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SNA
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OF KENYA
LIBRARY




THE NATIONAL ASSEMBLY
THIRTEENTH PARLIAMENT- THIRD SESSION
DIRECTORATE OF DEPARTMENTAL COMMITTEES
DEPARTMENTAL COMMITTEE ON LABOUR

REPORT ON THE APPROVAL HEARINGS OF PERSONS NOMINATED FOR
APPOINTMENT AS VICE-CHAIRPERSON AND MEMBERS OF THE PUBLIC
SERVICE COMMISSION

VOLUME II

CLERK'S CHAMBERS
DIRECTORATE OF DEPARTMENTAL COMMITTEES
PARLIAMENT BUILDINGS
NAIROBI

JANUARY, 2025

 THE NATIONAL ASSEMBLY PAPERS LAID	
DATE: 16 JAN 2025 DAY.	
TABLED BY:	
CLERK AT THE TABLE:	

LIST OF ANNEXURES (VOLUME II OF THE REPORT)

- Annexure 1: Message from H.E the President regarding nomination of persons for appointment as Vice-Chairperson and Members of the Public Service and Commission
- Annexure 2: Message from the Hon. Speaker to the House regarding nomination of persons for appointment as Vice-Chairperson and Members of the Public Service Commission
- Annexure 3: Advertisement notifying the public of the approval hearing and submission of memoranda
- Annexure 4: Memoranda received from the public on the Nominees
- Annexure 5: Letters from the Clerk of the National Assembly inviting the nominees to respond to the Memoranda
- Annexure 6: Nominees response to the Memoranda
- Annexure 7: Letters from the Clerk of the National Assembly inviting the nominees for the approval hearing
- Annexure 8: Letters from the Clerk of the National Assembly to ORPP, KRA, HELB, EACC and DCI requesting for information on the nominees
- Annexure 9: Letters of clearance from ORPP, KRA, HELB, EACC, DCI, ODPP and CUE
- Annexure 10: Nominees' Clearance Certificates from EACC, KRA, DCI, ORPP and HELB
- Annexure 11: Nominees' Curriculum Vitae
- Annexure 12: Report of the Selection Panel
- Annexure 13: Minutes of Sitzings of the Committee
- Annexure 14: Committee's Report Adoption Schedule

Annexure 1:

**Message from H.E the President regarding
nomination of persons for appointment as Vice-
Chairperson and Members of the Public Service and
Commission**

ANNEXURE 1
MESSAGE FROM
H.E THE
PRESIDENT

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① CNA
Prepare the necessary
Communication.
SNA
20/12/24

**EXECUTIVE OFFICE OF THE PRESIDENT
CHIEF OF STAFF AND HEAD OF THE PUBLIC SERVICE**

Telegraphic Address
Telephone: +254-20-2227436
When replying please quote

**STATE HOUSE
P.O. Box 40530-00100
Nairobi, Kenya**

Ref. No. **EOP/CAB/26/4A/VOL.V/(72)**
and date

...**19th December, 2024**.....

*DDPS/D/DP-1
70
process supply
20-12-24*

Hon. Moses F. M. Wetangula, EGH
Speaker
The National Assembly
Parliament of Kenya
Parliament Building
NAIROBI

His Excellency

NATIONAL ASSEMBLY RECEIVED
20 DEC 2024
CLERK'S OFFICE
P.O. Box 41842, NAIROBI

NATIONAL ASSEMBLY RECEIVED
20 DEC 2024
SPEAKER'S OFFICE
P.O. Box 41842, NAIROBI

Dear *Speaker*

TRANSMITTAL

NOMINEES FOR APPOINTMENT TO POSITIONS OF VICE-CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION (PSC)

We refer to the above subject matter.

You are notified that **His Excellency the President** has, in accordance with the recommendations of the Selection Panel appointed *vide Kenya Gazette Notice No. 12626 of 4th October, 2024*, exercised the constitutional prerogative vested in the Head of State and Government. Consequently, he has caused nominations to the ranks of the membership of the Public Service Commission.

In that regard, and pursuant to **Article 250 (2)(b) of the Constitution** as read with **Section 11 of the Public Service Commission Act** (Chapter 185, Laws of Kenya) and Sections 5 of the **Public Appointments (Parliamentary Approval) Act** (Chapter 7F, Laws of Kenya); kindly be pleased to receive the presidential nominees for consideration by the National Assembly, namely:

DESIGNATION	STATE NOMINEE
Vice - Chairperson	Mrs. Mary Wanjira Kimonye, CBS
Members	Mr. Harun Maalim Hassan PWD

	Ms. Mwanamaka Amani Mabruki, CBS
	Mr. Francis Meja
	Dr. Irene Cherotich Asienga
	Mr. Boya Molu, EBS
	Ms. Joan Andisi Machayo
	Dr. Francis Otieno Owino, CBS

To aid the August House in its consideration and approval processes, we have the pleasure to forward herewith the **Presidential Nomination Certificate No. 12 of 2024** together with the Report of the Selection Panel and the Nominees' Curriculum Vitae and Testimonials.

We look forward to consideration of the State Nominees on a priority basis.

Yours *Francois Meja*



FELIX K. KOSKEI, EGH
CHIEF OF STAFF &
HEAD OF THE PUBLIC SERVICE

Copy to: **Hon. Kimani Ichung'wa, EGH**
Majority Leader
The National Assembly
Parliament of Kenya
NAIROBI

Mr. Samuel Njoroge, CBS
Clerk
The National Assembly
Parliament of Kenya
NAIROBI

Mr. Arthur A. Osiya, CBS
Principal Administrative Secretary
Executive Office of the President
NAIROBI



PRESS RELEASE
(For Immediate Release)

Notification of Presidential
Action [I] – 20/12/2024



**PRESIDENTIAL NOMINATIONS
TO THE MEMBERSHIP
of
THE PUBLIC SERVICE COMMISSION**

TO FACILITATE a seamless transition within the Public Service Commission, His Excellency the President has today exercised his constitutional prerogative by nominating individuals to serve in the ranks of the membership of the Commission.

THIS PRESIDENTIAL ACTION seeks to proactively address the forthcoming vacancies in the offices of the Vice-Chairperson and six Members of the Commission, expected to occur in mid-January 2025, with an additional vacancy anticipated in April 2025.

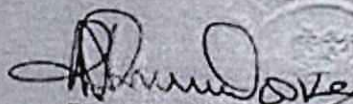
ACCORDINGLY, IT IS notified that the Head of State and Government has formally transmitted to Parliament the names of the nominees, as annotated below, for consideration and subsequent appointment as stated:

DESIGNATION	NOMINEE
Vice-Chairperson	Mrs. Mary Wanjira Kimonye, CBS
Members	Mr. Harun Maalim Hassan <i>PWD</i>
	Ms. Mwanamaka Amani Mabruki, CBS
	Mr. Boya Molu, EBS
	Dr. Irene Cherotich Asienga

Page 1 of 2



	Dr. Francis Otieno Owino, CBS
	Ms. Joan Andisi Machayo
	Mr. Francis Meja


FELIX K. KOSKEI, EGH
CHIEF OF STAFF &

HEAD OF THE PUBLIC SERVICE

Friday, 20th December, 2024

Annexure 2:

**Message from the Hon. Speaker to the House
regarding nomination of persons for appointment as
Vice-Chairperson and Members of the Public
Service Commission**

ANNEXURE 2
MESSAGE FROM
SPEAKER

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12



REPUBLIC OF KENYA

THIRTEENTH PARLIAMENT - (THIRD SESSION)

THE NATIONAL ASSEMBLY

NOTIFICATION FROM THE SPEAKER

[Pursuant to Standing Order 42(2)]

(No. 007 of 2024)

ON

NOMINATION OF PERSONS FOR APPOINTMENT AS CABINET SECRETARIES, HIGH COMMISSIONERS AND AMBASSADOR; AND MEMBERS OF THE PUBLIC SERVICE COMMISSION

WHEREAS, Standing Order 42(2) requires that, whenever a Message is received from the President at a time when the House is not in Session, the Speaker shall forthwith cause the Message to be transmitted to every Member and shall report the Message to the House when it next sits;

IT IS NOTIFIED to all Members of the National Assembly that, on **20th December 2024**, I received Messages from His Excellency the President, notifying of the nomination of persons for appointment as Cabinet Secretaries; High Commissioners, Ambassador, Permanent Representative and Consul-General; and Vice-Chairperson and Members of the Public Service Commission as follows—

I. CABINET SECRETARIES

	NOMINEE	MINISTRY
(1)	Hon. Mutahi Kagwe	Cabinet Secretary, Ministry of Agriculture & Livestock Development
(2)	Hon. Lee Kinyanjui	Cabinet Secretary, Ministry of Investments, Trade & Industry
(3)	Hon. William Kabogo	Cabinet Secretary, Ministry of Information, Communications & The Digital Economy

II. HIGH COMMISSIONERS, AMBASSADORS, PERMANENT REPRESENTATIVE & CONSUL-GENERAL

	NOMINEE	MISSION
(1)	Ms. Margaret Nyambura Ndung'u	High Commissioner, Accra, Ghana
(2)	Dr. Andrew Karanja	Ambassador, Brasilia, Brazil
(3)	Hon. Ababu Namwamba, EGH	Permanent Representative to the United Nations Environment Programme (UNEP)/United Nations Office at Nairobi (UNON)
(4)	Mr. Noor Gabow, CBS	Consul-General, Port-au-Prince, Haiti

III. VICE-CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION

	NOMINEE	DESIGNATION
(1)	Mrs. Mary Wanjira Kimonye, CBS	Vice-Chairperson
(2)	Mr. Harun Maalim Hassan - PWD	Member
(3)	MS. Mwanamaka Amani Mabruki, CBS	Member
(4)	Mr. Francis Meja	Member
(5)	Dr. Irene Cherotich Asienga	Member
(6)	Mr. Boya Molu, EBS	Member
(7)	Ms. Joan Andisi Machayo	Member
(8)	Dr. Francis Otieno Owino, CBS	Member

IN FURTHERANCE to the provisions of Articles 152(2), 132(2)(e) and 250(2) of the Constitution as read together with sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F, His Excellency the President now seeks the approval of the National Assembly of the said persons to the respective offices;

FURTHER RECALLING THAT, by a Resolution passed on 14th February 2024 and further pursuant to the provisions of Standing Order 42, the House ordered that during the Short and Long Recesses of the Third Session, *upon receipt of any name of a person nominated for appointment to a State or public office from the President or any other office in the National Executive, the Speaker shall forthwith refer such Message to the relevant Committee for consideration, without having to recall the House*”;

NOW THEREFORE, in keeping with the provisions of Standing Order 42(2) and the Resolution of the House of 14th February 2024—

- 1) The names of the nominees to the various State offices are hereby referred to the respective Committees as follows—
 - (a) Nominees to the positions of Cabinet Secretary to the **Committee on Appointments**;
 - (b) Nominees to the positions of High Commissioners, Ambassadors Permanent Representative and Consul-General to the **Departmental Committee on Defence, Intelligence & Foreign Relations**; and
 - (c) Nominees to the positions of Vice-Chairperson and Members of the Public Service Commission to the **Departmental Committee on Labour**.
- 2) The Committees are required to commence the necessary vetting processes as contemplated under the Public Appointments (Parliamentary Approval) Act, CAP 7F and Standing Order 45 (*Committal of public appointments to Committees*) and upon conclusion of the approval hearings, submit respective reports by close of business on **15th January 2025**;
- 3) Notwithstanding the suspension of Committee activities, the three (3) Committees are hereby permitted to hold sittings during the recess period for purposes of considering the nominees;
- 4) At an appropriate time, I will notify all Honourable Members of the date and time of convening of Special Sittings of the House for purposes of considering the reports of the respective Committees on the vetting exercise; and
- 5) The Clerk is hereby directed to transmit this Notification to all Members of the National Assembly and facilitate the respective Committees to expeditiously undertake the necessary approval hearings.

I thank you.


THE RT. HON. (DR.) MOSES F.M. WETANG'ULA, EGH, MP
SPEAKER OF THE NATIONAL ASSEMBLY

Friday, 20th December 2024

Annexure 3:

Advertisement notifying the public of the approval hearing and submission of memoranda

ANNEXURE 3
ADVERTISEMENT
NOTIFYING THE
PUBLIC

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THEME
ANT



TENDER NOTICE

The Kenya Red Cross Society (KRCS) invites applications from eligible Service Providers for the tender below:

ITEM No.	DESCRIPTION
1	Call for proposals for Sub Grants implementation in Busia and Meru Isiolo Counties for GC7 NY grant (July 2024 - June 2027) EOI No. KRCS/GF/EOI/0306/2024

Detailed tender document can be downloaded FREE OF CHARGE from the websites <https://www.redcross.or.ke/Tenders> or <https://tendersweb.int>

Interested applicants or their representatives are invited to attend an online pre-bidding session on Tuesday, 31st December 2024 at 10.00 a.m. to familiarize with the scope of the tender. Applicants are required to register with their details to tenders@redcross.or.ke by 27th December 2024 and thereafter, a Microsoft Teams zoom link will be shared after which they will be guided on the scope of the tender. In case of any queries, please send all correspondence by email to tenders@redcross.or.ke on or before Monday, 30th December 2024.

Separate Technical and Financial proposals, properly completed, bound and labelled enclosed in one outer envelope. The proposal should be submitted in HARD COPY along with a flash drive containing soft copies to the address below on or before 12:00 PM on Tuesday, 14th January 2025. Electronic bidding will not be permitted. Late bids shall be rejected. The proposals must be submitted separately for each County applied for. Failure to which they shall be disqualified.

Procurement Manager



Kenya Airports Authority

"Setting our sights high"

CAREER OPPORTUNITY RE-ADVERTISEMENT

Kenya Airports Authority (KAA) was established in 1991 under the KAA Act Cap 395 to provide facilitative infrastructure for aviation services in Kenya.

Guided by its mandate, the Authority is seeking to recruit competent and self-driven person to fill the under listed position.

Position	Reference No.	Job Grade	No. of Vacancies	Terms of employment
Managing Director/ CEO	MD/CEO/01/ DECEMBER 2024	STO	1	Three (3) year contract renewable depending on performance

The detailed job description, requirements for appointment and instructions on how to apply can be accessed on KAA's Website <https://www.kaa.co.ke> under Careers Section.

To be considered, your application must be received not later than Tuesday, 7th January 2025 at 5.00pm East African Time.

KAA is an Equal Opportunity Employer.

Canvasing in any form or failure to attach any of the stipulated documents shall lead to automatic disqualification.



REPUBLIC OF KENYA
THE NATIONAL ASSEMBLY
THIRTEENTH PARLIAMENT - THIRD SESSION (2024)
IN THE MATTER OF ARTICLES 100(1), 102(1)(c), 103(1)(c) AND 104(1)(c) OF THE CONSTITUTION
AND
IN THE MATTER OF SECTION 20 OF THE PUBLIC SERVICE ACT (CAP. 103)
AND
IN THE MATTER OF SECTION 20 OF THE PUBLIC SERVICE ACT (CAP. 103)
AND
IN THE MATTER OF THE PUBLIC APPOINTMENTS (PARLIAMENTARY APPROVAL) ACT (CAP. 79)
AND
IN THE MATTER OF APPROVAL BY THE NATIONAL ASSEMBLY OF PERSONS NAMED IN THE APPROPRIATE TO THE CABINET, AS AMBASSADOR, HIGH COMMISSIONER, AND DIPLOMATIC REPRESENTATIVE, AND AS VICE-CHAIRPERSON AND MEMBER OF THE PUBLIC SERVICE COMMISSION

NOTIFICATION OF APPROVAL HEARINGS AND INVITATION TO SUBMIT MEMORANDA

WHEREAS, in accordance with Article 102 (1) (c), 103 (1) (c), and 104 (1) (c) of the Constitution of Kenya, the President is empowered to nominate, and with the approval of the National Assembly, appoint Cabinet Secretaries, ambassadors, high commissioners, and diplomatic and consular representatives; and chairpersons and members of Commissions; I.E. the President has nominated the following persons for appointment as Cabinet Secretary, Ambassador, High Commissioner, and Diplomatic Representative; and Vice-Chairperson and members of the Public Service Commission:-

(A) CABINET SECRETARIES			
Sl. No.	NAME	POSITION	OFFICE
(1)	Hon. Mutahi Ngunjiri, CS	Agriculture, Livestock Development	
(2)	Hon. William Sabuge	Information, Communications & the Digital Economy	
(3)	Hon. Lee Kinyanjui	Investment, Trade & Industry	

(B) AMBASSADOR, HIGH COMMISSIONER AND DIPLOMATIC REPRESENTATIVES			
Sl. No.	NAME	POSITION	OFFICE
(1)	Ms. Margaret Nyambura Ndung'u	Accra, Ghana	
(2)	Dr. Andrew Karanja	Beaufort, Beirut	
(3)	Hon. Ababu Ramadhan, ES	United Nations Environment Programme (UNEP)/United Nations Office at Nairobi (UNON)	
(4)	Mr. Ngar Soboo, CS	Port-au-Prince, Haiti	

(C) PUBLIC SERVICE COMMISSION			
Sl. No.	NAME	POSITION	OFFICE
(1)	Ms. Mary Wanjira Kimani, CS	Vice-Chairperson	
(2)	Mr. Hassan Madhi Hassan, ES (PWS)	Member	
(3)	Mr. Mwanamila Amari Mbatia, CS	Member	
(4)	Mr. Francis Maja	Member	
(5)	Dr. Irene Cherichich Arango, ODW	Member	
(6)	Mr. Bayo Meki, ES	Member	
(7)	Ms. Jean Anndal Mwachya, ODW	Member	
(8)	Dr. Francis Othman Othman, CS	Member	

AND WHEREAS, following receipt of the nominations from I.E. the President, the Hon. Speaker of the National Assembly via a Notification issued on Friday, 20th December 2024 conveyed the Messages to the Members of the National Assembly and advised the members and members of the Commission on Appointment (for Representational Committee on Defence, Intelligence and Foreign Relations) and the Departmental Committee on Labour for consideration and reporting to the House.

IT IS NOTIFIED to the general public that pursuant to Article 100(1)(c) of the Constitution and section 4(c) of the Public Appointments (Parliamentary Approval) Act (Cap. 79), the Commission shall conduct Approval Hearings (Hearings) of the nominees on the dates, time and at the venues indicated in the schedule below:

COMMITTEE ON APPOINTMENT POSITION: CABINET SECRETARIES					
Sl. No.	NAME	PROFESSION	DATE	TIME	VENUE
(1)	Hon. Mutahi Ngunjiri, CS	Agriculture & Livestock Development	Thursday, 18th January, 2025	12:00 p.m.	1st Floor, County Hall, Parliament Building
(2)	Hon. William Sabuge	Information, Communications & the Digital Economy		3:00 p.m.	
(3)	Hon. Lee Kinyanjui	Investment, Trade & Industry		5:00 p.m.	

DEPARTMENTAL COMMITTEE ON DEFENCE, INTELLIGENCE AND FOREIGN RELATIONS POSITION: AMBASSADOR, HIGH COMMISSIONER AND DIPLOMATIC REPRESENTATIVES					
Sl. No.	NAME	PROFESSION	DATE	TIME	VENUE
(1)	Ms. Margaret Nyambura Ndung'u	Accra, Ghana	Friday, 19th January, 2025	9:00 a.m.	Committee Room 8, 1st Floor, Main Parliament Building
(2)	Dr. Andrew Karanja	Beaufort, Beirut		11:00 a.m.	
(3)	Hon. Ababu Ramadhan, ES	United Nations Environment Programme (UNEP)/United Nations Office at Nairobi (UNON)		2:00 p.m.	
(4)	Mr. Ngar Soboo, CS	Port-au-Prince, Haiti		4:00 p.m.	

DEPARTMENTAL COMMITTEE ON LABOUR POSITION: PUBLIC SERVICE COMMISSION					
Sl. No.	NAME	PROFESSION	DATE	TIME	VENUE
(1)	Ms. Mary Wanjira Kimani, CS	Vice-Chairperson	Thursday, 09th January, 2025	9:00 a.m.	Committee Room 8, 1st Floor, Main Parliament Building
(2)	Mr. Hassan Madhi Hassan, ES (PWS)	Member		9:45 a.m.	
(3)	Mr. Mwanamila Amari Mbatia, CS	Member		11:00 a.m.	
(4)	Mr. Francis Maja	Member		12:00 p.m.	
(5)	Dr. Irene Cherichich Arango, ODW	Member		2:00 p.m.	
(6)	Mr. Bayo Meki, ES	Member		3:00 p.m.	
(7)	Ms. Jean Anndal Mwachya, ODW	Member		4:05 p.m.	
(8)	Dr. Francis Othman Othman, CS	Member		5:05 p.m.	

AND WHEREAS, section 4(c) of the Public Appointments (Parliamentary Approval) Act (Cap. 79) provides that "no person may prior to the approval hearing and by written statement on oath, provide the Clerk with evidence concerning the suitability of a candidate to hold the office to which the candidate has been nominated";

IN COMPLIANCE with Article 100(1)(c) of the Constitution and section 4(c) of the Public Appointments (Parliamentary Approval) Act (Cap. 79), the Clerk of the National Assembly hereby invites members of the public to submit any representations they may have, by way of written statements on oath (affidavits) with supporting evidence concerning the suitability of the candidates for appointment to the offices they have been nominated to. The memoranda may be forwarded to the Clerk of the National Assembly, P.O. Box 41040-00100, Nairobi, hand-delivered to the Office of the Clerk, Main Parliament Building, Nairobi or emailed to secretary@parliament.go.ke to be received on or before 3rd January 2025 by 5.00p.m.

IT IS FURTHER NOTIFIED THAT the memoranda are required to:-
(1) Appear for the approval hearings with their original identity cards, academic and professional certificates and other relevant testimonial; and
(2) Obtain letters of clearance of compliance from the following institutions:-
(a) The Ethics and Anti-Corruption Commission;
(b) The Kenya Revenue Authority;
(c) The Higher Education Loans Board;
(d) The Directorate of Criminal Investigations;
(e) The Office of the Registrar of Political Parties; and
(f) A Credit Reference Bureau.

S. NJOROGE, CS
CLERK OF THE NATIONAL ASSEMBLY
Nairobi, 24th December 2024

"For the Welfare of Society and the Just Government to the People"



REPUBLIC OF KENYA
THE NATIONAL ASSEMBLY
THIRTEENTH PARLIAMENT - THIRD SESSION (2024)
IN THE MATTER OF ARTICLES 118(1)(b), 152(2)(e), AND 250(2) OF THE CONSTITUTION
AND
IN THE MATTER OF SECTION 11 OF THE PUBLIC SERVICE ACT (CAP. 185)
AND
IN THE MATTER OF SECTION 20 OF THE FOREIGN SERVICE ACT (CAP 185E)
AND
IN THE MATTER OF THE PUBLIC APPOINTMENTS (PARLIAMENTARY APPROVAL) ACT (CAP. 7F)

AND
IN THE MATTER OF APPROVAL BY THE NATIONAL ASSEMBLY OF PERSONS NOMINATED FOR APPOINTMENT TO THE CABINET: AS AMBASSADOR, HIGH COMMISSIONER, AND DIPLOMATIC REPRESENTATIVES; AND AS VICE-CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION

NOTIFICATION OF APPROVAL HEARINGS AND INVITATION TO SUBMIT MEMORANDA

WHEREAS, in accordance with Articles 132 (2) (e), 152(2), and 250 (2) of the Constitution, H.E. the President is empowered to nominate, and with the approval of the National Assembly, appoint Cabinet Secretaries; ambassadors, high commissioners, and diplomatic and consular representatives; and chairpersons and members of Commissions; H.E. the President has nominated the following persons for appointment as Cabinet Secretaries; Ambassador, High Commissioner, and Diplomatic Representatives; and Vice-Chairperson and members of the Public Service Commission—

(A) CABINET SECRETARIES		
S/No.	NOMINEE	MINISTRY
(1)	Hon. Mutahi Kagwe, EGH	Agriculture & Livestock Development
(2)	Hon. William Kabogo	Information, Communications & the Digital Economy
(3)	Hon. Lee Kinyanjui	Investments, Trade & Industry
(B) AMBASSADOR, HIGH COMMISSIONER AND DIPLOMATIC REPRESENTATIVES		
S/No.	NOMINEE	STATION
(1)	Ms. Margaret Nyambura Ndung'u	Accra, Ghana
(2)	Dr. Andrew Karanja	Brasilia, Brazil
(3)	Hon. Ababu Namwamba, EGH	United Nations Environment Programme (UNEP)/United Nations Office at Nairobi (UNON)
(4)	Mr. Noor Gabow, CBS	Port-au-Prince, Haiti
(C) PUBLIC SERVICE COMMISSION		
S/No.	NOMINEE	POSITION
(1)	Mrs. Mary Wanjira Kimonye, CBS	Vice-Chairperson
(2)	Mr. Harun Maalim Hassan (PWD), EBS	Member
(3)	Mr. Mwanamaka Amani Mabruki, CBS	Member
(4)	Mr. Francis Meja	Member
(5)	Dr. Irene Cherotich Asienga, OGW	Member
(6)	Mr. Boya Molu, EBS	Member
(7)	Ms. Joan Andisi Machayo, OGW	Member
(8)	Dr. Francis Otieno Owino, CBS	Member

AND WHEREAS, following receipt of the nominations from H.E. the President, the Hon. Speaker of the National Assembly vide a Notification issued on Friday, 20th December 2024 conveyed the Messages to the Members of the National Assembly and referred the names and curriculum vitae of the nominees to the Committee on Appointments; the Departmental Committee on Defence, Intelligence and Foreign Relations; and the Departmental Committee on Labour for consideration and reporting to the House.

IT IS NOTIFIED to the general public that pursuant to Article 118(1)(b) of the Constitution and section 6(4) of the Public Appointments (Parliamentary Approval) Act (Cap. 7F), the Committees shall conduct Approval Hearings (Vetting) of the nominees on the dates, time and at the venues indicated in the schedule below –

COMMITTEE ON APPOINTMENTS POSITION: CABINET SECRETARIES					
S/No.	NOMINEE	MINISTRY	DATE	TIME	VENUE
(1)	Hon. Mutahi Kagwe, EGH	Agriculture & Livestock Development	Tuesday, 14th January, 2025	12.00 p.m.	Mini Chamber, 1st Floor, County Hall, Parliament Buildings
(2)	Hon. William Kabogo	Information, Communications & the Digital Economy		3.00 p.m.	
(3)	Hon. Lee Kinyanjui	Investments, Trade & Industry		5.00 p.m.	

DEPARTMENTAL COMMITTEE ON DEFENCE, INTELLIGENCE AND FOREIGN RELATIONS POSITION: AMBASSADOR, HIGH COMMISSIONER AND DIPLOMATIC REPRESENTATIVES					
S/No.	NOMINEE	STATION	DATE	TIME	VENUE
(1)	Ms. Margaret Nyambura Ndung'u	Accra, Ghana	Friday, 10th January, 2025	9.00 a.m.	Committee Room 9, 1st Floor, Main Parliament Buildings
(2)	Dr. Andrew Karanja	Brasilia, Brazil		11.00 a.m.	
(3)	Hon. Ababu Namwamba, EGH	United Nations Environment Programme (UNEP)/ United Nations Office at Nairobi (UNON)		2.00 p.m.	
(4)	Mr. Noor Gabow, CBS	Port-au-Prince, Haiti		4.00 p.m.	

DEPARTMENTAL COMMITTEE ON LABOUR ENTITY: PUBLIC SERVICE COMMISSION					
S/No.	NOMINEE	POSITION	DATE	TIME	VENUE
(1)	Mrs. Mary Wanjira Kimonye, CBS	Vice-Chairperson	Thursday, 9th January, 2025	8:30 a.m.	Committee Room 9, 1st Floor, Main Parliament Buildings
(2)	Mr. Harun Maalim Hassan (PWD), EBS	Member		9:45 a.m.	
(3)	Mr. Mwanamaka Amani Mabruki, CBS	Member		11:00 a.m.	
(4)	Mr. Francis Meja	Member		12:00 p.m.	
(5)	Dr. Irene Cherotich Asienga, OGW	Member		2:00 p.m.	
(6)	Mr. Boya Molu, EBS	Member		3:00 p.m.	
(7)	Ms. Joan Andisi Machayo, OGW	Member		4:15 p.m.	
(8)	Dr. Francis Otieno Owino, CBS	Member		5:15 p.m.	

AND WHEREAS, section 6(9) of the Public Appointments (Parliamentary Approval) Act (Cap. 7F) provides that "any person may prior to the approval hearing and by written statement on oath, provide the Clerk with evidence contesting the suitability of a candidate to hold the office to which the candidate has been nominated";

IN COMPLIANCE with Article 118(1)(b) of the Constitution and section 6(9) of the Public Appointments (Parliamentary Approval) Act (Cap. 7F), the Clerk of the National Assembly hereby invites members of the public to submit any representations they may have, by way of written statements on oath (affidavits) with supporting evidence contesting the suitability of the candidates for appointment to the offices they have been nominated to. The memoranda 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 ena@parliament.go.ke to be received on or before 3rd January 2025 by 5.00p.m.

IT IS FURTHER NOTIFIED THAT the nominees are required to—

(1) Appear for the approval hearings with their original identity cards, academic and professional certificates and other relevant testimonials; and

(2) Obtain letters/certificates of compliance from the following institutions—

- The Ethics and Anti-Corruption Commission;
- The Kenya Revenue Authority;
- The Higher Education Loans Board;
- The Directorate of Criminal Investigations;
- The Office of the Registrar of Political Parties; and
- A Credit Reference Bureau.

S. NJOROGE, CBS
CLERK OF THE NATIONAL ASSEMBLY
Tuesday, 24th December 2024

Annexure 4:
Memoranda received from the public on the
Nominees

ANNEXURE 4
MEMORANDA
RECEIVED

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A

REPUBLIC OF KENYA

IN THE MATTER OF THE CONSTITUTION OF KENYA, 2010

AND

**IN THE MATTER OF THE PUBLIC SERVICE COMMISSION ACT,
CAP.185 OF THE LAWS OF KENYA**

AND

**IN THE MATTER OF PUBLIC APPOINTMENTS (PARLIAMENTARY
APPROVALS) ACT, CAP.7F OF THE LAWS OF KENYA**

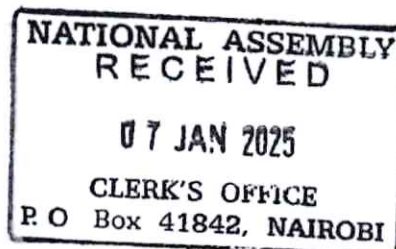
AND

**IN THE MATTER OF APPROVAL HEARINGS FOR PERSONS
NOMINATED BY H.E. THE PRESIDENT FOR APPROVAL FOR
APPOINTMENT AS COMMISSIONERS OF THE PUBLIC SERVICE
COMMISSION (PSC)**

**AFFIDAVIT OF MEMORANDUM ON THE SUITABILITY OF THE
PERSONS NOMINATED FOR APPOINTMENT AS THE VICE
CHAIRPERSON AND OTHER COMMISSIONERS OF THE PUBLIC
SERVICE COMMISSION**

I, **DR.MAGARE GIKENYI J BENJAMIN**(*MBChB(UoN), Mmed(Mu), FCS(ECSA)Gen.Surg,Cert,HLM(University of Washington)*) is a **Consultant Trauma and General Surgeon** working for the county government of Nakuru and is a resident of Nakuru of postal address 1805-20100 Nakuru, being *sui juris* and *compos mentis do* hereby make a solemn oath and state as doth"-

1. **THAT I** am a Kenyan National citizen herein hence competent to make and swear this affidavit.
2. **THAT I** am Kenyan Medic by profession, a parent and patriotic citizen of Kenya who looks into a future of Kenya where society strictly follows rule of law for betterment of society.



3. **THAT** through a press release issued on 20th December, 2024, the Head of Public Service notified Kenyans of Presidential Action of nomination of the following persons for appointment as Vice Chairperson and Commissioners of the Public Service Commission:
4. **THAT** having perused the list of the persons so nominated, I verified the same against the constitutional and statutory requirements for appointment as Vice Chairperson and Member of the Public Service Commission.
5. **THAT** the Constitution of Kenya, 2010 provides as follows with respect to establishment and qualifications to be appointed as members of the **Public Service Commission**:

Designation	Nominee
Vice Chairperson	Mrs. Mary Wanjira Kimonye, CBS
Other Members	Mr. Harun Maalim Hassan PWD
	Ms. Mwanamaka Amani Mabruki, CBS
	Mr. Boya Molu, EBS
	Dr. Irene Cherotich Asienga
	Dr. Francis Otieno Owino, CBS
	Ms. Joan Audisi Machayo
	Mr. Francis Meja

6. **THAT** the Constitution of Kenya, 2010 provides as follows with respect to establishment and qualifications to be appointed as members of the **Public Service Commission**:

Article 233. The Public Service Commission

- (1) ***There is established the Public Service Commission.***
- (2) ***The Public Service Commission consists of a chairperson, a vice chairperson and seven other members appointed by the President with the approval of the National Assembly.***
- (3) ***Subject to clause (4), a person is not eligible for appointment as a member of the Commission if the person—***
- (a) ***has, at any time within the preceding five years, held office, or stood for election as—***
- (i) ***a member of Parliament or of a county assembly;***

- (ii) *or a member of the governing body of a political party; or*
 - (b) *holds any State office;*
 - (c) *is, or has at any time been, a candidate for election as a member of Parliament or of a county assembly; or*
 - (d) *is, or has at any time been, the holder of an office in any political organisation that sponsors or otherwise supports, or has at any time sponsored or otherwise supported, a candidate for election as a member of Parliament or of a county assembly.*
- (4) *Clause (3)(c) and (d) cease to apply to a person after two general elections for Parliament have been held since the person ceased to be such a candidate or office holder.*

7. **THAT** the Constitution of Kenya, 2010 further provides as follows on constitutional Commissions and Independent Offices of the Republic of Kenya;

Article 249. Objects, authority and funding of commissions and independent offices

- (1) *The objects of the commissions and the independent offices are to—*
- (a) *protect the sovereignty of the people;*
 - (b) *secure the observance by all State organs of democratic values and principles; and*
 - (c) *promote constitutionalism.*
- (2) *The commissions and the holders of independent offices—*
- (a) *are subject only to this Constitution and the law; and*
 - (b) *are independent and not subject to direction or control by any person or authority.*

8. **THAT** the Constitution of Kenya, 2010 further provides as follows on constitutional Commissions and Independent Offices of the Republic of Kenya;

Article 250. Composition, appointment and terms of office

- (1) *Each commission shall consist of at least three, but not more than nine, members.*

- (2) *The chairperson and each member of a commission, and the holder of an independent office, shall be—*
- (a) *identified and recommended for appointment in a manner prescribed by national legislation;*
 - (b) *approved by the National Assembly; and (c) appointed by the President.*
- (3) *To be appointed, a person shall have the specific qualifications required by this Constitution or national legislation.*
- (4) *Appointments to commissions and independent offices shall take into account the national values referred to in Article 10, and the principle that the composition of the commissions and offices, taken as a whole, shall reflect the regional and ethnic diversity of the people of Kenya.*
- (5) *A member of a commission may serve on a part-time basis.*
- (6) *A member of a commission, or the holder of an independent office—*
- (a) *unless ex officio, shall be appointed for a single term of six years and is not eligible for re-appointment; and*
 - (b) *unless ex officio or part-time, shall not hold any other office or employment for profit, whether public or private.*

Nomination of Mrs. Mary Wanjira Kimonye, CBS

9. **THAT** I object to the nomination of **Mrs. Kimonye** as the Vice Chairperson of the Public Service Commission because it is unconstitutional for the following reasons:

- (a) Her nomination does not represent the ethnic diversity of the communities of Kenya;
- (b) The current Chairperson of the Public Service Commission is **Amb. Anthony Mwaniki Muchiri, CBS** who is a Kikuyu by ethnic orientation;

- (c) **Mrs Kimonye is also a Kikuyu** by ethnic orientation though she is married in Meru County;
- (d) It is **not fair and right and neither is it just** to have **both the Chairperson and Vice Chairperson** of the Public Service Commission **from the same ethnic community** to the detriment of more than 40 ethnic communities in Kenya;
- (e) Her nomination has been disguised to represent **the Meru ethnic community** when she is in fact not a Meru by ethnicity but a Kikuyu;
- (f) The Kikuyu ethnic community has already been represented by the current **Chairperson** of the Commission;
- (g) Nominating another Kikuyu disenfranchises other ethnic communities from positions of leadership and power in this Country and should be rejected;
- (h) Nominating another Kikuyu will result in the Kikuyu ethnic community being over-represented in the Public Service Commission at the expense of other ethnic communities. It promotes ethnic dominion in the public service;
- (i) Her nomination therefore violates Articles 10, 232, 249(1), 250(3)&(4) of the Constitution among other legal provisions;
- (j) **Parliament should reject her nomination since there are other qualified Kenyans from other ethnic Communities who were shortlisted and interviewed for the same position.**

Nomination of Mr. Boya Molu, EBS and Dr. Irene CHEROTICH ASIENGA

10. **THAT** Article 250(6)(a) of the Constitution of the great republic of Kenya provides in clear terms as follows:

A member of a commission, or the holder of an independent office shall be appointed for a single term of six years and is not eligible for re-appointment

11. **THAT** in view of Article 250(6)(a) of the Constitution, one can only serve one constitutional commission in his or her lifetime and then leave and give other qualified Kenyans to serve in other Constitutional Commissions and Independent Offices.
12. **THAT** it is on record and judicially noticed that Parliament (the National Assembly) has previously vetted and approved the nomination of Mr.Molu and Dr.Asienga for the position of:
- (a) **Mr. Boya Molu - Commissioner, Independent Electoral & Boundaries Commission (IEBC)**
- (b) **Dr. Irene C. Asienga - Commissioner, Commission for Revenue Allocation (CRA)**
13. **THAT** it is on record and judicially noticed that after approval by the National Assembly, H.E. the President appointed Mr.Molu and Dr.Asienga as commissioners of IEBC and CRA respectively.
14. **THAT** it is on record that Mr.Molu and Dr.Asienga served their respective constitutional full terms of six (6) years each as commissioners of IEBC and CRA respectively.
15. **THAT** by law as per Article 250(6)(a) of the Constitution, and having served full terms of six (6) years as Commissioners of constitutional Commissions, **Mr. Molu and Dr. Asienga are not eligible for re-appointment as Commissioners of any other constitutional Commission.**

Nomination of Mr. Francis Meja

16. **THAT** Article 233 of the Constitution of the great republic of Kenya provides in clear terms as follows:
- (3) **Subject to clause (4), a person is not eligible for appointment as a member of the Commission if the person—**
- i. **has, at any time within the preceding five years, held office, or stood for election as—**
1. **a member of Parliament or of a county assembly;**
2. **or a member of the governing body of a political party; or**
- ii. **holds any State office;**

iii. is, or has at any time been, a candidate for election as a member of Parliament or of a county assembly; or

iv. is, or has at any time been, the holder of an office in any political organisation that sponsors or otherwise supports, or has at any time sponsored or otherwise supported, a candidate for election as a member of Parliament or of a county assembly.

(4) Clause (3)(c) and (d) cease to apply to a person after two general elections for Parliament have been held since the person ceased to be such a candidate or office holder.

17. THAT it is on record and Parliament should take judicial notice of happenings of the last (2022) general elections.

18. THAT Mr.Meja was a member of the UDA Party whose Presidential candidate won the last general elections.

19. THAT Mr.Meja participated in the activities and campaigned for the UDA Party in Kajiado Gubernatorial and other electoral seats. He was also a candidate.

20. THAT for the record there are several video clips available on youtube indicating Mr.Meja campaigning for UDA in the last general elections. The same are public record which can be accessed by anyone using a smart phone. For instance, see the links below:

(a) DP RUTO RECEIVES FORMER NTSA BOSS FRANCIS OLE MEJA TO UDA PARTY!!

<https://www.youtube.com/watch?v=FmY39uVr3BA&pp=ygUaRnJhbmNpcyBNZWphIFVEQSBjYW1wYWlnbnM%3D>

(b) Former NTSA boss Francis Ole Meja joins UDA during a rally in Kajiado County, received by DP Ruto

<https://www.youtube.com/watch?v=ZjgzScyTdCI&pp=ygUaRnJhbmNpcyBNZWphIFVEQSBjYW1wYWlnbnM%3D>

(c) <https://www.youtube.com/watch?v=KMalD4d2wPQ&pp=ygUaRnJhbmNpcyBNZWphIFVEQSBjYW1wYWlnbnM%3D>

(d) Technocrat Francis ole Meja officially declares his 2022 governor candidacy
https://www.youtube.com/watch?v=E_aNw2kiYh8&pp=ygURRnJhbmNpcyBNZWphIFVEQSA%3D

21. **THAT** Mr.Meja is therefore disqualified for appointment as a member of the Public Service Commission by virtue of Article 233(3)(iii) & (iv) of the Constitution and other applicable laws.
22. **THAT** for the above reasons, I urge Parliament to act within the Constitution and the law governing approval of nominees and **REJECT** the nomination of the following persons:

Designation	Nominee
Vice Chairperson	Mrs. Mary Wanjira Kimonye, CBS
Other Members	Mr. Boya Molu, EBS
	Dr. Irene Cherotich Asienga
	Mr. Francis Meja

23. **THAT** the Public Service Commission plays a critical role since it is in charge of the entire public service and as such, it should be constitutionally and lawfully constituted and should not be tainted with any illegality and unconstitutionality at all and neither should it be composed of politicians and ethnic bigotry.
24. **THAT** for the above reasons, I urge Parliament and any of its relevant Committees to act within the Constitution and the law governing approval of nominees and **REJECT** the nomination of Mrs. Kimonye, Mr.Molu, Dr.Asienga and Mr.Meja for appointment as Commissioners of the Public Service Commission. There are other qualified Kenyans who can take up those positions.
25. **THAT** after rejection, Parliament should direct the President to submit fresh names from the list of persons recommended by the Selection Panel and submit the same for Parliamentary vetting.
26. **THAT** What is deponed to herein is true to the best of my knowledge, save what has been deponed to on information and belief, the sources and grounds whereof have been respectively disclosed and specified.

SWORN at NAKURU this 6TH day of JANUARY 2025

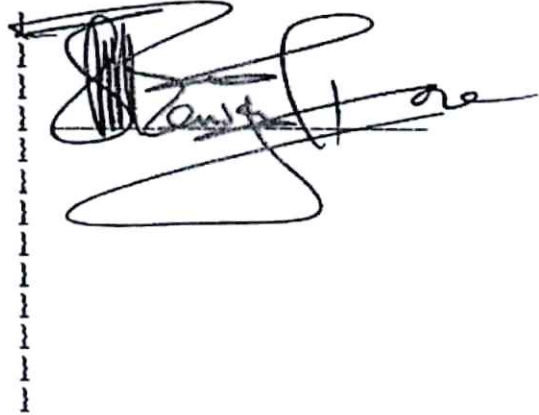
By the said

DR.MAGARE-GIKENYI BENJAMIN

BEFORE ME

Magare Gikenyi Benjamin
P.O. Box 1805-20100 NAKURU
10/1/25

COMMISSIONER FOR OATHS



DRAWN & FILED BY:
DR. MAGARE GIKENYI BENJAMIN

DR. MAGARE GIKENYI J BENJAMIN, Consultant Trauma and General Surgeon
MBChB (UoN), Mmed (Mu), FCS(ECSA), Cert, HLM (Washington University)
Resma Plaza, 2nd Floor, Dr.Magare-Gikenyi Surgery Clinic
Email address - magaregikenyi@yahoo.com, magaregikenyi@gmail.com
P.O Box 1805-20100
NAKURU

TO BE SUBMITTED TO:
THE CLERK
NATIONAL ASSEMBLY
PARLIAMENT BUILDINGS
NAIROBI
[cna@parliament.go.ke]

Annexure 5

**Letters from the Clerk of the National Assembly
inviting the nominees to respond to the Memoranda**

ANNEXURE 5
CNA INVITATION
FOR NOMINEES TO
RESPOND TO MEMO

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MEM



THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK

P. O. Box 41842-00100
Nairobi, Kenya
Main Parliament Buildings

Telephone: +254202848000 ext. 330
Email: cna@parliament.go.ke
www.parliament.go.ke/the-national-assembly

When replying, please quote
Ref: **NA/DDC/LAB /2025/002**

7th January 2025

Mrs. Mary Wanjira Kimonye, CBS
P.O Box 1044-00606
NAIROBI.

E-Mail: wanjirakimonye@gmail.com

Mr. Boya Molu, EBS
P.O Box 25561-00100
NAIROBI.

E-Mail: moluboya@yahoo.com

Dr. Irene Cherotich Asienga, OGW
P.O Box 40530-00100
NAIROBI.

E-Mail: irene.asiega@gmail.com

Mr. Francis Meja
P.O Box 517, Ngong Hills
NAIROBI.

E-Mail: francismeja2@gmail.com

Dear *Sir,*

**RE: RESPONSE TO AN AFFIDAVIT CONTESTING YOUR APPROVAL
FOR APPOINTMENT AS VICE-CHAIRPERSON AND MEMBERS OF
THE PUBLIC SERVICE COMMISSION.**

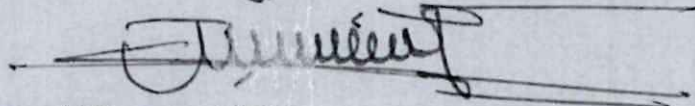
Following your nomination by His Excellency the President for appointment, we invited members of the public to submit any representations they may have, by way of written statements on oath (affidavits) contesting your suitability for appointment to the office. This was in compliance with Article 118(1) (b) of the Constitution and section 6(9) of the Public Appointments (Parliamentary Approval) Act (Cap. 7F).

In response to the invitation to the public, one Dr. Magare Gikenyi J Benjamin has made a statement on oath (*attached*) contesting your suitability for approval to be appointed to the respective offices.

This is, therefore, to request you to respond to the concerns raised by Dr. Magare Gikenyi J Benjamin for consideration by the Departmental Committee on Labour. The response should reach the Committee **on or before Friday 10th January 2025.**

Our liaison officers for this activity are **Mr. Abenayo Wasike** who may be contacted on **Tel No. 0721352053** or email: abenayo.makokha@parliament.go.ke, and **Mr. Samuel Wanjiru**, **Tel No. 0723781651** or email: samuel.wanjiru@parliament.go.ke.

Yours Sincerely

A handwritten signature in black ink, appearing to read 'Samuel Njoroge', is written over a horizontal line. The signature is stylized and cursive.

Samuel Njoroge, CBS
CLERK OF THE NATIONAL ASSEMBLY

Encl:



THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK

P. O. Box 41842-00100
Nairobi, Kenya
Main Parliament Buildings

Telephone: +254202848000 ext. 330
Email: cna@parliament.go.ke
www.parliament.go.ke/the-national-assembly

When replying, please quote
Ref: **NA/DDC/LAB /2025/002**

7th January 2025

Mrs. Mary Wanjira Kimonye, CBS
P.O Box 1044-00606
NAIROBI.

E-Mail: wanjirakimonye@gmail.com

Mr. Boya Molu, EBS
P.O Box 25561-00100
NAIROBI.

E-Mail: moluboya@yahoo.com

Dr. Irene Cherotich Asienga, OGW
P.O Box 40530-00100
NAIROBI.

E-Mail: irene.asiega@gmail.com

Mr. Francis Meja
P.O Box 517, Ngong Hills
NAIROBI.

E-Mail: francismeja2@gmail.com

Dear *Madam,*

**RE: RESPONSE TO AN AFFIDAVIT CONTESTING YOUR APPROVAL
FOR APPOINTMENT AS VICE-CHAIRPERSON AND MEMBERS OF
THE PUBLIC SERVICE COMMISSION.**

Following your nomination by His Excellency the President for appointment, we invited members of the public to submit any representations they may have, by way of written statements on oath (affidavits) contesting your suitability for appointment to the office. This was in compliance with Article 118(1) (b) of the Constitution and section 6(9) of the Public Appointments (Parliamentary Approval) Act (Cap. 7F).

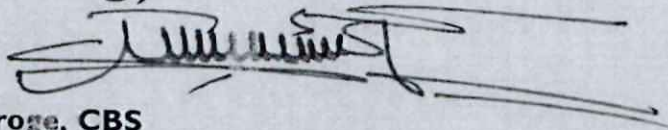
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Yours

Sincerely,



Samuel Njoroge, CBS
CLERK OF THE NATIONAL ASSEMBLY
Encl:

Annexure 6:

Nominees response to the Memoranda

ANNEXURE 6
NOMINEES
RESPONSE

REPUBLIC OF KENYA

IN THE MATTER OF THE CONSTITUTION OF KENYA, 2010

AND

**IN THE MATTER OF THE PUBLIC SERVICE COMMISSION ACT, CHAPTER
185 OF THE LAWS OF KENYA**

AND

**IN THE MATTER OF THE PUBLIC APPOINTMENTS (PARLIAMENTARY
APPROVALS) ACT, CHAPTER 7F OF THE LAWS OF KENYA**

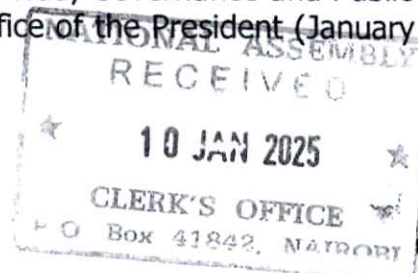
AND

**IN THE MATTER OF THE APPROVAL HEARINGS FOR PERSONS NOMINATED
BY H.E. THE PRESIDENT FOR APPROVAL FOR APPOINTMENT AS
COMMISSIONERS OF THE PUBLIC SERVICE COMMISSION**

**AFFIDAVIT OF RESPONSE TO THE AFFIDAVIT OF MEMORANDUM BY DR.
MAGARE GIKENYI J BENJAMIN ON THE SUITABILITY OF THE PERSONS
NOMINATED FOR APPOINTMENT AS THE VICE CHAIRPERSON AND OTHER
COMMISSIONERS OF THE PUBLIC SERVICE COMMISSION**

I, **Mary Wanjira Kimonye**, an adult of sound mind of P.O. Box 1044 – 00606, Nairobi, and a resident of the Republic of Kenya, make oath and state as follows:

- 1. THAT** I am the nominee for appointment as the Vice Chairperson of the Public Service Commission, and therefore competent to swear this affidavit.
- 2. THAT** I am a committed professional and management strategist, scholar and trainer with close to thirty (30) years' experience in the public service and the private sector.
- 3. THAT** I have served in the following roles in the public service: Lecturer, University of Nairobi (1991 – to date, on leave of absence); Technical Advisor, Public Sector Reform Secretariat, Office of the President (2007 – 2008); Chief Executive Officer, Brand Kenya Board (2009 – 2015); Advisor, Special Projects and Strategic Initiatives, Ministry of Public Service, Youth and Gender (2017 – 2018); Principal Administrative Secretary, State Department for Public Service (2018 – 2020); Principal Secretary, State Department for Public Service (February 2020 – December 2023); and Head, Governance and Public Service Reforms & Re-engineering, Executive Office of the President (January 2023 – to date);



4. **THAT** in additional to the above roles, I have undertaken special assignments including the following: member of the Presidential Taskforce for Modernization of the Government Press (2023); appointed as Chair of the National Defence College (2021); coordinated the planning of the Conference of State Parties to the African Charter on Values and Principles of Public Service and Administration (2019); Chair of the Panel on the recruitment of the Controller of Budget (2019); and Chair of the Panel on the recruitment of the Chairperson of the Salaries and Remuneration Commission (2018).
5. **THAT**, recognising the breadth of my experience and the depth of my skills, I offered myself in service to the nation by aspiring to the position of Vice-Chairperson of the Public Service. In consequence of my application, I was duly identified by the recruitment panel as a suitable candidate and thereafter honoured with a nomination by His Excellency the President.
6. **THAT** I have read and understood, with the explanation provided by my Advocates on record, the contents and purport of the affidavit sworn by Dr. Magare Gikenyi J. Benjamin.
7. **THAT** the affidavit by Dr. Magare Gikenyi J Benjamin objects to my nomination as Vice Chairperson on the ground that my nomination does not represent the ethnic diversity of the communities of Kenya on account of the Chairperson's ethnic group.
8. **THAT** I am advised by my counsel, which advice I verily believe to be true, that the regional parity in the constitution of a Constitutional Commission and/or Organ should be assessed on the overall composition of the membership of the Commission as doing otherwise would be a violation of Articles 10, 232, 249(1), 250(3) and 250(4) of the Constitution due to the decision of the High Court in ***Legal Advice Centre aka Kituo Cha Sheria v. Attorney General, Cabinet Secretary for the National Treasury, Commission for the Implementation of the Constitution (CIC) & National Cohesion and Integrated Commission* [2015] KEHC 7141 (KLR)**, that it is not enough to allege that the composition of one public body is ethnically skewed; a wholesome view of the public service ought to be taken before complaints can genuinely arise about ethnic imbalance.
9. **THAT** I am further advised by my counsel, which advice I verily believe to be true, that ethnic identity should not be given a higher consideration over and above the other factors listed under Article 250(4) as such would render impossible the processes of constituting public bodies, and that this legal position has been affirmed by the High Court in ***Consortium for the Empowerment and Development of Marginalised Communities & Others v. Chairman the Selection Panel for appointment of chairperson and Commissioner to the Kenya National Human Rights Commission*, H.C. Petition No. 385 of 2012**, where it was stated that:

Happily, with regard to constitutional commissions and independent offices, the Constitution itself provides an answer in Article 250(4), which is worth setting out again;

Appointments to commissions and independent offices shall take into account the national values mentioned in Article 10, and the principle that the composition of the commissions and offices, taken as a whole, shall reflect the regional and ethnic diversity of the people of Kenya (Emphasis added).

