017

Basic Salary Scale: Ksh.35,275 - Ksh.42,877 p.m. (Job Group 'M')

- For appointment to this grade, a candidate must have:
- (i) served for a minimum period of three (3) years at Job Group 'L' in the Public Service or in a comparable position in the wider Public Service;
 - (ii) a Bachelor's degree in any of the following disciplines: Public Administration, Human Resource Management/Development, Business Administration, Public Policy Management or Sociology from a recognized university;
 - (iii) computer proficiency applications;
 - (iv) a thorough understanding of Government goals and priorities in the reform agenda; and
 - (v) demonstrated competence and administrative ability in planning and management of programmes at various levels.

Duties and Responsibilities

- Duties and responsibilities at this level include:
- (i) liaising with various programme management units to enhance the access and disbursement of donor-funds for the reform programme;
 - (ii) providing administrative support to the Programme Management Division in facilitating planned workshops and events;
 - (iii) managing the Registry and maintaining an up-to-date database of the Division's activities;
 - (iv) managing and coordinating the transport fleet;
 - (v) liaising with the Finance and accounts units to ensure that all payments for programme activities are made; and
 - (vi) preparing reports.

SECRETARY PERFORMANCE CONTRACTING - ONE POST
V No 2017

Basic Salary Scale: Ksh.127,980 - Ksh.200,500 p.m. (Job Group 'T')

- For appointment to this grade, a candidate must have:
- (i) served for a minimum period of three (3) years at the grade of Director, Performance Contracting, Job Group 'S' or a comparable position in the wider Public Service;
 - (ii) a Bachelor's degree in any of the following disciplines: Economics, Business Administration, Law, Public Administration, Commerce, Human Resource Management/Development, Management, Education, Sociology, Development Studies or comparable qualifications from a recognized university;
 - (iii) a Masters' degree in any of the following disciplines: Economics, Business Administration, Law, Public Administration, Commerce, Human Resource Management/Development, Management, Education, Sociology, Development Studies or comparable qualifications from a recognized university;
 - (iv) attended a Strategic Leadership Development Programme lasting not less than six (6) weeks in a recognized institution;
 - (v) demonstrated professional competence, managerial/administrative capability and initiative in the general organization and management of Public Sector Reforms and Performance Contracting;
 - (vi) conceptual, analytical and report writing skills; and
 - (vii) proficiency in computer applications.

Duties and Responsibilities

- (i) advising the Permanent Secretary on all matters pertaining to Performance Contracting in the Public Service;
- (ii) providing technical advice, coordination and support to all Performance Contracting units and programmes;
- (iii) overseeing the development and implementation of Performance Contracting in the Public Service; and
- (iv) reviewing and updating Performance Contracting tools and instruments as appropriate.

DIRECTOR PERFORMANCE MANAGEMENT - ONE POST
V No 36/2017

Salary Scale: Ksh.100,620 - Ksh.127,980 p.m. (Job Group 'S')

- For appointment to this grade, a candidate must have:
- (i) served for a minimum period of three (3) years at the grade of Deputy Director, Performance Contracting, Job Group 'R' or in a comparable position in the wider Public Service;
 - (ii) a Bachelors degree in any of the following disciplines: Economics, Business Administration, Public administration, Law, Human Resource Management/Development, Commerce, Sociology, Development Studies or comparable qualifications from a recognized university;
 - (iii) a Masters' degree in any of the following disciplines: Economics, Business Administration, Public administration, Law, Human Resource Management/Development, Commerce, Sociology, Development Studies or comparable qualifications from a recognized university;
 - (iv) attended a Strategic Leadership Development Programme lasting not less than six (6) weeks in a recognized institution;
 - (v) demonstrated professional competence, managerial/administrative capability and initiative in the general organization and management of Public Sector Reforms and Performance Contracting; and
 - (vi) proficiency in computer applications.

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Advert No	Post	Names	Date Captured	Status
245/2010	Chief Management Consultant	ELIJAH ACHOCH	19/10/2010	Shortlisted
35/2012	Secretary, Performance Contracting	ELIJAH ACHOCH	22/02/2012	Shortlisted
140/2010	Integration Secretary	ELIJAH ACHOCH	04/05/2010	Not Successful

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35/2012	Secretary, Performance Contracting	ELIJAH ACHOCH	22/02/2012	Shortlisted
140/2010	Integration Secretary	ELIJAH ACHOCH	04/05/2010	Not Successful

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Mr. Samuel G. Karicho
Director, Human Resource Management (HRM).



Mr. Michael W. Ojiambo
Senior Deputy Secretary, Administration.



MINISTRY OF EAST AFRICAN AND
REGIONAL CO-OPERATION

Telephone: 245741
Fax No: 253144

P.O. Box 8846 - 00200
NAIROBI, Kenya

When replying please quote

MEARC.160/122/001A

13th July, 2005

Mr. Simon P. Njau, CBS
Permanent Secretary/Director
Directorate of Personnel Management
Office of the President
NAIROBI

Dear

RECRUITMENT OF DRIVERS AND SUBORDINATE STAFF

I acknowledge receipt of your letter Ref. DPM 1/42A Vol.II/(158) of 30th June, 2005 and append herein names of seven (7) drivers and four (4) subordinate staff for your issuance of personal numbers.

Their PSC 2 forms duly completed together with copies of their certificates are herein enclosed for your necessary action.

DRIVERS

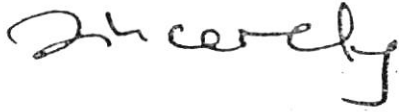
1. Erasmus Kennedy Njagi
2. Michael Njoroge Mbugua
3. Peter Saidimu Kuntayo Shunet ✓
4. Joseph Kipkoech Sigei
5. Francis Gichuki Ndiangui
6. Simon Muiruri Kamande ✓
7. Eric Gonzo Munyau ✓

SUBORDINATE STAFF

1. Mercy Kiende Murungi
2. Peterson Wachira Kibicho ✓
3. Mary Resian Matuiya ✓
4. Sheila Siyion Koiyet ✓

Your prompt action would be highly appreciated.

Yours



Amb. Peter O. Ole Nkuraiya, CBS
PERMANENT SECRETARY