I believe that the operative words in this provision are 'taken as a whole', implying that one cannot take a single constitutional commission or independent office and argue that because a particular region or ethnic group has not been represented, or the appointee(s) are not from particular ethnic groups or regions, then there has been a breach of the Constitution. To hold otherwise is to lead to an absurdity, and to make the composition of any commission or appointment to an office well-nigh impossible.

10. THAT my counsel additionally advises me, which advice I verily believe to be true, that the other factors that ought to be taken into account have been highlighted by the High Court in ***Legal Advice Centre aka Kituo Cha Sheria v. Attorney General, Cabinet Secretary for the National Treasury, Commission for the Implementation of the Constitution (CIC) & National Cohesion and Integrated Commission [2015] KEHC 7141 (KLR)***, where it was stated that;

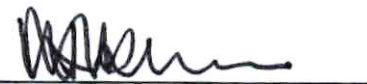
...Article 232 must be read wholistically so as to understand its import. It has set out a number of principles to be applied including ethnic diversity but alongside it are issues of equal opportunity for men and women, persons with disabilities, fair competition and merit etc.

11. THAT contrary to the approach in the affidavit of memorandum by Dr. Magare Gikenyi J Benjamin which zeroes in on my ethnicity, I urge the National Assembly to give due consideration to all the relevant factors as indicated in the above court decisions, and accordingly find that the objection to my nomination is not grounded in law and therefore unjustified.

12. THAT what is deposed to herein is true to the best of my knowledge, save for matters of information and belief, sources and grounds whereof have been disclosed.

Sworn by **MARY WANJIRA KIMONYE** }

at Nairobi this day of2025}



DEPONENT

BEFORE ME }
 }
 }
 }
 }
 }
COMMISSIONER FOR OATHS }



DRAWN AND FILED BY:

CNK Advocates LLP
Swiss Cottages
Ring Road, Riverside
P.O. Box 14008-00800
Nairobi.

TO BE SUBMITTED TO:

The Clerk
National Assembly
Parliament Buildings
Nairobi.

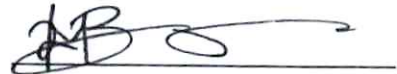
different as are the commissions and independent offices. And that therefore, when one is appointed to an office in a commission or independent office, their appointment relates to that particular office in the particular commission or independent office. The individual is not appointed to "the constitutional commissions and independent offices". Accordingly, appointment to an office in a particular commission or independent office does not bar one from being appointed to offices in other commissions and independent offices.

12. THAT, as a result, I urge the National Assembly to find that the objection to my nomination is not grounded in law and therefore unjustified.

13. THAT, what is deposed to herein is true to the best of my knowledge, save for matters of information and belief, sources and grounds whereof have been disclosed.

Sworn by **BOYA MOLU** }

at Nairobi this 9 day of 01 2025 }



BEFORE ME }

COMMISSIONER FOR OATHS }



DRAWN AND FILED BY:

Raphael Ng'etich
Advocate
raphael.ngetich@yahoo.com
P.O. Box 11605 – 00100
NAIROBI

TO BE SUBMITTED TO:

The Clerk
National Assembly
Parliament Buildings
NAIROBI

REPUBLIC OF KENYA

IN THE MATTER OF THE CONSTITUTION OF KENYA 2010

AND

IN THE MATTER OF THE PUBLIC SERVICE COMMISSION ACT CAP. 185
LAWS OF KENYA

AND

IN THE MATTER OF PUBLIC APPOINTMENTS (PARLIAMENTARY
APPROVALS) ACT, CAP. 7F OF THE LAWS OF KENYA

AND

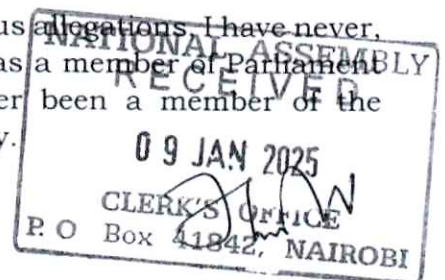
IN THE MATTER OF APPROVAL HEARINGS FOR PERSONS NOMINATED BY
H.E. THE PRESIDENT FOR APPROVAL FOR APPOINTMENTS AS
COMMISSIONERS OF THE PUBLIC SERVICE COMMISSION (PSC)

REPLYING AFFIDAVIT

(In Response to Dr. Magare-Gikenyi J. Benjamin's Affidavit dated 6th January 2025)

I, **FRANCIS MEJA**, an adult of sound mind residing and working for gain in Nairobi within the Republic of Kenya and of P.O. Box 517, Ngong Hills NAIROBI, do hereby make oath and state as follows: -

1. THAT, I am one of the nominees nominated by His Excellency the President for appointment as a member of the Public Service Commission, thus, well versed with the matter in issue and hence competent to swear this Affidavit.
2. THAT, I have read and had explained to me by my Advocates on record the content and purport of the Affidavit sworn by Dr. Magare-Gikenyi Benjamin on 6th January 2025 and wish to respond as follows hereunder.
3. THAT, Dr. Magare-Gikenyi Benjamin's objection to my nomination for appointment to the Public Service Commission is baseless, spurious, and bereft of any substance. The allegations therein comprise of nothing but brazen lies and misrepresentations of facts in the public domain. Moreover, the subject allegations comprise of nothing but an overstretch of the law and thus cannot withstand neither legal nor rational interrogation.
4. THAT, in the premises I unreservedly oppose Dr. Magare-Gikenyi Benjamin's objection to my nomination for appointment to the Public Service Commission on the following broad grounds which are hereinafter elaborated: -
 - a) Contrary to Dr. Magare-Gikenyi Benjamin's spurious allegations, I have never, at any time, held office and/or stood for election as a member of Parliament or of a county assembly. Moreover, I have never been a member of the governing body of any political party in the country.



- b) Furthermore, at no point in time have I ever been a candidate for election as a member of Parliament or of a county assembly. Moreover, I have also never held any office in any political organization that sponsors or otherwise supports, or have at any time sponsored or otherwise supported, a candidate for election as a member of Parliament of a county assembly.
 - c) Dr. Magare-Gikenyi Benjamin's Affidavit reeks of bad faith and illegality as it is comprised of nothing but half-truths and willful misrepresentations of facts in the public knowledge.
 - d) The subject objection is but an overstretch and misinterpretation of Article 233 (3) of the Constitution of Kenya and other relevant legal provisions. Consequently, it is bad in law and cannot withstand legal interrogation.
 - e) The objection herein is part of Dr. Magare-Gikenyi Benjamin's unlawful and unprocedural scheme of burdening His Excellency the President with a perception of bias, illegality, and incompetence when no such bias, illegality, and incompetence has been demonstrated.
 - f) The subject objection, which is wholly grounded on deliberate lies and half-truths, are aimed at willfully misleading Parliament into aiding Dr. Magare-Gikenyi Benjamin's scheme of frustrating planned government operations, thus, lowering the confidence of the general public in the current government as a whole.
5. THAT, contrary to the spurious allegations made by Dr. Magare-Gikenyi Benjamin at paragraphs 17 to 21 of his Affidavit dated 6th January 2025, I have never at any time, held office and/or stood for election as a member of Parliament or of a county assembly. Moreover, I have never been a member of the governing body of any political party in the country.
6. THAT, furthermore at no point in time have I ever been a candidate for election as a member of Parliament or of a county assembly. Moreover, I have also never held any office in any political organization that sponsors or otherwise supports, or have at any time sponsored or otherwise supported, a candidate for election as a member of Parliament of a county assembly.
7. THAT, the spuriousness of the allegations made by Dr. Magare-Gikenyi Benjamin in his subject objection is highlighted by his failure to adduce even a single shred of evidence to back up his allegations thereto.
8. THAT, I am advised by my Advocates on record, whose advice I verily believe, that it is trite law that however alleges must prove. Consequently, the unsubstantiated allegations made by Dr. Magare-Gikenyi Benjamin are idle and baseless and cannot lawfully form the basis for the rejection of my nomination to the Public Service Commission.
9. THAT, in response to paragraph 18 and 19 of Dr. Magare-Gikenyi Benjamin's Affidavit, it is not denied that I, like any other Kenyan, had aspired to participate in the Kajiado gubernatorial elections. However, it is a fact of public notoriety that after the primaries, I put aside my political



aspirations and opted out of the gubernatorial elections. Consequently, I was not a candidate neither did I participate in the 2022 general elections.

10. THAT, given that the foregoing irrefutable facts are in the public domain, it is indeed sad that Dr. Magare-Gikeny Benjamin has willfully opted to misconstrue and misrepresent them to frustrate my deserved appointment to the Public Service Commission and by extension paint His Excellency the President in a bad light.
11. THAT, I am advised by my Advocates on record that the subject objection herein is bad in law as it is the result of misconstruing and overstretching the provisions of Article 233(3) of the Constitution of Kenya 2010 which provides thus: -

“(3) Subject to clause (4), a person is not eligible for appointment as a member of the Commission if the person-

(a) has, at any time within the preceding five years, held office, or stood for election as-

(i) a member of Parliament or of a county assembly; or

(ii) a member of the governing body of a political party; or

(b) holds any State office;

(c) is, or has at any time been, a candidate for election as a member of Parliament or of a county assembly; or

(d) is, or has at any time been, the holder of an office in any political organisation that sponsors or otherwise supports, or has at any time sponsored or otherwise supported, a candidate for election as a member of Parliament or of a county assembly.”

12. THAT, from facts in the public domain, it is evident and irrefutable, that I have never stood for election as a member of parliament and/or a county assembly. As for 2022, my political aspirations were limited to the Kajiado gubernatorial elections. Moreover, I shelved those aspirations and never presented myself as a candidate in the general elections.
13. THAT, I am further advised by my Advocates on record, whose advice I verily believe, that a gubernatorial candidate cannot, in any way which, be equaled to a candidate for election as a member of Parliament or of a county assembly.
14. THAT, as a matter of fact I am advised by my Advocates on record that there is a stark and distinct difference between a county assembly and a county executive. The foregoing difference is clearly outlined in Chapter 11 of the Constitution and particularly Articles 177 and 179 of the constitution that outlines the membership of the county assembly and the county executive.



15. THAT, given the foregoing inherent differences between a county assembly and county executive as outlined by the constitution, it cannot be said that my 2022 gubernatorial aspirations, which never materialized in the first instance, can lawfully hinder my deserved appointment to the Public Service Commission.
16. THAT, from the foregoing it is clear beyond peradventure that the subject objection herein is based on willful distortion and misrepresentation of facts in the public domain. Moreover, it is bereft of any legal basis and is rather premised on a complete misinterpretation and overstretching of the law.
17. THAT, in the premises it is my well-grounded belief that the objection herein by Dr. Magare-Gikeny Benjamin has not been made in good faith. Rather it reeks of *mala fides* and is a cheap attempt at misleading Parliament into aiding his nefarious scheme of frustrating planned government operations, thus, lowering the confidence of the general public in the government as a whole.
18. THAT, the subject objection is not his first and sure won't be his last. Dr. Magare-Gikeny Benjamin is infamous in the country's legal circles where he has made a name for himself by perennially opposing planned government appointments, projects, and operations through his unmitigated abuse of the otherwise noble tool of public interest litigation.
19. THAT, from a keen perusal of his so-called "public interest litigation", it is evident that Dr. Magare-Gikeny Benjamin has a knack for frustrating government appointments to state organs and other constitutional entities. For example, in *Benjamin v Cabinet Secretary, Ministry of Information Communication and Digital Economy & 4 others; Juma & 60 others (Interested Party) (Petition E027 of 2023) [2023]* he opposed the appointment of a selection panel for the members of the Media Council of Kenya done under Media Council of Kenya Act. The frivolous suit therein was thrown out for being an abuse of the process by forum shopping.
20. THAT, Dr. Magare-Gikeny Benjamin's penchant for vexatious and frivolous litigation under the guise of public interest was also exposed by the Court in *Magare Gikenyi J. Benjamin v Salaries and Remuneration Commission (SRC) & 146 others; Senate, National Assembly (NA) & 9 others (Interested Parties) [2022] eKLR* which Petition was dismissed for being bad in law.
21. THAT, given Dr. Magare-Gikeny Benjamin's well-known pattern and past of whimsically opposing government appointments and activities, it is of absolute necessity that Parliament does not aid his nefarious scheme of frustrating planned government operations and appointments minus any lawful cause.
22. THAT, in the circumstances it is not only just, fair, and in the interest of justice that the subject objection be dismissed as it is not only spurious and baseless but also bad in law.



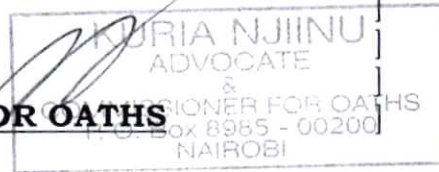
23. THAT, what is deponed to herein is true to the best of my knowledge and belief save those based on information sources whereof I have disclosed.

SWORN at NAIROBI
By the said **FRANCIS MEJA**
This 8th day of January 2025
BEFORE ME



.....
DEPONENT

COMMISSIONER FOR OATHS



DRAWN & FILED BY:

Prof. Albert Mumma & Company
Advocates,
5th Avenue Office Suites,
5th Floor, Suite No. 1&2,
5th Ngong Avenue,
P.O. BOX 10481-00100
NAIROBI

Email: info@amadvocates.com; cagwara@amadvocates.com
Tel; 020, 2730 132/2711579; Cell: 0722388636

TO BE SERVED UPON: -

Dr. Magare Gikenyi Benjamin
Resma Plaza, 2nd Floor,
P.O. Box 1805-20100
NAKURU

Email: magaregikenyi@yahoo.com; magaregikenyi@gmail.com

REPUBLIC OF KENYA

IN THE MATTER OF THE CONSTITUTION OF KENYA, 2010

AND

**IN THE MATTER OF THE PUBLIC SERVICE COMMISSION ACT, CHAPTER
185 OF THE LAWS OF KENYA**

AND

**IN THE MATTER OF THE PUBLIC APPOINTMENTS (PARLIAMENTARY
APPROVALS) ACT, CHAPTER 7F OF THE LAWS OF KENYA**

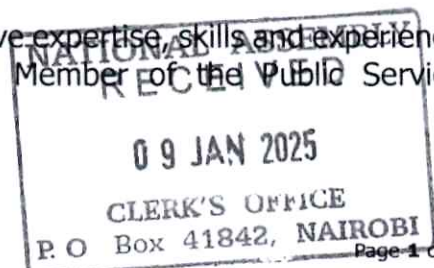
AND

**IN THE MATTER OF THE APPROVAL HEARINGS FOR PERSONS NOMINATED
BY H.E. THE PRESIDENT FOR APPROVAL FOR APPOINTMENT AS
COMMISSIONERS OF THE PUBLIC SERVICE COMMISSION**

**AFFIDAVIT OF RESPONSE TO THE AFFIDAVIT OF MEMORANDUM BY DR.
MAGARE GIKENYI J BENJAMIN ON THE SUITABILITY OF PERSONS
NOMINATED FOR APPOINTMENT AS THE VICE CHAIRPERSON AND OTHER
COMMISSIONERS OF THE PUBLIC SERVICE COMMISSION**

I, **Dr. Irene Cherotich Asienga**, of P.O. Box 40530 – 00100, Nairobi, and a resident of the Republic of Kenya, make oath and state as follows:

- 1. THAT**, I am a nominee for appointment as a Member of the Public Service Commission and a subject of the Affidavit of Memorandum by Dr Magare Gikenyi contesting my nomination as member of the Public Service Commission, and therefore well versed in the matter and competent to swear this affidavit.
- 2. THAT**, I am a dedicated economics professional with thirty (30) years' experience in the public and private sectors.
- 3. THAT**, I have served in the following roles: Head of Commerce Department, Kabarak University (2004 – 2007); Dean, School of Business, Kabarak University (2007 – 2008); Director, Kabarak University Nairobi Campus (2013 – 2016); Commissioner, Commission on Revenue Allocation (2016 – 2022); and Advisor, Budget and Fiscal Policy, Executive Office of the President (2023 – to date).
- 4. THAT**, owing to my desire to harness the above expertise, skills and experience in serving my country, I applied to be a Member of the Public Service Commission.



5. **THAT**, I was shortlisted by the Selection Panel, which gave due consideration to my application and consequently recommended me to His Excellency the President for nomination for appointment as a Member of the Commission.
6. **THAT**, I have read and had explained to me by my Counsel, the content and purport of the affidavit sworn by Dr. Magare Gikenyi J Benjamin on 6th January 2025 contesting my nomination and wish to respond as follows:-
7. **THAT**, the affidavit sworn by Dr. Magare Gikenyi J Benjamin objects to my nomination as a Member of the Commission on the ground that Article 250(6)(a) of the Constitution restricts individuals from being appointed to a Commission or Independent Office if they have previously served in another Commission or Independent Office.
8. **THAT**, I am advised by my Counsel on record, which advice I verily believe to be true, that contrary to the assertion by Dr. Magare Gikenyi J Benjamin, the provisions of Article 250(6)(a) of the Constitution do not restrict me (or indeed anyone) from being nominated for appointment to a Commission or Independent Office by virtue of having previously served in an office in another Commission or Independent Office.
9. **THAT**, I am further advised by my Counsel, that the phrase "single term of six years" in Article 250(6)(a) relates to a particular office in a single Commission or Independent Office but not different Commission. That this interpretation is in line with the observation of a five-judge bench of the High Court in ***Rawal v. Judicial Service Commission & another; Omtatah (Interested Party); International Commission of Jurists (Kenya Chapter) & another (Amicus Curiae) [2015] KEHC 784 (KLR)*** that "*The word 'term' is used in reference to an office held for a specific pre-determined period of time in years.*"
10. **THAT**, I am further advised by Counsel that an office in a constitutional Commission or Independent Office has its particular characteristics which distinguish it from other offices in other constitutional Commissions or Independent Offices, and that this position has been affirmed by the Supreme Court in ***Law Society of Kenya v. Attorney General & 4 others [2023] KESC 19 (KLR)***, which, while distinguishing the constitutional provisions applicable to the Judicial Service Commission apart from those applicable to all the Chapter Fifteen commissions, stated that:

"The point we are making is that the commissions are far from being homogeneous, contrary to the submissions that they all draw from article 250. There are no typical common features between the commissions."

11. **THAT**, my Counsel advises me that owing to the above, the constitutional Commissions and Independent Offices under Chapter Fifteen of the Constitution are not all the same; each Commission or Independent Office is unique, and that this implies that the offices in the commissions or independent offices are as different as are the Commissions and Independent Offices. And that therefore, when one is appointed to an office in a commission or independent office, their appointment relates to that particular office in the

particular commission or independent office. Such individual is not appointed to "the constitutional commissions and independent offices". Accordingly, appointment to an office in a particular commission or independent office does not bar one from being appointed to offices in other commissions and independent offices.

12. **THAT,** as a result, I urge the National Assembly to find that the objection to my nomination is not grounded in law, is unjustified and is for dismissal.
13. **THAT,** what is deposed to herein is true to the best of my knowledge, save for matters of information and belief, sources and grounds whereof have been disclosed.

Sworn by **IRENE CHEROTICH ASIENGA** } Irene

at Nairobi this 9th day of January 2025 }

BEFORE ME



COMMISSIONER FOR OATHS

DRAWN AND FILED BY:

KMK Africa Advocates LLP
Futuristic Centre, Block 2
Church Road/Raphta Road Junction
P.O Box 51957-00100

NAIROBI.

Email: info@kmkadvocates.co.ke

TO BE SUBMITTED TO:

The Clerk
National Assembly
Parliament Buildings
NAIROBI.

Annexure 7:

**Letters from the Clerk of the National Assembly
inviting the nominees for the approval hearing**

ANNEXURE 7
INVITATION FOR
APPROVAL HEARING

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**THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK**

P. O. Box 41842-00100
Nairobi, Kenya
Main Parliament Buildings

Telephone: +254202848000 ext. 3300
Email: cna@parliament.go.ke
www.parliament.go.ke/the-national-assembly

When replying, please quote

Ref: **NA/DDC/LAB/2024/046**

24th December, 2024

**Mrs. Mary Wanjira Kimonye, CBS
NAIROBI**

Dear *Madam,*

**RE: INVITATION FOR APPROVAL HEARING BY THE DEPARTMENTAL
COMMITTEE ON LABOUR OF THE NATIONAL ASSEMBLY**

Following your nomination for appointment to the position of Vice-Chairperson, Public Service Commission, the Departmental Committee on Labour of the National Assembly hereby invites you for approval hearing (vetting) pursuant to Section 6(3) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011). The approval hearing will be held on **Thursday, 9th January 2025**, in **Committee Room 2, 1st Floor, Main Parliament Buildings** starting at **8:30 am**.

Kindly fill out the attached Questionnaire as required by the Public Appointments (Parliamentary Approval) Act, 2011 and return it on or before **Monday, 6th January 2025**.

You are required to bring with you the originals of your national identity card, academic and professional certificates and any other documents and testimonials. In addition, you should bring letters/certificates of clearance from the following institutions:-

1. Ethics and Anti-Corruption Commission;
2. Kenya Revenue Authority Tax Compliance Certificate;
3. Higher Education Loans Board;
4. Directorate of Criminal Investigations;
5. Office of the Registrar of Political Parties; and
6. A Credit Reference Bureau

Our liaison officers for this activity are **Mr. Abenayo Wasike** who may be contacted on **Tel No. 0721352053** or email: abenayo.makokha@parliament.go.ke, and **Mr. Samuel Wanjiru**, **Tel No. 0723781651** or email: samuel.wanjiru@parliament.go.ke.

Yours

Sincerely,

**Samuel Njoroge, CBS
CLERK OF THE NATIONAL ASSEMBLY**



**THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK**

P. O. Box 41842-00100
Nairobi, Kenya
Main Parliament Buildings

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Email: cna@parliament.go.ke
www.parliament.go.ke/the-national-assembly

When replying, please quote

Ref: NA/DDC/LAB/2024/048

24th December, 2024

**Ms. Mwanamaka Amani Mabruki, CBS
NAIROBI**

Dear

Madam,

**RE: INVITATION FOR APPROVAL HEARING BY THE DEPARTMENTAL
COMMITTEE ON LABOUR OF THE NATIONAL ASSEMBLY**

Following your nomination for appointment to the position of Member, Public Service Commission, the Departmental Committee on Labour of the National Assembly hereby invites you for approval hearing (vetting) pursuant to Section 6(3) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011). The approval hearing will be held on **Thursday, 9th January 2025, in Committee Room 9, 1st Floor, Main Parliament Buildings starting at 11:00 am.**

Kindly fill out the attached Questionnaire as required by the Public Appointments (Parliamentary Approval) Act, 2011 and return it on or before **Monday, 6th January 2025.**

You are required to bring with you the originals of your national identity card, academic and professional certificates and any other documents and testimonials. In addition, you should bring letters/certificates of clearance from the following institutions: -

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5. Office of the Registrar of Political Parties; and
6. A Credit Reference Bureau

Our liaison officers for this activity are **Mr. Abenayo Wasike** who may be contacted on Tel No. 0721352053 or email: abenayo.makokha@parliament.go.ke, and **Mr. Samuel Wanjiru**, Tel No. 0723781651 or email: samuel.wanjiru@parliament.go.ke.

Yours

Samuel

**Samuel Njoroge, CBS
CLERK OF THE NATIONAL ASSEMBLY**



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When replying, please quote

Ref: NA/DDC/LAB/2024/050

24th December, 2024

Dr. Irene Cherotich Asienga, OGW
NAIROBI

Dear *Madam,*

**RE: INVITATION FOR APPROVAL HEARING BY THE DEPARTMENTAL
COMMITTEE ON LABOUR OF THE NATIONAL ASSEMBLY**

Following your nomination for appointment to the position of Member, Public Service Commission, the Departmental Committee on Labour of the National Assembly hereby invites you for approval hearing (vetting) pursuant to Section 6(3) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011). The approval hearing will be held on **Thursday, 9th January 2025**, in **Committee Room 9, 1st Floor, Main Parliament Buildings** starting at **2:00 pm**.

Kindly fill out the attached Questionnaire as required by the Public Appointments (Parliamentary Approval) Act, 2011 and return it on or before **Monday, 6th January 2025**.

You are required to bring with you the originals of your national identity card, academic and professional certificates and any other documents and testimonials. In addition, you should bring letters/certificates of clearance from the following institutions: -

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2. Kenya Revenue Authority Tax Compliance Certificate;
3. Higher Education Loans Board;
4. Directorate of Criminal Investigations;
5. Office of the Registrar of Political Parties; and
6. A Credit Reference Bureau

Our liaison officers for this activity are **Mr. Abenayo Wasike** who may be contacted on Tel No. **0721352053** or email: abenayo.makokha@parliament.go.ke, and **Mr. Samuel Wanjiru**, Tel No. **0723781651** or email: samuel.wanjiru@parliament.go.ke.

Yours

Sincerely,

**Samuel Njoroge, CBS
CLERK OF THE NATIONAL ASSEMBLY**



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When replying, please quote

Ref: NA/DC/LAB/2024/053

24th December, 2024

Dr. Francis Otieno Owino, CBS
NAIROBI

Dear *Dr. Otieno,*

**RE: INVITATION FOR APPROVAL HEARING BY THE DEPARTMENTAL
COMMITTEE ON LABOUR OF THE NATIONAL ASSEMBLY**

Following your nomination for appointment to the position of Member, Public Service Commission, the Departmental Committee on Labour of the National Assembly hereby invites you for approval hearing (vetting) pursuant to Section 6(3) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011). The approval hearing will be held on **Thursday, 9th January 2025, in Committee Room 9, 1st Floor, Main Parliament Buildings starting at 5:15 pm.**

Kindly fill out the attached Questionnaire as required by the Public Appointments (Parliamentary Approval) Act, 2011 and return it on or before **Monday, 6th January 2025.**

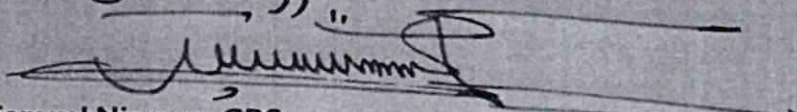
You are required to bring with you the originals of your national identity card, academic and professional certificates and any other documents and testimonials. In addition, you should bring letters/certificates of clearance from the following institutions: -

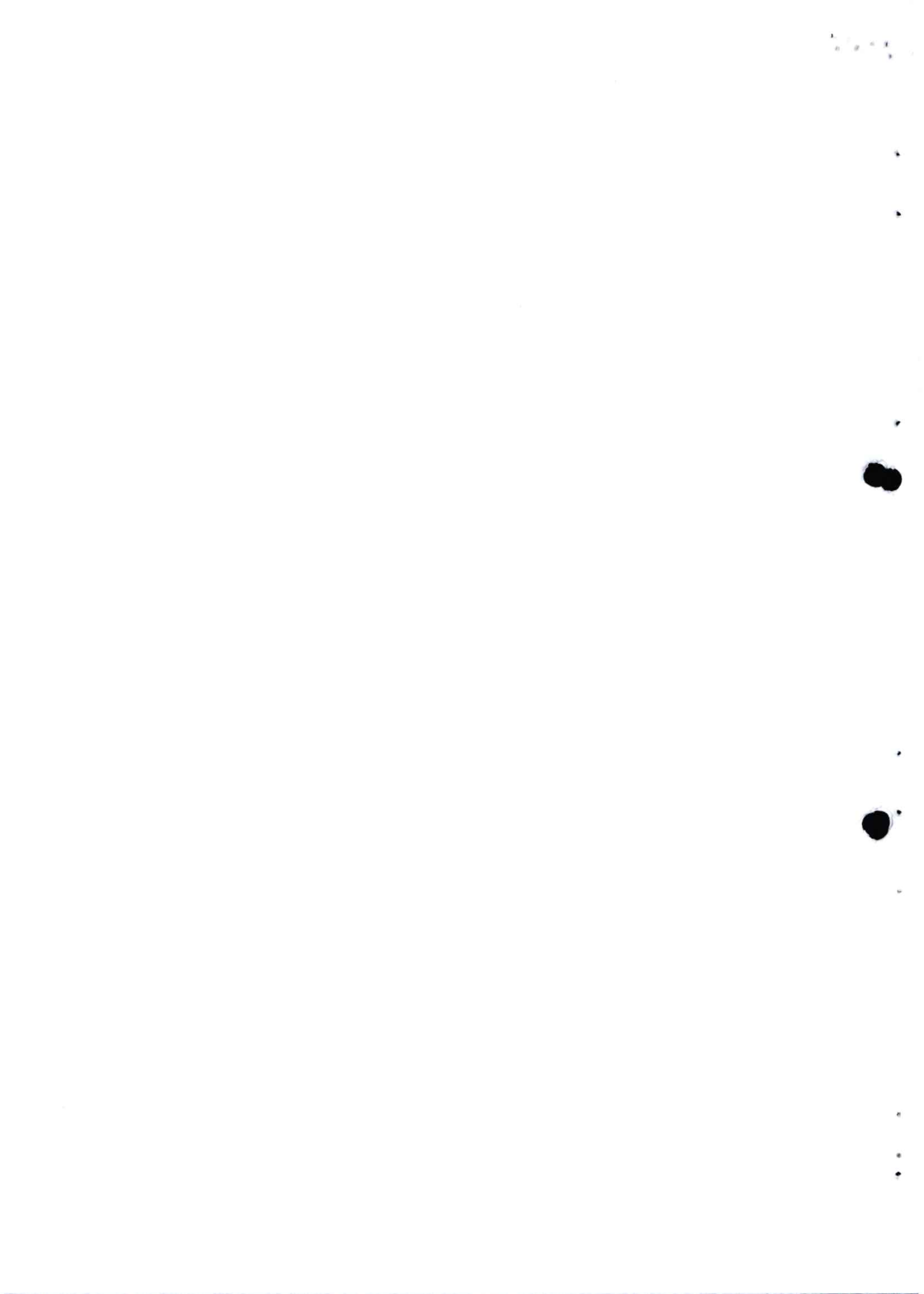
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6. A Credit Reference Bureau

Our liaison officers for this activity are **Mr. Abenayo Wasike** who may be contacted on Tel No. 0721352053 or email: abenayo.makokha@parliament.go.ke, and **Mr. Samuel Wanjiru**, Tel No. 0723781651 or email: samuel.wanjiru@parliament.go.ke.

Yours

Sincerely,


Samuel Njoroge, CBS
CLERK OF THE NATIONAL ASSEMBLY





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When replying, please quote

Ref: NA/DDC/LAB/2024/052

24th December, 2024

Ms. Jean Andisi Machayo, OGW
NAIROBI

Dear *Malam,*

**RE: INVITATION FOR APPROVAL HEARING BY THE DEPARTMENTAL
COMMITTEE ON LABOUR OF THE NATIONAL ASSEMBLY**

Following your nomination for appointment to the position of Member, Public Service Commission, the Departmental Committee on Labour of the National Assembly hereby invites you for approval hearing (vetting) pursuant to Section 6(3) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011). The approval hearing will be held on Thursday, 9th January 2025, in Committee Room 9, 1st Floor, Main Parliament Buildings starting at 4:15 pm.

Kindly fill out the attached Questionnaire as required by the Public Appointments (Parliamentary Approval) Act, 2011 and return it on or before Monday, 6th January 2025.

You are required to bring with you the originals of your national identity card, academic and professional certificates and any other documents and testimonials. In addition, you should bring letters/certificates of clearance from the following institutions: -

1. Ethics and Anti-Corruption Commission;
2. Kenya Revenue Authority Tax Compliance Certificate;
3. Higher Education Loans Board;
4. Directorate of Criminal Investigations;
5. Office of the Registrar of Political Parties; and
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Our liaison officers for this activity are Mr. Abenayo Wasike who may be contacted on Tel No. 0721352053 or email: abenayo.makokha@parliament.go.ke, and Mr. Samuel Wanjiru, Tel No. 0723781651 or email: samuel.wanjiru@parliament.go.ke.

Yours

Sincerely

Samuel Njoroge, CBS
CLERK OF THE NATIONAL ASSEMBLY



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www.parliament.go.ke/the-national-assembly

When replying, please quote

Ref: NA/DDC/LAB/2024/049

24th December, 2024

Mr. Francis Meja
NAIROBI

Dear Sir,

**RE: INVITATION FOR APPROVAL HEARING BY THE DEPARTMENTAL
COMMITTEE ON LABOUR OF THE NATIONAL ASSEMBLY**

Following your nomination for appointment to the position of Member, Public Service Commission, the Departmental Committee on Labour of the National Assembly hereby invites you for approval hearing (vetting) pursuant to Section 6(3) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011). The approval hearing will be held on **Thursday, 7th January 2025**, in **Committee Room 9, 1st Floor, Main Parliament Buildings** starting at **12:00 pm**.

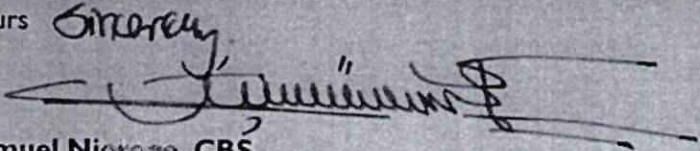
Kindly fill out the attached Questionnaire as required by the Public Appointments (Parliamentary Approval) Act, 2011 and return it on or before **Monday, 6th January 2025**.

You are required to bring with you the originals of your national identity card, academic and professional certificates and any other documents and testimonials. In addition, you should bring letters/certificates of clearance from the following institutions: -

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2. Kenya Revenue Authority Tax Compliance Certificate;
3. Higher Education Loans Board;
4. Directorate of Criminal Investigations;
5. Office of the Registrar of Political Parties; and
6. A Credit Reference Bureau

Our liaison officers for this activity are **Mr. Abenayo Wasike** who may be contacted on Tel No. **0721352053** or email: abenayo.makokha@parliament.go.ke, and **Mr. Samuel Wanjiru**, Tel No. **0723781651** or email: samuel.wanjiru@parliament.go.ke.

Yours


Samuel Njoroge, CBS
CLERK OF THE NATIONAL ASSEMBLY



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www.parliament.go.ke/the-national-assembly

When replying, please quote
Ref: **NA/DDC/LAB/2024/047**

24th December, 2024

**Mr. Harun Kaalim Hassan (PWD), EBS
NAIROBI**

Dear *Sir*,

**RE: INVITATION FOR APPROVAL HEARING BY THE DEPARTMENTAL
COMMITTEE ON LABOUR OF THE NATIONAL ASSEMBLY**

Following your nomination for appointment to the position of Member, Public Service Commission, the Departmental Committee on Labour of the National Assembly hereby invites you for approval hearing (vetting) pursuant to Section 6(3) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011). The approval hearing will be held on **Thursday, 5th January 2025, in Committee Room 9, 1st Floor, Main Parliament Buildings starting at 9:45 am.**

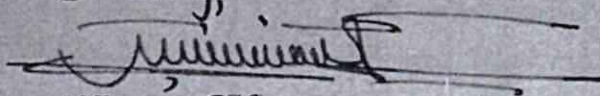
Kindly fill out the attached Questionnaire as required by the Public Appointments (Parliamentary Approval) Act, 2011 and return it on or before **Monday, 6th January 2025.**

You are required to bring with you the originals of your national identity card, academic and professional certificates and any other documents and testimonials. In addition, you should bring letters/certificates of clearance from the following institutions: -

1. Ethics and Anti-Corruption Commission;
2. Kenya Revenue Authority Tax Compliance Certificate;
3. Higher Education Loans Board;
4. Directorate of Criminal Investigations;
5. Office of the Registrar of Political Parties; and
6. A Credit Reference Bureau

Our liaison officers for this activity are **Mr. Abenayo Wasike** who may be contacted on Tel No. **0721352053** or email: abenayo.makokha@parliament.go.ke, and **Mr. Samuel Wanjiru**, Tel No. **0723781651** or email: samuel.wanjiru@parliament.go.ke.

Yours *Sincerely,*


**Samuel Njoroge, CBS
CLERK OF THE NATIONAL ASSEMBLY**





**THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK**

P. O. Box 41842-00100
Nairobi, Kenya
Main Parliament Buildings

Telephone: +254202848000 ext. 3300
Email: cna@parliament.go.ke
www.parliament.go.ke/the-national-assembly

When replying, please quote

Ref: NA/DDC/LAB/2024/051

24th December, 2024

**Mr. Boya Molu, EBS
NAIROBI**

Dear *Sir,*

**RE: INVITATION FOR APPROVAL HEARING BY THE DEPARTMENTAL
COMMITTEE ON LABOUR OF THE NATIONAL ASSEMBLY**

Following your nomination for appointment to the position of Member, Public Service Commission, the Departmental Committee on Labour of the National Assembly hereby invites you for approval hearing (vetting) pursuant to Section 6(3) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011). The approval hearing will be held on **Thursday, 9th January 2025, in Committee Room 9, 1st Floor, Main Parliament Buildings** starting at 3:00 pm.

Kindly fill out the attached Questionnaire as required by the Public Appointments (Parliamentary Approval) Act, 2011 and return it on or before **Monday, 6th January 2025**.

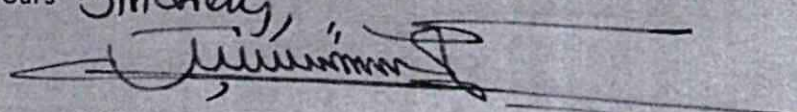
You are required to bring with you the originals of your national identity card, academic and professional certificates and any other documents and testimonials. In addition, you should bring letters/certificates of clearance from the following institutions: -

1. Ethics and Anti-Corruption Commission;
2. Kenya Revenue Authority Tax Compliance Certificate;
3. Higher Education Loans Board;
4. Directorate of Criminal Investigations;
5. Office of the Registrar of Political Parties; and
6. A Credit Reference Bureau

Our liaison officers for this activity are **Mr. Abenayo Wasike** who may be contacted on Tel No. 0721352053 or email: abenayo.makokha@parliament.go.ke, and **Mr. Samuel Wanjiru**, Tel No. 0723781651 or email: samuel.wanjiru@parliament.go.ke.

Yours

Sincerely,


**Samuel Njoroge, CBS
CLERK OF THE NATIONAL ASSEMBLY**

Annexure 8:

**Letters from the Clerk of the National Assembly to
ORPP, KRA, HELB, EACC, DCI, ODPP and CUE
requesting for information on the nominees**

ANNEXURE 8
LETTER TO
AGENCIES

83
0



THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK

P. O. Box 41842-00100
Nairobi, Kenya
Main Parliament Buildings

Telephone: +254202848000 ext. 3300
Email: cna@parliament.go.ke
www.parliament.go.ke/the-national-assembly

When replying, please quote
Ref: NA/DDC/LAB/2024/054

27th December, 2024

CPA Mary Wachira
Ag. Chief Executive Officer
Higher Education Loans Board
Anniversary Towers, University Way
NAIROBI.

Dear *Madam,*

**RE: REQUEST FOR INFORMATION ON PERSONS NOMINATED FOR
APPOINTMENT AS VICE-CHAIRPERSON AND MEMBERS OF THE
PUBLIC SERVICE COMMISSION(PSC)**

The National Assembly is in receipt of a notification of nomination of persons for appointment as Vice-Chairperson and Members of the Public Service Commission by His Excellency, the President.

As you are aware, the National Assembly is required to approve the nominees for appointment in accordance with the provisions of Article 250 of the Constitution, Public Service Commission Act (Cap.185) and the Public Appointments (Parliamentary Approval) Act (Cap.7F).

In view of the foregoing, and in accordance with Standing Order 216(5) (f) as read with the second schedule to the National Assembly Standing Orders, the relevant Departmental Committee of the National Assembly is mandated to consider, for approval by the House, appointments under Article 250.

Further, pursuant to Section 7(b) of the Public Appointments (Parliamentary Approval) Act (Cap.7F), Committees are mandated to consider whether the nominees meet all Constitutional and Statutory requirements relating to the office in question.

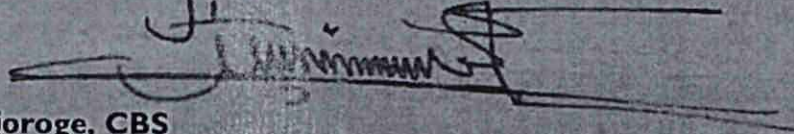
In this regard, the nominees have since been committed to the Departmental Committee on Labour for consideration. Consequently, the Committee requests you to furnish the Committee with a **report on repayment of any loans that may have been advanced by the Board** to the nominees. *(Enclosed is the list of the nominees and the relevant details for your action).*

Kindly submit the requested information to the Office of the Clerk of the National Assembly, on or before **Monday, 6th January, 2025**. A soft copy of the report may be emailed to cna@parliament.go.ke.

Our liaison officers for this activity are **Mr. Abenayo Wasike** who may be contacted on **Tel No. 0721352053** or email: abenayo.makokha@parliament.go.ke, and **Mr. Samuel Wanjiru**, **Tel No. 0723781651** or email: samuel.wanjiru@parliament.go.ke.

Yours

Sincerely



Samuel Njoroge, CBS
CLERK OF THE NATIONAL ASSEMBLY



THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK

P. O. Box 41842-00100
Nairobi, Kenya
Main Parliament Buildings

Telephone: +254202848000 ext. 3300
Email: cna@parliament.go.ke
www.parliament.go.ke/the-national-assembly

When replying, please quote
Ref: NA/DDC/LAB/2024/055

27th December, 2024

Mr. Humphrey Wattanga
Commissioner General
Kenya Revenue Authority
NAIROBI.

Dear *Sir,*

**RE: REQUEST FOR INFORMATION ON PERSONS NOMINATED FOR
APPOINTMENT AS VICE-CHAIRPERSON AND MEMBERS OF THE
PUBLIC SERVICE COMMISSION (PSC)**

The National Assembly is in receipt of a notification of nomination of persons for appointment as Vice-Chairperson and Members of the Public Service Commission by His Excellency, the President.

As you are aware, the National Assembly is required to approve the nominees for appointment in accordance with the provisions of Article 250 of the Constitution, Public Service Commission Act (Cap. 185) and the Public Appointments (Parliamentary Approval) Act (Cap. 7F).

In view of the foregoing, and in accordance with Standing Order 216(5) (f) as read with the second schedule to the National Assembly Standing Orders, the relevant Departmental Committee of the National Assembly is mandated to consider, for approval by the House, appointments under Articles 250.

Further, pursuant to Section 7(b) of the Public Appointments (Parliamentary Approval) Act (Cap. 7F), Committees are mandated to consider whether the nominees meet all Constitutional and Statutory requirements relating to the office in question.

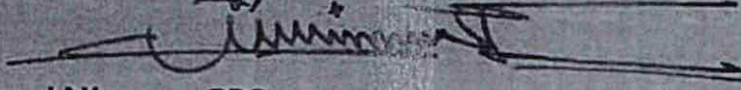
In this regard, the nominees have since been committed to the Departmental Committee on Labour for consideration. Consequently, the Committee requests you to provide a **report on tax compliance by the nominees**. (*Enclosed is the list of the nominees and the relevant details for your action*).

Kindly submit the requested information to the Office of the Clerk of the National Assembly, on or before **Monday, 6th January, 2025**. A soft copy of the report may be emailed to cna@parliament.go.ke.

Our liaison officers for this activity are **Mr. Abenayo Wasike** who may be contacted on **Tel No. 0721352053** or email: abenayo.makokha@parliament.go.ke, and **Mr. Samuel Wanjiru**, **Tel No. 0723781651** or email: samuel.wanjiru@parliament.go.ke.

Yours

Sincerely,



Samuel Njoroge, CBS
CLERK OF THE NATIONAL ASSEMBLY



THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK

P. O. Box 41842-00100
Nairobi, Kenya
Main Parliament Buildings

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Email: cna@parliament.go.ke
www.parliament.go.ke/the-national-assembly

When replying, please quote
Ref: NA/DDC/LAB/2024/056

27th December, 2024

Mr. Amin Mohamed Ibrahim, CBS, OGW, ndc(K)
Director
Directorate of Criminal Investigations
NAIROBI.

Dear *Sir,*

**RE: REQUEST FOR INFORMATION ON PERSONS NOMINATED FOR
APPOINTMENT AS VICE-CHAIRPERSON AND MEMBERS OF THE
PUBLIC SERVICE COMMISSION (PSC)**

The National Assembly is in receipt of a notification of nomination of persons for appointment as Vice-Chairperson and Members of the Public Service Commission by His Excellency, the President.

As you are aware, the National Assembly is required to approve the nominees for appointment in accordance with the provisions of Article 250 of the Constitution, Public Service Commission Act (Cap.185) and the Public Appointments (Parliamentary Approval) Act (Cap.7F).

In view of the foregoing, and in accordance with Standing Order 216(5) (f) as read with the second schedule to the National Assembly Standing Orders, the relevant Departmental Committee of the National Assembly is mandated to consider, for approval by the House, appointments under Articles 250.

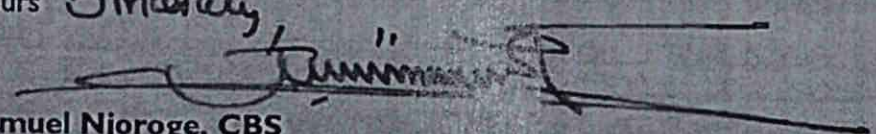
Further, pursuant to Section 7(b) of the Public Appointments (Parliamentary Approval) Act (Cap.7F), Committees are mandated to consider whether the nominees meet all Constitutional and Statutory requirements relating to the office in question.

In this regard, the nominees have since been committed to the Departmental Committee on Labour for consideration. Consequently, the Committee requests you to provide information on **whether any of the nominees is adversely mentioned in any investigations carried out by the Directorate of Criminal Investigations** in the normal course of discharging its mandate. (Enclosed is the list of the nominees and the relevant details for your action).

Kindly submit the requested information to the Office of the Clerk of the National Assembly, on or before **Monday, 6th January, 2025**. A soft copy of the report may be emailed to cna@parliament.go.ke.

Our liaison officers for this activity are **Mr. Abenayo Wasike** who may be contacted on **Tel No. 0721352053** or email: abenayo.makokha@parliament.go.ke, and **Mr. Samuel Wanjiru**, **Tel No. 0723781651** or email: samuel.wanjiru@parliament.go.ke.

Yours *Sincerely,*


Samuel Njoroge, CBS
CLERK OF THE NATIONAL ASSEMBLY



THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK

P. O. Box 41842-00100
Nairobi, Kenya
Main Parliament Buildings

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Email: cna@parliament.go.ke
www.parliament.go.ke/the-national-assembly

When replying, please quote
Ref: **NA/DDC/LAB/2024/057**

27th December, 2024

Mrs. Anne Nderitu, CBS
Registrar of Political Parties/CEO
Office of the Registrar of Political Parties
NAIROBI.

Dear

Malom,

**RE: REQUEST FOR INFORMATION ON PERSONS NOMINATED FOR
APPOINTMENT AS VICE-CHAIRPERSON AND MEMBERS OF THE
PUBLIC SERVICE COMMISSION (PSC).**

The National Assembly is in receipt of a notification of nomination of persons for appointment as Vice-Chairperson and Members of the Public Service Commission by His Excellency, the President.

As you are aware, the National Assembly is required to approve the nominees for appointment in accordance with the provisions of Article 250 of the Constitution, Public Service Commission Act (Cap.185) and the Public Appointments (Parliamentary Approval) Act (Cap.7F).

In view of the foregoing, and in accordance with Standing Order 216(5) (f) as read with the second schedule to the National Assembly Standing Orders, the relevant Departmental Committee of the National Assembly is mandated to consider, for approval by the House, appointments under Articles 250.

Further, pursuant to Section 7(b) of the Public Appointments (Parliamentary Approval) Act (Cap.7F), Committees are mandated to consider whether the nominees meet all Constitutional and Statutory requirements relating to the office in question.

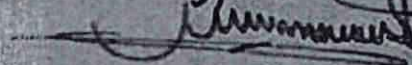
In this regard, the nominees have since been committed to the Departmental Committee on Labour for consideration. Taking into consideration of Article 77(2) which prohibits an appointed State Officer from holding office in a political party, the Committee requests you to provide **information on whether any of the nominees holds an office in any political party in Kenya.** (attached is a list of the nominees and the relevant details for your action).

Kindly submit the requested information to the Office of the Clerk of the National Assembly, on or before **Monday, 6th January, 2025**. A soft copy of the report may be emailed to cna@parliament.go.ke.

Our liaison officers for this activity are **Mr. Abenayo Wasike** who may be contacted on Tel No. **0721352053** or email: abenayo.makokha@parliament.go.ke, and **Mr. Samuel Wanjiru**, Tel No. **0723781651** or email: samuel.wanjiru@parliament.go.ke.

Yours

Sincerely,



Samuel Njoroge, CBS
CLERK OF THE NATIONAL ASSEMBLY



THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK

P. O. Box 41842-00100
Nairobi, Kenya
Main Parliament Buildings

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Email: cna@parliament.go.ke
www.parliament.go.ke/the-national-assembly

When replying, please quote
Ref: **NA/DDC/LAB/2024/058**

27th December, 2024

Mr. Twalib Mbarak, MGH, CBS
Secretary/Chief Executive Officer
Ethics & Anti-Corruption Commission
NAIROBI.

Dear *Sir,*

**RE: REQUEST FOR INFORMATION ON PERSONS NOMINATED FOR
APPOINTMENT AS VICE-CHAIRPERSON AND MEMBERS OF THE
PUBLIC SERVICE COMMISSION (PSC)**

The National Assembly is in receipt of a notification of nomination of persons for appointment as Vice-Chairperson and Members of the Public Service Commission by His Excellency, the President.

As you are aware, the National Assembly is required to approve the nominees for appointment in accordance with the provisions of Article 250 of the Constitution, Public Service Commission Act (Cap.185) and the Public Appointments (Parliamentary Approval) Act (Cap.7F).

In view of the foregoing, and in accordance with Standing Order 216(5) (f) as read with the second schedule to the National Assembly Standing Orders, the relevant Departmental Committee of the National Assembly is mandated to consider, for approval by the House, appointments under Articles 250.

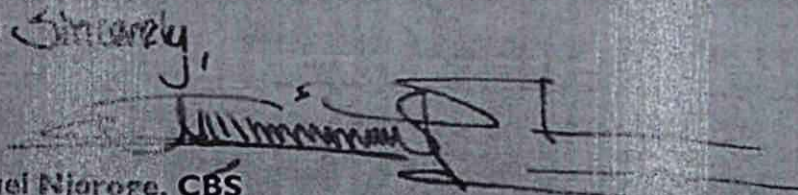
Further, pursuant to Section 7(b) of the Public Appointments (Parliamentary Approval) Act (Cap.7F), Committees are mandated to consider whether the nominees meet all Constitutional and Statutory requirements relating to the office in question.

In this regard, the nominees have since been committed to the Departmental Committee on Labour for consideration. As the Constitutional body mandated to oversee the implementation of the provisions of Chapter Six of the Constitution, the Committee requests you to provide **any information touching on the integrity of the nominees that may be in the possession of the Commission.** (*Enclosed is a list of the nominees and the relevant details for your action.*)

The Committee requests that the information reach the Office of the Clerk of the National Assembly, on or before **Monday, 6th January, 2025**. A soft copy of the report may be emailed to cna@parliament.go.ke.

Our liaison officers for this activity are **Mr. Abenayo Wasike** who may be contacted on **Tel No. 0721352053** or email: abenayo.makokha@parliament.go.ke, and **Mr. Samuel Wanjiru**, **Tel. No. 0723781651** or email: samuel.wanjiru@parliament.go.ke.

Yours

A handwritten signature in black ink, appearing to read 'Samuel Njoroge', is written over a horizontal line. The signature is stylized and somewhat cursive.

Samuel Njoroge, CBS
CLERK OF THE NATIONAL ASSEMBLY



THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK

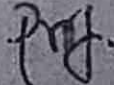
P. O. Box 41842-00100
Nairobi, Kenya
Main Parliament Buildings

Telephone: +254202848000 ext. 3300
Email: cna@parliament.go.ke
www.parliament.go.ke/the-national-assembly

When replying, please quote
Ref: NA/DDC/LAB/2024/059

27th December, 2024

Prof. Mike Kuria
Commission Secretary/CEO
Commission for University Education
NAIROBI.

Dear 

**RE: REQUEST FOR INFORMATION ON PERSONS NOMINATED FOR
APPOINTMENT AS VICE-CHAIRPERSON AND MEMBERS OF THE
PUBLIC SERVICE COMMISSION (PSC)**

The National Assembly is in receipt of a notification of nomination of persons for appointment as Vice-Chairperson and Members of the Public Service Commission by His Excellency, the President.

As you are aware, the National Assembly is required to approve the nominees for appointment in accordance with the provisions of Article 250 of the Constitution, Public Service Commission Act (Cap.185) and the Public Appointments (Parliamentary Approval) Act (Cap.7F).

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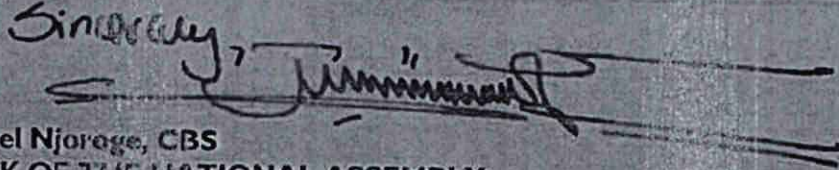
Further, pursuant to Section 7(b) of the Public Appointments (Parliamentary Approval) Act (Cap.7F), Committees are mandated to consider whether the nominees meet Constitutional and Statutory requirements relating to the office in question.

In this regard, the nominees have since been committed to the Departmental Committee on Labour for consideration. Consequently, the Committee requests you to provide **on recognition and equation of qualifications of nominees' academic** (attached is a list of the nominees and the relevant details for your action).

The Committee requests that the information reach the Office of the Clerk of the National Assembly, on or before **Monday, 6th January, 2025**. A soft copy of the information is emailed to cna@parliament.go.ke.

Our liaison officers for this activity are **Mr. Abenayo Wasike** who may be contacted on Tel No. **0721352053** or email: abenayo.makokha@parliament.go.ke, and **Mr. Samuel Wanjiru**, Tel No. **0723781651** or email: samuel.wanjiru@parliament.go.ke.

Yours

Sincerely,


Samuel Njoroge, CBS
CLERK OF THE NATIONAL ASSEMBLY

Committee on
a report
certificates.

Clerk of the National
of the report may be



THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK

P. O. Box 41842-00100
Nairobi, Kenya
Main Parliament Buildings

Telephone: +254202848000 ext. 3300
Email: cna@parliament.go.ke
www.parliament.go.ke/the-national-assembly

When replying, please quote
Ref: NA/DDC/LAB/2024/060

27th December, 2024

Mr. Renson M. Ingonga, OGW
Director of Public Prosecutions
P.O. Box 30701-00100
NAIROBI

Dear *OGW*

RE: REQUEST FOR INFORMATION ON PERSONS NOMINATED FOR APPOINTMENT AS VICE-CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION (PSC)

The National Assembly is in receipt of a notification of nomination of persons for appointment as Vice-Chairperson and Members of the Public Service Commission by His Excellency, the President.

As you are aware, the National Assembly is required to approve the nominees for appointment in accordance with the provisions of Article 250 of the Constitution, Public Service Commission Act (Cap. 185) and the Public Appointments (Parliamentary Approval) Act (Cap.7F).

In view of the foregoing, and in accordance with Standing Order 216(5) (f) as read with the second schedule to the National Assembly Standing Orders, the relevant Departmental Committee of the National Assembly is mandated to consider, for approval by the House, appointments under Articles 250.

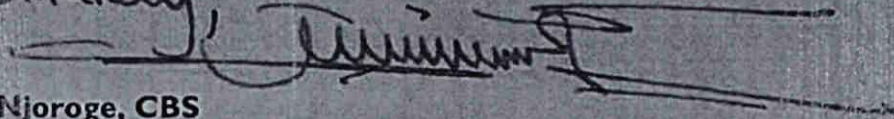
Further, pursuant to Section 7(b) of the Public Appointments (Parliamentary Approval) Act (Cap.7F), Committees are mandated to consider whether the nominees meet all Constitutional and Statutory requirements relating to the office in question.

In this regard, the nominees have since been committed to the Departmental Committee on Labour for consideration. Consequently, the Committee requests you to provide a report on whether there are **any active criminal proceedings against the nominees or any other previous charges against them.** (*Enclosed is the list of the nominees and the relevant details for your action.*)

Kindly submit the requested information to the Office of the Clerk of the National Assembly, on or before **Monday, 6th January, 2025.** A soft copy of the report may be emailed to cna@parliament.go.ke.

Our liaison officers for this activity are **Mr. Abenayo Wasike** who may be contacted on Tel No. **0721352053** or email: abenayo.makokha@parliament.go.ke, and **Mr. Samuel Wanjiru**, Tel No. **0723781651** or email: samuel.wanjiru@parliament.go.ke.

Yours *Sincerely,*



Samuel Njoroge, CBS
CLERK OF THE NATIONAL ASSEMBLY

Annexure 9:

**Letters of clearance from ORPP, KRA, HELB,
EACC, DCI, ODPP and CUE**

ANNEXURE 9
CLEARANCE
LETTERS
FROM AGENCIES

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KENYA REVENUE AUTHORITY

ISO 9001:2015 CERTIFIED

Office of the Commissioner General

KRA/5/1002/5(11811)

03rd January 2025

Mr. Samuel Njoroge, CBS
Clerk of the National Assembly
P. O. Box 42842-00100
Parliament Buildings
Nairobi

Dear *Mr Njoroge,*

REQUEST FOR INFORMATION ON PERSONS NOMINATED FOR APPOINTMENT AS VICE-CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION (PSC)

Reference is made to your letter Ref: NA/DDC/LAB/2024/055 dated 27th December 2024 requesting for tax compliance report for eight (8) persons nominated to the positions of Vice-Chairperson and Members of the Public Service Commission (PSC).

Please see below the tax compliance status of the nominees:

No.	Name	ID No.	PIN	Status
1.	Mrs. Mary Wanjira Kimonye, CBS	16126195	A002041783I	Compliant
2.	Mr. Harun Maalim Hassan (PWD), EBS	21462033	A003577114R	Compliant
3.	Ms. Mwanamaka Amani Mabruki, CBS	8460971	A002369803U	Compliant
4.	Mr. Francis Meja	9208760	A002245919Z	Compliant
5.	Dr. Irene Cherotich Asienga, OGW	11526413	A002701431D	Compliant
6.	Mr. Boya Molu, EBS	22253516	A003558105T	Compliant
7.	Ms. Joan Andisi Machayo, OGW	8717928	A001249173Y	Compliant
8.	Dr. Francis Otieno Owino, CBS	8579204	A001205386T	Compliant

This is submitted for your further action.

Yours sincerely,

Dr. Mugambi Mwirigi
FOR: COMMISSIONER GENERAL



Tulipe Ushuru, Tujitegeme!



REPUBLIC OF KENYA

Telephone: +254(0)204022000
Mobile: 0772281357
Email: info@orpp.or.ke
Website: www.orpp.or.ke
When replying please quote

03 JAN 2025



Office of the Registrar
of Political Parties
ORPP
Strengthening Political Parties
Lion Place, 1st & 4th Floor
Off Waiyaki Way
P.O Box 1131-00606
Sarit Centre, Nairobi.

Ref: RPP/ORG/34 VOL VIII (46)

Date: 30th December, 2024

Samuel Njoroge, CBS
Clerk of the National Assembly,
Office of the Clerk,
P.O. Box 41842-00100,
NAIROBI.



DAAGDC
2/1/25

Dear Samuel,

RE: REQUEST FOR INFORMATION ON PERSONS NOMINATED FOR APPOINTMENT AS VICE-CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION (PSC)

Reference is made to the letter Ref. No. NA/DDC/LAB/2024/057 dated 27th December, 2024 on the above subject matter.

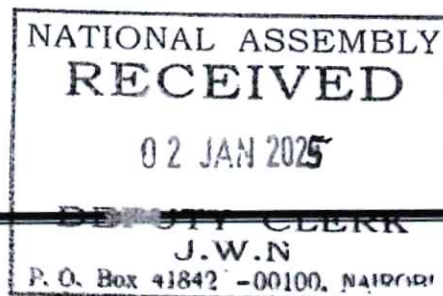
Pursuant to Article 77 (2) of the Constitution and according to the records held by this Office as at 30th December 2024 the list of nominees tabulated as follows are **NOT** officials of any registered political party in Kenya.

S/No.	Nominee	Position	ID No.	Official Registered Political Party
1.	Mrs. Mary Wanjira Kimonye, CBS	Vice-Chairperson	16126195	Not an Official
2.	Mr. Harun Maalim Hassan (PWD), EBS	Member	21462033	Not an Official
3.	Ms. Mwanamaka Amani Mabruki, CBS	Member	8460971	Not an Official
4.	Mr. Francis Meja	Member	9208760	Not an Official
5.	Dr. Irene Cherotich Asienga, OGW	Member	11526413	Not an Official
6.	Mr. Boya Molu, EBS	Member	22253516	Not an Official
7.	Ms. Joan Andisi Machayo, OGW	Member	8717928	Not an Official
8.	Dr. Francis Otieno Owino, CBS	Member	8579204	Not an Official

Yours

Sincerely,

Ann N. Nderitu, CBS
Registrar of Political Parties/CEO



ORPPKenya

www.orpp.or.ke



OFFICE OF THE DIRECTOR OF PUBLIC PROSECUTIONS

Telegraphic address: "Personnel", Nairobi
Telephone: Nairobi 2732090
Mobile: 0723202888/0787880580
Fax: 2243524
Email: info@odpp.go.ke
When Replying please quote

ODPP HOUSE, RAGATI ROAD
P.O. BOX 30701 - 00100
NAIROBI,
KENYA.

DATE: 7th January, 2025

REF: ODPP/SPP/GEN

Mr. Samuel Njoroge, CBS
Clerk of the National Assembly
Clerk's chambers
Parliament Buildings
P.O. Box 41842-00100
NAIROBI

Dear Njoroge,

RE: APPROVAL BY NATIONAL ASSEMBLY OF PERSONS NOMINATED FOR APPOINTMENT AS VICE-CHAIRPERSON AND MEMBERS OF THE BOARD OF THE PUBLIC SERVICE COMMISSION (PSC).

Reference is made to the subject above-mentioned and your letter Ref. **NA/DDC/LAB/2024/060** dated 27th December, 2024.

We note the contents of the said letter and would like to notify your office that as at the date of your letter to the office of the Director of Public Prosecutions, the ODPP has not received any adverse report, instituted or undertaken criminal investigations regarding the conduct, character, work or any other dealings whatsoever touching on the integrity or otherwise of the following persons, nominated by His Excellency, the President, for approval by Parliament for appointment as Vice-Chairperson and Members of the Public Service Commission.



S/NO	NOMINEE	POSITION	IDENTIFICATION NUMBER
1.	Mrs. Mary Wanjira Kimonye, CBS	Vice-Chairperson	16126195
2.	Mr. Harun Maalim Hassan (PWD) EBS	Member	21462033
3.	Ms. Mwanamaka Amani Mabruki, CBS	Member	8460971
4.	Mr. Francis Meja Asienga	Member	9208760
5.	Dr. Irene Cherotich, OGW	Member	11526413
6.	Mr. Boya Molu, EBS	Member	22253516
7.	Ms. Joan Andisi Machayo, OGW	Member	8717928
8.	Dr. Francis Otieno Owino, CBS	Member	8579204

Yours sincerely,



RENSON M. INGONGA, CBS, OGW
DIRECTOR OF PUBLIC PROSECUTIONS

NATIONAL POLICE SERVICE

Telegrams: "CRIMINAL". Nairobi
Email: director.dci@cid.go.ke
Telephone: 0202603724,
020343312



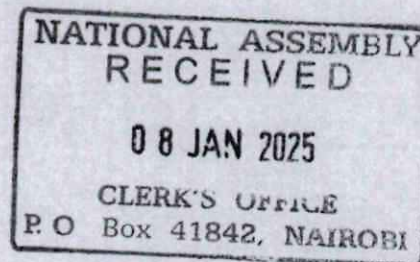
Directorate of Criminal Investigations
Mazingira House Kiambu Road
P.O. Box 30036-00100,
NAIROBI

DIRECTORATE OF CRIMINAL INVESTIGATIONS

DCI/CRO/SEC/6/7/2/A/VOL.XVI/10

7th January 2025

Mr. Samuel Njoroge, CBS
Clerk of the National Assembly,
Main Parliament Buildings,
P. O. Box 41842-00100,
NAIROBI.



Dear **Samuel**,

REQUEST FOR INFORMATION ON PERSONS NOMINATED FOR APPOINTMENT AS VICE-CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION

Reference is made to your letter NA/DDC/LAB/2024/056 dated 27th December 2024 on the above matter.

Forensic fingerprint analysis of the below named nominee was conducted in the criminal database and found that she has no previous criminal records.

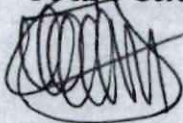
S/NO.	NOMINEE	ID NO
1.	Mrs. Mary Wanjira Kimonye, CBS	16126195

However, this office requests for fingerprints of the below named nominees for forensic analysis.

S/NO.	NOMINEE	ID NO
1.	Mr. Harun Mallim Hassan (PWD), EBS	21462033
2.	Ms. Mwanamaka Amani Mabruki, CBS	8460971
3.	Mr. Francis Meja	9208760
4.	Dr. Irene Cheroich Asienga, OGW	11526413

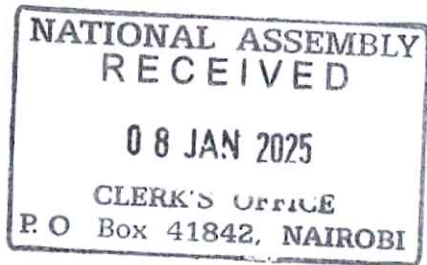
5.	Mr. Boya Molu, EBS	22253516
6.	Ms. Joan Andisi Machayo, OGW	8717928
7.	Dr. Francis Otieno Owino, CBS	8579204

Yours *sincerely,*



Mohamed I. Amin, CBS, OGW, 'ndc' (K)

DIRECTOR OF CRIMINAL INVESTIGATIONS



ETHICS AND ANTI-CORRUPTION COMMISSION

INTEGRITY CENTRE (Jakaya Kikwete/Valley Road Junction) P.O. Box 61130 – 00200, NAIROBI, Kenya
TEL.: 254 (020) 4997000, MOBILE: 0709 781000; 0730 997000
EMAIL: eacc@integrity.go.ke WEBSITE: www.eacc.go.ke

When replying please quote:

Our Ref: EACC.7/10/5 VOL XXX (60)

7th January 2025

Mr. Samuel Njoroge, CBS

Clerk

National Assembly

Office of the Clerk, Main Parliament Buildings

P O Box 41842 – 00100

NAIROBI

Dear

Clerk

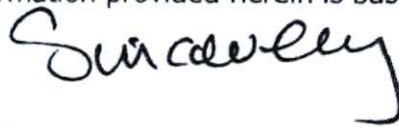
RE: REQUEST FOR INFORMATION ON PERSONS NOMINATED FOR APPOINTMENT AS VICE-CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION (PSC)

Your letter referenced NA/DDC/LAB/2024/058 dated 27th December 2024, on the above subject matter refers.

Please note that the Commission has not undertaken any investigations pursuant to its mandate against the under listed, nor has it recommended prosecution of any of them.

S/No	Name	ID Number
1.	Mrs. Mary Wanjira Kimonye, CBS	16126195
2.	Mr. Harun Maalim Hassan (PWD), EBS	21462033
3.	Ms. Mwanamaka Amani Mabruki, CBS	8460971
4.	Mr. Francis Meja	9208760
5.	Dr. Irene Cherotich Asienga, OGW	11526413
6.	Mr. Boya Molu, EBS	22253516
7.	Ms. Joan Andisi Machayo, OGW	8717928
8.	Dr. Francis Otieno Owino, CBS	8579204

The information provided herein is based on records available as at **7th January 2025**.

Yours 



Twalib Mbarak, MGH, CBS
SECRETARY/CHIEF EXECUTIVE OFFICER



HIGHER EDUCATION LOANS BOARD

Tel: 0711052000
E-mail: contactcentre@helb.co.ke
Website: www.helb.co.ke

Anniversary Towers
University Way
P.O Box 69489-00400
Nairobi, Kenya

HELB/RR/112009/V/351

7th January 2025

Mr. SAMUEL NJORGE, CBS
For: Clerk of the National Assembly
Parliament Buildings
P.O Box 41842-00100
NAIROBI.



Dear Sir,

VETTING ON PERSONS NOMINATED FOR APPOINTMENT AS VICE -CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION (PSC)

We acknowledge receipt of your letter dated **27th December 2024**, with reference number **NA/DDC/LAB /2024/054**, regarding the background check on the status of HELB loan repayment for **PERSONS NOMINATED FOR APPOINTMENT AS VICE - CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION (PSC)**.

HELB is committed to assisting in the comprehensive evaluation of candidates, including their financial responsibilities and obligations. We have utilized the necessary procedures to conduct background checks on the candidates listed in the attached schedule.

Our team has diligently reviewed the HELB loan repayment status of each candidate, ensuring accuracy and compliance with the provided information. We understand the importance of this inquiry in the overall assessment process.

Please find below their status:

S/No.	NAME OF NOMINEE	ID/No.	STATUS	YEAR OF CLEARANCE
1	Mrs. Mary Wanjira Kimonye, CBS	16126195	Cert No.8142	2017
2	Mr. Harun Maalim Hassan (PWD, EBS	21462033	Cert No.5713	2017
3	Ms. Mwanamaka Amani Mabruki, CBS	8460971	Cert No.11543	2008
4	Mr. Francis Meja	9208760	Not a loanee	N/A
5	Dr. Irene Cherotich Asienga, OGW	11526413	Cert No. 17519	2009
6	Mr. Boya Molu, EBS	22253516	Not a loanee	N/A



ISO 9001:2015 Certified.

S/No.	NAME OF NOMINEE	ID/No.	STATUS	YEAR OF CLEARANCE
7	Ms. Joan Andisi Machayo, OGW	8717928	23141	2010
8	Dr. Francis Otieno Owino, CBS	8579204	Cert No.7471	2006

We appreciate the collaborative effort with the National Assembly and remain committed to maintaining the highest standards of professionalism and confidentiality throughout the background check process. Thank you for entrusting us with this responsibility, and we look forward to contributing to the successful appointment in the positions.

Yours Sincerely,



**CPA MARY WACHIRA - MUCHEE (MRS.)
ACTING CHIEF EXECUTIVE OFFICER**

Annexure 10:
**Nominees' Clearance Certificates from EACC,
KRA, DCI, ORPP and HELB**

ANNEXURE 10
NOMINEES'
CLEARANCE
CERTIFICATE

10
B
27



**KENYA REVENUE
AUTHORITY**

Tax Compliance Certificate

For General Tax Questions
Contact KRA Call Centre
Tel: +254 (020) 4999 999
Cell: +254(0711)099 999
Email: callcentre@kra.go.ke

www.kra.go.ke

Taxpayer PIN : A002245919Z

Certificate Date: 03/09/2024

Name and Address :

FRANCIS MOOKE MEJA

TIMES, NAIROBI CITY (WEST), Langata District,

PO Box:517,

Postal Code:00208

Certificate Number:

KRASON1434724224



**This is to confirm that FRANCIS MOOKE MEJA,
Personal Identification Number A002245919Z
has filed relevant tax returns and
paid taxes due as provided by Law.**

**This Certificate will be valid for
twelve (12) months up to 02/09/2025.**

Caveat: This certificate is issued on the basis of information available with the authority as at the certificate date mentioned above. The Authority reserves the right to withdraw the certificate if new evidence materially alters the tax compliance status of the recipient.

Disclaimer : This certificate is system Generated and therefore does not require signature. You may confirm validity of this certificate on the iTax Portal by using the TCC Checker. This certificate confirms your compliance status for a period of five years preceding the date of issue. The certificate may however be with withdrawn on grounds of outstanding debt affecting periods prior to this.

HIGHER EDUCATION LOANS BOARD



Compliance Certificate

This is to confirm that;
FRANCIS MOOKE MEJA

Holder of National IDNO. **9208760** is not a beneficiary of the University Loans scheme

Chief Executive Officer

Chief Operations Officer

Caveat

- a) This certificate is issued on the basis of information available to the Board as at the date shown above. The Board reserves the right to withdraw the certificate if new evidence materially alters the compliance status of the recipient.
- b) This is a system generated certificate. To confirm genuineness and validity of this certificate use the HELB checker available at : <https://portal.helb.co.ke> or contact our office.

Date of Issue: 03-09-2024

Valid until: 03-09-2025

Date of Issue September 3, 2024

Serial No. **CIC5780-49893378-890329**



Clearance Certificate

This is to certify that

FRANCIS MOOKE MEJA

Of National ID **9208760**

Has no adverse listing as per information held by Creditinfo CRB Kenya Ltd

This certificate is valid at the date of issue, changes may occur after issue date

A handwritten signature in black ink, appearing to be 'Francis Mooke Meja', written over a horizontal line.

Chief Executive Officer

A handwritten signature in black ink, appearing to be 'Alfred Mwangi', written in a cursive style.

Chief Operating Officer

The Conclusion herein is based on the information obtained from public records and other third party sources.
Creditinfo makes no representation as to the accuracy of this information and shall not be liable for any loss, damages or claims whatsoever arising from reliance in this certificate.

NATIONAL POLICE SERVICE



DIRECTORATE OF CRIMINAL INVESTIGATIONS

DIRECTORATE OF CRIMINAL INVESTIGATIONS HEADQUARTERS

P.O.Box 30036-00100 GPO
NAIROBI, KENYA

Ref. No. **PCC-JRSMNB5JV** Date: **7 September 2024**

POLICE CLEARANCE CERTIFICATE

I hereby certify that the fingerprints recorded from

FRANCIS MOOKE MEJA

holder of ID No. **9208760** have been searched in Criminal Records

Office's database with/without previous record. The validity of the information on this certificate is as of the date of issue.

REMARKS IN CASE OF PREVIOUS RECORD

OFFENCE(S): NIL

RESULTS OF TRIAL: NIL

DATE: NIL

This Certificate has been issued without any alteration or any erasure

(Signature)
(W.N KIRAI)

For: Director, Directorate of Criminal Investigations

(P.T.O)

NOTE: This is a computer generated certificate, to verify the authenticity of this document, use the link <https://dci.citizen.go.ke/verify>, send DCI to 21546 Then Dial *512# and select "Police Clearance"



Commission for University Education

Recognition and Equation of Qualifications

CUE/10/9/1/Vol. 644

9th June, 2023

Mooke Meja Francis
P. O. Box 517 - 20800
NGONG HILLS

RE: RECOGNITION OF QUALIFICATIONS
MOOKE MEJA FRANCIS

Thank you for your application dated 8th June, 2023 in which you requested the Commission for University Education to recognize the following qualification awarded by Marathwada University (Currently Dr. Babasaheb Ambedkar Marathwada University) in India:

- Bachelor of Arts in Economics, Public Administration and Political Science

It is hereby confirmed Dr. Babasaheb Ambedkar Marathwada University is a recognized institution in India. The qualification awarded by the said institution is also recognized in India and by convention in Kenya.

Kindly note, that in addition to this recognition, you may be required to meet other requirements set by Kenyan professional organizations.

MERCY MWEREREKU

FOR: COMMISSION SECRETARY/CHIEF EXECUTIVE OFFICER

MM/mmm

NB:

- *The Commission is not accountable for the authenticity of the certificate or the identity of the certificate holder presented for recognition and/or equation.*
- *The Commission retains the right to revoke recognition of the award in the event that it establishes any reason that makes the award in question ineligible for recognition and/or equation.*

Quality: The Agenda

Redhill Rd., off Limuru Rd, Gigiri
P. O. Box 54999 00200, Nairobi, Kenya. Tel: 254 (020)-7205000
E-mail: recognition@cue.or.ke; Website: www.cue.or.ke

FIRST SCHEDULE (S.13) / TARATIBU YA KWANZA (S.13)

SELF-DECLARATION FORM / FOMU YA KUJITANGAZA



1. GENERAL INFORMATION / TAARIFA YA JUMLA

Title / Cheo	Surname / Jina la ukoo	First Name / Jina la Kwanza	Middle Name / Jina la Katikati	Other Names / Majina Mengine
Mr/Mrs/Prof/ Miss/Ms/Dr Bw/Bi/Prof/ Binti/Bibi/Dkt	KIMONYE	MARY	WANJIRA	NYAGA
ID CARD No. Na. ya Kitambulisho	PASSPORT NO. NA. ya PASIPOTI	EXPIRY DATE OF PASSPORT TAREHE YA MUDA WA PASIPOTI KUISHA	PIN NO. NA. ya PIN	
16126195	EK11699	28/8/2028	A0020417831	
SEX (Tick) JINSIA (Weka Alama)	Occupation: Kazi: PUBLIC SERVANT			
Male Kiume <input type="checkbox"/>	E-Mail Address: Anwani ya Barua pepe: wanjirakimonye@gmail.com			
Female Kike <input checked="" type="checkbox"/>	Postal Address: PO Box Anwani ya Posta: SL Posta: 1044 Code: Msimbo: 00606			
Telephone No. Na. ya Simu	Mobile No. Na. ya Rununu	Other Numbers Nambari Nyingine		
	0722702488	N/A		
RESIDENCE MAKAZI	ESTATE/TOWN/LOCATION MTAA/MJI/LOKESHENI			SPRING VALLEY
	DISTRICT WILAYA			WESTLANDS
	COUNTY KAUNTI			NAIROBI
	TOWN/CITY MJI/JIJI			NAIROBI
	COUNTRY NCHI			KENYA
2. BIRTH INFORMATION / TAARIFA YA KUZALIWA				
DATE OF BIRTH / TAREHE YA KUZALIWA			26 TH AUGUST 1961	



BIRTH CERTIFICATE NO. / NA. YA CHETI CHA KUZALIWA	2013753
PLACE OF BIRTH / MAHALI PA KUZALIWA	GICHUGU
DISTRICT OF BIRTH / WILAYA YA KUZALIWA	KIRINYAGA
COUNTY OF BIRTH / KAUNTI YA KUZALIWA	KIRINYAGA
COUNTRY OF BIRTH / NCHI YA KUZALIWA	KENYA

3. NATIONALITY / UTAIFA

Kenyan Mkenya <input checked="" type="checkbox"/>	Dual Ketekote <input type="checkbox"/> (Provide details _____) (Toa maelezo _____)
--	---

4. MARITAL STATUS / HALI YA NDOA

SINGLE NINGALI SIJAOA/SUAOLEWA <input type="checkbox"/>	MARRIED NIMEOA/NIMEOLEWA <input checked="" type="checkbox"/>	SEPARATED NIMETENGANA <input type="checkbox"/>
DIVORCED NIMETALAKIANA <input type="checkbox"/>	WIDOWED NIMEFIWA <input type="checkbox"/>	

IF MARRIED GIVE NAMES OF THE SPOUSE(S) (Surname, First Name, middle name, others)
KAMA UMEOA TOA MAJINA YA MUME/MKE(Wa) WAKO (Jina la ukoo, jina la Kwanza, jina la kati, mengine)

KIMONYE JAMES N'ITERANDU

NATIONALITY OF SPOUSE UTAIFA WA MKE/MUME	KENYAN.
---	---------

NAME OF CHILDREN UNDER THE AGE OF 18 YEARS JINA LA WATOTO WALIO CHINI YA UMRI WA MIAKA 18	N/A
--	-----

5. EDUCATIONAL QUALIFICATIONS / KUFUZU KWA KIELIMU

PRIMARY CERTIFICATE CHETI CHA MSINGI <input type="checkbox"/>	SECONDARY SHULE YA UPILI <input type="checkbox"/>	'A' LEVEL KIWANGO CHA 'A' <input type="checkbox"/>	
DIPLOMA STASHAHADA <input type="checkbox"/>	DEGREE SHAHADA <input type="checkbox"/>	MASTERS UZAMILI <input checked="" type="checkbox"/>	PHD UZAMIFU <input type="checkbox"/>

OTHERS
VINGINE VARIOUS PROFESSIONAL CERTIFICATES



HIGHEST ACADEMIC QUALIFICATION OBTAINED
KUFUZU KWA JUU ZAIDI KWA KIAKADEMIA ULIKOPATA

Qualification / Kufuzu	Institution / Taasisi	Year / Mwaka
MASTER OF BUSINESS ADM	THE UNIVERSITY OF NAIROBI	1989

6. LANGUAGE SPOKEN / LUGHA UNAZOZUNGUMZA

First Language Lugha ya Kwanza	Second Language Lugha ya Pili	Others Nyingine
ENGLISH	KISWAHILI	KIMERYU

7. MEMBERSHIP OF PROFESSIONAL ORGANISATION(s) (If any)

UANACHAMA WA SHIRIKA(MA) YA KITAALAMU (Kama yapo)

Name of Organization Jina la Shirika	Date of Admission Tarehe ya Kuandikishwa	Membership No. Na. ya Uanachama
MARKETING SOCIETY KENYA INT OF MGT	2012	M717MSK
CHARTERED INT OF MARKETING	1999	12029

8. REASON(S) FOR DECLARATION / SABABU ZA KUJITANGAZA

Purpose for which declaration is required / Kusudio la kuhitajika kwa kujitangaza huku

Election Employment
Upigaji kura Kuajiriwa

Others (Specify) N/A
Nyingine (Bainisha)

State office for which the declaration is being submitted
Ofisi ya serikali ambayo kujitangaza huku kunawasilishwa

PUBLIC SERVICE COMMISSION

9. MORAL AND ETHICAL QUESTIONS / MASWALI YA NIDHAMU NA KIMAADILI

Answers to the following questions are mandatory. If YES to any question you must provide additional information on a supplementary sheet.
Majibu kwa maswali yafuatayo ni lazima. Kama NDIYO katika swali lolote lazima utoe taarifa ya ziada kwenye karatasi nyingine.

	YES	NO
a) Have you ever engaged in any form of dishonesty in the conduct of public affairs a) Umewahi kujihusisha na hali yoyote ya kutokuwa mwaminifu katika kazi zako na shughuli za umma		✓
b) Have you ever abused a public office? b) Umewahi kutumia vibaya ofisi ya umma?		✓
c) Have you ever misrepresented information to the public? c) Umewahi kuwakilisha kwa njia isiyofaataarifa kwa umma?		✓
d) Have you ever engaged in wrongful conduct whilst in the furtherance of personal benefit?		✓



d) Umewahi kujihusisha katika tabia mbaya huku ukitaka kujinufaisha kibinafsi?		
e) Have you ever misused public resources? e) Umewahi kutumia vibaya rasilimali za umma?		✓
f) Have you ever discriminated against anyone of any grounds other than as provided for under the Constitution or any other law? f) Umewahi kubagua yeyote kwa misingi yoyote mbali na vile ilivyoelezwa katika Katiba au sheria yoyote nyingine?		✓
g) Have you ever falsified official or personal records? g) Je, umewahi kudanganya katika rekodi rasmi au za kibinafsi?		✓
h) Have you ever been debarred or removed from the Register of Members of your professional organization? h) Umewahi kupigwa teke au kuondolewa kutoka kwenye Rejista ya Wanachama wa shirika lako la kitaalamu?		✓
i) Have you ever had any occupational or vocational license revoked and/or otherwise subjected to any other disciplinary action for cause in Kenya or any other country i) Umewahi kujipata katika hali ya leseni yako ya kikazi au ya kiufundi kutupiliwa mbali na/au vinginevyo kuchukuliwa hatua nyingine ya kinidhamu katika nchi ya Kenya au nchi yoyote nyingine		✓
j) Have you ever dismissed from employment on account of lack of integrity? j) Umewahi kufutwa kazi katika ajira kutokana na ukosefu wa uadilifu?		✓
k) If you have been a public officer, have you ever failed to declare your Income, Assets and Liabilities as required under the Public Officer Ethics Act, 2003? k) Kama umewahi kuwa ofisa wa umma, umewahi kushindwa kutangaza Mapato yako, Mali na Gharama kama unavyohitajika katika Kifungu cha sheria cha Maadili ya Ofisa wa Umma, 2003?		✓
l) Have you ever been the subject of disciplinary or criminal proceedings for breach of the Public Officer Ethics Act, 2003 or a Code prescribed thereunder? l) Umewahi kuwa mada katika taratibu za kinidhamu au kihalifu kwa kuvunja kifungu cha sheria cha Maadili ya Ofisa wa Umma 2003, au Msimbo ulioainishwa hapo chini?		✓
m) Have you ever been convicted of any offence and sentenced to serve imprisonment for a period of at least six months? m) Umewahi kushtakiwa kwa kosa lolote na kuhukumiwa kifungo gerezani kwa kipindi kipatacho miezi sita?		✓
n) Have you ever had an application for a Certificate of Clearance or a Certificate of Good Conduct or for a visa or other document authorizing work in a public office denied and/or rejected for cause in Kenya or any other country?		✓

n) Umewahi kutuma ombi la Cheti cha kuondolewa Hatia au Cheti cha Kinidhamu au cha visa au nyaraka nyingine zinazoidhinisha kazi katika ofisi ya umma na hivyo basi wewe kunyimwa na/ au kukataliwa kwa sababu yoyote nchini Kenya au nchi yoyote nyingine?



10. EMPLOYMENT INFORMATION / TAARIFA YA KUAJIRIWA

NAME OF EMPLOYER JINA LA MWAJIRI	POSITION/RANK CHEO/WADHIFA	DATE OF FIRST APPOINTMENT TAREHE YA KUAJIRIWA KWA KWANZA	DATE OF PRESENT APPOINTMENT TAREHE YA KUAJIRIWA KWA SASA
GOVERNMENT OF			
KENYA-EXECUTIVE	HEAD OF		
OFFICE OF THE	GOVERNANCE	21ST NOV	1ST JANUARY
PRESIDENT.	AND PUBLIC	2018	2023
	SERVICE REVIEW		
	AND RE-ENGINEERING.		
WORKSTATION KITUO CHA KAZI HARAMBEE HOUSE.	NATURE OF EMPLOYMENT (Constitutional/Elective/Permanent/Contractual/Other) ✓ AINA YA KUAJIRIWA (Kikatiba/Kuteuliwa/Kudumu/Kikandarasi/Nyingine)		



OATH AND AFFIRMATION / KIAPO NA UTHIBITISHWAJI

I solemnly swear (or affirm) and certify, under penalty of false declaration under the Oaths and Statutory Declarations Act (Cap 15 of the Laws of Kenya), that all the foregoing statements in this declaration are true and correct to the best of my knowledge.

Ninaapa ya kwamba (ninathibitisha) na kuidhinisha, katika adhabu ya kujitangaza kwa uongo chini ya kifungu cha sheria cha Viapo na Kujitangaza Kisheria (Ibara 15 ya Sheria za Kenya), kwamba kauli zote zilizotajwa katika kujitangaza huku ni za kweli na sahihi kwa kadri ninavyojua.

Dated at / Mnamo tarehe NAIROBI, this / kwenye.....
day of / siku hii ya NOVEMBER, 2024

SIGNATURE OF DECLARANT: [Signature]
SAINI YA ANAYEJITANGAZA:

SWORN/DECLARED BEFORE ME / ALIYELISHWA KIAPO/TANGAZWA MBELE YANGU

This / Mnamo 17TH day of NOVEMBER, 2024
at / katika mahali hapa NAIROBI


COMMISSIONER FOR OATH/MAGISTRATE
KAMISHA WA KIAPO/HAKIMU



NATIONAL POLICE SERVICE

**DIRECTORATE OF CRIMINAL INVESTIGATIONS**

DIRECTORATE OF CRIMINAL INVESTIGATIONS HEADQUARTERS
P.O.Box 30036-00100 GPO
NAIROBI, KENYA

Ref. No. **PCC-L5SRBRALB**Date. **7 November 2024****POLICE CLEARANCE CERTIFICATE**

I hereby certify that the fingerprints recorded from

MARY WANJIRA KIMONYE

holder of ID No. **16126195** have been searched in Criminal Records
Office's database with/without previous record. The validity of the
information on this certificate is as of the date of issue.

REMARKS IN CASE OF PREVIOUS RECORD

OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

This Certificate has been issued without any alteration or any erasure

(W.N KIRAI)

For: Director, Directorate of Criminal Investigations
(P.T.O)

NOTE: This is a computer generated certificate, to verify the authenticity of this document,
use the link <https://dci.citizen.go.ke/verify>,
send DCI to 21546 Then Dial *512# and select "Police Clearance"



KENYA REVENUE
AUTHORITY

Tax Compliance Certificate

For General Tax Questions
Contact KRA Call Centre
Tel: +254 (020) 4999 999
Cell: +254(0711)099 999
Email: callcentre@kra.go.ke

www.kra.go.ke

Taxpayer PIN : A0020417831

Certificate Date: 15/11/2024

Name and Address :

Mary Wanjira Kimonye

University of Nairobi, Nairobi, Westlands District,
PO Box:1044,
Postal Code:00606

Certificate Number:

KRAWON1443379824



**This is to confirm that Mary Wanjira Kimonye,
Personal Identification Number A0020417831
has filed relevant tax returns and
paid taxes due as provided by Law.**

**This Certificate will be valid for
twelve (12) months up to 14/11/2025.**

Caveat This certificate is issued on the basis of information available with the authority as at the certificate date mentioned above. The Authority reserves the right to withdraw the certificate if new evidence materially alters the tax compliance status of the recipient.

Disclaimer : This certificate is system Generated and therefore does not require signature. You may confirm validity of this certificate on the iTax Portal by using the TCC Checker. This certificate confirms your compliance status for a period of five years preceding the date of issue. The certificate may however be with withdrawn on grounds of outstanding debt affecting periods prior to this.



Clearance Certificate

This is to certify that

MARY WANJIRA KIMONYE

Of Passport Number **CK11699**

Has no adverse listing as per information held by Creditinfo CRB Kenya Ltd

This certificate is valid at the date of issue, changes may occur after issue date

A handwritten signature in black ink, appearing to read 'Kimonye', written over a horizontal line.

Chief Executive Officer

A handwritten signature in black ink, appearing to read 'Alphacoin', written in a cursive style.

Chief Operating Officer

The Conclusion herein is based on the information obtained from public records and other third party sources.
Creditinfo makes no representation as to the accuracy of this information and shall not be liable for any loss, damages or claims whatsoever arising from reliance in this certificate.



Commission for University Education

Recognition and Equation of Qualifications

CUE/10/9/1/Vol. 674

22nd May 2024

Irene Cherotich Asienga
P.O Box 2379 - 00100
NAIROBI

**RE: RECOGNITION OF QUALIFICATIONS
IRENE CHEROTICH ASIENGA**

Thank you for your application dated 20th May, 2024 in which you requested the Commission for University Education to recognize the following qualification awarded by the University of Malawi in Malawi:

- **Master of Arts in Economics**

It is hereby confirmed that the University of Malawi is a recognized institution in Malawi. The qualification awarded by the said institution is also recognized in Malawi and by convention in Kenya.

Kindly note, that in addition to this recognition, you may be required to meet other requirements set by Kenyan professional organizations.

GILBERT W. OPANGA

FOR: COMMISSION SECRETARY/CHIEF EXECUTIVE OFFICER

GWO/mmm

NB.

- *The Commission is not accountable for the authenticity of the certificate or the identity of the certificate holder presented for recognition and/or equation.*
- *The Commission retains the right to revoke recognition of the award in the event that it establishes any reason that makes the award in question ineligible for recognition and/or equation.*

Quality: The Agenda

Redhill Rd., off Limuru Rd., Gigiri
P. O. Box 54999-00200, Nairobi, Kenya. Tel: 254 (020) 7205000.
E-mail: recognition@cue.or.ke, Website: www.cue.or.ke

NATIONAL POLICE SERVICE



DIRECTORATE OF CRIMINAL INVESTIGATIONS

DIRECTORATE OF CRIMINAL INVESTIGATIONS HEADQUARTERS

P.O.Box 30036-00100 GPO
NAIROBI, KENYA

Ref. No. **PCC-5GS67WGLP**

Date. **13 April 2024**

POLICE CLEARANCE CERTIFICATE

I hereby certify that the fingerprints recorded from

IRENE CHEROTICH KOECH

*holder of ID No. **11526413** have been searched in Criminal Records Office's database with/without previous record. The validity of the information on this certificate is as of the date of issue.*

REMARKS IN CASE OF PREVIOUS RECORD

OFFENCE(S): NIL

RESULTS OF TRIAL: NIL

DATE: NIL

This Certificate has been issued without any alteration or any erasure

(W.N KIRAI)

For: Director, Directorate of Criminal Investigations
(P.T.O)

NOTE: This is a computer generated certificate, to verify the authenticity of this document, use the link <https://dci.ecitizen.go.ke/verify>, send DCI to 21546 Then Dial *512# and select "Police Clearance"

REMARKS

- 2 OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....
- 3 OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....
- 4 OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....
- 5 OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....
OFFENCE(S): **NIL**
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RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....
- 7 OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....

www.kra.go.ke

Taxpayer PIN : A002701431D

Certificate Date: 08/04/2024

Name and Address :

Irene Cherotich Koech
HUA CHUANG, NAIROBI, Westlands District,
PO Box:2379,
Postal Code:00100

Certificate Number:

KRAWON1391295124



**This is to confirm that Irene Cherotich Koech,
Personal Identification Number A002701431D
has filed relevant tax returns and
paid taxes due as provided by Law.**

**This Certificate will be valid for
twelve (12) months up to 07/04/2025.**

Caveat: This certificate is issued on the basis of information available with the authority as at the certificate date mentioned above. The Authority reserves the right to withdraw the certificate if new evidence materially alters the tax compliance status of the recipient.

Disclaimer : This certificate is system Generated and therefore does not require signature. You may confirm validity of this certificate on the iTax Portal by using the TCC Checker. This certificate confirms your compliance status for a period of five years preceding the date of issue. The certificate may however be with withdrawn on grounds of outstanding debt affecting periods prior to this.

**Annexure 11:
Nominees' Curriculum Vitae**

ANNEXURE 11
NOMINEES'
CURRICULUM
VITAE

CURRICULUM VITAE

Name : **MARY WANJIRA KIMONYE (MRS.), CBS**
Address : P.O. Box 1044-00606
NAIROBI
Cellphone: 0722702488
E-mail: wanjirakimonye@gmail.com

PROFILE SUMMARY

Committed Public Servant and Management Strategist, Scholar and Trainer with close to thirty (30) years experience of service in both public and private institutions. Special competencies include country marketing and branding, strategy development, public policy, training, capacity building and organizational development. Networking both locally and internationally, passion, patriotism a positive attitude and good interpersonal skills constitute my unique style.

OBJECTIVE

To apply my extensive experience, knowledge, skills competencies and to bring positive and meaningful change to the socio-economic development of individuals, institutions, communities and the country and contribute to the achievement of Kenya's Development Agenda as expressed in Vision 2030 The BETA plan and other regional and international development frameworks to which Kenya is a signatory.

EDUCATIONAL BACKGROUND

Colleges Attended	Dates	Award
(i) University of Nairobi	Currently pursuing	Doctoral Studies
(ii) University of Nairobi	1989	Masters of Business Administration (MBA)
(iii) University of Nairobi	1985	Bachelor of Commerce
(iv) Sacred Heart Girls High School - Kyeni	1975 - 1978	East African Certificate of Education (EACE)
(v) Nyandarua High School	1979 - 1980	Kenya Advanced Certificate of Education (KACE)
(vi) Sacred Heart Primary School - Kyeni	1972 - 1974	Certificate of Primary Education (CPE)
(vii) Ngarima Primary - Kirinyaga	1971	

ADDITIONAL TRAINING

- 2009** - **Institute for Public Sector Administration (IPA) London**
Undertook a three week training on Government and Image Building
- 2000** - **Mississippi Consortium for International Development**
Enhancing Leadership skills for a Democratic Society
- 1998** - **AMREF/KMWA**
Gender Perspectives in Health
- 1997** - **DFID/NCWK**
Trainer of Trainers in Economic Empowerment
Lobbying and Advocacy skills

EMPLOYMENT HISTORY AND WORK EXPERIENCE

1. PUBLIC SECTOR

Thirty (30) years in the Public Service with specific assignments in the following employment positions:

January 2023 to date: Head, Governance and Public Service Reforms & Re-engineering – Executive Office of the President

Duties and Responsibilities include: -

- (i) Assisting the Chief of Staff and Head of the Public Service in his role as the Administrative Head of the Executive Office of the President.
- (ii) Collect and collate data and information relevant to the functions of administration of the Public Service and provide appropriate advisory to the Chief of Staff and Head of the Public Service.
- (iii) Reviewing governance matters escalated to the Chief of Staff and Head of the Public Service from across the service and prepare policy briefs on the same.
- (iv) Assist the Chief of Staff and Head of the Public Service in entrenching a value based culture in the Service with specific focus on compliance with Chapter 6 on Leadership and Integrity, Articles 232 and 10 of the Constitution.
- (v) Work with relevant agencies, to spearhead the anti-corruption campaign across Ministries, Departments and Agencies (MDAs).
- (vi) Designing and developing relevant governance and public service transformation programmes.

- (xiii) Managing assets and liabilities in the State Department in a way which ensures that the State Department achieves value for money in acquiring, using and disposing assets.

**2018-2020: Principal Administrative Secretary, State
Department for Public Service**

My duties and responsibilities included:

- (i) Formulating, developing and interpreting human resource management policies, regulations and procedures in the Public Service.
- (ii) Implementing human resource policies, standards, rules and procedures.
- (iii) Monitoring and evaluating performance of human resource departments in ministries and departments.
- (iv) Developing, reviewing and monitoring implementation of Performance Appraisal System (PAS) in the Civil Service.
- (v) Development, management and implementation of staff guidance and counseling policy in the Civil Service.
- (vi) Facilitating Training Needs Analysis (TNA) in ministries and departments, local authorities and state corporations.
- (vii) Identifying and developing training and development programmes to meet the needs of the Public Service.
- (viii) Developing and issuing career progression guidelines and Schemes of Service.
- (ix) Providing management consultancy services to the public service, particularly on appropriate organizational structures, modern management techniques, research and innovation.

**2017-2018: Advisor, Special Projects and Strategic Initiatives,
Ministry of Public Service, Youth and Gender**

The advisory position focused on strengthening policy development, review and planning to align programmes and activities to overall country developmental goals. Specifically, the role entailed:

- Providing expert advice as required by the Ministry on macro policy issues and their possible implementation impact on target beneficiaries and national development.
- On regular basis, liaising with relevant departments and/or agencies to provide regular briefs on arising matters requiring policy intervention.
- Working closely with stakeholders including other Government

- (vii) Support the Chief of Staff and Head of the Public Service in the design of relevant capacity building initiatives for state officers and other senior level public servants.
- (viii) Due to my extensive experience, I am continually involved in numerous high level induction of public servants.

**February 2020 to December 2023 - Principal Secretary, State
Department for Public Service**

My Duties and Responsibilities as an Accounting Officer included:

- (i) Administration of the State Department for efficient delivery of the public services.
- (ii) In charge of public resources both material and human that are earmarked by the Government for utilization in specific areas.
- (iii) Ensure staff demonstrate and uphold high levels of integrity and ethical conduct
- (iv) Exercise utmost fairness towards all staff in discharge of duties
- (v) Ensure strict adherence to the Civil Service Code and Regulations
- (vi) Render informed and impartial advice to the Cabinet Secretary consistent with the functions and responsibilities of the Cabinet Secretary; in order to enhance efficient and collective responsibility
- (vii) Ensuring that the resources of the State Department are used in a way that is - (a) lawful and authorized; and (b) effective, efficient, economical and transparent.
- (viii) Ensuring that the State Department keeps financial and accounting records that comply with the Public Finance Management Act, 2012; and that all financial and accounting records that the State Department keeps in any form, including in electronic form are adequately protected and backed up.
- (ix) Preparing the Strategic Plan for the State Department in conformity with the medium-term fiscal framework and fiscal policy objectives of the national Government.
- (x) Preparing budget estimates of expenditure and revenues of the State Department in conformity with the strategic plan.
- (xi) Preparing annual financial statements for each financial year within three months after the end of the financial year, and submit them to the Controller of Budget and the Auditor-General for audit, and forward a copy to the National Treasury.
- (xii) Maintaining a record of any losses that are written off the Public Finance Management Act, 2012 including the record in the State Department's financial statements.

- institutions to map policy gaps relating to the mandate of the Ministry and proposing possible remedies and interventions.
- Availing policy briefs, reports, background research and data, issue papers on topical issues falling within the purview of the Ministry.
 - Providing technical input and expertise in the overall development and review of policies under the Ministry.
 - Providing appropriate capacity building support in key delivery points within the Ministry as may be applicable.

2009-2015: Chief Executive Officer, Brand Kenya Board

- Founder CEO of the Brand Kenya where I took responsibility for setting up the Board, developing its strategic plan, hiring staff, managing the Board's resources and developing the National Brand Master Plan. The plan is the blueprint for managing and promoting Kenya's image and reputation. Critical areas of focus were market segmentation, target market selection and identification of most viable platforms to build Kenya's visibility and executing campaigns on national pride and patriotism.
- While serving in this position, I spearheaded the marketing of Kenya in several countries among them France, Netherlands, USA, Britain, Germany, Malaysia, Italy, South Africa and Dubai. I spearheaded several perception surveys aimed at gauging the attitudes of various stakeholders towards national branding.
- Additionally, I served in numerous taskforces, among them: Global Entrepreneurship Conference (GES), "Kenya at 50" celebrations, rebranding of the City of Nairobi, and the National Communication Strategy Committee.
- As the CEO of the national branding and marketing body, I also spearheaded the development of the Branding and Marketing Strategy for Kenyan Counties, Cities and Towns and undertook several training sessions for public institutions on national and institutional branding.

2007-2008: Technical Advisor, Public Sector Reform Secretariat, Office of the President

This assignment involved implementation of Results Based Management (RBM) in the public service. My responsibility was to design and facilitate programs geared towards building the capacity of public servants and institutions to enable them embrace RBM in the management of public resources. Critical areas of focus included Performance Contracting, the RRI initiative, Leadership and Country Image Building.

1991-To-Date: Lecturer, University of Nairobi (on Leave of Absence)

- Teaching and supervising research project at both Masters and Undergraduate level. Supervised several MBA projects.
- In addition to designing and teaching courses in the School of Business, I also undertake other duties among them, mentoring students in various associations and serving in committees and taskforces that arise from time to time.
- I also served as a member of various teams involved in Project Management for the Government of Kenya among them, the KEPLOTRADE Committee under the Ministry of Trade, which is involved in developing Kenya's negotiation position for trade co-operation with the European Union.

2. PRIVATE SECTOR

- Extensive experience in training and management consultancy for various corporations in the areas of strategy development, marketing strategic planning, customer care and private-public sector relations.
- Among the corporations I have worked for on consultancy basis are, Ogilvy Kenya, Uchumi Supermarkets, Post Bank, Colgate-Palmolive, Caltex oil, PTA Bank, BRITAM, Proctor and Allan, Jamii Bora Bank and the Centum Group and Jamii Bora Bank.

3. NGO'S/DONOR AGENCIES

- Undertaken several consultancies in the areas of project planning and civic education.
- Served as a national project coordinator for the National Council of Women (NCWK) civic project sponsored by USAID, DFID and Embassy of Finland. The 3 year project involved working with women networks on capacity building in advocacy, lobbying and economic and political empowerment.
- Served as Kenya Women's Representative to the East African Sub-Regional Support Initiative (EASSI) whose mandate is to speed up the implementation of the Beijing platform for action.
- Trainer for the political leadership development programme under the Friedrich Ebert Foundation. The programme involved training young leaders for political office in the run-up to the general elections of 2002.
- Facilitated and acted as a rapporteur in various conferences and seminars for NGOs and quasi-government institutions among them:
 - Kenya Flower Council
 - Kenya Organization of Retirees
 - Kenya Fish Producers and Exporters Association
 - Volunteer Services Overseas/KTDG

SPECIAL ASSIGNMENTS

- 2023 Presidential Taskforce for Modernization of the Government Press**
I was appointed as a member of the taskforce that is currently working out the modernization of the Government Press and served as a chairperson of one of the sub-committees.
- 2021 National Defence College (NDC)**
As Principal Secretary, State Department for Public Service, I was appointed Chair of the National Defense College with effect from November, 2021.
- 2021 East and South African Management Institute (ESAMI)**
Kenya was elected Chair of the East and South African Management Institute (ESAMI) Board in February, 2022. The Principal Secretary State Department for Public Service represents the Head of the Public Service in the Board.
- 2019 Africa Public Service Day (APSD)**
- Coordinated planning of the APSD Continental Event held in Nairobi in June, 2019.
 - As the Principal Administrative Secretary, State Department for Public Service, I chaired the Steering Committee.
 - Over forty (40) Member States attended.
- 2019 African Charter on Values and Principles of Public Service and Administration**
Coordinated planning of the Conference of State Parties to the Charter. Seventeen (17) Member States attended.
- 2019 Recruitment of the Controller of Budget**
I was Chair to the Panel
- 2018 Recruitment of the Chairperson of the Salaries and Remuneration Commission**
I was Chair to the Panel
- 2015 Former US President Barack Obama visit to Kenya**
I chaired the communication and Branding Sub Committee.
- 2012 Kenya's Participation in the Olympics**
I chaired the National Technical Committee for Kenya Olympics 2012.

CONSULTANCY ASSIGNMENT

- 2006 National Water and Conservation and Pipeline Corporation**
Contracted by the Corporation to carry out baseline surveys on employee satisfaction and labour relations.
- 2006 Ogilvy Kenya**
Development of 5 year strategic plan for the company.
- 2006 Development Bank of Kenya**
Marketing strategy development focused on helping the bank transform its image from a Development Finance Institute (DFI) to a full-pledged commercial bank.
- 2006 UNES/University of Nairobi**
A member of a team of consultants contracted to develop policy guidelines for the formation of a private consulting unit within the UNES.
- 2005 Kamphor Consultants/Tourism Trust Fund**
Member of a team of consultants engaged to develop a Tourism Development Toolkit for small Scale Enterprises in Kenya.
- 2005 National Water Conservation and Pipeline Corporation**
Facilitator in the corporation's strategic review focusing on rationalizing their new mandate in line with sector reforms and recommending subsequent business plans.
- 2005 Corporate Africa / Awan East Africa**
Facilitator in the African Women's leadership and entrepreneurship development workshop held in Nairobi Kenya.
- 2005 British American Insurance Company (BRITAK)**
- Facilitator in the company's marketing strategy development workshop aimed at developing strategies for intensified penetration of insurance products into the Kenyan market.
 - Trainer in the company's customer care programme with the main focus being service delivery improvement.
- 2004 Institute of Certified Public Accountants of Kenya (ICPAK)**
Facilitator in the Institute's practitioner's development workshop. Covered the topic "Marketing your Services".

- 2003 Post Bank**
Undertook the development and implementation of a service delivery system improvement program as the bank embarked on implementation of its current three year development program.
- 2003-2004 Collage-Palmolive**
Contacted to develop training manuals in merchandizing to be used by Colgate sales teams in the region.
- 2002-2005 Caltex Oil Kenya Limited**
A three-year contract as the company's consultant in areas of marketing, planning, client relations, customer education and product promotion.
- 2002-2005 Chartered institute of marketing**
Contracted as the chief trainer and consultant responsible for training projects design and implementation for the institute and its members. Among the courses implemented were; customer relationship management (CRM), customer care, brand management and marketing planning.
- 2002 PTA Bank**
Undertook a marketing strategy development and training programme for all the staff of the bank.
- 2002 E-Sokoni/Syphony**
Contracted on a short-term consultancy (3 months) that involved studying the company's service delivery system and developing systems improvement initiatives, as well as training staff on self-empowerment.
- 2002 Kangemi Women Empowerment Centre (KWEC)**
Contracted to conduct research on the centers marketing strategy development program and to develop a strategic marketing plan for the center. Also involved in facilitating the groups planning sessions.
- 2001 Volunteer Services Overseas/ITDG**
Facilitation of joint planning session on the formation of a partnership between the two organizations for the implementation of community based projects.
- 2001 Uchumi Supermarkets - Market Survey**
Conducted a customer service improvement programme and a market survey prior to the launch of new packaging of various consumer products and introduction of Uchumi own label brands

- 2000 Proctor & Allan (K) Ltd - Market Test**
 Developed and implemented two-service system delivery improvement programs for the company's sales team and also conducted a market test for the introduction of potato crisps within Nairobi City. Served as Chief Researcher.
- 1997-2000 National Council of Women of Kenya / USAID**
 Undertook an extensive phased project that involved mobilizing grassroots women for training in civic education, developing the training materials, fundraising and liaising with local leaders and donor agencies
- 2000 National Poverty Reduction Programme PRSP - Nairobi Province Poverty Reduction Strategy Paper Team**
 Member of the team conducting interviews with stakeholders, to establish viable poverty reduction initiatives and to develop inputs into the National Poverty Reduction Strategy Paper
- 2000 Kenya Power & Lighting Company**
 Review and rationalization of the company's vision, mission and core values
- 2000 Kenya Organization of Retirees (KOOR) / FES**
 Acted as a moderator in the Nairobi Provincial Seminar, the aim of which was to develop consensus on a way forward to advance the rights of retirees in Kenya
- 2000 Mankims Services**
 Market needs assessment to establish viability of the launch of ground parcel delivery services within Nairobi and its environs and development of the company's three-year strategic plan
- 1998-1999 Tropical Food Products International / Sey Import - Export Company**
 Strategic Plan development as well as conducting feasibility study to establish market needs and industry conditions prior to the launch of their products and starting a fish-processing factory
- 1996-1997 Nyayo Tea Zone / Kamphor Ltd**
 Member of a team contracted by Africa Development Bank to undertake an additional improvement programme of the Tea Zone. Served as the Management Specialist and helped develop the Tea Zones Strategic Plan
- 1996 National Council of Women of Kenya**
 A member of a team of consultants involved in restructuring and development of the Councils strategic development plan. Assignment involved extensive research into needs to Kenya stakeholders of the Council

- 1996 Kenya Federation of Cooperatives**
Member of a team commissioned by KFC to assess training needs, evaluate KNFC existing training programmes and develop a revised training curriculum and implementation plan based on market needs analysis
- 1995 Chamber of Commerce**
Consultant for developing and conducting Management Skill Improvement Courses for small-scale traders, Export Business Development and Management Programmes for senior managers in various exporting companies in Kenya, organizing and conducting sales management courses for salesmen of the chamber with the aim of improving the organizations image and acceptability of its training programmes
- 1995 Kenya Institute of Management FAMA Resources / Kenya Institute of Management**
Training needs assessment survey for small-scale industries within Nairobi City
- 1995 NCKK**
Assistant team leader: involved in organizational restructuring of the National Council of Churches of Kenya. Key assignment involved collecting data from key beneficiaries of NCKK projects and developing a restructuring plan for the Council.

CONFERENCES/PAPER PRESENTATIONS

- 2019 - National Wagebill Conference**
Presented a paper on "Public Service Optimization for Effective and Efficient Service Delivery: The Way Forward for Kenya".
- October 2015 - Africa Travel Association Annual Conference, Nairobi Kenya**
Presented a paper on "Country Image and Nation Branding" (The Case of Kenya).
- June 2011 - World Marketing Forum, Accra, Ghana**
Presented a paper on "Transforming Africa's Image on the World Stage".
- May 2010 - Kenya Burundi Joint Symposium, Bujumbura**
Presented a paper on Nation Branding.

- 2006 - **Institute of Certified Public Accountants of Kenya - 22nd Annual Seminar**
Presented a paper on the Balanced Score Card - "The Customer Perspective"
- 2001 - **The Eastern African Sub-Regional Support Initiative for the Advancement of Women (EASSI)**
Attended the South-Eastern Africa Regional meeting on the Advancement of Women held in February at Mahe, Seycheles
- 1999 - **Expert Consultations of Private Sector Development**
Member of a team of experts called upon to deliberate and make technical suggestions on Private Sector Development under the Office of the President and organized by UNIDO
- 1999 - **Kenya Anti-Corruption Authority**
Member of a team of experts reviewing the strategic plan for Kenya Anti-Corruption Authority
- 1999 - **Glaxo SmithKline (K) Ltd**
Presented a paper on "the Challenges of the Sales Person" at the annual cycle briefing Conference in October
- 1998 - **FIDA - Bi Annual Conference**
Presented a paper on leadership at the 29th Bi-Annual Conference of the International Federation of Women Lawyers

PUBLICATIONS

- 2002 - **Marketing Society of Kenya**
Article on "Customer Defection" - Sokoni April Issue
- 2002 - **Marketing Society of Kenya**
Article on "Strong Brands" - Sokoni June Issue
- 2001 - **Marketing Society of Kenya**
Article on Service Marketing: "Positioning Your Bank for Survival" - Sokoni January - February
- 2001 - **National Council of Women of Kenya**
Coordinated and supervised gathering and publication of a HIV facts Handbook
- 2000 - **National Council of Women of Kenya**
Article on the role of Civic Education in the advancement of status of Women Mwelekeo

- 1999 - **National Council of Women of Kenya / USAID**
Co-authored two Women in Leadership Brochures for the project covering:
 - Women's Economic Empowerment
 - Lobbying and Advocacy
- 1999 - **National Council of Women of Kenya**
Co-authored a civil education Handbook
- 1998 - **National Council of Women of Kenya**
Co-authored a Leadership Education Training Manual
- 1998 - **University of Nairobi**
Article on service quality and consumer expectations: marketing review in July – 1998
- 1997 - **University of Nairobi**
Article on Service Marketing, Biases and Controversies: Marketing Review (journal of the Marketing Students Association in June)
- 1996 - **Kenya College of Accountancy**
Developed a Principles and Concepts of Management Training Manual
- 1994 - **Strathmore College**
Developed a Training Manual for the course, Principles of Management

AWARDS

- 2014 - **Kenya Institute of Management**
Admitted as a Fellow of the Institute in recognition of my efforts towards the vision of a well-managed Kenyan society.
- 2013 - **Kenya Scouts Association**
Received a recognition award for contribution to developing the young people in Kenya
- 2010 - **Presidential Honours**
Awarded the Moran of the Burning Spear (MBS) in recognition towards national image building
- 2010 - **Marketing Society of Kenya**
Recognition as a warrior of the Marketing Society of Kenya
- 2006 - **Chartered Institute of Marketing - Trainer of the Year Award**
- 2006 - **Students in Free Enterprise (SIFE)**
For mentoring students in their involvement in community improvement programmes. This has seen University of Nairobi students initiative programmes on poverty alleviation, business start-ups and environmental protection
- 2005 - **Chartered Institute of Marketing – Trainer of the Year Award**

PROFESSIONAL BODIES MEMBERSHIP

- Marketing Society of Kenya
- Chartered Institute of Marketing (CIM)
- Kenya Institute of Management (KIM)

BOARD MEMBERSHIP

- Board Member of the Eastern and Southern Africa Management Institute (ESAMI) – 2019
- Board Member, Worldwide Fund for Nature (WWF)
- Board Member, Global Peace Foundation
- Board Member, Kenya High School
- Faculty Advisor, SIFE (Past)
- Patron, Banking Students Association, University of Nairobi (Past)

SOCIAL RESPONSIBILITY

Faculty Advisor	-	Students in Free Enterprise (SIFE)
Patron	-	Banking Students Association – University of Nairobi
Patron	-	MBA Students Association – University of Nairobi
Patron	-	Students in Free Enterprise Chapter (SIFE) – UON
Publicity committee Member	-	Kenya College of Accountancy
Board of Trustees Member	-	Central Inmenti Development Association (CIDET)
Lavington United Church	-	Church Steward

LANGUAGES

Language	Speaking	Reading	Writing
English	Excellent	Excellent	Excellent
Kiswahili	Good	Good	Fair

REFEREES

1. **Prof. Francis N. Kibera, Ph.D, CBS**
University of Nairobi
Mobile Number: 0722513259

2. **Prof. Margaret Kobia, Ph.D, MGH**
Cabinet Secretary
Ministry of Public Service and Gender
P.O. Box 30050-00100
NAIROBI - KENYA
Mobile Number: 0722722637
Email: mkobia@publicservice.go.ke

CERTIFICATION

I, the undersigned, certify that to the best of my knowledge and belief, this Curriculum Vitae correctly describes my qualifications, my experience and myself.

Signature: _____ **Date:** _____

Full Name: _____



**NATIONAL COUNCIL FOR
PERSONS WITH DISABILITIES**
P.O BOX 66577-00800, NAIROBI
TEL 0709107000, 0800724333
EMAIL: INFO@NCPWD.GO.KE



DISABILITY REGISTRATION CERTIFICATE
REF: NCPWD-R6SNY7

1. PERSONAL DETAILS OF THE APPLICANT

FULL NAME: HARUN MAALIM HASSAN	ID NO: 21462033	GENDER: Male	
REG NO: NCPWD/P/7273	D.O.B: 1978-01-01	ETHNICITY: Somali	
EMAIL ADDRESS: harunassan@gmail.com	TELEPHONE NO: +254716637222	POSTAL ADDRESS: 203	CODE: Mandera 70300
CONSTITUENCY: Mavoko	WARD: Katani	COUNTY OF RESIDENCE: Machakos	
SUB-COUNTY: Athi-River	LOCATION: Katani	SUB-LOCATION Katani	

2. DISABILITY DETAILS

DISABILITY CATEGORY	SUB CATEGORY	CAUSE	AGE WHEN DISABILITY WAS ACQUIRED
1. PHYSICAL	• PARAPLEGIA	• Accident	• 28

COUNTY OF ISSUE:
Machakos

DATE OF ISSUE:
Mon, 23 September, 2024

Executive Director

HARUN MAALIM HASSAN, E.B.S

Visionary leadership, strategic communicator, solution – oriented, equality and equity rights advocate with more than 20 years' experience in public service and community work.



Personal info:

ID Number: 21462033

Ethnicity: Somali

County: Mandera

Disability: Physical (wheelchair user)

Cell: +254716 637 222

Email: harunassan@gmail.com

Work Experience

Dec 2020-Present: National Council for Persons with Disabilities (NCPWD)

Executive Director/CEO

March 2018-December 2020: State Department for Industrialization, Ministry of Industrialization, Trade and Enterprise Development

Administrative Secretary

March 2012-December 2020: Northern Nomadic Disabled Persons Organization (Nondo)

Founder and Honorary Director

November 2006-March 2018: Office of the President, Republic of Kenya

District Officer

2004- 2006: Parliamentary Network on the World (PNoWB)

Project Officer

July 2003-May 2004: Kenya Resource Centre for Indigenous Knowledge (KENRIK), National Museums of Kenya

Project Assistant

August 2002-January 2003: Pastoral Youth Leadership (PYL) Project, African Development Solutions (ADESO)

Intern

Education

- MA (Public Administration), Indira Gandhi National Open University (IGNOU), 2014.
- Bachelor of Environmental Studies (Planning & Management), Kenyatta University, 2004.
- Mandera Secondary School, KCSE Certificate, 1996
- Mandera Boys Town Primary School, KCPE Certificate, 1992

HARUN MAALIM HASSAN, E.B.S

Visionary leadership, strategic communicator, solution – oriented, equality and equity rights advocate with more than 20 years' experience in public service and community work.

Leadership, Governance and Management Experience

- **Leadership**– Organized the first National Disability Dialogue in Kenya. Founded Northern Nomadic Disabled Persons Organization (NONDO) - the first organization championing the rights and inclusion of marginalized persons with disabilities in 12 nomadic counties of Kenya.
 - At the NCPWD, received our first award as the Most Diverse and Inclusive Parastatal in Kenya 2022, by the Institute of Human Resource Management (IHRM) and 2023 first runners-up for Gender Mainstreaming and Inclusion by NGEN.
 - Awarded the Elder of the Order of the Burning Spear (EBS) in 2023 by His Excellency the President for outstanding distinguished service to the nation. Renewal of my CEO contract for the second and final term by the Board with a 98% performance evaluation appraisal superintended by the State Corporations Advisory Committee (SCAC) in 2023.
 - NCPWD Performance Contract score has risen from 3.71 (Fair) in 2021 to 3.04 (Good) in 2023, ranked as a High Achiever by the 2022 Public Service Commission's Values and Principles report. For the first time in NCPWD history, released five research reports namely Impact Assessment Report on Cash Transfer for Persons with Severe Disabilities 2024, Analytical Monograph on Autism Spectrum Disorders and Related Developmental Disabilities 2024, NCPWD/USAID Disability Landscape Analysis 2024 and two Status of Disability Inclusion Report 2023 and 2024. Partnering with US-based Langston University for establishment of a Disability Research Centre of Excellence through the support of USAID.
- **Negotiation and Advocacy skills** – Decentralised the disability medical assessment exercise from the national level to the counties, and adopted by all county governments of Kenya, easing access to services for persons with disabilities nationwide. This was made possible through close engagements with the National Gender and Equality Commission (NGEC), Ministry of Health and Council of Governors. Went further and onboarded the registration process on eCitizen, registering for the first time 118,334 persons with disabilities in a year against a 100,000 target. Actively engaged Parliament and ringfenced our budget as a BETA priority, cushioning it against cuts and other austerity measures, and also received additional Sh50 million in 2024/25 fiscal year. Also digitized and onboarded the application process of income tax exemption on eCitizen making it possible for over 4,000 persons with disabilities to apply this year. Also enhanced access to educational assistance/scholarships from 345 in 2021 to 4,000 learners with disabilities in 2024.
- **Policy analysis and Strategic Communication:** – Currently spearheading the conclusion of the Persons with Disabilities Bill 2023, and finalization of Kenya's first Disability Policy. Author of *Behind The Wheels: Transforming The Narrative* published by Kenya Literature Bureau (KLB), Ford Foundation Fellow, Social Justice Commentator and Columnist with the *Daily Nation* newspaper.
- **Partnerships** – Grew the NCPWD externally raised resources fivefold from Sh13 million

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in 2021 to Sh64.7 million in 2024. Also secured USAID grant (Sh230 million) implemented in Kenya on key disability inclusion initiatives. Also partnered with Commission of Administrative Justice in enhancing access to justice for persons with disabilities through conducting legal aid clinics and referrals. Also formed partnerships and celebrated a historic milestone - 20 Years of Disability Inclusion in Kenya – celebrating 20 Years of Diversity and Inclusion in Kenya, even as we reflected on stories of triumphs and overcoming barriers since the passing of the Persons with Disabilities Act 2003 and establishment of the National Council for Persons with Disabilities.

- **Regional, Continental and Global Experience** – Was Commissioner at World Disability Union (WDU), an inclusive umbrella organization for over 400 sub-organizations from 91 countries with the status of International Qualified Entities. Presented Kenya Country Position Paper during the UN 13th Open-ended Working Group on Ageing and the 16th Session of the Conference of State Parties to the UN Convention on the Rights of Persons with Disabilities. Spearheaded and finalized a Bilateral framework between Kenya and the USAID on disability agenda, under the US Government's Diversity Equity, Inclusion and Accessibility (DEIA) agenda.
- **Regional Peace Advocate** – A regional peace advocate with key understanding of the nexus between conflicts, climate change as well as disasters. Initiated the 'Desert Wheel Race' in 2012, a disability-sporting derby that draws participants with disabilities in the 12 nomadic counties in Kenya to build cohesion and address the drivers of conflict in their regions. From this initiative, nomadic counties through their county assemblies and governments have adopted declarations to address peace and the drivers of conflicts in their localities

Professional membership & key trainings

- **8th June – 29th June 2024, International Visitors Leadership Programme (IVLP)** by US State Department. The prestigious programme, started in 1940, under the theme '*Human and Civil Rights for Marginalized Communities*' explored governance strategies for marginalized groups initiatives and how they can reform laws and policies for improved legislative protections. Visited various US institutions across America and their roles in promoting tolerance, inclusiveness and awareness of marginalized groups including persons with disabilities and their contribution to the society.
- **28th August 2019 -30th November 2019 (3-month) Ford Foundation Fellowship Program** at Indiana University, USA. Worked with a faculty mentor to guide the writing of a book chapter, document my leadership experience, organizational transitional plan and personal transitional plan. The fellowship further offered me an opportunity of organizing seminars, on diverse topics with students and faculties of Indiana University.
- **21st - 25th July, 2014. Corporate Governance Course**, Kenya School of Government (KSG).
- Member - **The Association for Research on Non-profit Organizations and Voluntary Action (ARNOVA)**, a global thinktank of scholars, educators and practice leaders based in the USA.
- Member – **The Association for Research on Civil Society in Africa (AROCSA)**, an African membership-based entity headquartered in South Africa that provides platforms

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with more than 20 years' experience in public service and community work.**

for knowledge – sharing by civil society scholars reflecting global excellence standards
and propelling continental development

References available on request.

Mwanamaka Amani Mabruki, CBS

P.O. Box 79915-00200, Nairobi | Mobile: (+254) 720 389873, 716 659358 |
mmabruki2004@yahoo.com | Skype: mmabruki2004

SENIOR EXECUTIVE

Leadership - Strategy - Growth - Innovation – Results

Mwanamaka is an accomplished senior public sector executive and independent consultant with broad corporate, public sector management and consulting background providing strategic direction, expertise in policy, operations, management and leadership. An economist by profession, her illustrious career spans over more than 20 years' experience in the public sector, including 5 years as Principal Secretary (PS) in three State Departments in the Government of the Republic of Kenya, namely, Gender, Devolution and East African Community. While serving as an Accounting & Authorized Officer in these Departments, she successfully provided strategic, fiscal and operational leadership in uniquely challenging environments with tight budgets and timelines.

A public policy expert with diplomatic skills, Mwanamaka has worked with regional teams within East African Community and cultivated an appreciation for cross-functional working practice across different countries with both diplomatic and political dynamics at the highest levels. She also has extensive experience encompassing port development and maritime transportation, regional integration, devolution and local economic development, as well as humanitarian assistance and safety nets for the marginalized communities.

Mwanamaka holds a Master and Bachelor of Arts in Economics from the University of Nairobi, a diploma in Senior Port Management from Galilee Management Institute, Israel and is currently a student at the University of Nairobi pursuing a Ph.D., in Economics with research interest on economic empowerment of women in Kenya. She is fluent in English and Kiswahili and has working knowledge of French.

Deeply passionate about Governance and Gender Equality, Mwanamaka is currently a research consultant with the Women Economic Empowerment Hub, African Women Studies Centre of the University of Nairobi, undertaking a project on: *Women In The Labour Force In Kenya: A focus on employment and entrepreneurship*. She was also part of the team that prepared the Concept Paper on: *Analytical study on the economic status of women in informal and formal economies in Kenya*.

PROFESSIONAL EXPERIENCE

INDEPENDENT CONSULTANT | PUBLIC POLICY EXPERT

January 2019 to date

Mwanamaka is an economist offering research, strategic planning and implementation, organizational analysis, operations efficiency and business development consultancy services to private companies, trade associations, charities, not-for-profit organizations and governments.

PRINCIPAL SECRETARY | STATE DEPARTMENT OF GENDER AFFAIRS

April 2017 to June 2018

Duties

- Responsible for the day to day management of the affairs of the State Department.
- Provides overall leadership and implementation of the Departments strategic plans and the management of its resources
- Overseeing the development and implementation of gender mainstreaming and women empowerment programmes across all sectors.
- Responsible for the Department's Financial Management with a budget of Kshs. 4.2 Billion.
- Providing leadership and ensured effective implementation of all departmental projects and programs.
- Managing, mentoring and motivating a team of (80) professionals in the Department.
- Cultivating a network of Development Partners, Government stakeholders and private sectors in mobilizing resources in support of gender programs

Accomplishments

- Convened the Gender Sector Working Group bringing together all stakeholders including Government Departments, Development Partners, Civil Society and Private Sector. The Working Group ensured a coherent approach in program implementation.
- Successfully cultivated a network of development partners, Government and Private Sector in mobilizing resources in support of Gender Programs.
- Provided leadership for the preparation of the Gender and Development Policy
- Provided leadership for the preparation of Gender Equality Policy
- Prepared and launched the Strategy paper on Greater participation of Women in Elective Politics with the support of Development Partners.
- This resulted in increased number of women elected in the 2017 General Elections
- Launched the GOK/UN joint program on Gender Based Violence (GBV). This will provide a framework for resource mobilization and a coherent approach for the elimination of GBV in Kenya
- Created an effective awareness program for uptake of affirmative action funds that increased access and utilization of Affirmative Action Funds, namely; Women Enterprise Fund (WEF), UWEZO and the National Government Affirmative Action Fund (NGAAF).

- Promoted Government Policy on 30% preferential Access to Government Procurement Opportunities (AGPO) for women, youth and persons with disabilities. This led to increased uptake of Government Tenders.
- Established 6 Gender Based Violence Recovery Centers (GBVRC). The objective of GBVRC is to provide shelter, psychological support and medical management to GBV survivors.
- Designed Alternative Rites of Passage Programs aimed at eradication of Female Genital Mutilation (FGM)

PRINCIPAL SECRETARY | STATE DEPARTMENT OF DEVOLUTION

October 2014 - April 2017

Duties

- Providing leadership towards achievement of the State Departments mission, development of its strategy and attainment of its goals
- Management of Devolution and Intergovernmental affairs
- Responsible for the Department's Financial Management with a budget of Kshs. 7.1 Billion
- Capacity building in counties
- Development of Arid and Semi-Arid regions
- Resettlement of Internally Displaced Persons (IDPs)
- Humanitarian support, disaster and relief management
- Partnering with diverse stakeholders in emergency interventions
- Provision of relief food assistance to those affected by drought and other disasters
- Rehabilitation and integration of street families

Accomplishments

- Prepared and launched Devolution Policy. The policy will strengthen the implementation of devolved system of Government as envisaged in the Constitution of Kenya 2010
- Coordinated the preparation and launched the County Model Laws. The laws are used by County Governments and County Assemblies in developing county laws
- Coordinated the preparation and launched the Public Participation Guidelines and Civic Education Curriculum which are currently in use at the County level
- Provided leadership in the settlement and payment of Internally Displaced Persons (IDPs).
- Provided leadership for the provision of relief food and cash transfers to 1.6 million vulnerable persons mainly in 23 Arid and Semi-Arid Counties
- Instrumental in the establishment of a drought and food security coordination framework involving National and County Governments, Development Partners, UN Agents and Non-State actors. The collaboration ensured that short, medium and long term interventions are jointly planned and monitored
- Member of the Public-Private-Partnership (PPP) Committee that approved the Road Tolling Policy, the PPP on student accommodation in Public Universities and PPP for the operations of a cable car across the Likoni Channel.

**PRINCIPAL SECRETARY | STATE DEPARTMENT OF EAST AFRICA
COMMUNITY AFFAIRS**

July 2013 – October 2014

Duties

- Responsible for the day to day management of the affairs of the State Department.
- Providing leadership towards achievement of the State Departments mission, development of its strategy and attainment of its goals
- Coordinating the implementation of EAC Regional Programs and Projects.
- Promotion and fast tracking of Northern Corridor Integration Projects.
- Coordinating the preparation of country position papers on EAC matters.
- Overseeing all EAC regional integration issues.

Accomplishments

- Ensured the timely implementation of East Africa Treaty. Chaired the Coordinating Committee of Permanent Secretaries that resulted into successful signing of the East Africa Monetary Union Protocol.
- Member of the Kenya delegation that successfully negotiated the Economic Partnership Agreement with the European Union on preferential access to the European market. The partnership is aimed at facilitating trade between the EU and EAC partner states.
- Collaborated with other Government Agencies and Development Partners in the establishment of ONE STOP Border Posts. The objective of the Border Posts is to strengthen cross border trade by embracing all border procedures such as customs and immigration processes within a single clearance hall.
- Collaborated with Uganda and Rwanda Partner States in approving the use of national identification documents for cross border travel.

MANAGING DIRECTOR | KENYA NATIONAL SHIPPING LINE

October 2012 to June 2013

Duties

- Providing leadership and strategic direction in order to achieve the corporate goals
- Overseeing the development and implementation of the Company's corporate plan and strategies
- Implementing Board decisions effectively and efficiently and keeping the Directors informed of all strategic aspects of the business.
- Overseeing financial and human resource management and ensuring that sound policies and practices are adopted for optimal utilization and returns.
- Overseeing corporate compliance with all statutory, legal, regulatory requirements and ensuring that effective internal controls and management information systems are in place.
- Facilitating operations and administration of the Board

- Interfacing between the Board and Staff and assisting the Board in monitoring and evaluating corporate performance
- Communicating effectively with the Government, Board, Staff and Stakeholders.

Accomplishments

- Developed the first Strategic Plan and turnaround strategy aimed at positioning the company as a world class shipping line.
- Enhanced the visibility of the Company which for the first time led to the creation of a budget line and annual financial disbursements from the Government.
- Consulted with all key stakeholders and industry leaders to raise the visibility of the Company and showcase its potential as a reliable and efficient shipping services provider and an economic engine for the country.
- Ensured that effective internal controls and management information systems were in place

HEAD OF CORPORATE DEVELOPMENT | KENYA PORTS AUTHORITY (KPA)

June 2004 to September 2012

Duties

- Directing the preparation of the Authority's Master Plan and Annual Strategic Business Plans and ensured their integration with the budget system.
- Managing major consultancies and research assignments in the various areas of port development and ensured effective and timely implementation of capital projects.
- Acting as the principal liaison officer between the Authority and government departments and relevant regional economic communities on transport infrastructure development and trade facilitation policy matters.
- Providing policy advice on port development.
- Coordinating the Performance Contracting process.
- Overseeing the preparation of the Annual Bulletin of Port Statistics and other statistical reports.
- Overseeing the budget preparation and performance of departmental expenditure.

Accomplishments

- Coordinated the consultancy for the construction of the 2nd Container Terminal at Mombasa Port, which is currently operational.
- Spearheaded the preparation the First Port Master Plan which is currently under implementation.
- Led the establishment of KENTRADE Agency, the National Single Window Community Based System (CBS) for processing trade related cargo clearance documentation.
- Key member of the Inter-Ministerial Technical Committee on the Lamu Port – South Sudan- Ethiopia Transport (LAPSSET) Corridor Project. The project is at an advanced stage of implementation
- Developed the first Port Service Charter of the Authority.

ADDITIONAL EXPERIENCE: *Principal Planning Officer (July 1998 – May 2004), Industrial and Commercial Development Corporation (ICDC); Senior Planning Officer (January 1998 – June 1998), Kenya Revenue Authority (KRA); Planning Officer II (June 1995 – December 1997), Ministry of Finance.*

LANGUAGE	SPOKEN	WRITTEN
English	Excellent	Excellent
Kiswahili	Excellent	Excellent
French	Fair	Fair

EDUCATION

- **PhD (Economics)**, University of Nairobi, 2017- ongoing,
- **M.A (Economics)**, University of Nairobi, 1995-1997
- **B.A (Economics)**, University of Nairobi, Upper 2nd Class Honors, 1986-1989

Training Courses:

- Diploma in Senior Port Management; Galilee Management Institute, Israel
- Certificate in Planning, Operating and Monitoring Port Terminals, Port of Le Havre
- Corporate Governance Course for Director, Center for Corporate Governance
- Concession Management, ESAMI, Arusha
- Strategic Leadership; Regal Exchange & Associates, Kenya

PROFESSIONAL MEMBERSHIP

- Member of Kenya Institute of Management
- Member of Women in Maritime Eastern & Southern Africa, Kenya Chapter

BOARD MEMBERSHIPS SERVED IN STATE CORPORATIONS

- Kenya Urban Road Authority (KURA)
- Kenya Rural Roads Board (KeRRA)
- Kenya Investment Authority (KENINVEST)
- National Housing Corporation (NHC)
- National Drought Management Authority (NDMA)
- Intergovernmental Relations Technical Committee (IGRTC)
- Local Authority Pension Trust Fund (LAPTRUST)
- Agriculture Food and Fisheries Authority (AFFA)
- Kenya Wildlife Service (KWS)
- Kenya Forestry Service (KFS)
- Strategic Grain Reserve

- Street Families Rehabilitation Trust Fund
- UWEZO Fund
- Women Enterprise Fund
- Anti-Female Genital Mutilation Board
- National Government Affirmative Action Fund (NGAAF)

REFERENCES

NAME	TITLE	ORGANISATION	TELEPHONE	EMAIL
Prof. Wanjiku Mukabi Kabira, EBS, CBS	Prof. Emeritus, Literature and African Women's Studies UON Women's Economic Empowerment Hub Leader	University of Nairobi	+254 728 907978	<i>wkabira@uonbi.ac.ke</i>
Mr. Edgar Manasseh	Former Commissioner General	Kenya Revenue Authority	+254 722 934400	<i>eimanasseh@gmail.com</i>
Prof. Anthony Wambugu	Chairman, Department of Economics and Development Studies	University of Nairobi	+254 721 659795	<i>anthony_wambugu@yahoo.com</i>



CURRICULUM VITAE

FRANCIS MEJA

P.O. Box 517, Ngong Hills,
Tel: 0722 774 696,
Email: francismeja2@gmail.com

PERSONAL INFORMATION

DATE OF BIRTH: 16th April 1968
COUNTY OF BIRTH: Kajiado
LANGUAGE SPOKEN: English, Swahili & Maasai

SUMMARY PROFILE

LEADERSHIP | QUALITY | RESULTS | INTEGRITY

Immediate **former Director General**, National Transport and Safety Authority (NTSA) and currently serving as a Council Member of Muranga University of Technology. I am an experienced strategic management professional with a solid background in business development, administration and corporate performance management. I have expertise in management of strategic change, providing strategic leadership, tactical and financial management guidance in line with the agreed organizations' vision and strategic plan. In addition, I am able to build coherent teams and inculcate appropriate organizational culture, motivate and align the entire organization in pursuit of its mandate.

I have a wealth of experience spanning over 20 years, gained both in the public and private sectors. Am also widely trained in various aspects of organizational leadership and management both locally and abroad. I hold a Master of Business Administration (MBA) in Strategic Management from the University of Nairobi and a Bachelor of Arts degree in Economics, Public Administration & Political Science from Maratwada University-India.

KEY PROFESSIONAL SKILLS AND ATTRIBUTES

MEJA

- ❖ Excellent leadership and organizational skills with the ability to lead large teams.
- ❖ Ability to formulate policies and coordinating their implementation.
- ❖ Ability to provide general oversight and assuring a smooth and efficient running organization
- ❖ Well honed interpersonal and communication skills
- ❖ Excellent leadership and organizational skills with ability to lead large teams.
- ❖ Exceptional people management skills and innate ability to lead, motivate and inspire teams at all levels of the organization.
- ❖ Ability to manage business holistically across functional units;
- ❖ Experience in managing confidential information and matters;
- ❖ Development of Project, management and planning abilities with the capacity to coordinate multiple projects;
- ❖ Ability to prioritize and effectively manage assigned work;

LEADERSHIP AND MANAGEMENT EXPERIENCE

- Director General, National Transport & Safety Authority (NTSA);
- Registrar of motor vehicles, Ministry of Transport and Infrastructure;
- Business Development Manager, Equity Bank Ltd;
- Branch Manager, Housing Finance Company of Kenya (HFCK); and
- Assistant Branch Manager, Housing Finance Company of Kenya.

ACADEMIC AND PROFESSIONAL QUALIFICATIONS

- 2004-2007:** Masters of Business Administration - Strategic Management, University of Nairobi.
- 1990-1993:** Bachelor of Arts (Economics, Public Administration, Political Science), Maratwada University-India.
- 1987-1988:** Kenya Advanced Certificate of Education, Oololaiser High School.

PROFESSIONAL EXPERIENCE

Council Member - Muranga University of Technology

Provide oversight to the management of the University and leading in the long term strategic direction of the University. Appointed chairperson of the Physical Infrastructure Development and Planning Committee of the council (PIDP) and Member of the Finance and General Purpose committee of the board.

Director General - National Transport and Safety Authority (February 2014 to January 2020)

Duties and Responsibilities

MEJA

1. Setting up the new Authority having been newly created through an Act of Parliament by creating all enabling structures, systems and recruitment of critical staff; and
2. Providing strategic leadership and driving the delivery of the Authority's mandate.

Achievements:

- ❖ Successfully led the delinking of all NTSA functions from other Government agencies where they were previously domiciled with minimum resistance and no interruption of services.
- ❖ Timely setting up the Authority's organization structures and recruitment and placement key Authority staff that enabled the Authority effectively carry out its mandate.
- ❖ Leveraged technology to enhance service delivery to citizens leading to enhanced revenue to the tune of 5.3 Billion in Kenya shilling or USD 661,127 through online services. Currently we are doing an average of Kshs. 235 Million from 220,000 applications per month using the online platform.
- ❖ Significant enhancement of service delivery through development and implementation of online services by the Authority. The Public have an access to our services on a 24/7 basis reducing the cost of doing business significantly. Currently 100% of the services are available online from a nil position when we started some years ago.
- ❖ Working closely with the board of Directors, I successfully coordinated the development the first Five year strategic Plan for the Authority.
- ❖ Reduction of road traffic crashes fatalities by 10% in the Financial Year 2016/2017 this being the best performance recorded despite increased motorization and a wider road network in addition to increased population.
- ❖ Greater awareness of road safety by the public through public education and sensitization programmes . I have written several opinion articles in mainstream media and appeared on TV and Radio Interviews.
- ❖ Reduction of corruption through innovative means such as online services and firmly dealing with corruption cases reported to management.
- ❖ Successful development and implementation of key ICT projects:
 - Kshs. 817 million project for Transport Integrated Management System (TIMS) funded by the world bank;
 - Kshs. 247 million ICT infrastructure –LAN/WAN, Data Centre, IP/PABX telephony, Enterprise Resource Planning System (ERP), CCTV and mail servers
 - Kshs. 2.1 billion project on New Smart Driving License
- ❖ Successfully initiated for Development Partners funds that led to the financing of the following projects by the world bank;
 - Kshs. 94 million project for the Supply, Delivery, Installation and Commissioning of Automated Vehicle Test Lanes and Equipment to Improve Motor Vehicle Inspection Centres in Nairobi and Mombasa;
 - Kshs. 49 million project for the supply and delivery of mobile night and day vision camera;
 - Kshs. 27 million project for supply and delivery of 12 motor cycles, 4 stroke, 700-900 cc;
 - Kshs. 19 million project for supply and delivery of drunk driving breathalyzer machines;
 - Kshs. 17 million supply and delivery of body cameras;

MEJA

- Kshs. 25 million consultancy services for design and implementation of road safety campaign on motorcycles and public service vehicles regulations;
 - Kshs. 15 million consultancy services for the design of a five year road safety communication strategy;
 - Kshs. 10 million consultancy Services For Development of Infomercials;
 - USD 4.5 million project to enhance our core system security and disaster recovery centre under the Eastern Africa Regional Transport, Trade and Development Facilitation Project (EARTTDEP); and
 - € 4.3 million project Support for Kenyan Road Safety Policy and Programme of which 80% in a donation
- ❖ Successful development of several regulations to support the operationalization of the NTSA Act:
 - PSV Regulation 2014
 - Breathalyzer Regulation
 - Motorcycles Regulation
 - Bus Body Standards
 - Minor traffic offenders
 - ❖ Development and implementation of New Driver Testing Curriculum. In addition, review and development of drivers Syllabus and Highway Code.
 - ❖ Financial stewardship that led to qualified accounts since the establishment of the Authority by The Auditor General.
 - ❖ Building a strong NTSA Brand that is highly visible and respected

Registrar of Motor Vehicles, Ministry of Transport and Infrastructure (September 2010 – January 2014)

Duties and Responsibilities

1. Responsible for motor vehicle registration, transfers and licensing as per the provisions of the Traffic Act (Cap 403).
2. Driver licensing, keeping and maintaining of records of all motor vehicles and drivers.
3. Licensing of motor vehicles dealers and foreign motor vehicles licensing.
4. Collection of traffic revenue, licensing fees and other charges related to the administration of the Traffic Act (Cap 403) and the second hand motor vehicle purchase tax (Cap 484) of the laws of Kenya.
5. General administration of the Traffic Act (Cap 403).
6. Chairman, Transport Integrated Management System (TIMS).
7. Member of the National Road Safety Council.

Achievements:

- Provided leadership since 2010 in **lobbying Government to initiate reforms in the road transport sub sector that led to the formation of the National Transport and Safety Authority (NTSA).**
- Championed for reforms within the Road Transport Department of Kenya Revenue Authority that led to enhanced use of ICT, automated processes and integration with other key stakeholders.

MEJA

- Decentralization of registration of motor vehicles service to other KRA Regional Offices – Mombasa, Kisumu and Nakuru, thus enhancing service delivery significantly in addition to increased revenue collection.
- Decentralization of renewal of driver licenses to National Bank of Kenya thus significantly improving service delivery. Through this intervention, revenue grew by about Kshs. 127 million per year from Kshs. 702 million in 2010/2011 to Kshs. 829 million in 2012/2013.
- Provided strategic leadership to the road sub-sector by preparing the sector to increase the usage of ICT as a way of addressing the many sectoral challenges. In addition, through my leadership, we were able to integrate all data from the various road transport stakeholders. This formed the basis of the initial thoughts around the TIMS Project (Transport Integrated Management System). I have offered leadership in developing the system requirements (to be) after analyzing carefully the current situation (as is) and after benchmarking visits to countries such as India, China and United Arab Emirates (UAE). The Request for Proposal (RFP) has been approved by various stakeholders (including The World Bank) and is ready for a public invitation of bids.
- Led departmental teams in the road transport department that reviewed all internal controls leading to enhanced revenue growth of approximately Kshs. 100 million per year i.e. from Kshs. 2.751 billion (in 2010/2011) to 3.050 billion (in 2012/ 2013).
- Led the team that segregated motor vehicle number plates by introducing unique number plates for vehicles such as motor cycles, tractors and heavy machinery thereby minimizing evasion of duty and falsification of motor vehicle identity.
- Re-designed the current log book by incorporating additional and more secure features such as bar code thus minimizing forgery and ease of duplication. Notably, we not only achieved enhancement of security features but also achieved a more than 50% unit cost reduction in production of log books.
- Have been joint Chair with KRA Representative, for the team negotiating the delinking of Road Transport Department from KRA to NTSA. A key product of our discussions is a comprehensive delinking report outlining the road map for delinking and how to ensure efficiency and smoothness of the process. The report has since been adopted by both NTSA and KRA Managements for implementation.
- Participated as a member of the National Road Safety Council in engaging and lobbying Government to mainstream road safety in its development agenda. As a result and for the first time, in the Financial Year 2012/2013, The National Treasury allocated Kshs. 290 million towards road safety through The Ministry of Transport.
- Lobbied Government to adopt and implement the **UN Decade of Action on Road Safety**. This has helped create the necessary awareness in and without Government of the need for all to prioritize road safety matters.
- By virtue of sitting on the Road Safety Council, I and others engaged **Private Sector** with a view to interesting them to participate in road safety activities. Consequently, 16 No. speed cameras were donated to the Police Service to help in traffic enforcement on our major highways.

Manager - Business Growth & Development (Narok) Equity Bank Ltd, July 2006-September 2010

Duties and Responsibilities

1. Identified trendsetter ideas by researching industry and related events, publications and announcements; tracked individual contributors and their accomplishments.

MEJA

2. Sourced and proposed potential business deals by contacting potential partners, discovering and exploring opportunities.
3. Screened potential business deals by analyzing market strategies, deal requirements, potential and financials. Evaluated options, resolving internal priorities, recommending equity investments.
4. Developed negotiating strategies and positions by studying integration of new ventures with company strategies and operations. Examining risks and business potential, estimating partners' needs and goals.
5. Closed new business deals by coordinating requirements, developing and negotiating contracts and integrating contract requirements with business operations.
6. Protected organization's value by keeping information confidential.
7. Updated job knowledge by participating in educational opportunities, reading professional publications, maintaining personal networks, participating in professional organizations.
8. Enhanced organizations' reputation by accepting ownership for accomplishing new and different requests, exploring opportunities to add value to job accomplishments.

Achievements:

- ❖ Was instrumental in conceiving the idea of using smart card to collect park fee revenue at Maasai Mara (through Equity Bank).
- ❖ Broke even within the first six months of operation.
- ❖ Increased the customer base to over 20,000 in one year.
- ❖ Achieved a high quality loan book (portfolio at risk of 0.5% against bank average of 7.5 and industry rate of 15%).
- ❖ Achieved a deposit base of Kshs. 1.2 billion and a loan book of over Kshs. 800 million and an annual profitability of Kshs. 100 million within 4 years (from zero balance as is normal with newly set up branch).
- ❖ Achieved a compliant assessment of 96% against Equity Bankset Policy and Procedure.
- ❖ Created through servant leadership and coaching a cohesive and motivated branch team where 5 staff were promoted within one and a half years (of joining as new employees) and 70% of the branch team assessed as above target in annual performance review.
- ❖ Was awarded the **Managing Director Recognition** as among the best performing branches of Equity Bank Year 2008 against Equity Bank's set parameters of assessment.

Branch Manager

Housing Finance - Mombasa, 2002-June 2006

Duties and Responsibilities

1. Developed, implemented and monitored the branch business portfolio.
2. Planned and strategized the business budget (net interest).
3. Reviewed the branch business, ensuring it was in line with the Company's Strategy.

MEJA

4. Sourced for sales opportunities and closed deals, generated credit applications, cross selling the Company's products, carried out market intelligence, expanded savings and deposit products.
5. Managed the branch public relations image, presented ideas for development of new products.
6. Managed staff performance in the branch and ensured full customer satisfaction at the branch.
7. Interpreted customer needs and guided them accordingly (within limits).
8. Interviewed and agreed on interest rates with the term deposit customers (within limits).
9. Confirmed that edit runs were produced on new client accounts and authorized any changes on client information; and ensured submission for edit checking and archiving.
10. Authorized issuance of term deposit certificates and renewals (within limits), reviewed renewal reports, interest renewal vouchers, updated register and signed notification letters to customers.
11. Detected and addressed irregularities e.g. frauds, money laundering etc.

OTHER SIGNIFICANT WORK EXPERIENCE

- ❖ Assistant Branch Manager, Housing Finance Company of Kenya Ltd (HFCK), 1998-2002
- ❖ Banking Officer, Housing Finance Company of Kenya Ltd, 1994-1998

PROFESSIONAL DEVELOPMENT COURSES UNDERTAKEN

Attend the following workshops and seminars:

- ❖ Leadership Skills for Successful Performance Management – Capacity Building Institute.
- ❖ Effective Customer Care – Paldim Management Consultants & Associates Ltd.
- ❖ Marketing Financial Services, Customer Service for Banks and Non-Financial Institutions – Kenya Institute of Management.
- ❖ Credit Management and Debt Recovery Skills – Kenya Institute of Bankers.
- ❖ Business and Report Writing – Artemis Ltd.
- ❖ MS Office (Word, Excel and Power Point) KPMG – Training Solutions
- ❖ And several team building training and other seminars.

PUBLICATIONS

MEJA

- ❖ Change Management Practices at Equity Bank Ltd, un-published MBA project.

GENERAL INTEREST AND HOBIES

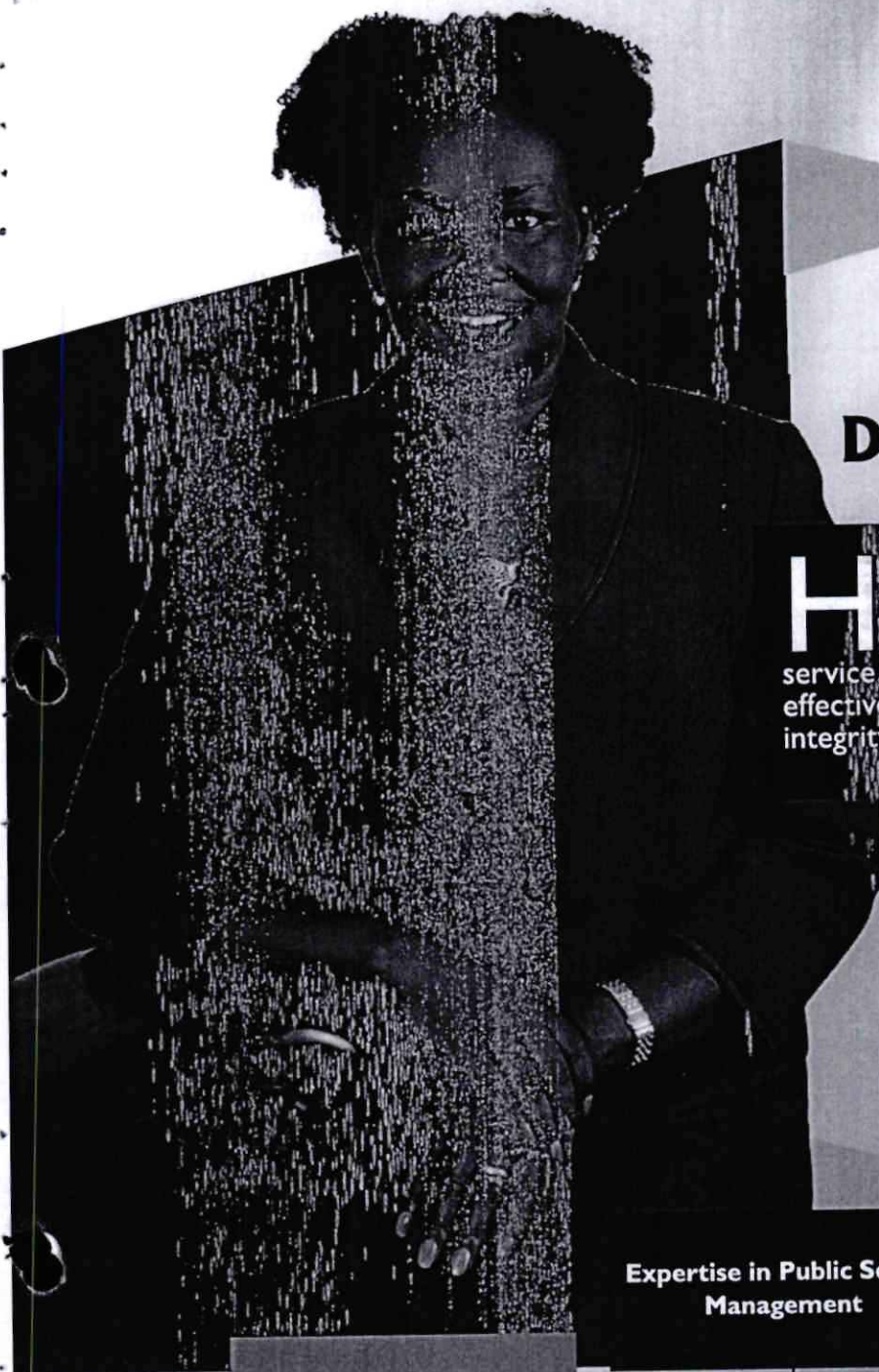
- ❖ Volunteer community work
- ❖ Reading – Management Literature

REFEREES

Please feel free to contact the under mentioned in regard to my competence, work ethic and performance.

Mr. Gerald Warui
Managing Director- Equity Bank Kenya
Equity Bank Center
P.O. Box 75104 – 00200
Nairobi

Mr. Job Chirchir
Business Man & Former Board Director, NTSA
P.O. Box 22133-00100
Nairobi
jobchirchirkip@gmail.com



DR. IRENE ASIENGA

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Harnessing my expertise in economic governance to drive transparency, efficiency and innovation in Kenya's public service, ensuring it meets the needs of the public effectively and adheres to the highest standards of integrity.

Expertise in Public Sector Management

Strong Academic Foundation

Proven Leadership in Revenue Enhancement

Commitment to Integrity and Ethics

Strategic and Transformational Leadership

Engagement in Professional Development and Mentorship

Community and Policy Impact

TABLE OF CONTENT

EXECUTIVE SUMMARY: Why Dr. Irene Koech Asienga is a suitable candidate for the position of member of the Public Service Commission (PSC) in Kenya.	3
Introduction to Dr. Irene Asienga	4
Educational Background	5
Professional Skills and Expertise	6
Core Competencies and Professional Expertise	7
Professional Journey and Impactful Leadership	8
Transformative Achievements in Public Service	10
Leadership and Management in Education and Private Sector	11
Distinguished Leadership in Academia and the Private Sector	12
Scholarly Contributions and Thought Leadership	13
Key Conferences Attended And Presented	14
Diverse Leadership Roles and Community Involvement	16
Final Thoughts and Forward Motion	17

1.0 Executive Summary: Why Dr. Irene Koech Asienga a suitable candidate for the position of member of the Public Service Commission (PSC) in Kenya. Dr. Irene Cherotich Koech Asienga is an exceptionally suitable candidate for the position of member of the Public Service Commission (PSC) in Kenya due to her profound expertise, extensive experience, and proven leadership in both public and private sectors. Here's why she stands out as the ideal choice:

1. Strong Academic Foundation: My educational background, with a PhD in Economics from the University of Strathclyde and a comprehensive understanding of fiscal policies and economic planning, provides her with a robust theoretical and practical framework essential for the strategic functions of the PSC.

2. Expertise in Public Sector Management: I have demonstrated a deep commitment to improving public administration throughout my career. As an Advisor on Budgets and Fiscal Policy in the Executive Office of the President, I shaped key fiscal reforms and provided strategic advisories that significantly impacted national budgeting practices and economic policies.

3. Proven Leadership in Revenue Enhancement: During my tenure as Commissioner at the Commission on Revenue Allocation, I played a crucial role in formulating policies that enhanced revenue generation across counties. My leadership in the development of own-source revenue guidelines exemplifies my ability to direct significant financial and administrative reforms.

4. Strategic and Transformational Leadership: My roles as Director and Dean at Kabarak University demonstrate my capacity to lead and transform educational institutions by expanding academic programs, increasing enrollment, and enhancing administrative and academic structures.

5. Commitment to Integrity and Ethics: Known for high ethical standards, I have consistently promoted transparency and integrity in my roles. These traits are crucial for the PSC as it seeks to ensure fairness and ethical conduct within Kenya's public service.

6. Engagement in Professional Development and Mentorship: I have actively engaged in mentoring and supervising academic research, contributing to the development of future leaders in economics and public administration. This involvement in education and professional growth highlights my dedication to fostering expertise in others.

7. Community and Policy Impact: My scholarly work, including publications and conference presentations on public policy and economic issues, has not only enriched academic discourse but has also directly influenced public policies and practices.

In summary, my unique blend of academic excellence, hands-on experience in fiscal management and policy advisement, and a strong track record of ethical leadership make me an outstanding candidate for the Position of Member of the Public Service Commission. My professional journey aligns perfectly with the mission of the PSC to enhance the effectiveness and efficiency of public service in Kenya, making me a compelling choice to help lead the Commission into the future.

INTRODUCTION TO DR. IRENE ASIENGA

Current Position

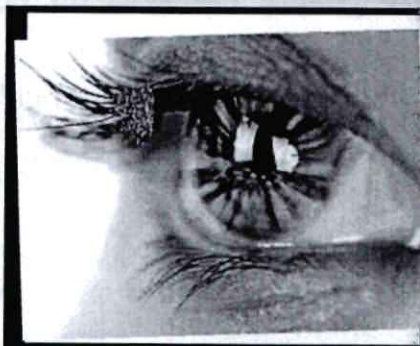
Title: Advisor, Budgets and Fiscal Policy
Affiliation: Executive Office of the President, Kenya
Role Description: Responsible for advising on national budgets and fiscal policy, playing a key role in shaping economic strategies that impact public service delivery across the country.

Professional Background

Highlight: Over two decades of extensive experience in economic planning, public policy, and higher education management.
Relevance: My background aligns with the PSC's core functions, which include advising on public service policies and practices to ensure efficient, effective, and ethical public service delivery.

Academic Credentials

PhD in Economics from the University of Strathclyde, UK
Master of Arts in Economics from the University of Malawi
Bachelor of Arts in Economics from the University of Nairobi
My solid academic foundation in economics gives me a deep understanding of fiscal management, economic development challenges, and strategies essential for the PSC's mandate.



VISION FOR THE PSC

My vision is to leverage my expertise in economic governance to enhance transparency, efficiency, and innovation in Kenya's public service, ensuring it effectively meets the public's needs and adheres to the highest standards of integrity.

EDUCATIONAL BACKGROUND

Academic Foundations in Economics PhD in Economics

Institution: University of Strathclyde, UK
 Year Completed: July 2012
 Focus: Improving Productivity
 Relevance: The focus on fiscal policies in developing economies directly applies to the challenges and responsibilities faced by the Public Service Commission, particularly regarding economic planning and policy formulation.

Master of Arts in Economics

Institution: University of Malawi
 Year Completed: November 2000
 Focus: Impact of Government expenditures on Economic Growth.
 Relevance: I specialized in economic strategies that drive public sector efficiency, preparing me for government advising and fiscal management roles.

Bachelor of Arts in Economics

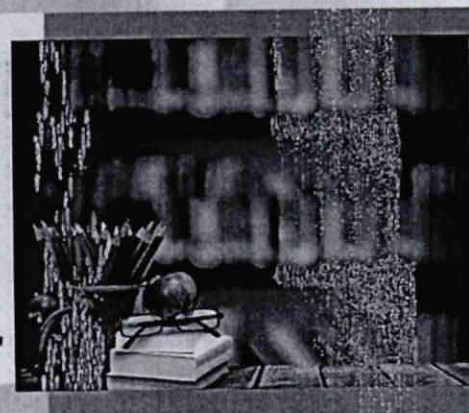
Institution: University of Nairobi
 Year Completed: December 1997
 Focus Areas: Economic theory, quantitative methods, and development economics.
 Relevance: Provided a solid foundation in economics, equipping me with analytical skills and an understanding of economic issues that are crucial for advisory roles in the public sector.

Continuing Education and Professional Development

Details: Participation in various workshops and seminars focused on public policy, leadership in governance, and economic development.

Impact of Education on Career

"My academic journey has equipped me with the theoretical knowledge and practical insights necessary for effective public service management and policy-making. Each degree has built upon the last, enabling me to approach fiscal policy and economic planning with a balanced perspective of theory and real-world application."



PROFESSIONAL SKILLS AND EXPERTISE

Core Competencies and Professional Expertise

■ Strategic Initiatives and Economic Governance

Description: Proficient in conceiving, communicating, and implementing strategic initiatives focused on improving public service delivery and economic planning.

Relevance: Essential for the role at PSC, where strategic oversight and the ability to guide national policies on public service are critical.

■ Transformational Leadership and Change Management

Description: Experienced in leading transformative projects and reforms within the public and private sectors, focusing on innovation and efficiency.

Relevance: The PSC benefits from leadership that can manage and implement significant organizational and systemic changes in government operations.

■ Public Sector Expertise

Description: Deep understanding of public budgeting, fiscal policies, and revenue systems, coupled with hands-on experience in advising on fiscal policy at the national level.

Relevance: This directly applies to the PSC's function of overseeing and improving public service standards and practices nationwide.

PROFESSIONAL SKILLS AND EXPERTISE

Core Competencies and Professional Expertise

■ Interpersonal and Communication Skills

Description: Exceptional communicator with proven ability to negotiate, persuade, and collaborate with stakeholders across all government and private sector levels.

Relevance: Vital for Member of the Public Service Commission (PSC) in Kenya, where daily interactions with high-level officials and the public are commonplace.

■ Integrity and Ethical Leadership

Description: Recognized for maintaining high ethical standards and integrity in decision-making processes, ensuring transparency and fairness in public service.

Relevance: This is key to building trust and ensuring the credibility of the PSC in all its operations and interactions.

■ Analytical and Problem-Solving Abilities

Description: Strong analytical skills, with a capacity to tackle complex policy issues and provide viable solutions that enhance service delivery and operational efficiency.

Relevance: Critical for the PSC's role in policy formulation and evaluation, ensuring decisions are data-driven and results-oriented.

PROFESSIONAL JOURNEY AND IMPACTFUL LEADERSHIP

■ **Advisor, Budgets and Fiscal Policy in the Executive Office of the President**

Tenure: January 2023 to Present

Key Responsibilities: Advising on national budgets and fiscal policies.

Instrumental in shaping key fiscal reforms that have streamlined government spending and improved budgetary discipline.

Developed strategic initiatives that enhanced the efficiency of public expenditures.

■ **Commissioner, Commission on Revenue Allocation**

Tenure: 2016 to 2022

Key Responsibilities: Chaired the Revenue Enhancement Committee.
Vice-chaired the Division of Revenue Committee.
Member of the Public Financial Management Committee.

Key Achievements: Led the development of own-source revenue guidelines that increased county revenues significantly.

Spearheaded the formulation of the third basis for revenue sharing among counties, promoting equitable distribution and fiscal responsibility.

■ **Director, Kabarak University Nairobi Campus**

Tenure: 2013 - 2016

Key Responsibilities: Overseeing strategic planning and implementation for the campus.

Coordinating all academic programs and supervising staff.

Key Achievements: Successfully expanded the campus through the introduction of new academic programs and increasing student enrollment.

Enhanced the campus's academic and administrative operations, leading to improved educational services and efficiencies.

PROFESSIONAL JOURNEY AND IMPACTFUL LEADERSHIP

Dean, School of Business, Kabarak University

Tenure: 2007 - 2008

Key Responsibilities: Leading the development and implementation of academic programs.
Managing the school's budget and staff.

Key Achievements: Developed new curricula for Economics and Business, which significantly increased the school's reputation and student success rates.

Improved faculty development and student academic support systems, resulting in higher student retention and graduation rates.

Head of Commerce Department, Kabarak University

Tenure: 2004 - 2007

Key Responsibilities: Developed departmental strategic plans and oversaw academic audits.

Led recruitment and development of academic and non-academic staff.

Key Achievements: Initiated partnerships with industry, which enhanced practical learning experiences and employability of graduates.

Implemented new teaching methods and technological upgrades that improved the learning environment.

TRANSFORMATIVE ACHIEVEMENTS IN PUBLIC SERVICE

Fiscal Policy and Budget Advisory

Context:

Advisor in the Executive Office of the President

Achievements:

Played a pivotal role in the design and implementation of the National Fiscal Framework, which led to more sustainable budget practices across government entities.

Advised on adjustments to fiscal policy that resulted in improved national debt management strategies, contributing to better fiscal sustainability.

Commission on Revenue Allocation

Context:

Commissioner, instrumental in revenue management and policy formulation

Achievements:

Developed and implemented guidelines for own-source revenue that increased local revenues by over 30% in multiple counties.

Led the production of the 2019 Own Source Revenue Report, a key document that provided insights and recommendations for enhancing local government fiscal autonomy.

Chaired the initiative that formulated the third basis for equitable revenue sharing among counties, ensuring a fair distribution of national resources and supporting underdeveloped areas.

Capacity Building and Governance Enhancement

Context:

Work with both the national government and county governments

Achievements:

Initiated and led a series of capacity-building workshops for county revenue staff, which were crucial in improving revenue collection efficiencies across the nation.

Contributed to the development of the County Credit Rating and Borrowing Framework, which enabled counties to access capital markets for sustainable development financing.

LEADERSHIP AND MANAGEMENT IN EDUCATION AND PRIVATE SECTOR

Distinguished Leadership in Academia and the Private Sector

Director, Kabarak University Nairobi Campus

Tenure: 2013 - 2016

Key Responsibilities: Oversaw strategic planning and administration of the campus.

Coordinated academic programs and supervised both teaching and non-teaching staff.

Key Achievements: Expanded campus facilities and resources, accommodating a 50% increase in student enrollment.

Launched several new academic programs that broadened the university's offerings and attracted a diverse student body.

Dean, School of Business, Kabarak University

Tenure: 2007 - 2008

Key Responsibilities: Led the development and implementation of academic and curricular programs.

Managed budgeting, strategic planning, and faculty development.

Key Achievements: Revitalized the Business School's curriculum, incorporating modern economic theories and real-world applications that increased the employability of graduates.

Fostered partnerships with industry leaders to facilitate experiential learning and internship opportunities for students.

DISTINGUISHED LEADERSHIP IN ACADEMIA AND THE PRIVATE SECTOR

Head of Commerce Department, Kabarak University

Tenure: 2004 - 2007

Key Responsibilities: Directed the department's strategic initiatives and academic programs.

Spearheaded recruitment and professional development of departmental staff.

Key Achievements: Implemented innovative teaching methods and upgraded technological resources, significantly improving student engagement and academic performance.

Developed and nurtured industry connections that led to the creation of a robust job placement program for graduates.

Private Sector Leadership and Innovation

Context: Roles prior to and concurrent with academic positions

Key Achievements: Applied academic expertise to consult on strategic projects with private sector entities, enhancing organizational efficiencies and market responsiveness.

Led teams in various capacities outside academia, contributing to strategic planning and execution that resulted in enhanced business operations and profitability.

SCHOLARLY CONTRIBUTIONS AND THOUGHT LEADERSHIP

Selected Publications

- Title:** "Effects of Demographic Factors on Value of Investments of Teachers in Kisii County, Kenya"
Journal: Research Journal of Finance and Accounting; Vol.9 No 20 (2018)
Impact: Influenced regional educational investment strategies.
- Title:** "Factors Affecting Post-Initial Public Offer of Listed Companies at the Nairobi Securities Exchange"
Journal: Journal of Business and Management; Vol 20 Issue 11 (2018)
Impact: Guided policy adjustments for IPOs in Kenya's capital markets.
- Title:** "The Factors Affecting Service Delivery in Parastatals: A Case Study of Rural Electrification Authority, Kenya"
Journal: Supreme Journal of Business and Management; Vol 1 No 3 (2018)
Impact: Informed reforms enhancing efficiency in public utilities.
- Title:** "Evaluation of Factors Affecting Adoption of Mobile Banking Technology in Micro-Finance Institutions in Kenya"
Journal: Global Scientific Journals; Vol 6, Issue 10 (2018)
Impact: Supported technological adoption in Kenya's financial sector.

KEY CONFERENCES ATTENDED AND PRESENTED

- Conference: 1st Hanken Centre for Corporate Governance International Conference
 Location: Espoo, Finland
 Date: June 11 - 12, 2015
 Presentation: "Effect of Voluntary Corporate Disclosures on Financial Performance of Firms Listed in Nairobi Securities Exchange."
 Impact: Influenced corporate transparency and governance practices.
- Conference: 14th International Academy of African Business and Development (IAABD) Conference
 Location: Accra, Ghana
 Date: May 14-18, 2013
 Presentation: "Investment in Fencing and its Contribution to Agricultural Production in Semi-Arid Kenya."
 Impact: Highlighted agricultural investment impacts in arid regions, guiding policy.

Workshops and Symposiums

- Event: National Revenue Management of Petroleum Resources
 Workshop
 Date: 2019
 Role: Participant
 Outcome: Enhanced understanding of fiscal management in the energy sector, contributing to national policy formation.
- Event: Strategic Leadership Development Programme
 Date: 2022
 Role: Attendee
 Outcome: Developed advanced leadership skills applicable in her roles in public service and education.

DIVERSE LEADERSHIP ROLES AND COMMUNITY INVOLVEMENT

Academic and Policy Committees

Position: Editor, Kabarak University Journal

Role Description: Oversees publication processes, ensuring high academic integrity and research quality standards.

Position: Member, Kenya Institute for Public Policy, Research, and Analysis (KIPPRA)

Role Description: Contributes to national policy research and analysis, shaping policy recommendations for government consideration.

University Governance

Position: Vice Chairperson, Kenya Highlands Evangelical University.

Governing Council

Role Description: Assists in overseeing university governance, strategic planning, and policy implementation.

Position: Chair, Finance and Administration Committee at Kenya Highlands Evangelical University

Role Description: Manages financial and administrative oversight, ensuring fiscal responsibility and operational efficiency.

Community and Social Contributions

Position: Chairperson, Board of Management, Sacred Girls Secondary School, Londiani, Kericho County

Role Description: Guides the school in policy formulation, educational standards, and community engagement initiatives.

Position: Christian Union Patron, Kabarak University

Role Description: Supports student spiritual growth and community service activities, enhancing the holistic development of students.

DIVERSE LEADERSHIP ROLES AND COMMUNITY INVOLVEMENT

Professional Development and Mentorship

Role: Faculty Advisor, Students in Free Enterprise (SIFE), Kabarak Chapter

Role Description: Mentors students in developing entrepreneurial projects that impact local communities positively.

Role: Supervision of PhD, MBA projects, and 4th year research projects at Kabarak University

Role Description: Guides graduate and undergraduate students in rigorous academic research, ensuring relevance and scholarly contribution.

Contribution to Standards and Quality Assurance

Position: Academic Standards and Quality Assurance Committee, Kabarak University

Role Description: Ensures the maintenance of high educational standards and compliance with accreditation requirements.

FINAL THOUGHTS AND FORWARD MOTION

Summary of Qualifications

I have robust academic background, extensive leadership experience, and proven track record in transforming public and private institutions.

I possess deep expertise in fiscal policy, public sector management, and strategic planning as demonstrated through significant achievements in each role held.

Vision Reiteration

Vision Statement: "To harness my expertise in economic governance to drive transparency, efficiency, and innovation in Kenya's public service, ensuring it meets the needs of the public effectively and adheres to the highest standards of integrity."

I am committed to improving public service through informed fiscal policies and strategic initiatives.

Call to Action

With your support, we can continue to build a public service that is not only efficient and accountable but also inclusive and responsive to the needs of all Kenyans.

I encourage you to view my candidacy as an opportunity to capitalize on my skills and experiences to advance the mission of the Public Service Commission.

Readiness to Serve

I am ready and eager to bring my knowledge, experience, and passion for public service to the role of member of the Public Service Commission, and I look forward to contributing to our nation's progress with dedication and integrity.

Thank you for considering my application. I am hopeful for the opportunity to discuss how I can contribute to the goals of the Public Service Commission further.



DR. IRENE ASIENGA

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Harnessing my expertise in economic governance to drive transparency, efficiency and innovation in Kenya's public service, ensuring it meets the needs of the public effectively and adheres to the highest standards of integrity.

Expertise in Public Sector Management

Strong Academic Foundation

Proven Leadership in Revenue Enhancement

Commitment to Integrity and Ethics

Strategic and Transformational Leadership

Engagement in Professional Development and Mentorship

Community and Policy Impact

CURRICULUM VITAE

DR. IRENE ASIENGA

Advisor, Budgets and Fiscal Policy in the Executive Office of the President

Harnessing my expertise in economic governance to drive transparency, efficiency, and innovation in Kenya's public service, ensuring it meets the needs of the public effectively and adheres to the highest standards of integrity.

1. PERSONAL DATA

- 1.1 Name: Dr. Irene Asienga
- 1.2 Corresponding Address: P. O. Box 40530,00100
Nairobi, KENYA
- 1.3 Permanent Address: P. O. Box 2379 © 00100
Nairobi, KENYA
- 1.4 E-mail address: irene.asienga@gmail.com
- 1.5 Gender: Female
- 1.6 Nationality: Kenyan
- 1.7 Date of Birth: 6th May 1973

2. EDUCATIONAL BACKGROUND

- July 2012: PhD in Economics
University of Strathclyde (UK)
- November 2000: Master of Arts, Economics
University of Malawi (Malawi)
- December 1997: Bachelor of Arts, Economics
University of Nairobi (Kenya)

3. SUMMARY OF PROFESSIONAL SKILLS/EXPERTISE

Key competencies

- Expertise in Public Sector Management.
- Extensive experience in strategic initiative development and implementation.
- Proven strategic and transformation leader adept at driving innovation and managing organizational change.
- Commitment to Integrity and Ethics.
- Accomplished economist with expertise in economic planning, development, and research.
- Strong interpersonal, team-building, and communication skills.
- Demonstrated leadership in both public and private sectors.
- Skilled in fostering positive organizational culture changes.
- Effective networker with experience liaising with high-level officials across sectors.
- Performance-driven with a proven ability to deliver results through teamwork.
- Resilient under pressure with a steadfast commitment to principles and integrity.
- Proven Leadership in Revenue Enhancement.
- Engagement in Professional Development and Mentorship.

4. SUMMARY OF RELEVANT WORK EXPERIENCE

Public Service Leadership and Management Experience

January 2023 to date: **Advisor, Budgets and Fiscal Policy**
Executive Office of the President

Key responsibilities: Advising on Budgets
Providing professional advice on fiscal policy

2016 to 2022: **Commissioner, Commission on Revenue Allocation**

Key responsibilities: Chaired Revenue Enhancement Committee
Vice Chaired Division of Revenue Committee
Member of the Public Financial Management Committee
Chair of the Transformation/Welfare Committee

Key achievements

- Trained revenue staff from several counties on ways of enhancing own source revenue
- Led the development of own source revenue guidelines for counties
- Led the production of own source revenue report 2019
- Led a team in Turkana and Isiolo counties supported by UNDP in assessing own source revenue
- Steering Committee member of the Integrated County Revenue Management System (ICRMS) taskforce
- Participated in the capacity building of members of county assemblies (MCAs) on own source

revenue model laws in all the 47 county governments

- Participated in coming up with ceilings for county governments
- Participated in the initiative of county credit rating and borrowing framework
- Participated in the production of the second marginalization policy report of the Republic of Kenya
- Formulation of the third basis for revenue sharing in Kenya for the Senate.
- Championed the improvement of staff welfare

Private Sector Leadership and Management Experience

2013 -2016:

Director, Kabarak University Nairobi Campus

Key responsibilities:

Preparation and implementation of the strategic plan of the campus
Coordinating all academic programs for Nairobi Teaching Centre
Supervision of teaching and non-teaching staff
Attending meetings of the Senate
Academic advising
Marketing the Campus programs
Drawing up annual reports for the Nairobi Teaching Centre
Financial Management of Nairobi Teaching Centre

Key achievements

- Oversaw the growth of the Nairobi Campus in terms of the acquisition of extra facilities, programs, student numbers, and staff
- Streamlined the examination procedures
- Developed curriculum

- Graduated several undergraduate and MBA students

2007 -2008:

Dean School of Business, Kabarak University

Key responsibilities:

Lead the development and implementation of the school's teaching and curricular programs. Develop and implement the strategic plan of the school.

Participate in the recruitment of academic staff as well as in the allocation of nonacademic staff.

Monitor the running of tests and examinations in conjunction with the relevant boards, and moderate students' test results.

Chair meetings of Board of Examiners.

Ensure the proper implementation of academic audit.

Encourage co-operation with overseas universities and liaises with external examiners.

Assess the needs of the school and make recommendations for an adequate staff complement.

Encourage and facilitate further development and training of the school's academic and non-academic staff.

Prepare annual estimates of income and expenditure and administer school funds.

Assure the school's procurement and the maintenance of equipment.

Key achievements

- Over saw the growth of the school in terms of Programs, student numbers and staff

- Developed Bachelor of Science Economics, Economics/Mathematics and MBA curriculum
- Reviewed Bachelor of Commerce Curriculum
- Supervised and graduated several undergraduate students

2004 -2007: Head of Commerce Department, Kabarak University

Key responsibilities: Lead the development and implementation of the department's teaching and curricular programs.

Develop and implement the strategic plan of the department.

Participate in the recruitment of academic staff as well as in the allocation of nonacademic staff at the departmental level.

Monitor the running of tests and examinations in conjunction with the relevant boards, and moderate student's test results.

Chair departmental meetings.

Ensure the proper implementation of academic audit.

Encourage co-operation with overseas universities and liaises with external examiners in consultation with the Dean.

Assess the needs of the department's and make recommendations for an adequate staff complement

Encourage and facilitate further development and training of the department's academic and non-academic staff.

Prepare annual estimates of income and expenditure and administer department's funds.

Assure the department's procurement and the maintenance of equipment

Key achievements

- Over saw the growth of the department in terms of Programs, student numbers and staff
- Mentored students
- Linked up the students with the industry jobs

Teaching Experience

2016 to date:	Senior Lecturer, School of Business and Economics Kabarak University
2004 - 2015:	Lecturer, School of Business and Economics Kabarak University
2003 - 2004:	Assistant Lecturer, School of Business and Economics Kabarak University
2008 - 2012:	Tutor, 1 st and 2 nd year Economics Undergraduate and M.sc Finance Students University of Strathclyde, UK

Social Work Experience

1995 to 1996: Supervisor, Christian Children's Fund

Key responsibilities: Social worker in the Sponsor Relation
Department Ereto Child and Family Program,
Narok district.
Assistant to the manager

Key achievements

- Managed to link up many needy children with sponsors
- Convinced Maasai children to attend school through home visitations

5. LIST OF PUBLICATIONS

- a. Lihanda A.; Ngaruko D.;Asienga I.;(2024) Effect of Human Capital Devolution Process on the Technical Efficiency of Public Health Facilities in Nakuru and Baringo Counties of Kenya; Journal of Business and Entrepreneurship;Vol 6.No.1, April 2024.pp479
- b. Lihanda A.; Ngaruko D.;Asienga I.;(2024) Effect of Procurement Devolution Process of Medical Supplies on the Technical Efficiency of Public Health Facilities on the Technical Efficiency of Public Health Facilities in Nakuru and Baringo Counties of Kenya; Journal of Business and Entrepreneurship;Vol 3.No.1, April 2024.pp492
- c. Cheboi T.; Asienga I.;Otuya R.(2024) Financial Structure and Financial Sustainability of Microfinance Institutions in Kenya;Journal of Management Science(JMAS); Vol 7.No.2, April 2024,pp 301-308.
- d. Bosire M.; Owuor G.; Asienga I, Kalui F. (2018) Effects of Demographic Factors on Value of Investments of Teachers

in Kisii County, Kenya: Research Journal of Finance and Accounting; Vol,9 No 20

- e. Mutuku D.N.; Bichanga J.; Asienga, C.I (2018) Factors Affecting Post-Initial Public Offer of Listed Companies at the Nairobi Securities Exchange: Journal of Business and Management; Vol 20 Issue 11, November 2018 Pp 41-58; ISSN 2319-7668
- f. Riziki M.B.; Asienga I.; Mosoti Z. (2018) The Factors Affecting Service Delivery in Parastatals. A case study of Rural Electrification Authority, Kenya: Supreme Journal of Business and Management; Vol 1 No 3 Pp 119-132; ISSN 2617-7730
- g. Maina C.; Boore C.; Asienga I.;(2018) Evaluation of Factors Affecting Adoption of Mobile Banking Technology in Micro-Finance Institutions in Kenya: Global Scientific Journals; Vol 6, Issue 10, October 2018 ISSN 2320-9186
- h. Ombui N.; Gongera G.; Asienga, I.; (2018) Analysis of Social Factors Financial Services Access Strategy on Farmers Economic Empowerment in Kenya. A case of agricultural Tea Farmers in Kisii County. World Journal of Innovative Research (WJIR) ISSN: 2454-8236, Volume-5, Issue-3, Pp 12-17
- i. Ribebe W. N.; Shisia A.; Kamau G.; Asienga. C. I (2017) Challenges Facing Public Resources Management of Devolved Governments in Kenya: A case of Machakos County: International Journal of Economics, Commerce and Management (IJECM); Vol V, Issue 9, September 2017; Pp 388- 409; ISSN 2348 0386.
- j. Wambaria W.D.; Kibas P.B.; Asienga C.I.;(2016) Determining Business Environmental Factors in ICT Adoption by SMES Owner Managers in Rural Kenya:

- International Journal of Economics, Commerce and Management (IJECM); Vol IV, Issue 10, October 2016; Pp 1180- 1196; ISSN 2348 0386
- k. Wambaria W.D.; Kibas P.B.; Asienga C.I., (2016) Determinants of ICT Adoption by SMEs Owner Managers in Rural Kenya. An Organizational Context Perspective: International Journal of Business and Social Science; Vol 7, No.10 October 2016; Pp 14-22; ISSN 2219-1933
- l. Kireger U.; Boore C.; Asienga I.;(2016) Factors Affecting Adoption and Implementation of Knowledge Management Systems for Research Based Organizations' in Kenya: A Case Study of Kenya Agricultural Livestock Research Organization (KARLO): Journal of Information Technology; Vol 3,No.5,November 2016
- m. Asienga C.I.; Perman.R.; Kibet L.K (2015) The Role of fencing on marginal productivity of Labour, land and capital in ASAL regions of Kenya: International Journal of Development and Economic Sustainability; ISSN: 2053-2199; Vol 3. NO.2 pp 80-93 Economics and Management Science; ISSN 2310-5690 No1 2015
- n. Koskei R.; Katwalo A. M.; Asienga. C. I (2015) Analysis of the Influence of Strategic Leadership Capability on Performance of Research Institutions in Kenya: International Journal of Science and Research. (IJSR) ;Vol 4,Issue 6
- o. Koskei R.; Katwalo A. M.; Asienga. C. I (2015) Influence of Quality Culture on Performance of Research Institutions in Kenya: African Journal of Business and Economic Research (AJBER); Vol 10, Issue 1, Pp 25-54
- p. Bii J.K.; Asienga. C.I.; Shisia A.; (2015) Effects of Technological Resources in the Adoption of E-Commerce

Strategy Among SMEs in Kenya: International Journal of Economics, Commerce and Management (IJECM); Vol 111, Issue 10, October 2015; Pp 156- 171; ISSN 2348 0386

- q. Bii J.K.; Shisia A.; Asienga. C.I (2015) Effects of Human Competencies in the Adoption of E-Commerce Strategies Among SMEs in Kenya: International Journal of Economics, Commerce and Management (IJECM); Vol 111, Issue 10, October 2015; Pp 846- 863; ISSN 2348 0386
- r. Kangogo N.J.; Asienga C.I.; Mutai RK(2014) Determinants of Non-Performing Personal Loans in Kenya's Banking Industry: An Econometric Case Study of Tier One Banks; Journal of Emerging Issues in Economics, Finance and Banking; Pp 1334-1353; ISSN: 2306 - 367X; Vol: 3 Issue 6
- s. Asienga C.I. (2013) Economic Impact of Fencing in Semi-Arid Areas: A case study of Semi-Arid Kenya; Lambert publishing; ISBN -13: 978-3659238260.
- t. Asienga C.I. (2013) Investment in fencing and its contribution to agricultural production in semi-arid Kenya; Integrating African Markets and Economies in a changing Global Economy: proceedings of the 14th annual conference of IAABD 2013; ISBN 0-9765288-8-6.
- u. Commission for University Education (2013) Credit Accumulation and Transfer System (CATS) for Master of Business Administration; ISBN: 978-9966-009-20-3

6. CONFERENCES ATTENDED AND PARTICIPATED

- i. Chirchir J., **Asienga. I**, Mutai R.K. (2015) Effect of Voluntary Corporate Disclosures on Financial Performance of Firms Listed in Nairobi Securities Exchange. Paper presented at the 1st Hanken Centre for Corporate Governance International Conference on Corporate Governance and Corruption, on June 11 - 12, 2015 at Hanasaari Cultural Centre, Espoo, Finland
- ii. Kangogo N.J., **Asienga C.I** (2014) Factors Affecting Non-Performance of Personal Loans in Banking Industry: Case Study of Tier One Banks in Kenya. Paper presented at the 4th Annual International Research conference that was held between 15th and 18th July 2014, Kabarak University Main Campus.
- iii. Bowen D.J., **Asienga C.I** (2014) Effectiveness of Marketing Mix Elements in Enhancing Students' Enrolment in Institutions of Higher Learning: *Case Study of Two Private Universities in Kenya*. Paper presented at the 4th Annual International Research conference that was held between 15th and 18th July 2014, Kabarak University Main Campus.
- iv. **Asienga C.I** (2014) Investment in Fencing and its Contribution to Agricultural Production in Semi-Arid Kenya. Paper presented at the 14th International Academy of African Business and Development (IAABD) Conference that was held between 14th -18th May 2013, at GIMPA, Accra, Ghana.
- v. Wasike N.L., **Asienga C.I** (2013) Factors Influencing Employee Adoption of Corporate Green Management Practices in the Mobile Industry in Kenya: *A Case Study of*

Safaricom Limited. Paper presented at the 3rd Annual International Research Conference that was held between 15th and 18th October 2013, Kabarak University Main Campus.

- vi. **Asienga C.I** (2010) Investment in Fencing and its Contribution to Agricultural Production and the environment in Semi-Arid Kenya. Paper presented at the Scottish Graduate Programme in Economics annual conference held on June 13-14, 2010 at Crieff Hydro, Perth, United Kingdom

7. OTHER RELEVANT AND SUPPORTING INFORMATION

7.1 WORKSHOPS/SYMPOSIUMS/SEMINARS/OTHER COURSES

ATTENDED AND PARTICIPATED

2022:	Strategic Leadership Development Programme(KSG)
2019:	National Revenue Management of Petroleum Resources
2018:	Executive course on the Extractive Industries
2017:	Corporate Governance Training Seminar
2017:	Training on Petroleum and Mining Sector
2017:	Team Building
2016:	Strategic Planning Workshop
2016:	HR for Non-HR Managers Training Workshop
2015:	Change Management
2015:	Motivation and Work
2014:	Training in Bioethics
2013:	Productivity Promotion and Awareness Seminar
2010:	SIRE applied robust regression workshop
2010:	Preparation of a conference poster
2010:	How to carry out a survey
2010:	Writing for Publication

2009:	How to be an effective researcher
2009:	Computable General Equilibrium Modeling
2009:	Writing the first-year report
2008:	Teaching Methods Course for New Tutors
2004:	Training of Heads of University AIDS control Units

7.2 AWARDS

- Won a Ford Foundation Scholarship to attend an executive course on extractives at the University of Oxford (UK)-2018
- Supervised and graduated PhD, Masters and Undergraduate students
- Best Paper International Academy of African Business and Development (IAABD)
- Award in Track 2- International Aid, Economic Policies and Strategies- May 2013
- 2013 IAABD Conference Best Overall Paper Award- May 2013
- Emerald's Award- May 2013 (Cash prize of 500 pounds, Framed Certificate and Free publishing in an international Journal)
- African Economic Research Consortium (AERC) Research grant- Awarded research grant for PhD thesis support
- Funds for Women Graduates (FfWG) Emergency Grant and roll of honor-2011
- Royal Economic Society Small Expense Grant-2010
- John and Anne Benson Fund Studentship-2010
- Scholarship- Awarded full scholarship by African Economic Research Consortium (AERC) to study for M.A Economics at the University of Malawi (October 1998 -Nov 2000)

7.3 OTHER RESPONSIBILITIES

- Member of Kiriri Women's University of Science and Technology Governing Council.
- Chairperson of Kenya Highlands Evangelical (KHEU) University Governing Council.
- Vice Chairperson of Kenya Highlands Evangelical (KHEU) University Governing Council

- Chair of Finance and Administration Committee at Kenya Highlands Evangelical (KHEU) University Governing Council
- Member of Kenya Highlands Evangelical (KHEU) University Governing Council
- Chairperson of the Board of Management Sacred Girls Secondary School, Londiani Kericho County
- Supervision of Kabarak University PhD, MBA projects and 4th year research projects
- Internal examiner for several PhD thesis
- Editor, Kabarak University Journal
- Christian Union Patron-Kabarak University.
- Faculty advisor, students in Free Enterprise (SIFE), Kabarak chapter.
- Assistant Director, Project and Development, Economics Students Association (ECOSA) University of Nairobi. Academic standards and quality assurance committee, Kabarak University
- Kabarak University senate
- Corporate affairs committee, Kabarak University
- Spiritual affairs committee, Kabarak University
- Research and Business Development committee, Kabarak University
- Catering committee, Kabarak University
- Marketing and exhibition committee, Kabarak University
- Procurement committee, Kabarak University
- Research ethics committee, Kabarak University

7.4 PhD STUDENTS SUPERVISED AND GRADUATED

- a. Thomas Ombui Nyakweba (2019) Financial Service Accessibility Strategies for Farmers Economic Empowerment in Kenya: A case of Small-Scale Tea Farmers in Kisii County.
- b. Mary Manyange Bosire (2019) Analysis of Personal Financial Management Practices and their Effects on Investment by Teachers in Kisii County, Kenya.
- c. Reuben Koskey(2016) Analysis of the Influence of Organizational Culture on Performance of Research Institutions in Kenya

- d. Bii John Kiplangat (2016) Enterprise Resource Factors and the Level of Adoption of E-Commerce Strategy among Small And Medium Enterprises in Kericho County- Kenya
- e. Dominic Wagura Wambaria (2016) Determinants of ICT Adoption among Small and Medium Enterprises in Rural Kenya- A Case of Nyeri County

7.5 MBA STUDENTS SUPERVISED AND GRADUATED

- a. Ribebe Winifred Nduta (2017) Challenges Facing Public Resources Management of Devolved Governments in Kenya: A case of Machakos County
- b. Githinji Danson Eric (2015) An Assessment of Factors Affecting Crowdfunding Growth in Kenya.
- c. Ndungu Bridget Wambui (2015) Effect of Corporate Social Responsibility on Financial Performance of Commercial Banks. A case study of Kenya Commercial Bank.
- d. Letting Joseph Kiplimo (2015) Factors Affecting Successful Adoption of Human Resource Information System in the Human Resource Department. A case study of Tata Chemicals Magadi Limited.
- e. Kireger Univer Chepleting (2015) Evaluation of Factors Affecting Adoption and Implementation of Knowledge Management Systems for Research Based Organizations in Kenya: A case study of Kenya Agricultural Livestock Research Organization.
- f. Kimani Eunice Muthoni (2015) Assessment of the Influence of Entrepreneurship Training on Succession Planning in Family Owned Small and Medium Enterprises. A case of Entrepreneurship Training Program offered by Strathmore University
- g. Koske Dennis Yegon (2015) Effects of Automation and Centralization Service Strategy on Effective Public Service Delivery in National Government. A case study of Huduma Centre in Nakuru County.
- h. Tarus Lawrence Kipkirui (2015) Relationship between innovation strategies on competitive advantage among banks listed in Nairobi securities exchange.

- i. Musiega Beatrice Imbulani (2015) Relationship between ISO 9000 Certification and Performance of Parastatals in Kenya. A case of Certified Parastatals in Nairobi County.
- j. Biwott Kevin (2014) The Effect of Regulation by SASRA on Performance of Small SACCOS in Kenya.
- k. Ayaa Stella (2014) The effects of Self-Regulation on Performance among Non- Governmental Organizations (NGOs) in Uganda: A Case of NGOs in Gulu District. Northern Uganda
- l. Catherine Muthoni Njogu (2014) Effects of Succession Planning Practice on Leadership in Secondary Schools: Case Study of Kiambu West
- m. Evans Odhiambo Ondura (2014) Factors Influencing Information Technology Outsourcing in the Insurance Sector in Kenya.
- n. Witness Makana Musani (2014) Analysis of Factors that Hinder Growth of Venture Capital Market in Kenya: Case of Nairobi County
- o. Lillian Chebet Misoi (2014) The Effectiveness of a Risk Based Supervision Model as Adopted by the Kenyan Capital Market
- p. Mohamed Anwar (2014) Factors Influencing Profitability of Islamic Banking in Kenya: Case of Gulf African Bank.
- q. Judy Chege (2014) Effect of Corporate Social Responsibility on the Profitability of Commercial Banks in Kenya
- r. Dennis Koech (2014) Factors Influencing Performance of Savings and Credit Co-operative Societies in Kenya: A Case Study of Bomet County
- s. Nancy Jerotich Kangogo (2013) Factors Affecting Non-Performance of Personal Loans in Banking Industry: Case Study of Tier One Banks in Kenya.

- t. Githua Francis N (2013) Sources of Efficiency of Large Banks as Financial Intermediaries in Kenya
- u. Noela Lesley Wasike (2013) Factors Influencing Employee Adoption of Corporate Green Management Practices in the Mobile Industry in Kenya: A Case Study of Safaricom Limited
- v. Nangame Paul Abidan (2013) Effect of Micro Finance on Poverty Reduction in Households within Kibera slums, Nairobi, Kenya

8. HOBBIES

Reading, Traveling, Community service, Mentoring the youth and Music

9. REFEREES

Dr. Jane Kiringai,
P.O. Box 35046,00200,
Nairobi, Kenya.
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Prof. Maurice Oduor Okoth,
Director, Quality Assurance, University of Eldoret,
P.O. Box 1125-30100,
Eldoret, Kenya
Mobile No: 0721255999 Email: okothmdo@u.com

Rev. Dr. Robert K. Langat
Bishop, Africa Gospel Church-Kenya
P.O. Box 418, 00502,
Karen, Kenya.
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CURRICULUM VITAE

MOLU BOYA, EBS

P.O. BOX 25561-00100, Nairobi, Kenya

Email-, moluboya@yahoo.com

Mobile: +254-725 245 638

PERSONAL DETAILS

Nationality : Kenyan
Home County : Marsabit
Date of Birth : November 05, 1978
Marital Status : Married with children.
Religion : Christian

CORE COMPETENCIES:

Brief highlights of my core competencies are as follows;

- Ability to work under intense pressure.
- Team player
- Good analytical skills
- Ability to work in multicultural/multi-religious setup.
- Can work under minimum or no supervision.
- Good interpersonal relationship
- Ability to give attention to details.

EDUCATION QUALIFICATIONS

- Master of Business Administration, (*Human Resources Management*), Periyar University India 2003 -2005
- Bachelor of Business Administration (*BBA*), Karnataka University, India,2000 -2003
- Kenya certificate of secondary Education, St. Paul's Secondary School, Marsabit, 1996 – 1999
- Kenya Certificate of Primary Education, Kalacha Primary School, North Horr, Marsabit, 1988 – 1995.

WORK EXPERIENCE

**Consultant/Expert on Election, Democracy and Governance, International IDEA
(Seconded to IGAD Mission in South Sudan), August 2024 to Date**

Key Deliverables

- Support IGAD to work with transitional government institutions and officials to implement the benchmarks set out in the 2022 Roadmap.
- Using expertise and knowledge to leverage IGAD's contribution to peaceful elections and constitution making efforts in South Sudan, including providing comparative options and knowledge to fill gaps and underpin situational assessments.
- Support the IGAD Head of Mission to generate conflict analyses, early warning reports, and to partner effectively with governmental and other boundary partner in line with the mission's action plan.
- Support the IGAD Special Envoy to South Sudan to intensify confidence building engagements that promote and secure conditions for peaceful preparation of elections.
- Support the IGAD Head of Mission to mobilise new resources to support the mission's mandate and its role in ensuring a peaceful, successful transition.
- Produce reports and analyses to enhance the contribution of International IDEA to a peaceful transition in South Sudan, including lesson learning on IGAD's approaches, initiatives, and mechanisms with relevance to the broader Hon of Africa region.

**Commissioner, Independent Electoral & Boundaries Commission (IEBC), Kenya, January
2017 to January 2023**

Key Responsibilities and Achievements

- Successfully managed two Kenya's General Elections in 2017 and 2022.
- Oversaw review of Election laws and Regulations
- Development of policies and strategies to guide the IEBC.
- Provided leadership and oversight the Secretariat.

- Chaired Human Resources and Administration Committee between 2017 to 2023
- Chaired Procurement and Finance Committee from June 2018 to Sept.2021
- Member of Election Operations and ICT Committee
- Member of Legal and Compliance Committee
- Served as member of the Commission's Dispute Resolution Committee and managed to resolved over 300 cases during 2022 General Election.
- Served as member of the Commission's code of Conduct Enforcement Committee
- Represented the Commission in stake holders and inter-departmental forums.
- Represented the Commission in Election Observer Missions
- Represented the Commission in inter-governmental/regional bodies like IGAD, AU and EAC.

Election Related International Assignments

- **May 29th – 31st 2024:** Attended **Awareness Creation and Experience sharing Conference** organised by the Office of IGAD Special Envoy to South Sudan and presented a paper on ***Kenyan Election Experience***, Juba ,South Sudan
- **May 14th – 16th 2024:** Attended IGAD forum for ***experience sharing of Regional Election Bodies***, Entebbe Uganda
- **January 25-26 2024:** Attended **International Political campaigns Expo 2024:** - "*How Artificial Intelligence & Big Data Amplify Voter Engagement and Shape Political Campaigns in Africa*" Cape Town South Africa.
- **November 2023:** Attended IGAD annual Governance Forum and made presentation on ***Election Integrity and Electoral Justice; The Kenyan Experience***.
- **International Conference on the Great Lakes Region (ICGLR), Election Observer,** Zambian General Election in **August 2021**
- Represented IEBC at **Technical Consultative workshop on Intergovernmental Authority for Development (IGAD) Governance Forum**, Bishoftu, Ethiopia in February 2021

- **Independent Electoral & Boundaries Commission (IEBC), Election Observer, Uganda** General Elections in January 2021
- **Independent Electoral & Boundaries Commission (IEBC), Election Observer, Comoros** Islands, Parliamentary Elections in January 2020
- Represented the IEBC at **Africa Union (AU)** Regional workshop on “**Participation, Representation and Protection of Women in Election in the Great Lakes Region**” in Addis Ababa, Ethiopia in November 2019
- **Electoral Institute for Sustainable Democracy in Africa (EISA), Election Observer, Nigeria** General Elections in February 2019
- **United States International Center for Electoral Support (USICES), Election Observer,** the USA Mid-Term Elections in October 2018

Deputy Director, Human Resources and Administration, Directorate, The Judiciary of Kenya, October 2014 to January 2017

Main Duties and Responsibilities

- Oversaw HR & Admin operations in 17 regions through the Regional Assistant Directors
- Facilitated the development and implementation of an effective Human Resource policies & procedures.
- Ensured the implementation of human resource strategies in the in line with the integrated comprehensive strategic framework.
- Coordinated activities leading to the achievement of directorate's targets in the as outlined in the Annual Performance Contract, Strategic Plan, Judiciary Transformation Framework and other reform programmes.
- Oversaw the annual staff performance target setting and appraisal as part of the reward management system.
- Prepared annual directorate budget in conjunction with the Finance Director.
- Facilitated the dissemination of policies, regulations and other communications from the Headquarters to the Regions.

**Assistant Director, Human Resources and Administration Directorate, the Judiciary,
Nairobi, August 2013 to Sept 2014**

Main Duties and Responsibilities

- Facilitated the development and implementation of an effective Human Resource, Administration, Transport and Maintenance procedures in the Judiciary.
- Facilitated the development and implementation of an effective Human Resource policies & procedures.
- Coordinated activities leading to the achievement of directorate's targets in the as outlined in the Annual Performance Contract, Strategic Plan, Judiciary Transformation Framework and other reform programmes that Judiciary may participate in.
- Oversaw the annual staff performance target setting and appraisal as part of the reward management system.
- Ensured the implementation of human resource and administration strategies in the in line with the integrated comprehensive strategic framework.
- Secretary to the Human Resource Advisory Committee.
- Analysed the staffing levels and make proposals for succession planning.
- Analysed the utilization and proper deployment of human resource across all 130 court stations.
- Analysed staff progression and make proposals for career development.
- Handled disciplinary issues and coordinate preparation of summaries for presentation to relevant advisory committees.
- Handled transfer of Judicial staff across 120 court stations.
- Handled all leave plans within the Judiciary.
- Supervised, guided, counselled, mentored, trained and developed staff working within the functional line.
- Coordinated all administrative functions of the Judiciary including Transport, Security and Buildings and Maintenance.
- Prepared quarterly statistical reports for discussion with the Director Human Resources & Administration .

Senior HR Officer, HR & Admin Dept, Central Bank of Kenya, July 2008 to July 2013

Main Duties:

- Oversaw staff recruitment and selection at all levels.
- Drafted advertisements for vacancies & placed them in newspaper & Bank's website.
- Arranged for interviews including preparation of interview files, coordinating interview panel.
- Oversaw manpower Planning
- Once employee reports for duty do reference check & updated employment records
- Processed employment contracts and oversaw separation process.
- Drawing of terms of reference for HR consultancies
- Processed renewals or termination of contracts in line with Bank policy
- Processed placements & transfers
- Dealt with Employee relations; grievances, staff rules & regulations etc
- Handled Special Duty Allowances including reconciliation and advice to payroll.
- Key /combination holding including reconciliation and advice to payroll.
- Wrote departmental weekly & Monthly report for senior Management.
- Represented HR Department in various committees (Communication, Procurement, Projects committees).
- Developed annual budget for HR Department

Additional supervisory responsibilities

- Handled Staff Welfare issues; Medical, sport & benevolent fund
- Performed Protocol Duties particularly when Bank gets VIP Dignitaries
- Carried out training needs analysis for the department.
- Drafted HR policies
- Coordinated training activities of the department including Training Need Assessment.
- Leave and absence administration.
- Participated in Performance Management & Appraisals activities in the department.
- Handled any Special Projects related to HR & Admin Dept (HR Team Leader in an Oracle HRMIS automation project)

Main Duties:

- Manpower planning.
- Preparations of Advertisement for vacancies
- Received, sorted and handled short-listing applications.
- Arranging for interviews by coordinating with panellist.
- Participated in and provided support in the selection process.
- Wrote recommendations for employment of the successful candidates.
- Processed appointment letters.
- Oversaw completion of required documentation by new employees.
- Inducted new employees.
- Responded to unsolicited applications.
- Coordination of training needs for the Recruitment & Manpower Planning Section.
- Wrote letters of inquiry to: *Referees, National Security of Intelligence and HELB.*
- Wrote introduction Letters for members of staff for opening of new accounts and those seeking financial facility from Commercial Banks.
- Facilitated change of salary pay point.
- Handled payment of allowance police officers attached to the Bank, inter alia.
- Performed protocol duties

Professional Qualification

- Higher National Diploma in Human Resources Management, (examined by the Kenya National Examination Council (KNEC)), Jan 2008 to November 2008
- **Professional Membership** - full Member (**No. 01445**), Institute of Human Resources Management, Kenya (IHRMK)
- **Director/Council Member**, Institute of HR Management, Kenya (IHRM-K) Jan 2011 to November 2015.

TRAININGS ATTENDED

- March 2022:** Attended **Public Sector Governance Course** at ESAMI Dubai, UAE
- December 2021:** Attended IFES Executive Curriculum in Electoral leadership (iEXCEL)
- April 2021:** Attended **Strategic Negotiations Course** at ESAMI Kampala, Uganda
- June 2018:** Attended **Strategic Policy Planning for Public Service**, at ESAMI Kampala, Uganda
- March 2018:** Attended **23rd Africa Corporate Governance Conference**, South Africa
- February 2018:** **Corporate Governance Training** by Kenya School of Government (KSG)
- August 28- 31st 2017:** **Management of Democratic Elections in Africa: "Creating a Community of Practice on African Elections"**, UNISA, Pretoria South Africa.
- October to Dec 2014:** **Strategic Leadership Development programme**, KSG Nairobi
- August 9-13, 2010:** **Trainer of Trainee** Course organized by Kenya School of Monetary Studies (KSMS) at the Merica Hotel, Nakuru
- April 18-23, 2010:** Course on **Project Management** conducted by Kenya Institute of Management (KIM) at the Sun N' Sand Hotel, Mombasa
- March 2-13, 2009:** An intensive in-house course on **Oracle HR information Systems** conducted at Kenya School of Monetary Studies (KSMS)
- June 30th – July 11th, 2008:** Course on **Recruitment, Selection & Assessment Centres** at Royal Institute of Public Administration (RIPA), London, UK.
- 14-18 April 2007:** Course on **Effective Supervision** organized by Kenya School of Monetary Studies.
- 12-16 Nov 2007:** **Human Resources Management** course conducted by Deutsche Bundes Bank of Germany.
- January – Aug. 2006:** Intensive In-house training on all functions of HR Department at the Central of Bank of Kenya.

AWARDS RECEIVED

In recognition of the distinguished service rendered to the nation, I was conferred Presidential National Honors Award in the **order of the Elder of Burning Spear (EBS)** in *December 2022*.

Computer Proficiency

- MS Office; MS Word, MS PowerPoint, MS Excel
- HR information Management System (Oracle Based)

REFEREES

1. Prof. Dulacha Galgalo Barako
Deputy Director, Central bank of Kenya
Email: barakodg@gmail.com
Tel: +254722 694 936
2. Wellington Amkaya
Director, Human Resource and Administration
Judicial Service Commission (JSC)
EMail: wellingtonamkaya@gmail.com
Mobile: 0721 284 886
3. Prof. Abdi Guliye
Former Commissioner, IEBC, Kenya
Tel: 0723 800 242
Email: guliye@gmail.com

CURRICULUM VITAE

Personal Information

Name: Joan Andisi Machayo

Date of Birth: 13th March 1966

National Identity 8717928

Contact Information:

- **Phone:** 0714 464 027
 - **Office Phone:** 2223901
 - **Email:** jandisi@yahoo.ca | jmachayo@publicservice.go.ke
 - **Postal Address:** P.O. Box 2153-00202 Nairobi
-

Professional Summary

An accomplished senior professional with over 30 years of extensive experience in Human Resource Management and Public Service Administration. Proven track record in developing and implementing HR strategies, policies, and frameworks that enhance organizational performance and the efficient delivery of public services. Adept at leading change management initiatives, policy development, strategic planning, and managing labor relations in a government context. A visionary leader with advanced interpersonal and communication skills, committed to fostering an innovative, inclusive, and effective work environment.

Core Competencies

- Leadership & Strategic Management
 - Human Resource Policy Development
 - Organizational Design & Development
 - Public Sector Performance Management
 - Labor Relations & Conflict Management
 - Workforce Capacity Building
 - Government Resource Management
 - Employee Welfare & Well-being Programs
 - Policy Formulation & Evaluation
 - Stakeholder Engagement & Collaboration
 - Public Speaking & Communication
 - Team Building & Staff Development
-

Professional Experience

Deputy Commission Secretary (November 2024 to date)

Deputy to the Secretary/CEO on Strategic Human Resource Programs and Priorities

- **Leadership Support & Strategy Alignment:** Assist the Secretary/CEO in overseeing the development and implementation of key HR strategies that align with the broader goals and mission of the public service. Ensure seamless execution of high-priority HR initiatives across government ministries, departments, and agencies.
- **Advisory Role:** Provide expert advice and insights to the Secretary/CEO on HR matters, ensuring that strategies reflect contemporary best practices and contribute to the efficient functioning of the public service.

Policy Formulation and Advisory Services

- **HR Policy Development:** Lead the formulation and continuous refinement of HR policies and frameworks to ensure they are effective, adaptive, and aligned with national strategic objectives. Provide expert advisory services on HR policies to various government stakeholders, ensuring compliance with legislation and international standards.
- **Strategic Policy Guidance:** Offer strategic guidance on policy matters related to human resource management to senior government officials, including ministries, agencies, and county governments.

Implementation of the Human Resource Masterplan for the Public Service

- **HR Masterplan Execution:** Spearhead the roll-out of the Human Resource Masterplan, ensuring its effective implementation across the public service to drive organizational transformation, enhance employee capacity, and improve service delivery.
- **Monitoring & Evaluation:** Oversee the monitoring and evaluation of the Masterplan's impact, ensuring that objectives are met and recommending adjustments to optimize HR outcomes.

Support the CEO on Parliamentary Questions and Implementation of Directives

- **Government Relations & Parliamentary Support:** Assist the Secretary/CEO in responding to parliamentary questions and ensuring that HR-related directives from parliament are implemented effectively and in a timely manner.
- **Stakeholder Engagement:** Collaborate with legislative bodies, government ministries, and other key stakeholders to provide accurate and comprehensive reports on HR matters, contributing to informed decision-making.

Capacity Program Interventions for the Public Service

- **Training and Competency Development:** Lead the design and execution of capacity-building programs, policy directives, and training initiatives aimed at enhancing skills, leadership competencies, and organizational effectiveness across the public sector.
- **Targeted Workforce Development:** Develop strategic workforce development plans that address current and future skills gaps, ensuring the public service is equipped with the necessary capabilities to meet evolving challenges.

Spearhead Strategic Innovations in Human Resource Management

- **Innovation in HR Practices:** Lead efforts to introduce innovative solutions in HR management, including the integration of advanced technologies, data analytics, and automation to streamline HR processes, enhance decision-making, and improve workforce productivity.

- **Technological Adoption & Integration:** Champion the adoption of cutting-edge HR technologies that support automation, data management, and enhanced service delivery across the public service.

Liaison on Standards and Norms in the Management of County Governments

- **Coordination with County Governments:** Serve as a key liaison to ensure that county governments adhere to national HR standards and best practices in managing their workforce.
- **Standardization & Compliance:** Provide guidance on HR norms and standards to county governments, ensuring consistency in HR management across both national and county-level public services. Collaborate with county leadership to foster alignment with national HR policies.

Director, Human Resource Management and Development

Public Service Commission | December 2017 – October 2024

- Head the Directorate responsible for the overall Human Resource strategy in the public service, focusing on performance management, workforce development, and policy formulation.
- Oversee the establishment, restructuring, and review of HR policies and procedures.
- Lead initiatives aimed at enhancing employee effectiveness through training and capacity building programs.
- Manage labor relations, including ensuring fair and consistent application of disciplinary actions, work-life balance strategies, and promoting employee safety and security.
- Provide technical support to county public services and state agencies, advising on HR management practices, industrial relations, and governance.

Deputy Director, Human Resource Management and Development

Public Service Commission | 2011 – 2017

- Formulated, developed, and interpreted human resource management policies, rules, and regulations for the public service.
- Spearheaded initiatives to improve HR efficiency, such as scaling HR programs in alignment with national strategic goals.
- Provided consultation and advisory services to leadership on HR programs, including industrial relations, performance management, and employee engagement.
- Developed and implemented HR planning guidelines, succession management strategies, and employee welfare policies.
- Ensured compliance with relevant labor laws, regulations, and government policies.

Assistant Director, Human Resource Management

Public Service Commission | 2009 – 2011

- Led the design, development, and implementation of HR policies and procedures to streamline operations.
- Managed wage data, salary administration, and conducted salary benchmarking with labor market trends.

- Addressed disciplinary matters and handled court cases related to employee relations.
- Supervised HR staff, ensuring adherence to organizational processes and policies.
- Conducted staff performance evaluations and led initiatives to improve organizational effectiveness.

Principal Human Resource Officer

Kenya Medical Training College | 2007 – 2009

- Managed recruitment, appointments, employee relations, and compensation for staff.
- Administered pension schemes, employee welfare programs, and staff training initiatives.
- Provided advisory services on HR policies and labor relations issues.

Personnel and Administration Officer

Kenya Medical Training College | 1999 – 2007

- Administered all personnel functions, including staff recruitment, leave, salary processing, and training.
- Managed student affairs, including accommodation, welfare, and academic support services.

Executive Officer

Ministry of Health | 1990 – 1999

- Responsible for processing salaries, leave administration
- Management of records and registry services
- Provided HR advisory services to various departments and handled employee relations issues.

Education

- **Ph.D. in Business Administration (Strategic Management)** (Ongoing)
Jomo Kenyatta University of Agriculture and Technology
- **Master of Business Administration (Human Resource Management)** – 2006
University of Nairobi
- **Bachelor of Arts (Political Science and Literature)** – 1989
University of Nairobi
- **Advanced Certificate of Education**
Moi Girls High School, Eldoret 3 Principals and 1 Subsidiary
- **Kenya Certificate of Education (KCE)**
Butere Girls High School -Second Division
- **Kenya Certificate of Primary Education (KCPE)** – 27 points
Kiminini Primary School

Professional Certifications

- Certified Secretary (Institute of Certified Secretaries)
- Lead Auditor ISO 9001:2015

- Trustee Certification (College of Insurance)
 - Corporate governance for public sector boards
 - Computer Proficiency Certificate
-

Professional Development

- **Strategic Leadership Development Programme (SLDP)** – Kenya School of Government
 - **Governance and Human Resource Management Course** – Sponsored by the Government of China
 - **Performance Management Course** – Commonwealth Secretariat
 - **Media Training**
 - **Arbitration, Mediation, and Conciliation Training**
 - **Australian Award Fellowship** – Department of Foreign Affairs/Newcastle University, Australia
-

Professional Memberships

- **Institute of Certified Secretaries (ICS)** – Member No. 2293
 - **Institute of Human Resource Management**– Full Member No. 08416
 - **African Association for Public Administration and Management (AAPAM)** – Member
-

Leadership & Governance Roles

- **Chairperson**, Human Resource Management Services Technical Committee, Kenya Bureau of Standards
 - **Member/Director**, National Employment Authority (NEA) Board
 - **Council Member/Director**, Kenya Health Human Resource Advisory Council
 - **Trustee**, Public Service Superannuation Scheme (2023)
 - **Joint Secretary**, Consultative Committee on Terms and Conditions of Service in the Public Service
 - **Member**, Joint Committee for the Transfer of Functions from Nairobi Metropolitan Services to Nairobi City County Government (2022)
-

Other Strategic Appointments

Member: Technical Committee to Recommend the Terms and Conditions of Service of the National Intelligence of the National Intelligence Service -Gazette Nos 15984, 17021 of 2023 and 3426 2024 dated 21st March 2024

Member: Selection Panel for the appointment of Commissioners of the Commission on Administrative Justice- Gazette Notice Vol.CXXVI-No.141 of 13th Sept 2024

Member: The Technical Committee to Recommend the Terms and Conditions of Service of the National Intelligence and Research University (NIRU) Gazette Notice No 16313 of 13th December 2024

Publications

- *Brain Drain among Health Professionals in Kenya: A Critical Review of Causes and Effects* – Prime Journal of Business Administration and Management (2013)
 - *Leadership Challenges for Sustainable Change in Public Sector Organizations* – Mount Kenya University Journal
 - *Causes and Impact of Public Sector Employee Strikes on the Kenyan Economy* – Africa Regional Conference, Kigali, Rwanda (2013)
 - *International Trends in Governance and Institution Building for Effective Policy Formulation and Implementation in the Public Sector* – 36th Roundtable Conference, AAPAM, Morocco (2015)
-

Personal Interests

- Farming
 - Community Service
 - Reading
-

Referees

- **Prof Christopher Kanali**

Jomo Kenyatta University of Agriculture and Technology (JKUAT)

Tel 254721351700

- **Dr Alice Otwalla**

Commissioner, National Police Service Commission (NPSC)

Mobile 254 72990982

DR. FRANCIS OTIENO OWINO, PhD, CBS

Address: P.O. Box 724 - 40400 MIGORI, KENYA.

E-mail: owinof2020@gmail.com

Phone: +254 722 444 210

BIO DATA

NATIONALITY: KENYAN
DATE OF BIRTH: 26th JUNE, 1964
RELIGION: CHRISTIAN (ACK)
COUNTY: MIGORI

AREAS OF SPECIALIAZATION:

1. Governance, Ethics and Values
2. Public Policy Development and Implementation
3. Cohesion, Peace and Conflict Studies
4. Conflict Resolution and Peacekeeping
5. International Relations
6. Community, Rural and Urban Development
7. Globalization and International Organizations
8. National, Regional and Global Politics
9. Climate Change Management
10. Sustainable Blue Economy Development

CONSULTANCY:

Associate Facilitator at the Kenya School of Government on **Leadership Program for National Transformation**. The focus area is on **Leadership, National Values and Development** with effect from February, 2024.

LECTURING AND CAPACITY BUILDING EXPERIENCE:

1. Rongo University College

I was a part-time Lecturer of Masters Students at Rongo University between 2015 and 2016 handling and supervising the Masters students on the topics of Human Resource Management in the Public Sector, Understanding the Civil Service, Policy Analysis, Public Sector Development and Service Delivery, Conflict Management in Africa and

Comparative Local Government.

2. Kisii University

I was a part-time Lecturer of Masters and PhD Students at Kisii University between 2014 and 2016 handling and supervising the Masters students on the topics of Conflict Resolution and Peacekeeping, International Relations, Comparative Political Systems, Urban Problems and Policies, International Organizations, Kenya Government and Politics amongst others.

3. Masinde Muliro University of Science and Technology, Nairobi Center.

I was a part-time Lecturer of Masters Students at Masinde Muliro University between 2011 and 2013 handling and supervising the Masters students on the topics of Peacekeeping and Conflict Resolution and Conflict Resolution and Management amongst others. In addition, I spearheaded a specialized Graduate Diploma Course in Peace, Cohesion & Integration Studies.

4. Community and Public Sector Sensitizations

I spearheaded, coordinated and participated in various community outreach, training and advocacy programmes for key public/private sector actors and stakeholders on Peacebuilding, National Cohesion and National Values.

5. Public Sector and Academia linkages

I have utilized my vast public sector experience and knowledge to link with relevant academic institutions /to actualize public policy initiatives and deepen implementation of research and innovation from the academia.

CONSULTANCY

I attended a Peace and Conflict Consultant Course at the Academy for Conflict Transformation, Germany in 2015. This enriched my knowledge on consultancy on peace building and conflict transformation, diversity management, focusing on blind spots attitudes and the whole aspect of communication. In addition, the programme enriched my knowledge in fortifying partnerships and collaboration with key actors and stakeholders, experiential and practical analysis of conflict management styles, outreach, training and advocacy programmes and applying conflict analysis tools in a real conflict environment. Further, practical simulations and third party

interventions, Consultancy roles including counselor, coach, partner, facilitator, teacher/trainer, modeler, reflective observer, technical advisor and hands on advisor were also learnt.

EDUCATION

1. Doctor of Philosophy in Peace and Conflict studies from the Masinde Muliro University of Science and Technology, 2013

Areas of Study – Concepts and practices that avert, reduce, and resolve vehement conflict, as well as the construction of normative and formal structures for workable harmony, peacemaking in a variety of specialized and non-specialized settings.

2. Masters of Business Administration (Strategic Management) from the Kenya Methodist University, 2008

Areas of Study – Marketing Management, Human Resources Management Strategic Management, Entrepreneurship Management, Finance, Project Management, Management Information Systems, Procurement and Supply Chain Management.

3. Bachelor of Arts (B.A - 2nd Class - Upper Division) - University of Nairobi, 1989

Areas of Study - Achieving excellence in teaching, research and publications in humanities and social sciences, generation and dissemination of knowledge on cultural, socio-economic, political and geographical environment, while preserving and encouraging the best in our national heritage.

4. Certificate in Guidance and Counseling - University of Nairobi, 2005

5. Kenya Advanced Certificate of Education (A Level) - Kisii Progressive High School [1983 – 1984] – 3 Principles 1 Subsidiary

6. Kenya Certificate of Education 3rd Division, PE (O-Level) - Hill High School [1979 – 1982]

PROFESSIONAL DEVELOPMENT

I participated, attended and attained certification in the following courses:

1. 2nd United Nations Oceans Conference, Lisbon, Portugal – 27th June – 1st July, 2022
2. Stockholm +50 Conference, Stockholm, Sweden -2nd -3rd June, 2022
3. Ministerial meeting for the adoption of the IGAD Blue Economy Strategy –1st -3rd April, 2022
4. United Nations Climate Change Conference 2021, Glasgow, United Kingdom -6th -14th November, 2021
5. Contemporary Public Administration Management, Galilee Israel, 2017
6. Training of Trainers Course No. 11/2016, Kenya School of Government, 4th -15th July, 2016
7. Peace and Conflict Consultant, Academy for Conflict Transformation, Germany, 2015
8. Managing Public Private Partnership Programme, ESAMI, Arusha Tanzania, 3rd – 28th June 2013
9. Qualitative and Quantitative Research Data Analysis Training Workshop, Catholic University of East Africa, and 9th November, 2011
10. Kenya National Civic Education [K-NICE] Material Development Retreat, 20th – 22nd July, 2020 Green Park Lodge, Naivasha
11. Organized and Coordinated the Department for National Cohesion Induction programme for Cohesion Officers from 14th – 18th December 2009, KCB Leadership Training Center Karen
12. National Cohesion and Integration Commission Team Building Retreat 12th -13th October 2009, Naivasha
13. Regional Elders conference on Cohesion and Integration 28th – 29th September, 2019 in Nanyuki
14. Benchmarking Mission to Kigali Rwanda by the Committee of Elders on the National Elders Conference, September 2009
15. ISO 9001-2000 Audit Appreciation Workshop, September 2009
16. Integrity Assurance Officers Course, May 2009
17. 10th & 12th East African Community *Jua Kali/ Nguvu Kazi* MSME Exhibition in 2008 and 2019, Kigali, Rwanda
18. ISO Awareness for Top Management, August 2008
19. 2nd Regional Workshop on Mainstreaming HIV and AIDS, Uganda, 2008

20. Strategic Leadership Development Programme [SLDP], KIA, 2008
21. Cabinet Memorandum Writing Seminar, KIA, 2008
22. Certificate in Computer Applications, Compuera College, 2007
23. ICT Training, Rift Valley Institute of Science and Technology, 2006
24. Rapid Results Approach- KIA, 2006
25. Senior Management Seminar - KIA, 2005
26. Programme on Drugs and Substance Abuse, 2005
27. Disaster Management Course -KIA, 2004
28. Induction on Procurement - GTI, Embu 2003
29. Advanced Public Administration [APA] Course, KIA, 2000
30. Administrative Officers' Paramilitary Course at APTC, 1998
30. Leadership Development Course - Mt. Kenya School of Adventure 1998
31. Training of Trainers Seminar - KIA, 1992
32. Administrative Officers Induction - KIA, 1990
33. National Youth Service - May- August 1986

KEY COMPETENCIES

1. Administration of assigned State departments for the effective discharge of the national government functions
2. Accounting Officer – Administration of Public Finances as guided by the PFM Act, 2012;
3. General administration of the State Departments and guiding on Policy Development;
4. Implementing government policies and the Strategic Plans of the State Departments;
5. Facilitating the achievement of goals and objectives of government and intergovernmental programmes and projects;
6. Ensuring efficient and effective utilization of financial, human and other resources in the assigned State Departments;
7. Preparation of periodic statutory reports for the Cabinet Secretary;
8. Promoting the values and principles spelt out in Articles 10 and 232 of the Constitution of Kenya in the operations of the State Department;
9. Coordination of Performance Management;
10. Overseeing implementation of Programmes and Projects;
11. Administration and Management of Human Resource functions as guided by prevailing regulations and performing any other human resource functions as directed by the Cabinet Secretary.

KEY ACHIEVEMENTS AS PRINCIPAL SECRETARY - STATE DEPARTMENT FOR FISHERIES, AQUACULTURE & THE BLUE ECONOMY

- Steered the State Department towards the delivery of its assigned public services;
- Designed and processed various Cabinet Memorandum;
- Coordinated and oversaw the implementation of the Presidential Directive for the construction of Ultra-Modern Tuna Hub at Liwatoni Fisheries Complex in Mombasa County;
- Coordinated the finalization of the National Fish Marketing Strategy;
- Spearheaded the Lake Turkana Management Plan;
- Led the development of the Fish Levy Trust Fund Regulations, 2022;
- Coordinated the bilateral discussions between the Governments of Kenya and Hungary for the development of Kabonyo Fisheries and Aquaculture Service and Training Center of Excellence;
- Spearheaded the implementation of fish landing infrastructure along the Lake Victoria basin and the coastal shoreline; Established and operationalized regional offices for the State Department
- Oversaw the implementation of the Presidential Directive for the training of fishing crew from the coastal communities on deep-sea fishing;
- Initiated and spearheaded the development of the Blue Economy Strategy and established an Inter-Ministerial Blue Economy Coordination Mechanism;
- Coordinated the preparations and participation of the State Department in commemorating the United Nations Environment Programme @50 held in Nairobi;
- Coordinated the preparation and participation in commemorating Stockholm +50 held in Sweden;
- Co-chaired the Advisory Committee on preparation and participation in the Second UN Oceans Conference cohosted by Kenya and Portugal in Lisbon;

KEY ACHIEVEMENTS WHILE ACTING PRINCIPAL SECRETARY - STATE DEPARTMENT FOR CROP DEVELOPMENT & AGRICULTURAL RESEARCH

- Steered the State Department towards the delivery of its assigned public services;
- Designed and processed various Cabinet Memorandum;
- Spearheaded the implementation of the Sifted Maize Flour Subsidy

- Programme 2022;
- Spearheaded the implementation of the ongoing 2022 Short Rains Season Fertilizer Subsidy Programme;
 - Chaired the multi-agency Committee on GMO;
 - Coordinated the first Inter-African Coffee Organization Summit held in Nairobi in May, 2022;
 - Spearheaded the development of the Agricultural Policy 2021 which has since been approved by Parliament;
 - Spearheaded the development of the Draft Food Safety Policy 2022, Draft Agricultural Insurance Policy 2022, Draft Agricultural Soil Management Policy 2022 and the Draft Plant Protection Bill which have been progressed through the NDITC and pending Cabinet approval;
 - Spearheaded the ongoing review of the Draft Sugar Industry Policy, Draft Agricultural Mechanization Policy, Draft Coffee Industry Policy, Draft National Agricultural Research System Policy, Draft National Phytosanitary Policy and the Draft Kenya Agricultural Extension Policy (KASEP); and
 - Spearheaded the bilateral negotiations and signing of MoUs between the Republics of Congo and Somalia on the areas of Crops, Livestock, Research and Fisheries development.

KEY ACHIEVEMENTS AS PRINCIPAL SECRETARY - STATE DEPARTMENT FOR INDUSTRIALIZATION

- Steered the State Department towards the delivery of its assigned public services;
- Designed and processed various Cabinet Memorandum;
- Spearheaded the development of the Kenya Intellectual Property Act, 2021, the Kenya Industrial Research and Development Act, 2022 and the Special Economic Zones Act and SEZ Regulations 2016;
- Spearheaded development and gazettment of guidelines for appointment/operation of Special Economic Zones within the context of the EAC;
- Spearheaded the development and enactment of the Micro and Small Enterprises Policy, Kenya Investment Policy and the Automotive Policy and the Local Content Policy;
- Development and gazettment of the Preferential Procurement Master Roll Number 1 of 2020 for preferential public procurement of locally manufactured products;
- Coordinated the establishment of 3 *Biashara* Centres as one-stop centres for MSMEs;

- Spearheaded the establishment and operationalization of the National Credit Guarantee Scheme and *Stawisha SME Mashinani* Program;
- Participated in the establishment of the Kenya Shipyard Limited;
- Oversaw the restructuring of the Numerical Machining Complex and Kenya Industrial Training Institute;
- Coordinated the progress towards the establishment the Naivasha Industrial Park, *Dongo Kundu* and Kisumu Special Economic Zones;
- Participated in the setting up of the Business Situation Room (BSR) and Business Emergency Response Centre during the COVID-19 lockdown period; and
- Supported the issuance of standards to local manufacturers for production of assorted materials and equipment for use in the fight against COVID-19 and development of guidelines for operation and continuity of essential businesses.

KEY ACHIEVEMENTS AS PRINCIPAL SECRETARY - STATE DEPARTMENT FOR YOUTH AFFAIRS

- Steered the State Department towards the delivery of its assigned public services;
- Designed and processed various Cabinet Memorandum;
- Spearheaded the formulation of the National Youth Policy;
- Spearheaded the formation of the National Youth Service Act, 2019;
- Spearheaded the reorganization of the National Youth Service leadership under the National Youth Service Act, 2019; and
- Guided the establishment and operationalization of Youth Empowerment Centers across the country.

WORK EXPERIENCE PRIOR TO APPOINTMENT AS PRINCIPAL SECRETARY

-
- Director, National Cohesion and Values with effect from 8th September 2009 to 14th August, 2018
 - Acting Deputy Secretary – Ministry of Labour from 18th February 2007 to 7th September 2009
 - Under Secretary - Ministry of Labour from 1st July, 2006 to 17th February 2007
 - Senior Assistant Secretary I - Ministry of Labour & Human Resource Development from 14th June, 2006 to 30th June, 2006
 - Senior District Officer - Bungoma and Malindi Districts from

26th June, 2002 to 13th June, 2006

- District Officer I - Teso District from 26th July 2000 to 25th June, 2002
- District Officer II - Served in Nairobi province, Bureti, Kericho, Keiyo, Trans Nzoia and Narok Districts between 8th March, 1996 and 25th July, 2000
- District Officer III - Served Narok, Turkana and Kajiado Districts from 29th July, 1992 to 7th March, 1996
- Assistant Secretary Cadet - Ministry of Water Development from 9th February, 1990 to 28th July, 1992
- 1st Appointment as an Administrative Officer and designated an Assistant Secretary Cadet with effect from 9th February, 1990.

TASKFORCES, WORKING GROUPS AND COMMITTEES APPOINTED INTO

- Appointed Vice-Chair of the Legal sub-committee of the NDITC;
- Appointed Chair of the National Development Implementation Technical Committee Sub Committee on the review of *Mwongozo* Guidelines.
- Successfully planned, hosted and chaired the 1st African Union Conference of State Parties on Public Service and Administration in November, 2018.
- Appointed Board Member of the East and Southern African Management Institute (ESAMI) Governing Council in 2018.
- Elected Vice President for Africa Association for Public Administration and Management (AAPAM) in November 2018.
- Member of the Selection Panel for the appointment of Public Service Commissioners
- Course Facilitator Accounting Officers Program at the Kenya School of Government [KSG] on National Values and Principles of Governance from January, 2018 to-date
- AIE Holder for the Directorate of National Cohesion and Values, FY 2017/18
- Member interviewing panel under the delegation of the Public Service Commission for internal advertisements, September, 2017
- Member Selection Committee on Public Service Excellence Awards for Cabinet Office, September, 2017
- Member, Ministerial Human Resource Advisory Committee
- Chairman, Departmental Ethics and Anti-Corruption Committee

- Chairman, Departmental Human Resource Management Advisory Committee
- Chairman Departmental Training Committee
- Chairman, Inter-Agency Planning Committee for the 2nd National Cohesion / Elders Conference, 2015
- Chairman, Taskforce on Comprehensive Review of the National Cohesion and Integration Act, 2008 [August, 2013 – February, 2014.]
- Member of Taskforce to facilitate the Development of Ministerial Inputs into the 2nd Medium Term Plan [2013 – 2018], May 2012
- Head of Secretariat Team for the National Conference on Peaceful Elections held at the Bomas of Kenya on 27th and 28th August, 2012
- Coordinated the County Forums on Peaceful Elections in Forty Seven [47] Counties of Kenya – 13th and 14th August 2012
- Coordinated the Buildup activities to County Forums and National Conference on peaceful Elections – April to June, 2012
- Coordinated the Rift Valley Consultative Forum on Strategies for National Cohesion, Egerton University Njoro, 7th – 10th June 2011
- Member Buildup Activities Planning Committee on Consultative Forum on Peaceful Elections, March, 2012
- Member Taskforce on Workload Analysis, January, 2012
- Member Taskforce on the Policy, Legislation and Institutional Framework for the National Values System for Kenya, March, 2011
- Member Roll-out of Devolved Government: Staffing of County Offices Committee, August, 2011
- Member National Taskforce on Development of a Regional Integration Strategy and Policy for Kenya, 2011
- Team leader and coordinated the Development of the Policy for National Cohesion and Integration, July, 2011 – June 2012
- Team leader and coordinated the Development of the Integrated Training and Sensitization Manual on National Cohesion and Integration, August – November 2011.

PUBLICATIONS AND PAPERS PRESENTED

- Published the Book on Understanding National Cohesion in Kenya – Owino F. and Oita E (2017), Jomo Kenyatta Foundation Publishers
- 2013 - Applying Sports to National Cohesion and Integration in Kenya, A Thesis submitted in Partial Fulfillment for the award of the Degree of Doctor of Philosophy in Peace and Conflict Studies of Masinde Muliro University

- 2011 – Ethical Dilemmas in the Public Service, a Presentation to the National Cohesion Department during a Workshop held at Machakos Technical Training Institute, 23rd – 28th May 2011
- 2010 – The Role of Youth in the Promotion of National Cohesion and Integration, A Paper presented at the Kenya Anglican Youth Organization [KAYO] National Conference, Maseno School, and 13th August 2010
- 2009 – Paper on the Public Sector Integrity Programme, presented during the Induction Programme for Cohesion Officers, 14th–18th December 2009
- 2009 – Better Together- A call for National Cohesion and Integration towards achieving Vision 2030, presented during the Kenya Public Service Week, 14th October 2009
- 2008 – An Assessment of the Dominant Work Ethics among Public Sector Employees in Kenya: The Case of Selected Ministries in Nairobi, A Thesis submitted to Kenya Methodist University in partial fulfillment of the requirement of Masters of Business Administration
- Several Concept Papers and Cabinet Memoranda

HONORS & AWARDS

- Awarded Chief of the Order of the Burning Spear (CBS) on 12th December, 2018.
- Honorary Canon Diocese of Southern Nyanza

PROFESSIONAL MEMBERSHIP

- Kenya Association for Public Administration and Management [KAPAM]

PERSONAL QUALITIES

- Resourceful.
- Dependable.
- Fast learner.
- Outstanding Research and Analysis Skills.
- Critical thinking and logical reasoning abilities.
- Ability to synthesize complex matters.
- Clarity of thought.
- Step-by-Step Issue filtration.
- Strong Advocacy Skills.
- Client Development Skills.

- Innovative.
- Results driven.
- Organized.
- Intellectually curious.
- Professional maturity and sensitivity to cultures.
- Superb written and oral communications skills.
- Fluency in both written and conversational English, and native fluency in Swahili.
- Keen on Task Delivery and Task Focused.
- Political astuteness.
- Versatile.
- Strong Decision Making Skills.
- Training and Development practice and knowledge.
- Exemplary Leadership Qualities.
- Strong Drafting, Negotiating and Communication Skills.
- Excellent Team Builder and Team Player.
- Ability to work from home.
- Techno-savvy and proficient in major internet platforms and applications.

COMMUNITY INVOLVEMENT

- Chair of Board of Management, Oruba Girls Secondary School, Migori County
- Patron St. Veronicah Nairobi ACK Church Choir, Nairobi

REFERENCES

- Prof. Maurice N. Amutabi
Faculty of Arts and Social Sciences Catholic
Technical University of Kenya
NAIROBI
Tel: +254700744545
- Dr. Julius Jwan
Senior Lecturer
Moi University
ELDORET
Tel: +254729988350

- **Prof. Charles Ochieng Ong'ondo**
CEO Kenya Institute of Curriculum Development Kenya
NAIROBI
Tel: +254712245310

Annexure 12:
Report of the Selection Panel

ANNEXURE 12
REPORT OF THE
SELECTION
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REPUBLIC OF KENYA

THE CONSTITUTION OF KENYA

THE PUBLIC SERVICE COMMISSION ACT

(Chapter 185, Laws of Kenya)

SELECTION PANEL FOR THE RECRUITMENT

of

**NOMINEES FOR APPOINTMENT AS VICE-CHAIRPERSON AND
MEMBERS OF THE PUBLIC SERVICE COMMISSION**

Report

on the

**Recruitment of Nominees for Appointment as
Vice-Chairperson and Seven (7) Members of the Public
Service Commission**

November, 2024

Adoption of the Report

We, the undersigned members of the Selection Panel on the Recruitment of Nominees for Appointment as Vice-Chairperson and seven (7) members of the Public Service Commission (PSC) do hereby append our signature to adopt this Report:

Arthur A. Osiya, C.B.S.



Chairperson

29/11/2024

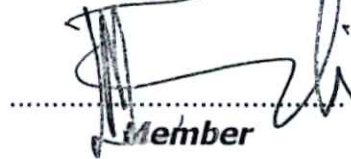
Ruth Wambeti Ruraa



Vice-Chairperson

29/11/2024

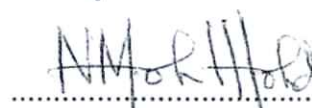
Oscar Eredi



Member

29/11/2024

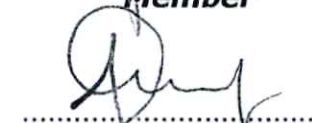
Nura Mohammed (Prof.)



Member

29/11/2024

Grace Wairimu Kamau



Member

29.11.2024

Nancy M. Butama



Member

29/11/2024

Elizabeth Chesang



Member

29/11/2024

TABLE OF CONTENTS

1. EXECUTIVE SUMMARY	1
2. BACKGROUND.....	4
3. PREPARATORY MEETINGS OF THE SELECTION PANEL	6
4. PUBLIC CALL FOR APPLICATIONS.....	7
6. THE SHORTLISTING CRITERIA AND THE SHORTLISTED CANDIDATES	9
6.1.1. The Shortlisted Candidates for the position of Vice-Chairperson .	10
6.2. The Shortlisted Candidates for the position of Member	10
6.4. Due Diligence	14
7. INTERVIEWS.....	14
7.1. Conducting of the Interviews.....	14
7.2. Performance and Ranking of the Candidates	15
8. RECOMMENDATIONS OF THE SELECTION PANEL	19
8.1 The Recommendations.....	22
9. CONCLUSION	24
APPENDICES	25

1. EXECUTIVE SUMMARY

IN EXERCISE of the powers conferred by **Section 7 (3) of the Public Service Commission Act** (Chapter 185 Laws of Kenya), and in accordance with the procedure set out under **Paragraph 1 (1) of the First Schedule** to the Act, **His Excellency the President** appointed the seven-member Selection Panel for Selection of Nominees for Appointment as Vice-Chairperson and Seven (7) members of the Public Service Commission (the "**Selection Panel**"). The appointment was carried in the *Kenya Gazette*, as **Notice No. 12626 of 4th October, 2024**.

The Selection Panel comprised of:

- (i) Arthur A. Osiya, C.B.S.
Representing the Office of the President;
- (ii) Oscar Eredi
Representing the office of the Attorney General;
- (iii) Nura Mohammed (Prof.)
Representing the Ministry of Public Service & Human Capital Development;
- (iv) Grace Wairimu Kamau
Representing the Institute of Certified Public Accounts of Kenya;
- (v) Ruth Ruraa Wambeti
Representing the Institute of Human Resource Management;
- (vi) Nancy M. Butama
Representing the Federation of Kenya Employers;
- (vii) Elizabeth Chesang
Representing the National Council for Persons with Disabilities.

On **6th October, 2024** the Deputy Chief Registrar of the Judiciary administered the Oath of Office to the members in adherence to **Paragraph 2 of the First Schedule to the PSC Act** at the Supreme Court Building.

Thereafter the Selection Panel for the Recruitment of Nominees for Appointment as Vice-Chairperson and Members of the Public Service Commission convened for its inaugural meeting at the Executive Office of the President pursuant to **Paragraph 3 (4) of the First Schedule** to the PSC Act.

The inaugural meeting presided over by the Chief of Staff and Head of the Public Service was informed that the position of the Vice-Chairperson, and Members of the Public Service Commission **will fall vacant on the 9th of January, 2025** and therefore the process was to facilitate a smooth transition in the Commission. The Chief of Staff and Head of the Public Service and underscored the critical role of the Selection Panel in nominating candidates for the positions of Vice-Chairperson and seven (7) members of the Public Service Commission (PSC).

He emphasized that the high honour and trust placed in the Panel by the President required all members to bring their utmost dedication to this constitutional duty.

He further highlighted the PSC's central role in governance, describing it as the cornerstone of an apolitical public service essential for socio-economic development.

The Chief of Staff and Head of the Public Service encouraged the Panel to uphold the principles of merit, ethics, and professionalism as they select candidates who embody the national values outlined in **Articles 10 and 232** of the **Constitution**. He emphasized the need for candidates with human resource expertise and urged the Panel to explore questions related to devolution, technology, and private sector empowerment in their deliberations.

He encouraged the Panel to maintain fairness and impartiality, noting that their recommendations will shape the future effectiveness and resilience of the public service.

The Selection Panel invited suitably qualified persons to apply for the position of **Vice-Chairperson** and **Seven (7) Members** of the Public Service Commission (PSC) through advertisement published in The Daily Nation and The Star newspapers published on 18th October, 2024. The Selection Panel further published the call for applications for the two positions in the Public Service Commission Website (www.publicservice.go.ke) and the Chief of Staff & Head of the Public Service website (www.headofpublicservice.go.ke).

The Selection Panel considered and approved the timelines for the call for applications and gave Applicants **Fourteen (14) days** to submit their applications; and the deadline for receipt of applications was set to be on or before **Friday, 1st November, 2024 at 5:00 P.M. East Africa Time (EAT)**.

By an Addendum dated 31st October, 2024 published in the Public Service Commission website (www.publicservice.go.ke) and Chief of Staff & Head of the Public Service website (www.headofpublicservice.go.ke), the Selection Panel extended the deadline for receipt of Applications to **Monday 4th November, 2024**.

The extension was necessitated by the declaration of Friday 1st November, 2024 as a public holiday published in the **Kenya Gazette Notice No. 14101** dated 31st October, 2024 to mark the swearing in of the Deputy President-designate.

At the lapse of the application period, the Selection Panel had received **One Hundred Forty-Two (142) applications** for the position of Vice Chairperson. The Selection Panel shortlisted Nine (9) candidates and interviewed them on **18th and 19th November, 2024**.

The Selection Panel received **Eight Hundred Forty-Eight (848) applications** for the positions of seven (7) members and shortlisted **Sixty-One (61) candidates**, who were interviewed from **19th to 27th November, 2024**.

The position of the Vice-Chairperson attracted **Forty (40) PhDs** and **Seventy-Four (74) Masters degrees** while the position of member of the PSC attracted **One Hundred Eighty-Four (184) PhDs** and **Four Hundred-Thirty (430) Masters degrees**.

Out of the nine (9) shortlisted candidates for the position of Vice-Chairperson, **Five (5)** possessed **PhDs**, **Two (2)** possessed **Masters degrees** and **Two (2)** held **Bachelor's Degrees**. Out of the Sixty-One (61) Candidates shortlisted for the position of member, the Panel shortlisted **Eighteen (18) PhDs**, **Forty-Two (42) Masters Degrees** and **one (1) Bachelor's degree**.

The Selection Panel also received **Seven (7)** Applications for the position of Vice Chairperson and **Twenty-Nine (29)** applications from **Persons with Disabilities (PWDs)**. **Three (3)** of whom were shortlisted for the position of member.

Applications for the position of the Vice-Chairperson attracted **Eighty (80) male** and **Sixty-Two (62) female** applicants while the position of member attracted **Five Hundred Seventy-Three (573) male** and **Two Hundred Seventy-Five (275) female** applicants.

The candidates had diverse professional backgrounds and all the regions of the Republic were represented. The shortlisted candidates for the position of Vice-Chairperson comprised of **two (2) male** and **seven (7) female** representing **22%** and **78%** of the total shortlisted candidates respectively. The candidates shortlisted for the position of member comprised of **Thirty-Eight (38) male** and **Twenty-Three (3) female** representing **62 %** and **38%** of the total shortlisted candidates respectively.

Based on interview scores (*Appendix I*), the Selection Panel has the pleasure to recommend the candidates set out hereinafter for consideration for appointment as Vice-Chairperson and Seven (7) Members of the Public Service Commission as follows:

Position of the Vice-Chairperson of the Public Service Commission (PSC)

S.NO	CANDIDATE'S NAME	GENDER	AGE	COUNTY
1.	Kimonye Mary Wanjira	F	63	Meru
2.	Dr. Jane Musangi Mutua	F	62	Kitui
3.	Dr. Bahati Kizindaro Keranga Mwitia	F	53	Migori

Position of Seven (7) Members of the Public Service Commission (PSC)

S/NO	CANDIDATE'S NAME	GENDER	AGE	COUNTY
1.	Joan Andisi Machayo	F	58	Bungoma
2.	Dr. Hadley Matendehero Sultani	M	50	Vihiga
3.	FCPA Susan Khakasa Oyatsi, M.B.S.	F	59	Kakamega
4.	Sharon Mirella Wakhu	F	46	Kakamega
5.	CHRP Quresha Abdullahi Ahmed	F	41	Garissa
6.	Harun Maalim Hassan (PWD)	M	46	Mandera
7.	Mohamed Ali Haji Dahir	M	51	Mandera
8.	Dr. Irene Cherotich Asienga	F	51	Kericho
9.	Francis Meja	M	56	Kajiado
10.	Christine Chepkurui Rotich, M.B.S.	F	63	Kericho
11.	Prof. Fred Haron Kiptoon	M	57	Baringo

ID	NAME	SEX	AGE	COUNTY
12.	Dr. Njoka Stephen Wangai	M	65	Muranga
13.	Mwanamaka Amani Mabruki, C.B.S.	F	58	Mombasa
14.	Dr. Amani Yuda Komora	M	56	Tana River
15.	FCPA Edwin Nyabuga Makori	M	49	Kisii
16.	Dr. Francis Otieno Owino, C.B.S.	M	60	Migori
17.	Patricia Okune	F	62	Homa Bay
18.	Saadia Abdikadir Mohammed, M.B.S., O.G.W.	F	55	Isiolo
19.	Cecilia Kulamo Ngoyoni	F	37	Marsabit
20.	Molu Boya, E.B.S.	M	46	Marsabit
21.	Anne Deraso Illo	F	44	Marsabit

2. BACKGROUND

Pursuant to the provisions envisaged under **Paragraph 1 (1)** and **Paragraph 1 (5)** of the **1st Schedule** to the **Public Service Commission Act, (Chapter 185, Laws of Kenya)**, the positions of Vice-Chairperson and Seven (7) Members of the Public Service Commission shall fall vacant on the **9th January, 2025** when the tenure of the 2nd cohort of the rank of the Vice-Chairperson and member fall lapses.

The current cohort of Vice-Chairperson and members due to vacate office upon end of their tour of duty with the Commission were appointed *vide Kenya Gazette Notices No. 13011 and 13012 of 10th December, 2018*, being:

Name	Position	Academic Qualifications
CPA Charity Seleina Kisotu, C.B.S.	Vice-Chairperson	Master of Business Administration (MBA); Certified Public Accountant & Certified Secretary.
Dr. Joyce Kemunto Nyabuti, M.B.S.	Member	PhD in Business Administration; Master of Business Administration in Human Resource Management, Postgraduate Diploma in Strategic and security studies. She is a member of the Institute of Human Resource Management.
Dr. Mary Ciambaka Mwiandi, M.B.S.	Member	PhD in History, Master of Arts in History, Post Graduate Diploma (PGDE) in Education and Bachelor of Arts (BA).
Dr. Reuben K. Chirchir, M.B.S.	Member	PhD in Organizational Leadership, Master of Science (MSC) in Natural Resource Management, Bachelor of Science (BSC) and Bachelor of Laws

		(LLB). Member, Environmental Institute of Kenya (EIK) and Lead expert with National Environmental Management Authority (NEMA).
Patrick Simiyu Wamoto, E.B.S. (<i>Ambassador</i>)	Member	Bachelor of Arts in Political Science, Post Graduate Diploma in Diplomatic Studies.
Salma Abdulahi Ahmed	Member	Masters in International Studies, Bachelor of Arts, International Studies, Post Graduate Diploma in International Relations.
Andrew Ndambiri Muriuki, M.B.S.	Member	Masters of Science Degree in Information systems, Bachelor of Arts, National Diploma in Business Management from Kenya Institute of Management (KIM).
Joan A. Otieno, M.B.S.	Member	Bachelor of Arts Degree, Diploma in Education Management (Kenya Institute of Education Management (KEMI)).

The recruitment process and the attendant procedures for the position of Members of the Public Service Commission is regulated by **Article 233** of the Constitution and **Section 7 (3)** of the Public Service Commission Act (Chapter 185 Laws of Kenya), and **Paragraph 3 (3)** of the **First Schedule** to the Act.

In that regard, pursuant to **Paragraph 1 (1)** of the **First Schedule** to the PSC Act, **His Excellency the President** appointed a Selection Panel for the recruitment of nominees for appointment as Vice-Chairperson and Seven (7) members of the Public Service Commission.

The Presidential decision was informed by the requirements of **Paragraph 1 (5)** of the First Schedule to the PSC Act which provides that;

The selection procedure (for appointment of Chairperson and members of the Commission) shall start at least six (6) months before the expiry of the term of a member of the Commission.

The recruitment process was steered by a Selection Panel comprising of representatives from the following institutions and bodies: Executive Office of the President; Office of the Attorney-General; Ministry responsible for Public Service; Institute of Certified Public Accountants for Kenya (ICPAK); the Federation of Kenya Employers (FKE) knowledgeable in labour relations; National Council for Persons with Disabilities.

As an antecedent to the appointment of the Selection Panel, the **Head of the Public Service** vide a circular letter referenced **EOP/CAB.26/4A/VOL.IV (135)** of 28th

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August, 2024 (Appendix II) sought nominations of representatives of all institutions and bodies that constitute the selection panel.

Subsequently, His Excellency the President vide **Kenya Gazette Notice No. 12626 of 4th October, 2024 (Appendix III)** appointed the Selection Panel for recruitment of Nominees for Appointment as the Vice-Chairperson and Seven (7) members of the Public Service Commission.

By dint of **Kenya Gazette Notice No. 12626**, the Head of State and Government appointed the following person to serve as the members of the Selection Panel, namely:

- (a) Arthur A. Osiya, C.B.S.
Office of the President;
- (b) Oscar Eredi
Office of the Attorney-General;
- (c) Nura Mohammed (Prof.)
Ministry of Public Service and Human Capital Development;
- (d) Grace Wairimu Kamau
Institute of Certified Public Accounts of Kenya;
- (e) Ruth Ruraa Wambeti
Institute of Human Resource Management;
- (f) Nancy M. Butama
Federation of Kenya Employers;
- (g) Elizabeth Chesang
National Council for Persons with Disabilities.

3. PREPARATORY MEETINGS OF THE SELECTION PANEL

Before Commencing its business, the Selection Panel subscribed to the Oath Office/affirmation before the Deputy Chief Registrar of the Judiciary, Hon. Paul Ndero at the Supreme Court Building on the **6th October, 2024** pursuant to the requirements envisaged in Paragraph 2 of the **First Schedule** to the PSC Act.

The inauguration of the Selection Panel took place at Harambee House on **6th October, 2024**, at a meeting presided over by **the Chief of Staff & Head of the Public Service**.

The Selection Panel was informed that the position of the Vice-Chairperson, and Members of the Public Service Commission **will fall vacant on the 9th of January 2025** and therefore the process was to facilitate a smooth transition in the Commission. The Chief of Staff & Head of the Public Service underscored the critical role of the Selection Panel in nominating candidates for the positions of Vice-Chairperson and members of the Public Service Commission (PSC).

He emphasized that the high honour and trust placed in the Panel by the President required all members to bring their utmost dedication to this constitutional duty.

He emphasized that the high honour and trust placed in the Panel by the President required all members to bring their utmost dedication to this constitutional duty.

He further highlighted the PSC's central role in governance, describing it as the cornerstone of an apolitical public service essential for socio-economic development.

The Chief of Staff and Head of the Public Service encouraged the Panel to uphold the principles of merit, ethics, and professionalism as they select candidates who embody the national values outlined in **Articles 10** and **232** of **the Constitution**. He emphasized the need for candidates with human resource expertise and urged the Panel to explore questions related to devolution, technology, and private sector empowerment in their deliberations.

He encouraged the Selection Panel to maintain fairness and impartiality, noting that their recommendations will shape the future effectiveness and resilience of the public service.

Shortly after the inaugural meeting, the Selection Panel embarked on the first order of business being to elect the Chairperson pursuant to **Paragraph 1(2) of the First Schedule to the PSC Act**. Members unanimously elected **Arthur A. Osiya, C.B.S.** as the **Chairperson** of the Selection Panel and **Ruth Ruraa Wambeti** as the **Vice-Chairperson** of the Selection Panel.

Paragraph 1(3) of the First Schedule to the PSC Act gave the Selection Panel the latitude to develop its own rules of procedure. As such, the Selection Panel developed a Work Plan (**Appendix IV**) to guide the execution of its mandate. The work plan detailed activities including meetings and advertisement of the vacancies for the position of Vice Chairperson and members of the PSC. The Work Plan provided for publishing of the long list of all the applicants together with their qualifications and the schedule of interviews for the shortlisted candidates, conduct of the interviews, collation of the results, and preparation and submission of the report of the Selection Panel.

4. PUBLIC CALL FOR APPLICATIONS

The Selection Panel invited suitably qualified persons to apply for the position of **Vice Chairperson** and **Seven (7) Members** of the Public Service Commission (PSC) (**Appendix V**) through advertisement published in The Daily Nation and The Star newspapers published on 18th October, 2024. The Selection Panel further published the call for applications for the two positions in the Public Service Commission Website (www.publicservice.go.ke) and the Chief of Staff & Head of the Public Service website (www.headofpublicservice.go.ke) (**Appendix VI**).

The Notice and the newspaper advertisements indicated that the window of applications would lapse on **1st of November, 2024 at 5:00 P.M. East Africa Time (E.A.T)**, and that the applications were to be received *via* email, hand delivery or by post.

By an Addendum dated 31st October, 2024 published in the Public Service Commission website (www.publicservice.go.ke) and Chief of Staff & Head of the Public Service website (www.headofpublicservice.go.ke), the Selection Panel extended the deadline for receipt of Applications to **Monday 4th November, 2024. ((Appendix VII)**.

The extension was necessitated by the declaration of Friday 1st November, 2024 as a public holiday published in the **Kenya Gazette Notice No. 14101** dated 31st October, 2024 to mark the swearing in of the Deputy President-designate. (**Appendix VIII**).

5. PUBLIC RESPONSES AND ANALYSIS OF APPLICATIONS

At the lapse of the application period, the Selection Panel had received **One Hundred Forty-Two (142) applications** for the position of Vice-Chairperson and **Eight Hundred Forty-Eight (848) applications** for the positions of seven (7) members.

The position of the Vice-Chairperson attracted **Forty (40) PhDs** and **Seventy-Four (74) Masters degrees** while the position of member of the PSC attracted **One Hundred Eighty-Four (184) PhDs** and **Four Hundred-Thirty (430) Masters Degrees**.

The Selection Panel also received **Seven (7) Applications** for the position of Vice-Chairperson and **Twenty-Nine (29) applications** for the position of member from **Persons with Disabilities (PWDs)**; **Three (3)** of whom were shortlisted.

(a) Applications Gender Profile

Vice-Chairperson		
Gender	Count	Percentage
Male	80	56 %
Female	62	44%
Total	142	
Member		
Male	573	68 %
Female	275	32 %
Total	848	

(b) Applications received from Persons with Disabilities (PWD)

Vice-Chairperson	
Count	Percentage
7	4.9%
Member	
29	3.4%

(c) Summary of the Applicants' highest Academic Qualifications

Qualifications	Count
Vice-Chairperson	
Doctoral Degree (PhD.)	40
Master's Degree	74
Bachelor's Degree	27
Diploma	1
Member	
Doctoral Degree (PhD.)	184
Master's Degree	430
Bachelor's Degree	219
Diploma	15

6. THE SHORTLISTING CRITERIA AND THE SHORTLISTED CANDIDATES

The Selection Panel developed a shortlisting criteria/tool to guide the shortlisting of applicants for the position of the Vice-Chairperson and Seven (7) Members of PSC, taking into account the guidance under **Article 233 (3) of the Constitution of Kenya** as read together with **Section 8 (2)** of the Public Service Commission Act and the **Selection Criteria** was made up of four (4) rounds (**Appendix IX**) as set out below:

- (1) **First Round** – It required elimination of any applicant who did not meet any of the requirements set out under **Articles 233 (3) and (4) of the Constitution of Kenya** as read together with **Section 8 (1) and (2) of the Public Service Commission Act**, the advertisement for the position, and;
- (2) **Second Round** – It required consideration of the quality of service by the applicant during the ten (10) years' minimum experience as specified under the advertisement for the position. The aim of this stage was to ensure that each of the shortlisted candidates had a **distinguished career** and are persons with the capacity to discharge the mandate of the Public Service Commission;
- (3) **Third Round** – This step necessitated an analysis of the shortlist and considering and providing for the following:
 - a. Regional and ethnic balance/diversity;
 - b. PWD consideration;
 - c. Gender Parity; and
 - d. Diversity of skills and competences.
- (4) **Fourth Round** – It set the scope of the number of candidates to be shortlisted, and applying any other consideration approved and documented by the Selection Panel should the need arise.

In applying the above criteria, the Selection Panel noted the following:

- I. Failure to submit statutory clearances did not disqualify an applicant at the shortlisting stage since shortlisted candidates would be required to submit the original statutory clearances;
- II. The background checks needed to ascertain the suitability of the candidates would be conducted on the shortlisted candidates before the interview date; and
- III. The comments from members of the public on the suitability of the shortlisted candidates would be analysed before the interviews.

6.1.1. The Shortlisted Candidates for the position of Vice-Chairperson

The Selection Panel considered all the **One Hundred Forty-Two (142)** applications received and, applying the shortlisting criteria as indicated above, shortlisted the following candidates to appear for interviews on the dates and times indicated below:

Monday 18th November, 2024				
S/NO.	NAME OF CANDIDATE	COUNTY	GENDER	TIME
1.	Nelly Peris Ashubwe, M.B.S.	Kakamega	F	10:00 AM
2.	Stella Wawuda Tayo	Taita-Taveta	F	11:00 AM
3.	Kimonye Mary Wanjira	Meru	F	12:00 AM
4.	Anne Maria Chepkosgei Rono Ngetich	Nandi	F	2:00 PM
5.	Dr. Fauzia Yusuf Shani	Kajiado	F	3:00 PM
6.	Dr. Jane Musangi Mutua	Kitui	F	4:00 PM
Tuesday 19th November, 2024				
S/NO.	NAME OF CANDIDATE	COUNTY	GENDER	TIME
1.	Prof. David Gichoya	Kirinyaga	M	9:00 AM
2.	Dr. Bahati Kizindaro Keranga Mwita	Migori	F	10:00 AM
3.	Dr. Kennedy Ochieng Olung'o	Laikipia	M	11:00 AM

6.2. The Shortlisted Candidates for the position of Member

The Selection Panel considered all the **Eight Hundred Forty-Eight (848)** applications received and, applying the shortlisting criteria as indicated above, shortlisted the following candidates to appear for interviews on the dates and times indicated below:

Tuesday 19th November, 2024				
1.	Mercy Mugure Gichunge (PWD)	Tharaka-Nithi	F	12:00 PM
2.	Dr. William K. Kiprono, E.B.S.	Elgeyo/Marakwet	M	2:00 PM
3.	Joan Andisi Machayo	Bungoma	F	3:00 PM
4.	Washington Opiyo Sati, M.B.S. (PWD)	Kisumu	M	4:00 PM
5.	Eunice Lolita Lamba	Siaya	F	5:00 PM
6.	Mohamed Ali Haji Dahir	Mandera	M	6:00 PM
Wednesday 20th November, 2024				
1.	Mwanamaka Amani Mabruki, C.B.S.	Mombasa	F	9:00 AM
2.	George Mati Mucee	Tharaka-Nithi	M	10:00 AM
3.	Cecilia Kulamo Ngoyoni	Marsabit	F	11:00 AM
4.	Dr. Fred Masibo Simiyu	Trans Nzoia	M	12:00 PM
5.	FCPA Edwin Nyabuga Makori	Kisii	M	2:00 PM
6.	Dr. Irene Cherotich Asienga	Kericho	F	3:00 PM
7.	Prof. James Ogechi Kereri	Kisii	M	4:00 PM
8.	Dr. Njoka Stephen Wangai	Murang'a	M	5:00 PM
9.	Dr. Kiring'a Simiyu Edward	Bungoma	M	6:00 PM
Thursday 21st November, 2024				
1.	CHRP Quresha Abdullahi Ahmed	Garissa	F	9:00 AM
2.	Dr. Francis Otieno Owino, C.B.S.	Migori	M	10:00 AM
3.	Cecilia Mbeere Mbaka	Nyeri	F	11:00 AM
4.	Japhter Kiplimo Rugut, E.B.S.	Nandi	M	12:00 PM
5.	Jonathan Litipalei Lodompui	Samburu	M	2:00 PM
6.	John Karani Ndiwa	West Pokot	M	3:00 PM
7.	Anne Deraso Illo	Marsabit	F	4:00 PM
8.	John Mutegi Muriungi	Tharaka-Nithi	M	5:00 PM

9.	Francis Meja	Kajiado	M	6:00 PM
Friday 22nd November, 2024				
1.	Dr. Amani Yuda Komora	Tana River	M	9:00 AM
2.	Alfred Kipkorir Cheruiyot	Kericho	M	10:00 AM
3.	Pamela Ayieko Otenyo	Kisumu	F	11:00 AM
4.	Rashid Shekh Osman	Wajir	M	12:00 PM
5.	Prof. Nicholas Kibiwott Letting	Nandi	M	2:00 PM
6.	Dr. Kaberia Isaac Kubai	Meru	M	3:00 PM
7.	Prof. Fred Haron Kiptoon	Baringo	M	4:00 PM
8.	Sharon Mirella Wakhu	Kakamega	F	5:00 PM
9.	Mustafa Mohamed	Isiolo	M	6:00 PM
10.	Malika Ali Omar	Mombasa	F	7:00 PM
Monday 25th November, 2024				
1.	Ada Wanjala Mwangola	Taita-Taveta	F	9:00 AM
2.	Molu Boya, E.B.S.	Marsabit	M	10:00 AM
3.	Florence Amoit	Busia	F	11:00 AM
4.	Nelson Maina Weru	Kirinyaga	M	12:00 PM
5.	Julius Yiega	Homa Bay	M	2:00 PM
6.	Richard Barno	Uasin-Gishu	M	3:00 PM
7.	FCPA Susan Khakasa Oyatsi, M.B.S.	Kakamega	F	4:00 PM
8.	Tom Onyango Macakiage	Migori	M	5:00 PM
9.	Isac ole Shaasha	Kajiado	M	6:00 PM
Tuesday 26th November, 2024				
1.	Gakweli Ali Mwinyihaji	Kwale	M	9:00 AM
2.	Harun Maalim Hassan (PWD)	Mandera	M	10:00 AM
3.	Elizabeth Kiasyo Kyulu	Machakos	M	11:00 AM
4.	Christine Chepkurui Rotich, M.B.S.	Kericho	F	12:00 PM

5.	Dr. Hadley Matendechero Sultani	Vihiga	M	2:00 PM
6.	Washington Edwin Anyango Oloo	Siaya	M	3:00 PM
7.	Dr. Phaustine A. Baraza	Busia	F	4:00 PM
8.	Njambi Munene Muchane, M.B.S.	Kiambu	M	5:00 PM
9.	Kirimi Gatwiri Kinya	Nairobi	F	6:00 PM
Wednesday 27th November, 2024				
1.	Mohamed Birik Mohamed, E.B.S.	Mandera	M	8:00 AM
2.	Andrew Gitonga Rukaria, M.B.S.	Meru	M	9:00 AM
3.	Saadia Abdikadir Mohammed, M.B.S., O.G.W.	Isiolo	F	10:00 AM
4.	Prof. Teresa Ayuko Akenga Oduor	Kakamega	F	11:00 AM
5.	Simon Leboo Morintat, O.G.W.	Narok	M	12:00 PM
6.	Joan Wanjiku Ndungu	Murang'a	F	2:00 PM
7.	Dr. Benjamin Pkemei Ng'imor	West Pokot	M	3:00 PM
8.	Patricia Okune	Homa Bay	F	4:00 PM
9.	Suzanne Tuiyott - Nyaberi	Elgeyo-Marakwet	F	5:00 PM

6.3. Public Participation

The Selection Panel invited members of the public to avail any information relating to any of the shortlisted candidates through the notice on the **shortlisted candidates** published in The Star and the Daily Nation newspapers of 11th and 12th November, 2024 respectively, *The Kenya Gazette Notice No. 14784 of 11th November, 2024* and on the Public Service Commission website (www.publicservice.go.ke) and the Chief of Staff & Head of Public Service Website (www.headofpublicservice.go.ke) (**Appendix X**).

The information, in form of sworn affidavits, was to be availed to the Chairman, Selection Panel, Harambee House, 3rd Floor, Room 306/309, Nairobi or sent to email: psc.2024applications@headofpublicservice.go.ke so as to be received on or before **18th November, 2024. 8.00am (E.A.T)**.

Following the above invitation to the public, the Selection Panel received three (3) memoranda on the suitability or otherwise of any of the shortlisted candidates. (**Appendix XI**); two (2) memoranda were received as recommendation of candidates and one Affidavit was received in form of a complaint on the shortlisting of PWDs for the vacant positions.

6.4. Due Diligence

As part of the due diligence necessitated by the statutory compliance obligations with the requirements of Chapter Six (6) of the Constitution and other statutory obligations, the Selection Panel sought status reports of the shortlisted candidates from the following agencies:

- I. National Intelligence Service (NIS);
- II. Ethics & Anti-Corruption Commission (EACC);
- III. Kenya Revenue Authority (KRA);
- IV. Independent Electoral & Boundaries Commission (IEBC);
- V. Office of the Registrar of Political Parties (ORPP); and
- VI. Commission on University Education (CUE).

All the State Agencies submitted written status reports on each of the shortlisted candidates (**Appendix XII**).

7. INTERVIEWS

7.1. Conducting of the Interviews

The shortlisted candidates were interviewed at **Kenyatta International Convention Centre (K.I.C.C.), 4th Floor Boardroom**, Nairobi on the dates and times indicated in the schedules above. The candidates were asked to report at the venue at least **thirty (30)** minutes before the scheduled start time, and to bring **originals** of the following documents:

- (a) National Identity Card;
- (b) Academic and Professional Certificates and Transcripts;
- (c) VALID Clearances from the following Institutions: -
 - i. Kenya Revenue Authority;
 - ii. Directorate of Criminal Investigation (Police Clearance);
 - iii. A Registered Credit Reference Bureau;
 - iv. Higher Education Loans Board.
- (d) Self-Declaration Form duly stamped by the Ethics and Anti-Corruption Commission (EACC);

- (e) Letter of recognition of qualifications from the Commission for University Education (CUE) for candidates who possess degrees from foreign universities;
- (f) Letter of Good Standing from relevant professional bodies and associations; and
- (g) Other supporting documents and testimonials.

7.2. Performance and Ranking of the Candidates

The performance of the shortlisted candidates in the interviews and the ranking are as follows:

Position of Vice-Chairperson, Public Service Commission (PSC)

S/NO.	CANDIDATE'S NAME	GENDER	AGE	COUNTY	AVERAGE SCORE (%)
1.	Kimonye Mary Wanjira	F	63	Meru	73.6
2.	Dr. Jane Musangi Mutua	F	62	Kitui	67.9
3.	Dr. Bahati Kizindaro Keranga Mwita	F	53	Migori	63.5
4.	Prof. David Gichoya	M	61	Kirinyaga	57.7
5.	Nelly Peris Ashubwe, MBS	F	59	Kakamega	56.4
6.	Anne Maria Chepkosgei Rono Ngetich	F	60	Nandi	54.4
7.	Dr. Kennedy Ochieng Olung'o	M	53	Homa Bay	48.2
8.	Dr. Fauzia Yusuf Shani	F	47	Kajiado	48.1
9.	Stella Wawuda Tayo	F	41	Taita Taveta	46.4

Position of Member, Public Service Commission (PCS)

S/N	CANDIDATE'S NAME	SEX	AGE	EDUCATION	MARKS
1.	Saadia Abdikadir Mohammed, M.B.S., O.G.W.	F	55	Isiolo	75.8
2.	Cecilia Kulamo Ngoyoni	F	37	Marsabit	74.5
3.	Joan Andisi Machayo	F	58	Bungoma	74.4
4.	Dr. Hadley Matendechero Sultani	M	50	Vihiga	73.3
5.	CHRP Quresha Abdullahi Ahmed	F	41	Garissa	73.1
6.	Mustafa Mohamed	M	43	Isiolo	72.3
7.	Prof. Nicholas Kibiwott Letting	M	53	Nandi	72.0
8.	FCPA Susan Khakasa Oyatsi, M.B.S.	F	59	Kakamega	70.9
9.	Dr. Irene Cherotich Asienga	F	51	Kericho	70.7
10.	Anne Deraso Illo	F	44	Marsabit	70.6
11.	Francis Meja	M	56	Kajiado	70.1
12.	Dr. Njoka Stephen Wangai	M	65	Muranga	70.0
13.	Molu Boya, E.B.S.	M	46	Marsabit	69.9
14.	FCPA Edwin Nyabuga Makori	M	49	Nakuru	68.5
15.	Dr. Francis Otieno Owino, C.B.S.	M	60	Migori	68.3
16.	Dr. William K. Kiprono, E.B.S.	M	60	Elgeyo Marakwet	67.9
17.	Christine Chepkurui Rotich, M.B.S.	F	63	Kericho	67.4
18.	John Mutegi Muriungi	M	59	Tharaka Nithi	66.8
19.	Mwanamaka Amani Mabruki, C.B.S.	F	58	Mombasa	65.6

S/N	CANDIDATE NAME	GENDER	AGE	COUNTY	AVERAGE SCORE (%)
20.	Harun Maalim Hassan (PWD)	M	46	Mandera	65.0
21.	Julius Yiega	M	58	Homa Bay	64.8
22.	Dr. Jonathan Litipalei Lodompui	M	57	Samburu	64.4
23.	Dr. Kaberia Isaac Kubai	M	44	Meru	64.1
24.	Prof. Fred Haron Kiptoon	M	57	Baringo	63.9
25.	Mohamed Ali Haji Dahir	M	51	Mandera	63.9
26.	Washington Opiyo Sati, M.B.S. (PWD)	M	44	Kisumu	63.6
27.	Richard Barno	M	51	Nandi	63.0
28.	John Karani Ndiwa	M	60	West Pokot	62.5
29.	Njambi Munene Muchane, M.B.S.	M	63	Kiambu	62.4
30.	Joan Wanjiku Ndungu	F	47	Muranga	62.3
31.	Japhter Kiplimo Rugut, E.B.S.	M	65	Nandi	62.3
32.	Florence Amoit	F	54	Busia	61.4
33.	Washington Edwin Anyango Oloo	M	61	Siaya	61.3
34.	Nelson Maina Weru	M	60	Kirinyaga	60.6
35.	Mohamed Birik Mohamed, E.B.S.	M	57	Mandera	60.4
36.	George Mati Mucee	M	47	Tharaka Nithi	59.8
37.	Dr. Amani Yuda Komora	M	56	Tana River	59.8
38.	Pamela Ayieko Otenyo	F	58	Vihiga	59.2
39.	Dr. Benjamin Pkernei Ngimor	M	37	West Pokot	58.9
40.	Sharon Mirella Wakhu	F	46	Kakamega	57.9
41.	Andrew Gitonga Rukaria, M.B.S.	M	59	Meru	57.8
42.	Elizabeth Kiasyo Kyulu	M	47	Machakos	57.4

S/N	CANDIDATE'S NAME	SEX	AGE	COUNTY	AVERAGE (%)
43.	Ada Wanjala Mwangola	F	62	Taita Taveta	57.0
44.	Patricia Okune	F	62	Homa Bay	55.7
45.	Isaac ole Shaasha	M	55	Kajiado	55.6
46.	Gakweli Ali Mwinyihaji	M	61	Kwale	55.2
47.	Kirimi Gatwiri Kinya	F	47	Meru	54.9
48.	Mercy Mugure Gichunge (PWD)	F	41	Meru	54.9
49.	Rashid Shekh Osman	M	61	Wajir	53.6
50.	Tom Onyango Macakiage	M	55	Migori	51.4
51.	Malika Ali Omar	F	48	Mombasa	50.9
52.	Prof. Teresa Ayuko Akenga Oduor	F	61	Vihiga	50.6
53.	Dr. Phaustine A. Baraza	F	56	Busia	50.4
54.	Simon Leboo Morintat, O.G.W.	M	58	Narok	50.1
55.	Alfred Kipkorir Cheruiyot	M	58	Kericho	49.6
56.	Eunice Lolita Lamba	F	61	Siaya	49.3
57.	Dr. Fred Masibo Simiyu	M	55	Trans Nzoia	48.6
58.	Prof. James Ogechi Kereri	M	38	Nyamira	46.9
59.	Suzanne Tuiyott - Nyaberi	F	64	Elgeyo Marakwet	46.8
60.	Dr. Kiring'a Simiyu Edward	M	46	Bungoma	44.6
61.	Cecilia Mbeere Mbaka	F	62	Kisii-	NOT INTERVIEWED subject to Section 8(1)(b) of the PSC Act.

8. RECOMMENDATIONS OF THE SELECTION PANEL

The Performance and the ranking of all the Candidates is as shown below:

Position of the Vice-Chairperson, Public Service Commission (PSC)

S/NO.	CANDIDATE'S NAME	GENDER	AGE	COUNTY	AVERAGE SCORE (%)
1.	Kimonye Mary Wanjira	F	63	Meru	73.6
2.	Dr. Jane Musangi Mutua	F	62	Kitui	67.9
3.	Dr. Bahati Kizindaro Keranga Mwita	F	53	Migori	63.5
4.	Prof. David Gichoya	M	61	Kirinyaga	57.7
5.	Nelly Peris Ashubwe, M.B.S.	F	59	Kakamega	56.4
6.	Anne Maria Chepkosgei Rono Ngetich	F	60	Nandi	54.4
7.	Dr. Kennedy Ochieng Olung'o	M	53	Homa Bay	48.2
8.	Dr. Fauzia Yusuf Shani	F	47	Kajiado	48.1
9.	Stella Wawuda Tayo	F	41	Taita Taveta	46.4

Position of Member, Public Service Commission (PSC)

S/NO.	CANDIDATE'S NAME	GENDER	AGE	COUNTY	AVERAGE SCORE (%)
1.	Saadia Abdikadir Mohammed, M.B.S., O.G.W.	F	55	Isiolo	75.8
2.	Cecilia Kulamo Ngoyoni	F	37	Marsabit	74.5
3.	Joan Andisi Machayo	F	58	Bungoma	74.4

	CANDIDATE	SEX	AGE	COUNTY	AVERAGE SCORE (%)
4.	Dr. Hadley Matendechero Sultani	M	50	Vihiga	73.3
5.	CHRP Quresha Abdullahi Ahmed	F	41	Garissa	73.1
6.	Mustafa Mohamed	M	43	Isiolo	72.3
7.	Prof. Nicholas Kibiwott Letting	M	53	Nandi	72.0
8.	FCPA Susan Khakasa Oyatsi, M.B.S.	F	59	Kakamega	70.9
9.	Dr. Irene Cherotich Asienga	F	51	Kericho	70.7
10.	Anne Deraso Illo	F	44	Marsabit	70.6
11.	Francis Meja	M	56	Kajiado	70.1
12.	Dr. Njoka Stephen Wangai	M	65	Muranga	70.0
13.	Molu Boya, E.B.S.	M	46	Marsabit	69.9
14.	FCPA Edwin Nyabuga Makori	M	49	Nakuru	68.5
15.	Dr. Francis Otieno Owino, C.B.S.	M	60	Migori	68.3
16.	Dr. William K. Kiprono, E.B.S.	M	60	Elgeyo Marakwet	67.9
17.	Christine Chepkurui Rotich, M.B.S.	F	63	Kericho	67.4
18.	John Mutegi Muriungi	M	59	Tharaka Nithi	66.8
19.	Mwanamaka Amani Mabruki, C.B.S.	F	58	Mombasa	65.6
20.	Harun Maalim Hassan (PWD)	M	46	Mandera	65.0
21.	Julius Yiega	M	58	Homa Bay	64.8
22.	Dr. Jonathan Litipalei Lodompui	M	57	Samburu	64.4
23.	Dr. Kaberia Isaac Kubai	M	44	Meru	64.1

S/N	CANDIDATE'S NAME	GENDER	AGE	COUNTY	AVERAGE SCORE (%)
24.	Prof. Fred Haron Kiptoon	M	57	Baringo	63.9
25.	Mohamed Ali Haji Dahir	M	51	Mandera	63.9
26.	Washington Opiyo Sati, M.B.S. (PWD)	M	44	Kisumu	63.6
27.	Richard Barno	M	51	Nandi	63.0
28.	John Karani Ndiwa	M	60	West Pokot	62.5
29.	Njambi Munene Muchane, M.B.S.	M	63	Kiambu	62.4
30.	Joan Wanjiku Ndungu	F	47	Murang'a	62.3
31.	Japhter Kiplimo Rugut, E.B.S.	M	65	Nandi	62.3
32.	Florence Amoit	F	54	Busia	61.4
33.	Washington Edwin Anyango Oloo	M	61	Siaya	61.3
34.	Nelson Maina Weru	M	60	Kirinyaga	60.6
35.	Mohamed Birik Mohamed, E.B.S.	M	57	Mandera	60.4
36.	George Mati Mucee	M	47	Tharaka Nithi	59.8
37.	Dr. Amani Yuda Komora	M	56	Tana River	59.8
38.	Pamela Ayieko Otenyo	F	58	Vihiga	59.2
39.	Dr. Benjamin Pkemei Ngimor	M	37	West Pokot	58.9
40.	Sharon Mirella Wakhu	F	46	Kakamega	57.9
41.	Andrew Gitonga Rukaria, M.B.S.	M	59	Meru	57.8
42.	Elizabeth Kiasyo Kyulu	M	47	Machakos	57.4
43.	Ada Wanjala Mwangola	F	62	Taita-Taveta	57.0
44.	Patricia Okune	F	62	Homa Bay	55.7
45.	Isaac ole Shaasha	M	55	Kajiado	55.6
46.	Gakweli Ali Mwinyihaji	M	61	Kwale	55.2
47.	Kirimi Gatwiri Kinya	F	47	Meru	54.9

S/N	CANDIDATE	GENDER	AGE	QUALIFICATION	GE (%)
48.	Mercy Mugure Gichunge (PWD)	F	41	Meru	54.9
49.	Rashid Shekh Osman	M	61	Wajir	53.6
50.	Tom Onyango Macakiage	M	55	Migori	51.4
51.	Malika Ali Omar	F	48	Mombasa	50.9
52.	Prof. Teresa Ayuko Akenga Oduor	F	61	Vihiga	50.6
53.	Dr. Phaustine A. Baraza	F	56	Busia	50.4
54.	Simon Leboo Morintat, O.G.W.	M	58	Narok	50.1
55.	Alfred Kipkorir Cheruiyot	M	58	Kericho	49.6
56.	Eunice Lolita Lamba	F	61	Siaya	49.3
57.	Dr. Fred Masibo Simiyu	M	55	Trans-Nzoia	48.6
58.	Prof. James Ogechi Kereri	M	38	Nyamira	46.9
59.	Suzanne Tuiyott - Nyaberi	F	64	Elgeyo Marakwet	46.8
60.	Dr. Kiring'a Simiyu Edward	M	46	Bungoma	44.6
61.	Cecilia Mbeere Mbaka	F	62	Kisii- NOT INTERVIEWED subject to Section 8(1)(b) of the PSC Act.	

8.1 The Recommendations

On the basis of the **individual candidates score** as well as the constitutional imperatives on regional and gender parity, the Selection Panel recommends to the President the nomination of the following persons as Vice-Chairperson and Seven (7) Members of the Public Service Commission (PSC) with their academic qualifications (**Appendix XIII**) as follows:

Position of the Vice-Chairperson, Public Service Commission (PSC)

S/NO.	CANDIDATE NAME	GENDER	AGE	COUNTY
1.	Kimonye Mary Wanjira	F	63	Meru
2.	Dr. Jane Musangi Mutua	F	62	Kitui
3.	Dr. Bahati Kizindaro Keranga Mwita	F	53	Migori

Positions of Seven (7) Members of the Public Service Commission (PSC)

S/NO.	NAME	GENDER	AGE	COUNTY
1.	Joan Andisi Machayo	F	58	Bungoma
2.	Dr. Hadley Matendechero Sultani	M	50	Vihiga
3.	F CPA Susan Khakasa Oyatsi, M.B.S.	F	59	Kakamega
4.	Sharon Mirella Wakhu	F	46	Kakamega
5.	CHRP Quresha Abdullahi Ahmed	F	41	Garissa
6.	Harun Maalim Hassan (PWD)	M	46	Mandera
7.	Mohamed Ali Haji Dahir	M	51	Mandera
8.	Dr. Irene Cherotich Asienga	F	51	Kericho
9.	Francis Meja	M	56	Kajiado
10.	Christine Chepkurui Rotich, M.B.S.	F	63	Kericho
11.	Prof. Fred Haron Kiptoon	M	57	Baringo
12.	Dr. Njoka Stephen Wangai	M	65	Muranga
13.	Mwanamaka Amani Mabruki, C.B.S.	F	58	Mombasa
14.	Dr. Amani Yuda Komora	M	56	Tana River
15.	F CPA Edwin Nyabuga Makori	M	49	Kisii
16.	Dr. Francis Otieno Owino, C.B.S.	M	60	Migori
17.	Patricia Okune	F	62	Homa Bay
18.	Saadia Abdikadir Mohammed, M.B.S., O.G.W.	F	55	Isiolo
19.	Cecilia Kulamo Ngoyoni	F	37	Marsabit
20.	Molu Boya, E.B.S.	M	46	Marsabit
21.	Anne Deraso Illo	F	44	Marsabit

9. CONCLUSION

The Selection Panel confirms that the selection process was conducted in accordance with the Constitution, the Public Service Commission Act (Chapter 185 Laws of Kenya) and all other applicable laws.

The Selection Panel now therefore, has the pleasure to submit this report with utmost gratitude to His Excellency the President.

APPENDICES

Appendix I	Interview Score Sheet duly approved by the Chairperson, Vice-Chairperson and Members of the Selection Panel for Selection of Nominees for Appointment as Vice-Chairperson and seven (7) Members of the Public Service Commission.
Appendix II	Circular Letters of Reference No. EOP/CAB.26/4A/VOL.IV (135) (28th August, 2024) by the Chief of Staff and Head of the Public Service calling for the nomination of the representatives of all institutions and bodies that constitute the Selection Panel.
Appendix III	Kenya Gazette Notice No. 12626 of 4th October, 2024 —appointing the Selection Panel for Selection of Nominees for Appointment as Vice-Chairperson and Members of the Public Service Commission.
Appendix IV	The Work Plan and Timelines of the Selection Panel.
Appendix V	Public Call for Applications (Ident) of 18th October, 2024 inviting suitably qualified persons to apply for the positions of Vice-Chairperson and Members of the Public Service Commission.
Appendix VI	Advertisements in The Daily Nation and The Star newspapers inviting suitably qualified persons to apply for the position of Vice-Chairperson and Members of the Public Service Commission.
Appendix VII	Addendum on the extension of deadline for submission of the applications the positions from 1st November to 4th November, 2024 as uploaded in the Public Service Commission Website (www.publicservice.go.ke) and the Chief of Staff & Head of the Public Service website (www.headofpublicservice.go.ke).
Appendix VIII	Gazette Notice No. 14101 of 31st October, 2024 declaring Friday 1st November, 2024 as public holiday to mark the swearing in of the Deputy President-designate.
Appendix IX	The Shortlisting Criteria for selection of nominees for appointment as Vice-Chairperson and seven (7) Members of the Public Service Commission.
Appendix X	Notification of Interviews: List of all Applicants and Shortlisted Candidates and an Invitation to the Public to provide any information on the Suitability of the shortlisted candidates (Public Participation) published in The Star and Daily Nation Newspapers of 11th and 12th November, 2024

	respectively and the Gazette Notice No. 14784 of 11th November, 2024 .
Appendix XI	Memoranda received from members of the public on the suitability of shortlisted candidates.
Appendix XII	Statutory Clearance Letters on the Compliance of the Candidates with the Leadership and Integrity Pursuant to Chapter Six of the Constitution .
Appendix XIII	Academic Qualifications of Candidates recommended for the nomination as Vice-Chairperson and Seven (7) members of the Public Service Commission.

APPENDIX I



SELECTION PANEL FOR THE RECRUITMENT of NOMINEES FOR APPOINTMENT AS VICE-CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION (PSC)

INTERVIEW TOOL FOR THE POSITION OF VICE CHAIRPERSON

NAME OF CANDIDATE _____ ID NO. _____

HOME COUNTY _____ TIME. _____

PART	QUESTION	MARK	SCORE	ANSWER GUIDE
PART 1: Introduction Professional and Academic Profile	Chairperson - Mr. Arthur A. Osiya, CBS In five minutes introduce yourself and inform the panel why you are the most suitable candidate for nomination and appointment as Vice Chairperson of the Public Service Commission (PSC)?	5		<ul style="list-style-type: none"> • Providing leaders • Accountable services rendered • Exposure constant scrutiny performance functions • Meets requirements of position • Results oriented experienced • Providing services that meets professional standards • Have team building skills • Mentoring
	Follow-Up Question: Of all the achievements in your career what has been the single most consequential	5		

	contribution to the development of this Country.			
Part 2: Knowledge and Insights relevant to the Public Service Commission	Vice-Chairperson – Ms. Ruth W. Ruraa Fourteen Years after the New Constitution: Was the era of a Citizen Centric Public Service a pipe-dream and what has been the Key highlights of contribution of the Commission to our national fabric since?	10		<ul style="list-style-type: none"> • Novelties of the constitutional – national aspiration is for a merit based public service. • Recruitment Principal Secretaries and National Values • National Values: Principles governance reform • Public Service internship programme • Human resources policies
	The COVID 19 Pandemic changed the way we look at work. Did the Kenyan Public Service Fully Seize the Opportunities Offered?	5		<ul style="list-style-type: none"> • The future of the workplace • Automation of Government Services (e-Citizen); • Technological enhancement upscaling Reforms in and Structure Performance compensation promotions Hybrid work environment framework.

Part 3: Applied Knowledge	Mr. Oscar Eredi			<ul style="list-style-type: none"> • Knowledge of PSC as an anchor commission. • The Commission serves as the custodian of professional standards, ethical governance, an equitable human resource management across the public service.
	<p>What is the role of the commission in the realization of the Administration's Agenda and the overarching aspiration of Kenya becoming middle income country as part of our economic blue print of Kenya Vision 2030</p>	5		
	<p>As a Constitutional Commission, how do you view the PSC's relationship with the following Public Bodies or Offices:</p> <ul style="list-style-type: none"> • The Office of the President; • Ministry of Public Service; • County Governments; • Salaries and Remuneration Commission; • Teachers Service Commission; and • Other constitutional Commissions. 	10		<ul style="list-style-type: none"> • Through its oversight and advisory role: the PSC anchors the public sector in a framework of meritocracy, inclusivity, and service excellence.
Public Service Reforms:		5		<ul style="list-style-type: none"> • The PSC ensure parastatals uphold merit-based recruitment, professionalism, an alignment with national priorities fostering efficiency and ethical
	<p>Using Moi University as a Case Study ...Are Kenyan State Agencies established to facilitate delivery of public services or they</p>			

	are mere employment Bureaus and what is the Role of the Commission in Regard to Parastatals?			governance service delivery.
Part 4: Applied Knowledge II – Awareness	<p>Dr. Grace Kamau</p> <p>If appointed as the Vice-Chair, PSC, how would you address the issues of high unemployment rate and the ghost workers in the public service?</p> <p>Follow Up Question: We have a proposal in Parliament to lower Retirement Age to 55 as part of the strategies to address unemployment. What are your reflections on this?</p>	15		<ul style="list-style-type: none"> Align recruit with public se needs, enh youth-focused internship and development programs, promote pr private partner for job creation To address (workers: payroll at biometric registration, automation of systems to en integrity eliminate waste Address unemployment without compromising institutional capacity.
Part 5: PFM & Governance	<p>Prof. Nura Mohammed</p> <p>With application of the relevant Laws - How are Public Funds</p>	<p>14</p> <p>5</p>		<ul style="list-style-type: none"> Demonstrate understanding Public Fi Management Ac express: -

	<p>How would you handle a situation where you have a differing opinion with the rest of the ranks of the Public Service Commission and <u>when you strongly believe that you are right?</u></p>	6		<ul style="list-style-type: none"> • Leadership • Teamwork • Collegiality
<p>Part 7 Current Affairs</p>	<p>Ms. Elizabeth Chesang</p> <p>Labour Migration is emerging as a new frontier for growth for Kenya – What are your perspectives on this new emerging sector and what can be the Commission’s contribution in securing Export of Kenyan Labour?</p> <p>There are allegations of corruption in PSC. Right from recruitment, promotions and transfers. Are you aware of the existence of this cartel/cabal. (break)</p> <p>If yes, what strategies will you employ to eradicate this vice from the heart of our public service.</p>	<p>12</p> <p>6</p> <p>6</p>		<ul style="list-style-type: none"> • Transfer of Technology • Employment Opportunities • Decent engagement for Semi-Skilled
<p>SCORE</p>				

	NAME OF PANELIST:	
		SIGNATURE:
		TOTAL SCORE:
		DATE

PANELIST'S GENERAL COMMENTS



**SELECTION PANEL FOR THE RECRUITMENT
of
NOMINEES FOR APPOINTMENT AS VICE-CHAIRPERSON AND MEMBERS OF
THE PUBLIC SERVICE COMMISSION (PSC)**

INTERVIEW TOOL FOR THE POSITION OF MEMBER

NAME OF CANDIDATE _____

ID NO _____

HOME COUNTY _____

TIME _____

PART	QUESTION	MARK	SCORE	ANSWER GUIDE
PART 1: Introduction Professional and Academic Profile	Chairperson - Mr. Arthur A. Osiya, CBS In Three minutes introduce yourself and inform the panel why you are the most suitable candidate for nomination and appointment as member of the Public Service Commission (PSC)?	5		<ul style="list-style-type: none"> • Providing leadership • Accountable services rendered • Exposure constant scrutiny performance functions • Meets requirements of position • Results oriented and experienced • Providing services that meets professional standards • Have team build skills • Mentoring
	Follow-Up Question: Of all the achievements in your career what has been the single most consequential contribution to the development of this Country.	5		

Part 2: Knowledge and Insights relevant to the Public Service Commission	Vice-Chairperson – Ms. Ruth W. Ruraa Fourteen Years after the New Constitution: Was the era of a Citizen Centric Public Service a pipe-dream and what has been the Key highlights of contribution of the Commission to our national fabric since?	10	<ul style="list-style-type: none"> • Novelties of the new constitutional order – national aspiration is for a merit based public service. • Recruitment of Principal Secretaries and National Values. • National Values and Principles of governance report. • Public Service internship programme • Human resource policies
	The COVID 19 Pandemic changed the way we look at work. Did the Kenyan Public Service Commission Fully Seize the Opportunities Offered?	5	<ul style="list-style-type: none"> • The future of the workplace • Automation of Government Services (e-Citizen); • Technological enhancement and upscaling Reforms in Policy and Structure Performance based compensation and promotions Hybrid working environment framework.

Part 3: Applied Knowledge	Mr. Oscar Eredi What is the role of the commission in the realization of the Administration's Agenda and the overarching aspiration of Kenya becoming middle income country as part of our economic blue print of Kenya Vision 2030	10		<ul style="list-style-type: none"> • Knowledge of PSC as an ancillary commission. • The Commission serves as custodian of professional standards, ethical governance, and equitable human resource management across the public service.
	<p>As a Constitutional Commission, how do you view the PSC's relationship with the following Public Bodies or Offices:</p> <ul style="list-style-type: none"> • The Office of the President; • Ministry of Public Service; • County Governments; • Salaries and Remuneration Commission; • Teachers Service Commission; and • Other constitutional Commissions. • State corporations 	10		<ul style="list-style-type: none"> • Through oversight and advisory roles, the PSC anchors the public sector in a framework of meritocracy, inclusivity, and service excellence.
Part 4: Applied Knowledge II – Awareness	Dr. Grace Kamau If appointed as the member, PSC, how would you address the issues of high unemployment rate and the ghost workers in the public service? Follow Up Question: What are your views regarding the proposal in Parliament to lower Retirement Age to 55 as part of the strategies to address unemployment?	15		<ul style="list-style-type: none"> • Align recruitment with public service needs, enhance youth-focused internship and skills development programs, and promote public-private partnerships for job creation. • To address ghost workers:

				<ul style="list-style-type: none"> • payroll audits, biometric registration, and automation of HR systems to ensure integrity and eliminate wastage. • Address unemployment without compromising institutional capacity.
Part 5: PFM & Governance	<p>Prof. Nura Mohammed</p> <p>With application of the relevant Laws - How are Public Funds accounted for in Kenya?</p> <p>Follow –Up: How come with such an elaborate framework for accounting, Corruption is still so rife in the Service, including Budgeted corruption?</p>	7	7	<ul style="list-style-type: none"> • Demonstrate understanding of Public Finance Management Act and express: - <ul style="list-style-type: none"> • Controller of budget • Budget-with Procurement Plan • Seek Approval of Budget • Spend on approved Budget • Report on a quarterly basis • Support the audit of the utilised funds by OAG and Parliament • Effective investigative and disciplinary procedures and processes to deter malpractices • Effective whistleblowing mechanism • Enforce investigations

				<ul style="list-style-type: none"> Integrity, transparency of institutions practice Recruitment of competent persons with integrity
Part 6 Performance Management & Leadership	Ms. Nancy M. Butama "What gets measured gets done" – Explain Kenya has been a model Country in Performance Contracting. How come the public doesn't feel the Government is delivering on its mandate?	4		<ul style="list-style-type: none"> Performance Management Identify objectives Set Targets Implement Monitor Evaluate Learn lessons and apply
	How would you handle a situation where you have a differing opinion with the rest of the commissioners where you strongly believe that you are right?	4		
			6	
Part 7 Current Affairs	Ms. Elizabeth Chesang Labour Migration is emerging as a new frontier for growth for Kenya – what can be the Commission's contribution in securing Export of Kenyan Labour? There are allegations of corruption in PSC. What strategies will you employ to eradicate this vice from the commission.	6		<ul style="list-style-type: none"> Transfer of Technology Employment Opportunities Decent engagement for Semi-Skilled
		6		

SCORE	NAME OF PANELIST:	
		SIGNATURE:
		TOTAL SCORE:
		DATE

PANELIST'S GENERAL COMMENTS

APPENDIX II



EXECUTIVE OFFICE OF THE PRESIDENT
CHIEF OF STAFF AND HEAD OF THE PUBLIC SERVICE

Telegraphic Address

Telephone: +254-20-2227436

When replying please quote

EOP/CAB.26/4A/VOL.IV/(129)

Ref. No.
and date

STATE HOUSE

P.O. Box 40530-00100

Nairobi, Kenya

28th August, 2024

....., 20.....

Hon. Dorcas A.O. Oduor, SC, EBS
Attorney-General
The State Law Office
NAIROBI

Dear *AG.*

NOTIFICATION OF IMPENDING VACANCIES

VICE-CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION

We refer to the above subject matter.

The **Public Service Commission (PSC)** is established pursuant to **Article 233 of the Constitution** with the mandate to:

***"establish and abolish offices in the public service and appoint persons to hold or act in those offices and to confirm appointments"* [Emphasis]**

The Commission is composed of a Chairperson, a Vice-Chairperson, and seven other members, all **appointed for a single non-renewable term of six years.**

In that regard, you are notified of **impending vacancies in the positions of Vice-Chairperson and seven other members**, which will arise in January 2025. To ensure a seamless transition within the ranks of the Commission, **your State Office is by law designated as a statutory member of the selection panel** responsible for recruiting the incoming cohort of commissioners.

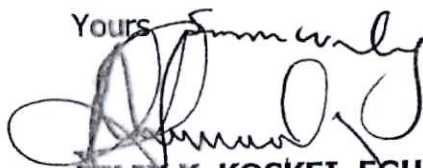
Consequently, and in accordance with Section 11(1) of the Public Service Commission Act (*Chapter 185, Laws of Kenya*), and the procedures outlined in the First Schedule to the Act, **your office is required to nominate a representative to the selection panel.**

Accordingly, and by way of this letter, **you are requested to nominate two persons (one of either gender)** to enable His Excellency the President

constitute the selection panel in full fidelity to all the applicable laws. We look forward to receipt of the nomination of your representatives by **Friday, 6th September, 2024.**

Your prompt attention to this matter will **greatly** oblige.

Yours



FELIX K. KOSKEI, EGH
CHIEF OF STAFF &
HEAD OF THE PUBLIC SERVICE

Copy to: Amb. Antony Muchiri, CBS
Chairperson
Public Service Commission
Commission House
NAIROBI

Ms. Wanjiku Wakogi, CBS
Chief of Staff
Office of the Deputy President
Executive Office of the President
NAIROBI

Mr. Arthur A. Osiya, CBS
Principal Administrative Secretary
Executive Office of the President
NAIROBI

Mr. Jasper Mbiuki, CBS
Head, Constitution Affairs,
Liaison & Assurance
Executive Office of the President
NAIROBI



EXECUTIVE OFFICE OF THE PRESIDENT
CHIEF OF STAFF AND HEAD OF THE PUBLIC SERVICE

Telegraphic Address
Telephone: +254-20-2227436
When replying please quote

Ref. No. **EOP/CAB.26/4A/VOL.IV/(135)**
and date

STATE HOUSE
P.O. Box 49539-00100
Nairobi, Kenya

28th August, 2024

Mr. Arthur A. Osiya, CBS
Principal Administrative Secretary
Executive Office of the President
NAIROBI

Dear *PAS*

NOTIFICATION OF IMPENDING VACANCIES

VICE-CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION

We refer to the above subject matter.

The Public Service Commission (PSC) is established pursuant to **Article 233 of the Constitution** with the mandate to:

"establish and abolish offices in the public service and appoint persons to hold or act in those offices and to confirm appointments" [Emphasis]

The Commission is composed of a Chairperson, a Vice-Chairperson, and seven members, all **appointed for a single non-renewable term of six years.**

In that regard, you are notified of **impending vacancies in the positions of Vice-Chairperson and seven other members**, which will arise in January 2025. To ensure a seamless transition within the ranks of the Commission, **your State Office is by law designated as a statutory member of the selection panel** responsible for recruiting the incoming cohort of commissioners.

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Accordingly, and by way of this letter, **you are requested to nominate two persons (one of either gender)** to enable His Excellency the President constitute the

selection panel in full fidelity to all the applicable laws. We look forward to receipt of the nomination of your representatives by **Friday, 6th September, 2024.**

Your prompt attention to this matter will greatly oblige.

Yours



FELIX K. KOSKEI, EGH
CHIEF OF STAFF &
HEAD OF THE PUBLIC SERVICE

Copy to: Amb. Antony Muchiri, CBS
Chairperson
Public Service Commission
Commission House
NAIROBI

Ms. Wanjiku Wakogi, CBS
Chief of Staff
Office of the Deputy President
Executive Office of the President
NAIROBI

Mr. Jasper Mbiuki, CBS
Head, Constitution Affairs,
Liaison & Assurance
Executive Office of the President
NAIROBI



**EXECUTIVE OFFICE OF THE PRESIDENT
CHIEF OF STAFF AND HEAD OF THE PUBLIC SERVICE**

Telegraphic Address

Telephone: +254-20-2227436

When replying please quote

Ref. No. **EOP/CAB.26/4A/VOL.IV/(130)**

and date

STATE HOUSE
P.O. Box 40530-00100

Nairobi, Kenya

28th August, 2024

....., 20.....

Hon. Justin B.N. Muturi, EGH

Cabinet Secretary

Ministry of Public Service &

Human Capital Development

NAIROBI

Dear CS

NOTIFICATION OF IMPENDING VACANCIES

VICE-CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION

We refer to the above subject matter.

The Public Service Commission (PSC) is established pursuant to **Article 233 of the Constitution** with the mandate to:

***"establish and abolish offices in the public service and appoint persons to hold or act in those offices and to confirm appointments"* [Emphasis]**

The Commission is composed of a Chairperson, a Vice-Chairperson, and seven other members, all **appointed for a single non-renewable term of six years.**

In that regard, you are notified of **impending vacancies in the positions of Vice-Chairperson and seven other members**, which will arise in January 2025. To ensure a seamless transition within the ranks of the Commission, **your State Office is by law designated as a statutory member of the selection panel** responsible for recruiting the incoming cohort of commissioners.

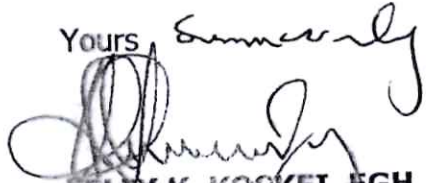
Consequently, and in accordance with Section 11(1) of the Public Service Commission Act (*Chapter 185, Laws of Kenya*), and the procedures outlined in the First Schedule to the Act, **your office is required to nominate a representative to the selection panel.**

Accordingly, and by way of this letter, **you are requested to nominate two persons (one of either gender)** to enable His Excellency the President

constitute the selection panel in full fidelity to all the applicable laws. We look forward to receipt of the nomination of your representatives by **Friday, 6th September, 2024.**

Your prompt attention to this matter will greatly oblige.

Yours,



FELIX K. KOSKEI, EGH
CHIEF OF STAFF &
HEAD OF THE PUBLIC SERVICE

Copy to: Amb. Antony Muchiri, CBS
Chairperson
Public Service Commission
Commission House
NAIROBI

Ms. Wanjiku Wakogi, CBS
Chief of Staff
Office of the Deputy President
Executive Office of the President
NAIROBI

Mr. Amos N. Gathecha, EBS, ndc(K)
Principal Secretary
State Department for Public Service
Ministry of Public Service &
Human Capital Development
NAIROBI

Mr. Arthur A. Osiya, CBS
Principal Administrative Secretary
Executive Office of the President
NAIROBI

Mr. Jasper Mbiuki, CBS
Head, Constitution Affairs,
Liaison & Assurance
Executive Office of the President
NAIROBI



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EOP/CAB.26/4A/VOL.IV/(133)

Ref. No.

and date

STATE HOUSE

P.O. Box 40530-00100

Nairobi, Kenya

28th August, 2024

....., 20.....

Ms. Jacqueline Mugo, CBS
Chief Executive Officer
Federation of Kenya Employers
NAIROBI

Dear *Ms Mugo*

NOTIFICATION OF IMPENDING VACANCIES

VICE-CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION

We refer to the above subject matter.

The Public Service Commission (PSC) is established pursuant to **Article 233 of the Constitution** with the mandate to:

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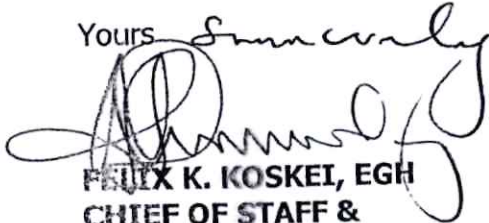
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CHIEF OF STAFF &
HEAD OF THE PUBLIC SERVICE

Copy to: Amb. Antony Muchiri, CBS
Chairperson
Public Service Commission
Commission House
NAIROBI

Ms. Wanjiku Wakogi, CBS
Chief of Staff
Office of the Deputy President
Executive Office of the President
NAIROBI

Mr. Arthur A. Osiya, CBS
Principal Administrative Secretary
Executive Office of the President
NAIROBI

Mr. Jasper Mbiuki, CBS
Head, Constitution Affairs,
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EOP/CAB.26/4A/VOL.IV/(131)

Ref. No.
and date

STATE HOUSE
P.O. Box 40530-00100
Nairobi, Kenya
28th August, 2024

CPA Dr. Grace Kamau
Chief Executive Officer
The Institute of Certified Public
Accountants of Kenya (ICPAK)
NAIROBI

Dear *Dr*

NOTIFICATION OF IMPENDING VACANCIES

VICE-CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION

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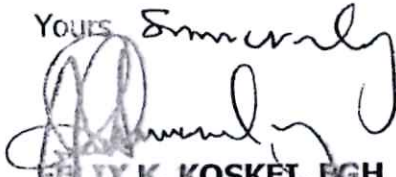
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YOURS



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CHIEF OF STAFF &
HEAD OF THE PUBLIC SERVICE

Copy to: Amb. Antony Muchiri, CBS
Chairperson
Public Service Commission
Commission House
NAIROBI

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Executive Office of the President
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Principal Administrative Secretary
Executive Office of the President
NAIROBI

Mr. Jasper Mbiuki, CBS
Head, Constitution Affairs,
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Executive Office of the President
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Ref. No. **EOP/CAB.26/4A/VOL.IV/(132)**
and date

STATE HOUSE
P.O. Box 40534-00100
Nairobi, Kenya
28th August, 2024

CHRP Quresha Ahmed
Executive Director
Institute of Human Resource Management
NAIROBI

Dear *Ms Quresha*

NOTIFICATION OF IMPENDING VACANCIES

VICE-CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION

We refer to the above subject matter.

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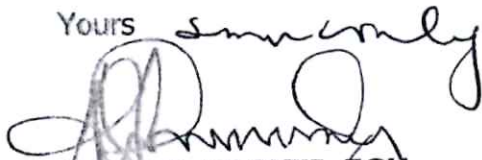
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FELIX K. KOSKEI, EGH
CHIEF OF STAFF &
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and date

STATE HOUSE
P.O. Box 40530-00100
Nairobi, Kenya

28th August, 2024

....., 20.....

Mr. Harun M. Hassan, EBS
Executive Director/CEO
National Council for Persons with Disabilities (NCPWD)
NAIROBI

Dear *Mr Hassan*

NOTIFICATION OF IMPENDING VACANCIES

VICE-CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION

We refer to the above subject matter.

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Yours



FELIX K. KOSKEI, EGH
CHIEF OF STAFF &
HEAD OF THE PUBLIC SERVICE

Copy to: Amb. Antony Muchiri, CBS
Chairperson
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Principal Administrative Secretary
Executive Office of the President
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Mr. Jasper Mbiuki, CBS
Head, Constitution Affairs,
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Executive Office of the President
NAIROBI

APPENDIX III



THE KENYA GAZETTE

Published by Authority of the Republic of Kenya

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Vol. CXXVI—No. 151

NAIROBI, 4th October, 2024

Price Sh. 60

GAZETTE NOTICES	PAGE	GAZETTE NOTICES—(Contd.)	PAGE
The Public Service Commission Act—Appointment.....	4010	The Court of Appeal Act—Christmas Recess, 2024	4014
The State Corporations Act—Appointments	4010–4011, 4013	The Senate—Calendar, 2024	4014
The Micro and Small Enterprises Act—Appointment	4010	County Governments Notices.....	4015,
The Water Act—Appointment	4010	The Land Registration Act—Issue of Provisional Certificates, etc.	4015–4037
The Mining Act—Appointment	4011	The Land Act—Deletion, Corrigenda, Addendum and Inquiry, etc	4039
The Anti-Doping Act—Appointment.....	4011	The Unclaimed Financial Assets—No Objection, Loss of Policy.....	4040
The Small Claims Act—Establishment	4011	The Water Act—Approved Tariff Structure for The Period 2024/2025 To 2026/2027, etc	4040
The Civil Procedure Act—Establishment	4011	The Physical and Land Use Planning Act—Intention To Prepare A County Physical and Land Use Development Plan.....	4043
The Anti-Corruption and Economic Crimes Act— Appointment	4011–4012	The Political Parties Act—Change of Political Party Particulars	4044
The National Police Service Act—Extension of the Declaration of Parts of Marsabit County as Security Disturbed and Dangerous, etc	4012, 4013–4014	The Advocates Act—Striking Off the Roll of Advocates ...	4044
The Kenya Information for Public Policy Research and Analysis Act—Appointment.....	4012	The Oaths and Statutory Declarations Act—Appointment of Commissioner for Oaths	4045
The Kenya Information and Communications Act— Appointment.....	4012	The Co-operative Societies Act—Cancellation/Dissolution Order, etc.....	4045
The Kenya Broadcasting Corporations Act—Appointment .	4012–4013	The Environmental Management and Co-ordination Act— Environmental Impact Assessment Study Reports	4046
The Nuclear Regulatory Act—Appointment	4013	The Insolvency Act—Petitions for Liquidation	4047
The Social Health Insurance Act—Appointment	4013	Disposal of Uncollected Goods	4048
The Water Act—Appointment	4013	Change of Names	4048
The Mining Act—Appointment	4013		
The Fisheries Management and Development Act— Appointment.....	4013		
The Central Bank of Kenya Act—Licensing of Digital Credit Providers.....	4014		

CORRIGENDA

IN Gazette Notice No. 9148 of 2024, *amend* the land registrar's name printed as "S. N. MOKUA" to read "S. N. MOKAYA".

IN Gazette Notice No. 11282 of 2024, Cause No. E97 of 2024, *amend* the fourth petitioner's name printed as "Julius Chai Mwangi" to read "Julius Chui Mwangi".

IN Gazette Notice No. 5354 of 2024, Cause No. E208 of 2024, *amend* the administrator's name printed as "Martin Michelle Geay-Durand" to read "Martine Michelle Geay-Durand".

IN Gazette Notice No. 9880 of 2024, Cause No. E130 of 2024, *amend* the third petitioner's name printed as "Peter Njoga Kariuki" to read "Peter Njenga Kariuki".

IN Gazette Notice No. 12124 of 2024, Cause No. E59 of 2024, *amend* the deceased's name printed as "David Wambugu Gathuni alias Dadid Wambugu Thuni" to read "David Wambugu Gathuni alias David Wambugu Thuni".

IN Gazette Notice No. 11765 of 2024, *amend* the expression printed as "Succession Cause No. 495 of 2021" to read "Succession Cause No. 646 of 2021".

GAZETTE NOTICE NO. 12626

THE PUBLIC SERVICE COMMISSION ACT

(No. 10 of 2017)

APPOINTMENT

IN EXERCISE of the powers conferred by section 7 (3) of the Public Service Commission Act, 2017 and in accordance with the procedure set out under Paragraph 1 (1) of the First Schedule to the Act, I, William Samoei Ruto, President of the Republic of Kenya and Commander-in-Chief of the Defence Forces, appoint—

Under paragraph (a)–

Arthur Osiya;

Under paragraph (b)–

Oscar Eredi;

Under paragraph (c)–

Nura Mohammed (Prof.);

Under paragraph (d)–

Grace Wairimu Kamau;

Under paragraph (e)–

Ruth Wambeti Ruraa;

Under paragraph (f)–

Nancy M. Butama;

Under paragraph (g)–

Elizabeth Chesang;

to be members of the Selection Panel for the recruitment of nominees for appointment as the Vice-Chairperson and members of the Public Service Commission.

Dated the 4th October, 2024.

WILLIAM SAMOEI RUTO,
President.

GAZETTE NOTICE NO. 12627

THE STATE CORPORATIONS ACT

(Cap. 446)

THE ANIMAL GENETICS RESOURCES CENTRE ORDER, 2011

APPOINTMENT

IN EXERCISE of the powers conferred by section 5 (1) (a) of the Animal Genetics Resources Centre Order, 2011, I, William Samoei Ruto, President of the Republic of Kenya and Commander-in-Chief of the Defence Forces, appoint—

VICTOR KIKKO MUNYAKA

to be the Chairperson of the Kenya Animal Genetic Resource Centre, for a period of three (3) years, with effect from the 4th October, 2024.

Dated the 3rd October, 2024.

WILLIAM SAMOEI RUTO,
President.

GAZETTE NOTICE NO. 12628

THE MICRO AND SMALL ENTERPRISES ACT

(No. 55 of 2012)

APPOINTMENT

IN EXERCISE of the powers conferred by section 30 (1) (a) of the Micro and Small Enterprises Act, 2012, I, William Samoei Ruto, President of the Republic of Kenya and Commander-in-Chief of the Defence Forces, appoint—

JAMES NDUNGU MUREU

to be the Chairperson of the Micro and Small Enterprises Authority, for a period of three (3) years, with effect from the 4th October, 2024.

Dated the 3rd October, 2024.

WILLIAM SAMOEI RUTO,
President.

GAZETTE NOTICE NO. 12629

THE WATER ACT

(No. 43 of 2016)

APPOINTMENT

IN EXERCISE of the powers conferred by section 14 (i) of the Water Act, 2016, I, William Samoei Ruto, President of the Republic of Kenya and Commander-in-Chief of the Defence Forces, appoint—

DONALD MURGOR

to be Chairperson of the Water Resources Authority, for a period of three (3) years, with effect from the 4th October, 2024.

Dated the 3rd October, 2024.

WILLIAM SAMOEI RUTO,
President.

GAZETTE NOTICE NO. 12630

THE STATE CORPORATIONS ACT

(Cap. 446)

THE KENYA INSTITUTE OF MASS COMMUNICATION ORDER

(L.N. 197 of 2011)

APPOINTMENT

IN EXERCISE of the powers conferred by section 5 (2) (a) of the Kenya Institute of Mass Communication Order, 2011, I, William

APPENDIX IV



REPUBLIC OF KENYA

THE CONSTITUTION OF KENYA

THE PUBLIC SERVICE COMMISSION ACT (Chapter 185, Laws of Kenya)

SELECTION PANEL FOR THE RECRUITMENT of NOMINEES FOR APPOINTMENT AS VICE-CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION

WORK PLAN

S/No.	Activity	Meeting No.	Date of the Meeting
1.	Gazettement of Members of the Panel	-	Friday, 4 th October, 2024
2.	Inaugural Meeting of the Selection Panel	Inaugural Meeting	Monday, 14 th October, 2024
3.	i. Nomination of Chairperson and Vice Chairperson ii. Preparation of Committee Operations and Procedures iii. Preparation of the Advertisement iv. Development of the Work Plan	1 st Meeting	Monday, 14 th October, 2024
4.	i. Review and approval of the Advertisement ii. Development and approval of Data Capture Tool	2 nd Meeting	Wednesday, 16 th October, 2024

S/No.	Activity	Meeting No.	Date of the Meeting
5.	Placement of the advertisement of the Vice-Chairperson and Members of the Public Service Commission in two Daily Newspapers (Nation and Star)	Secretariat	Thursday, 17 th October 2024
6.	Briefing/Training of the data capture team	Secretariat	Friday, 18 th October, 2024
7.	Data capture	Secretariat	Tuesday, 22 nd October 2024
8.	Data capture	Secretariat	Wednesday 23 rd October 2024
9.	Data capture	Secretariat	Thursday, 24 th October 2024
10.	Data capture	Secretariat	Friday, 25 th October, 2024
11.	Data capture	Secretariat	Saturday, 26 th November 2024
12.	Data capture	Secretariat	Monday, 28 th October 2024
13.	Data capture	Secretariat	Tuesday, 29 th October 2024
14.	(i) Review and adoption of Work Plan (ii) Review of Data Capture Process (iii) Update on Status of Applications for Vice-Chairperson, PSC (iv) Update on Status of Applications for seven (7) Members, PSC (v) Review of the draft shortlisting criteria	3 rd Meeting	Tuesday, 29 th October 2024
15.	Data capture	Secretariat	Thursday, 31 st October 2024
16.	(i) Data Capture	4 th Meeting	Friday, 1 st November 2024
17.	(ii) Data Capture (iii) Review of Data Capture Process		Saturday, 2 nd November 2024
18.	Data Capture	Secretariat	Sunday, 3 rd November 2024

S/No.	Activity	Meeting No.	Date of the Meeting
19.	(i) Data Capture (ii) Close of receipt of applications	Secretariat	Monday, 4 th Nov 2024
20.	Cleaning of Data Captured	5 th Meeting	Tuesday 5 th Nov 2024
21.	Shortlisting of applicants for the position of Vice Chairperson and seven (7) Members	6 th Meeting	Wednesday 6 th Nov 2024
22.	(i) Shortlisting of applicants for the position of seven (7) Members (ii) Presentation of the list of all applicants and their qualifications, shortlisted applicants and schedule of interviews for publication in the Daily Nation, Star Newspapers, Kenya Gazette, Head of Public service and PSC websites Preparation of letters to different agencies	7 th Meeting	Thursday, 7 th Nov 2024
23.	(i) Publishing of the list of all applicants and their qualifications, shortlisted applicants and schedule of interviews for publication in the Daily Nation, Star Newspapers, Kenya Gazette, Head of Public service and PSC websites (ii) Publication of request to submit Memoranda on shortlisted applicants	8 th Meeting	Friday, 8 th Nov 2024
24.	(i) Dispatch of letters to different Agencies for authentication (ii) Develop and adopt the Interview Tool (iii) Development of Interview Questions	9 th Meeting	Monday, 11 th Nov 2024
25.	(i) Review Draft Report (ii) Confirm that all shortlisted applicants have been contacted (iii) Prepare any other documents required before the Interviews	10 th Meeting	Tuesday, 12 th Nov 2024

S/No.	Activity	Meeting No.	Date of the Meeting
	(iv) Review Memoranda, if any, for the shortlisted candidates (v) Review Letters from Agencies		
26.	(i) Review Draft Report (ii) Prepare and adopt interview profile forms (iii) Prepare and adopt Interview Scoring Tool (iv) Review Memoranda, if any, for the shortlisted candidates (v) Review Letters from Agencies	11 th Meeting	Wednesday, 13 th November, 2024
27.	(i) Review Draft Report (ii) Review Memoranda, if any, for the shortlisted candidates (iii) Review Letters from Agencies	12 th Meeting	Thursday, 14 th November, 2024
28.	(i) Develop and adopt Interview Tool (areas to be covered) for the position of Vice Chairperson (ii) Develop and adopt the Interview Tool (areas to be covered) for the positions of seven Members (iii) Development of Interview Questions for position of Vice Chairperson, PSC Members (iv) Allocation of interview Questions to Panel Members	13 th Meeting	Friday, 15 th November, 2024
29.	(i) Interviews for the position of Vice Chairperson, PSC (ii) Review applications in line with letters from various Agencies for authentication	14 th Meeting	Monday, 18 th November, 2024
30.	(i) Interviews for the position of Members, PSC (ii) Review applications in line with letters from various Agencies	15 th Meeting	Tuesday, 19 th November, 2024
31.	(iii) Interviews for the position of Members, PSC	16 th Meeting	Wednesday, 20 th November, 2024

S/No.	Activity	Meeting No.	Date of the Meeting
	(iv) Review applications in line with letters from various Agencies		
32.	(i) Interviews for the position of Members, PSC (ii) Review applications in line with letters from various Agencies	17 th Meeting	Thursday 21 st Nover 2024
33.	(i) Interviews for the position of Members, PSC (ii) Review applications in line with letters from various Agencies	18 th Meeting	Friday 22 nd Nover 2024
34.	(i) Interviews for the position of Members, PSC (ii) Review applications in line with letters from various Agencies	19 th Meeting	Monday, 25 th Nove 2024
35.	(i) Interviews for the position of Members, PSC (ii) Review applications in line with letters from various Agencies	20 th Meeting	Tuesday, 26 th Nove 2024
36.	(i) Interviews for the position of Members, PSC (ii) Review applications in line with letters from various Agencies	21 st Meeting	Wednesday, 27 th November, 2024
37.	(i) Decision making on three qualified applicants for the position of Vice Chairperson in line with PSC Act, CAP 185 (ii) Decision making on twenty-one (21) qualified applicants for the position of Members in line with PSC Act, CAP 185	22 nd Meeting	Thursday, 28 th Nov 2024
38.	Preparation of the Report for three qualified applicants for the position of Vice Chairperson and twenty-one (21) qualified applicants for the positions of Members	23 rd Meeting	Friday, 29 th Nover 2024

S/No.	Activity	Meeting No.	Date of the Meeting
39.	Presentation of the Report with names of three qualified applicants for the position of Vice Chairperson and twenty-one (21) qualified applicants for the positions of Members to enable the President nominate and forward one name for the position of Vice Chairperson and Seven names for the position of Members, PSC to the National Assembly	24 th Meeting	Monday ,2 nd December, 2024
<p>NB</p> <p>(i) The Chairperson of the Panel is mandated to convene meetings on need basis</p> <p>(ii) The Chairperson may meet with the Secretariat in consultation with relevant authorities from time to time</p>			

APPENDIX V



REPUBLIC OF KENYA

THE CONSTITUTION OF KENYA

THE PUBLIC SERVICE COMMISSION ACT (Chapter 185, Laws of Kenya)

SELECTION PANEL FOR THE RECRUITMENT OF NOMINEES FOR APPOINTMENT AS THE VICE-CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION

CALL FOR APPLICATIONS FOR THE POSITIONS OF VICE-CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION

The Selection Panel for the recruitment of nominees for appointment as the Vice-Chairperson and Members of the Public Service Commission invites applications from suitably qualified individuals for consideration for the following positions:

Designation	No. of Vacancies	Effective date
Vice-Chairperson	1	9 th January, 2025
Member	7	9 th January, 2025

This call for public applications is made pursuant to the provisions of Article 233 of the Constitution as read together with Section 11 (1) of the Public Service Commission Act (Chapter 185, Laws of Kenya), and in accordance with the procedure set out in Paragraphs 1 (1) and 1 (5) of the Schedule to the Act.

A: QUALIFICATIONS FOR APPOINTMENT

1. Vice-Chairperson of the Commission

For appointment as the Vice-Chairperson, the applicant must:

- i) be a citizen of Kenya;
- ii) hold a degree from a university recognized in Kenya;
- iii) have at least ten years experience in their respective profession;

- iv) have at least six years experience in a managerial position either in the public or private sector; and
- v) meet the requirements of leadership and integrity in Chapter Six of the Constitution.

2. Member of the Commission

For appointment as a Member, the applicant must: -

- (a) be a citizen of Kenya;
- (b) hold a degree from a university recognized in Kenya;
- (c) have at least ten years experience in their respective profession; and
- (d) meet the requirements of leadership and integrity in Chapter Six of the Constitution.

B. GROUNDS FOR DISQUALIFICATION

A person is not eligible for appointment as a Vice-Chairperson or Member of the Commission if such person-

1. has, at any time within the preceding five years, held office, or stood for election as -
 - (a) a member of Parliament or County Assembly; or
 - (b) a member of the governing body of a political party; or
2. holds any state office;
3. is, or has at any time been, a candidate for election as a member of Parliament or of a county assembly; or
4. is, or has at any time been, the holder of an office in any political organization that sponsors or otherwise supports, or has at any time sponsored or otherwise supported, a candidate for election as a member of parliament or of a county assembly;
5. is an undischarged bankrupt;
6. has been removed from office for contravening the provisions of the Constitution or any law.

Provided that (3) and (4) above cease to apply to a person after two general elections for Parliament have been held since the person ceased to be such a candidate or office holder.

C. TENURE OF APPOINTMENT

A single non-renewable term of six (6) years.

D. TERMS OF SERVICE

- (i) Full-time;
- (ii) Shall not hold any other office or employment for profit whether public or private;
- (iii) Remuneration and benefits will be as set out by the Salaries and Remuneration Commission *vide* Gazette Notice No. 10346 of 9th August, 2023 and circulars issued thereof.

E. How to Apply

- I.** Applications should be accompanied by a detailed curriculum vitae, certified true copies of academic and professional certificates, National Identity Card or Passport, together with testimonials and other relevant supporting documents.
- II.** Applications should be clearly and appropriately marked as follows:
 - a)** "Application for the position of the Vice-Chairperson of the Public Service Commission"; or
 - b)** "Application for the position of Member of the Public Service Commission".
- III.** All applications should be addressed to:

The Chairperson
Selection Panel for the Recruitment of Nominees for
Appointment of Vice-Chairperson and Members of the Public
Service Commission
P.O. Box 62345-00200
NAIROBI.

- IV.** All applications should be delivered in any one of the following ways:

(a) Hand Delivery to:

Third Floor, Room 306
Harambee House
Harambee Avenue
NAIROBI.

(Monday – Friday between 8:00 am - 5.00 pm.)

(b) Online through:

Email to:

psc.2024applications@headofpublicservice.go.ke

(Scanned and certified copies of all the requisite documents must accompany the online application.)

(c) The Post Office in ordinary or registered mail.

NOTE:

- (i)** Names of the applicants and the interview schedule of those shortlisted shall be published in the Kenya Gazette, Public Service Commission (PSC) website (www.publicservice.go.ke) and two newspapers with nationwide circulation after the expiry of the application time.
- (ii)** Shortlisted candidates shall be required to produce originals of their National Identity Card or Passport, academic and professional certificates, transcripts and testimonials during the interview.
- (iii)** Further to (ii) above, shortlisted candidates will be required to present valid clearance from the following institutions during the interview, namely:
 - Kenya Revenue Authority (Tax Compliance Certificate);
 - Higher Education Loans Board (Clearance/Compliance Certificate);
 - Ethics and Anti-Corruption Commission (Self-Declaration Form);
 - Credit Reference Bureau (Credit Report and Certificate of Clearance); and
 - Police Clearance Certificate.
- (iv)** It is a criminal offence to produce fake certificates during the interview or to impersonate.
- (v)** It is the responsibility of the applicant to ensure that his/her application reaches the Chairperson of the Selection Panel on time.
- (vi)** Canvassing will lead to automatic disqualification.

Persons with disabilities, women, the minorities and the marginalized are encouraged to apply.

All applications should reach the Chairperson of the Selection Panel not later than **Friday the 1st November, 2024 at 5.00 P.M (East African Time).**



REPUBLIC OF KENYA
THE CONSTITUTION OF KENYA
THE PUBLIC SERVICE COMMISSION ACT
 (CHAPTER 185, LAWS OF KENYA)

SELECTION PANEL FOR THE RECRUITMENT OF NOMINEES FOR APPOINTMENT AS THE VICE-CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION

CALL FOR APPLICATIONS FOR THE POSITIONS OF VICE-CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION

The Selection Panel for the recruitment of nominees for appointment as the Vice-Chairperson and Members of the Public Service Commission invites applications from suitably qualified individuals for consideration for the following positions:

Designation	No. of Vacancies	Effective date
Vice-Chairperson	1	9th January, 2025
Member	7	9th January, 2025

This call for public applications is made pursuant to the provisions of Article 233 of the Constitution as read together with Section 11 (1) of the Public Service Commission Act (Chapter 185, Laws of Kenya), and in accordance with the procedure set out in Paragraphs 1 (1) and 1 (5) of the Schedule to the Act.

A. QUALIFICATIONS FOR APPOINTMENT

1. Vice-Chairperson of the Commission

For appointment as the Vice-Chairperson, the applicant must:

- be a citizen of Kenya;
- hold a degree from a university recognized in Kenya;
- have at least ten years experience in their respective profession;
- have at least six years experience in a managerial position either in the public or private sector; and
- meet the requirements of leadership and integrity in Chapter Six of the Constitution

2. Member of the Commission

For appointment as a Member, the applicant must:

- be a citizen of Kenya;
- hold a degree from a university recognized in Kenya;
- have at least ten years experience in their respective profession; and
- meet the requirements of leadership and integrity in Chapter Six of the Constitution.

B. GROUNDS FOR DISQUALIFICATION

A person is not eligible for appointment as a Vice-Chairperson or Member of the Commission if such person-

- has, at any time within the preceding five years, held office, or stood for election as -
 - a member of Parliament or County Assembly; or
 - a member of the governing body of a political party; or
- holds any state office;
- is, or has at any time been, a candidate for election as a member of Parliament or of a county assembly, or
- is, or has at any time been, the holder of an office in any political organization that sponsors or otherwise supports, or has at any time sponsored or otherwise supported, a candidate for election as a member of parliament or of a county assembly;
- is an undischarged bankrupt;
- has been removed from office for contravening the provisions of the Constitution or any law.

Provided that (3) and (4) above cease to apply to a person after two general elections for Parliament have been held since the person ceased to be such a candidate or office holder.

C. TENURE OF APPOINTMENT

A single non-renewable term of six (6) years.

D. TERMS OF SERVICE

- Full-time;
- Shall not hold any other office or employment for profit whether public or private;
- Remuneration and benefits will be as set out by the Salaries and Remuneration Commission vide Gazette Notice No. 10346 of 9th August, 2023 and circulars issued thereof.

E. How to Apply

- Applications should be accompanied by a detailed curriculum vitae, certified true copies of academic and professional certificates, National Identity Card or Passport, together

with testimonials and other relevant supporting documents.

II. Applications should be clearly and appropriately marked as follows:

- "Application for the position of the Vice-Chairperson of the Public Service Commission"
 - "Application for the position of Member of the Public Service Commission".
- III. All applications should be addressed to:

The Chairperson

Selection Panel for the Recruitment of Nominees for Appointment of Vice-Chairpersons and Members of the Public Service Commission

P.O. Box 62345-00200

NAIROBI.

IV. All applications should be delivered in any one of the following ways:

(a) Hand Delivery to:

Third Floor, Room 306
 Harambee House
 Harambee Avenue
 NAIROBI.
 (Monday – Friday between 8:00 am - 5:00 pm.)

(b) Online through:

Email to:
psc-2024applications@headofpublicservice.go.ke
 (Scanned and certified copies of all the requisite documents must accompany the online application.)

(c) The Post Office in ordinary or registered mail.

NOTE:

- Names of the applicants and the interview schedule of those shortlisted shall be published in the Kenya Gazette, Public Service Commission (PSC) website (www.publicservice.go.ke), Executive Office of the President website www.headofpublicservice.go.ke and tv newspapers with nationwide circulation after the expiry of the application time.
- Shortlisted candidates shall be required to produce originals of their National ID or Passport, academic and professional certificates, transcripts and testimonials due the interview.
- Further to (ii) above, shortlisted candidates will be required to present valid clearance from the following institutions during the interview, namely:
 - Kenya Revenue Authority (Tax Compliance Certificate);
 - Higher Education Loans Board (Clearance/Compliance Certificate);
 - Ethics and Anti-Corruption Commission (Self-Declaration Form);
 - Credit Reference Bureau (Credit Report and Certificate of Clearance); and
 - Police Clearance Certificate.
- It is a criminal offence to produce fake certificates during the interview or to impersonate the Chairperson of the Selection Panel on time.
- Canvassing will lead to automatic disqualification.

Persons with disabilities, women, the minorities and the marginalized are encouraged to apply

All applications should reach the Chairperson of the Selection Panel not later than Friday November, 2024 at 5.00 P.M (East African Time).

Mr. Arthur Osiya, CBS
 Chairperson,
 Selection Panel for the recruitment of nominees
 for appointment as the Vice-Chairperson and
 Members of the Public Service Commission.

APPENDIX VII



REPUBLIC OF KENYA

THE CONSTITUTION OF KENYA

THE PUBLIC SERVICE COMMISSION ACT (Chapter 185, Laws of Kenya)

SELECTION PANEL FOR THE RECRUITMENT of NOMINEES FOR APPOINTMENT AS VICE-CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION

ADDENDUM

IT IS NOTIFIED for the general information of the public that the deadline for the submission of applications for the positions of *Vice-Chairperson* and *Seven (7) Members of the Public Service Commission* has been extended from *Friday, 1st November 2024*, to ***Monday, 4th November 2024, at 5:00 P.M. East African Time.***

THIS EXTENSION has been necessitated by the declaration of *Friday, 1st November 2024*, as a public holiday of general observance throughout the territory of the Republic, to mark the swearing-in of the Deputy President-designate. The declaration of the public holiday is published in the **Kenya Gazette as Notice No. 14101**, dated *31st October 2024*.

Mr. Arthur Osiya, CBS
Chairperson,
Selection Panel for the Recruitment of Nominees
for Appointment as Vice-Chairperson &
Members of the Public Service Commission.

SPECIAL ISSUE**THE KENYA GAZETTE**

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GAZETTE NOTICE No. 14101

THE PUBLIC HOLIDAYS ACT

(Cap. 110)

DECLARATION OF A PUBLIC HOLIDAY

IT IS notified for the general information of the public that the Cabinet Secretary for Interior and National Administration, in exercise of the powers conferred by section 3 of the Public Holidays Act, and sections 3 (b) and 12 (3) of the Assumption of Office of President Act, declares Friday, the 1st November, 2024, to be a public holiday, being the date of the swearing-in of the Deputy President-designate.

Dated the 31st October, 2024.

MUSALIA MUDAVADI,
*Ag. Cabinet Secretary for Interior
 and National Administration.*

APPENDIX IX



THE SELECTION PANEL FOR RECRUITMENT of NOMINEES FOR APPOINTMENT AS VICE-CHAIRPERSON AND MEMBERS OF PUBLIC SERVICE COMMISSION

The Public Service Commission is one of the Chapter 15 Constitutional Commissions established by the Constitution vide Article 233 (2).

The Commission comprises of:

- A chairperson,
- A vice chairperson; and
- seven other members.

Article 233(3) read together with Section 8 (2) of the Public Service Commission Act provides for the minimum requirements for appointment to the Position of the **chairperson, Public service Commission.**

The Public Service Commission, Act 2017 and Article 10 of the Constitution provide further guidance on the recruitment process for Chairperson, Vice chairperson and Member of the Commission.

In view of the foregoing, it is proposed that the shortlisting for the position of Vice-Chairperson and Members be undertaken in the according with the milestones set out hereinafter as follows:

SHORTLISTING CRITERIA / TOOL FOR THE POSITION OF VICE CHAIRPERSON AND MEMBERS - PUBLIC SERVICE COMMISSION (PSC)	
1ST Round	1. Exclude any applicant who does not meet any of the requirements set out in the Public Service Commission Act and the advert: The Public Service Commission Act 2017 under section 8(1) state that: - A person shall be qualified for appointment as Vice-chairperson and Members of the Public Service Commission if such person-

SHORTLISTING CRITERIA / TOOL FOR THE POSITION OF VICE CHAIRPERSON AND MEMBERS - PUBLIC SERVICE COMMISSION (PSC)

- (a) Is a citizen of Kenya;
- (b) Holds a degree from a university recognized in Kenya;
- (c) Has at least 10 years' experience in their respective professions;
- (d) Has at **least six (6) years' experience** in a managerial position either in the public or private sector, and [VICE CHAIRPERSON]
- (e) Meets the requirements of leadership and integrity in Chapter Six of the Constitution.

2. The Constitution under Article 233 (3) and (4) provides disqualifications for persons aspiring for the Office of the Vice Chairperson, Public Service Commission. Therefore, **apply the disqualification criteria for appointment** by excluding an applicant who:

- (a) Has, at any time within the preceding five years, held office, stood for election as:
 - (i) A member of Parliament or of a county assembly; or
 - (ii) A member of the governing body of a political party; or
- (b) Holds any state office;
- (c) Is, or has at any time been, a candidate for election as member of parliament or of a county assembly; or
- (d) Is or has at any time, the holder of an office in any political organization that sponsors or otherwise supports, or has at any time sponsored or otherwise supported, a candidate for election as a member of parliament or of a county assembly.

Article 233 (4) states that Clause 3 (c) and (d) cease to apply to a person after two general elections for Parliament have been held since the person ceased to be such a candidate or office holder.

SHORTLISTING CRITERIA /TOOL FOR THE POSITION OF VICE-CHAIRPERSON AND MEMBERS - PUBLIC SERVICE COMMISSION (PSC)

<p>2nd Round</p>	<p>Consider the quality of service by the applicant during the 10 years minimum experience required in the advert. <i>(This is to ensure that each of the candidates shortlisted have had a distinguished career and are serious persons who have the capacity to discharge the mandate of Public Service Commission as the Vice-Chairperson and Members)</i></p> <ol style="list-style-type: none"> 1. Cambridge English Dictionary: to recognize or understand the difference between two things, or to provide a quality that makes someone or something different or special: 2. Meriam Webster Dictionary: marked by <u>eminence</u>, distinction or excellence 3. Collins Dictionary: If you <u>describe</u> a person or their work as <u>distinguished</u>, you mean that they have been very <u>successful</u> in their <u>career</u> and have a good <u>reputation</u>. If you <u>distinguish</u> yourself, you do something that makes you famous or important. 4. Customs and Usage in this respect will constitute the following: <ol style="list-style-type: none"> i. Civil servants - Job Group 'T'/CSG 4 and above ii. University Profession – Vice-Chancellors, D-Vice-Chancellors iii. Private Sector - General Managers and above in the Corporate/Company; and iv. Military Profession – Major-General and above. 5. Comparative Jurisdictions (South Africa, Egypt, Nigeria & Ghana)
<p>3rd Round</p>	<p>Analyze the shortlist and consider/provide for:</p> <ol style="list-style-type: none"> (i) Regional and ethnic balance/diversity (ii) PWD consideration (iii) Gender Rule (iv) diversity of skills and competences
<p>4th Round</p>	<p>Agree on the number to be shortlisted and apply any other consideration approved and documented by the Selection Panel should need arise. [4 Candidates per Kenya's Eight Regions]</p>

SHORTLISTING CRITERIA / TOOL FOR THE POSITION OF VICE CHAIRPERSON AND MEMBERS - PUBLIC SERVICE COMMISSION (PSC)

Rule 3 Persons per Position therefore interview – At least 5 per position
[40 Persons]

GENERAL REMARKS

- (i) Non-submission of statutory clearances shall not disqualify applicant at shortlisting since the shortlisted candidates shall be required to submit the original statutory clearances from:
- (a) *Kenya Revenue Authority;*
 - (b) *Higher Education Loans Board;*
 - (c) *A Registered Credit Reference Bureaus;*
 - (d) *Ethics and Anti-Corruption Commission*
 - (e) *Directorate of Criminal Investigations (certificate of good conduct); and*
 - (f) *Relevant professional bodies;*
- along with their academic and professional certificates, transcripts and other supporting documents and testimonials during the interview.
- (ii) Background checks to ascertain the candidates' suitability to be conducted on the shortlisted candidates before the interview date.
- (iii) Comments will be analysed from the members of public on the shortlisted candidates' suitability before the interviews.

SPECIAL ISSUE**THE KENYA GAZETTE**

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GAZETTE NOTICE NO. 14784

THE CONSTITUTION OF KENYA
THE PUBLIC SERVICE COMMISSION ACT
(Cap. 185)

SELECTION PANEL FOR THE RECRUITMENT OF NOMINEES
FOR APPOINTMENT AS VICE-CHAIRPERSON AND MEMBERS
OF THE PUBLIC SERVICE COMMISSION (PSC)

SHORTLISTED CANDIDATES FOR THE POSITIONS OF
VICE-CHAIRPERSON AND SEVEN (7) MEMBERS OF THE PUBLIC
SERVICE COMMISSION

PURSUANT to Article 233 of the Constitution as read with section 11 of the Public Service Commission Act and section 3 of the First Schedule to the Act, the Selection Panel for the recruitment of nominees for appointment as the Vice-Chairperson and Members of the Public Service Commission invited applications from suitably qualified persons for the positions of Vice-Chairperson and Seven (7) Members of the Public Service Commission (PSC). A total of One Hundred Forty-Two (142) applications for the position of Vice-Chairperson and Eight Hundred Forty-Eight (848) applications for the positions of Seven (7) Members were received at the close of the advertisement period on 4th November, 2024.

After considering the applications, the Selection Panel shortlisted the following candidates to appear for interviews on the dates and times indicated against their names:

<i>Shortlisted Candidates for the Position of Vice-Chairperson, PSC</i>				
<i>Monday, 18th November, 2024</i>				
<i>S/No.</i>	<i>Name of Candidate</i>	<i>County</i>	<i>Gender</i>	<i>Time</i>
1.	Nelly Peris Ashubwe	Kakamega	F	10.00 a.m.
2.	Stella Wawuda Tayo	Taita-Taveta	F	11.00 a.m.
3.	Kimonye Mary Wanjira	Meru	F	12.00 a.m.
4.	Anne Maria Chepkosgei Rono Ngetich	Nandi	F	2.00 p.m.
5.	Fauzia Yusuf Shani (Dr.)	Kajiado	F	3.00 p.m.
6.	Jane Musangi Mutua (Dr.)	Kitui	F	4.00 p.m.

<i>Shortlisted Candidates for the Position of Vice-Chairperson, PSC</i>				
<i>Tuesday, 19th November, 2024</i>				
<i>S/No.</i>	<i>Name of Candidate</i>	<i>County</i>	<i>Gender</i>	<i>Time</i>
1.	David Gichoya (Prof.)	Kirinyaga	M	9.00 a.m.
2.	Bahati Kizindaro Keranga Mwita (Dr.)	Migori	F	10.00 a.m.

<i>S/No.</i>	<i>Name of Candidate</i>	<i>County</i>	<i>Gender</i>	<i>Time</i>
3.	Kennedy Ochieng Olung'o (Dr.)	Laikipia	M	11.00 a.m.
<i>Shortlisted Candidates for the Position of Seven (7) Members, PSC</i>				
<i>Tuesday, 19th November, 2024</i>				
1.	Mercy Mugue Gichunge*	Tharaka-Nithi	F	12.00 p.m.
2.	William K. Kiprono (Dr.)	Elgeyo/Marakwet	M	2.00 p.m.
3.	Joan Andisi Machayo	Bungoma	F	3.00 p.m.
4.	Washington Opiyo Sati	Kisumu	M	4.00 p.m.
5.	Eunice Lolita Lamba	Siaya	F	5.00 p.m.
6.	Mohamed Ali Haji Dahir	Mandera	M	6.00 p.m.
<i>Wednesday, 20th November, 2024</i>				
1.	Mwanamaka Amani Mabruki	Mombasa	F	9.00 a.m.
2.	George Mati Mucee	Tharaka-Nithi	M	10.00 a.m.
3.	Cecilia Kulamo Ngoyoni	Marsabit	F	11.00 a.m.
4.	Fred Masibo Simiyu (Dr.)	Trans Nzoia	M	12.00 p.m.
5.	FCCA Edwin Nyabuga Makori	Nakuru	M	2.00 p.m.
6.	Irene Cherotich Asienga (Dr.)	Kericho	F	3.00 p.m.
7.	James Ogechi Kereri (Prof.)	Kisii	M	4.00 p.m.
8.	Njoka Stephen Wangai (Dr.)	Murang'a	M	5.00 p.m.
9.	Kiring'a Simiyu Edward (Dr.)	Bungoma	M	6.00 p.m.
<i>Thursday, 21st November, 2024</i>				
1.	CHRP Quresha Abdullahi Ahmed	Garissa	F	9.00 a.m.
2.	Francis Otieno Owino (Dr.)	Migori	M	10.00 a.m.
3.	Cecilia Mbeere Mbaka	Nyeri	F	11.00 a.m.
4.	Japhter Kiplimo Rugut	Nandi	M	12.00 p.m.
5.	Jonathan Litipalei Lodompui	Samburu	M	2.00 p.m.
6.	John Karani Ndiwa	West Pokot	M	3.00 p.m.
7.	Anne Deraso Iilo	Marsabit	F	4.00 p.m.

S/No.	Name of Candidate	County	Gender	Time
8.	John Mutegi Muriungi	Tharaka-Nithi	M	5.00 p.m.
9.	Francis Meja	Kajiado	M	6.00 p.m.
<i>Friday, 22nd November, 2024</i>				
1.	Amani Yuda Komora (Dr.)	Tana River	M	9.00 a.m.
2.	Alfred Kipkorir Cheruiyot	Kericho	M	10.00 a.m.
3.	Pamela Ayieko Otenyo	Kisumu	F	11.00 a.m.
4.	Rashid Shekh Osman	Wajir	M	12.00 p.m.
5.	Prof. Nicholas Kibiwott Letting	Nandi	M	2.00 p.m.
6.	Kaberia Isaac Kubai (Dr.)	Meru	M	3.00 p.m.
7.	Fred Haron Kiptoon (Prof.)	Baringo	M	4.00 p.m.
8.	Sharon Mirella Wakhu	Kakamega	F	5.00 p.m.
9.	Mustafa Mohamed	Isiolo	M	6.00 p.m.
10.	Malika Ali Omar	Mombasa	F	7.00 p.m.
<i>Monday, 25th November, 2024</i>				
1.	Ada Wanjala Mwangola	Taita-Taveta	F	9.00 a.m.
2.	Molu Boya	Marsabit	M	10.00 a.m.
3.	Florence Amoit	Busia	F	11.00 a.m.
4.	Nelson Maina Weru	Kirinyaga	M	12.00 p.m.
5.	Julius Yiega	Homa Bay	M	2.00 p.m.
6.	Richard Barno	Uasin Gishu	M	3.00 p.m.
7.	FCPA Susan Khakasa Oyatsi	Kakamega	F	4.00 p.m.
8.	Tom Onyango Macakiage	Migori	M	5.00 p.m.
9.	Isac ole Shaasha	Kajiado	M	6.00 p.m.
<i>Tuesday, 26th November, 2024</i>				
1.	Gakweli Ali Mwinyihaji	Kwale	M	9.00 a.m.
2.	Harun Maalim Hassan*	Mandera	M	10.00 a.m.
3.	Elizabeth Kiasyo Kyulu	Machakos	M	11.00 a.m.
4.	Christine Chepkurui Rotich	Kericho	F	12.00 p.m.
5.	Hadley Matendechero Sultani (Dr.)	Vihiga	M	2.00 p.m.
6.	Washington Edwin Anyango Oloo	Siaya	M	3.00 p.m.
7.	Phaustine A. Baraza (Dr.)	Busia	F	4.00 p.m.
8.	Njambi Munene Muchane	Kiambu	M	5.00 p.m.
9.	Karimi Gatwira Kinya	Nairobi	F	6.00 p.m.
<i>Wednesday, 27th November, 2024</i>				
1.	Mohamed Birik Mohamed	Mandera	M	8.00 a.m.
2.	Andrew Gitonga Rukaria	Meru	M	9.00 a.m.
3.	Saadia Abdikadir Mohammed	Isiolo	F	10.00 a.m.
4.	Teresa Ayuko Akenga Oduor (Prof.)	Kakamega	F	11.00 a.m.
5.	Simon Leboo Morintat	Narok	M	12.00 p.m.
6.	Joan Wanjiku Ndungu	Murang'a	F	2.00 p.m.
7.	Benjamin Pkemei Ng'imor (Dr.)	West Pokot	M	3.00 p.m.

S/No.	Name of Candidate	County	Gender	Time
8.	Patricia Okune	Homa Bay	F	4.00 p.m.
9.	Suzanne Tuiyott-Nyaberi	Elgeyo-Marakwet	F	5.00 p.m.

**Persons with disabilities (PWDs)*

A. INTERVIEWS

The shortlisted candidates will be interviewed at KENYATTI INTERNATIONAL CONVENTION CENTRE (K.I.C.C.), Fourth (4th) Floor, Boardroom, Nairobi, on the dates and times indicated in the schedule. Candidates should report at the Venue at least thirty (30) minutes before the scheduled interview time.

The candidates MUST bring ORIGINALS of the following documents:

- (a) National Identity Card;
- (b) Academic and Professional Certificates and Transcripts;
- (c) VALID clearances from the following Institutions:
 - (i) Kenya Revenue Authority (KRA);
 - (ii) Directorate of Criminal Investigation (Police Clearance)
 - (iii) A Registered Credit Reference Bureau; and
 - (iv) Higher Education Loans Board (HELB).
- (d) Self-Declaration Form duly stamped by the Ethics and Anti-Corruption Commission (EACC);
- (e) Letter of recognition of qualifications from the Commission for University Education (CUE) for candidates who possess degrees from foreign universities; and
- (f) Any other supporting documents and testimonials.

B. PUBLIC PARTICIPATION

Members of the Public are invited to avail any information relating to any of the shortlisted candidates (through sworn Affidavits) to the Chairperson, Selection Panel, Harambee House, 3rd Floor, Roc 306/309, Harambee Avenue, Nairobi or through email psc.2024applications@headofpublicservice.go.ke so as to be received on or before Monday, 18th November, 2024 at 8.00 a.m. (E.A.T.).

C. LIST OF APPLICANTS

Names and qualifications of ALL the applicants for the position of Vice-Chairperson and Seven (7) Members of the Public Service Commission are available on the websites of the Public Service Commission (<https://publicservice.go.ke>) and Chief of Staff and He of the Public Service (<https://headofpublicservice.go.ke>).

Dated the 11th November, 2024.

ARTHUR OSIYA,

Chairperson

Selection Panel for the Recruitment of Nominations for Appointment as the Vice-Chairperson and Members of the Public Service Commission



**THE CONSTITUTION OF KENYA
THE PUBLIC SERVICE COMMISSION ACT
(Chapter 165, Laws of Kenya)**

SELECTION PANEL FOR THE RECRUITMENT OF NOMINEES FOR APPOINTMENT AS VICE-CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION (PSC)

SHORTLISTED CANDIDATES FOR THE POSITIONS OF VICE-CHAIRPERSON AND SEVEN (7) MEMBERS OF THE PUBLIC SERVICE COMMISSION

Pursuant to Article 233 of the Constitution as read with Section 11 of the Public Service Commission Act and Section 3 of the First Schedule to the Act, the Selection Panel for the recruitment of nominees for appointment as the Vice-Chairperson and Members of the Public Service Commission invited applications from suitably qualified persons for the positions of Vice-Chairperson and Seven (7) Members of the Public Service Commission (PSC). A total of **One Hundred Forty-Two (142)** applications for the position of Vice-Chairperson and **Eight Hundred Forty-Eight (848)** applications for the position of Seven (7) Members were received at the close of the advertisement period on 4th November, 2024.

After considering the applications, the Selection Panel short-listed the following candidates to appear for interviews on the dates and times indicated against their names

Shortlisted Candidates for the Position of Vice-Chairperson, PSC				
Monday 18 th November, 2024				
S/NO	NAME OF CANDIDATE	COUNTY	GENDER	TIME
1	Nelly Feris Ashubwe, MBS	Kakamega	F	10:00 AM
2	Stella Nywulia Jany	Taita-Taveta	F	11:00 AM
3	Kimonye Mary Wanjira	Meru	F	12:00 AM
4	Anne Maria Chepkosgei Rotui Ngetich	Nairobi	F	2:00 PM
5	Dr. Fauzia Yusuf Shami	Kajiado	F	3:00 PM
6	Dr. Jane Musengi Mutua	Nyeri	F	4:00 PM

Shortlisted Candidates for the Position of Vice-Chairperson, PSC				
Tuesday 19 th November, 2024				
S/NO	NAME OF CANDIDATE	COUNTY	GENDER	TIME
1	Prof. David Gichoya	Kirinyaga	M	9:00 AM
2	Dr. Bahati Kizindaro Keranza Mwirita	Migori	F	10:00 AM
3	Dr. Kennedy Gchieng Olung'o	Lakipsa	M	11:00 AM

Shortlisted Candidates for the Position of Seven (7) Members, PSC				
Tuesday 19 th November, 2024				
S/NO	NAME OF CANDIDATE	COUNTY	GENDER	TIME
1	Mercy Mugure Gichunge*	Tharaka-Nithi	F	12:00 PM
2	Dr. William K. Kiptonno, FRS	Elgeyo/Marakwet	M	2:00 PM
3	Joan Andisi Machaya	Bungoma	F	3:00 PM
4	Washington Opiyo Sati, MBS*	Kisumu	M	4:00 PM
5	Eunice Lolita Lamba	Siaya	F	5:00 PM
6	Mohamed Ali Haji Dahir	Mandera	M	6:00 PM

Wednesday 20 th November, 2024				
S/NO	NAME OF CANDIDATE	COUNTY	GENDER	TIME
1	Mwanamaka Amani Mabruki, CBS	Mombasa	F	9:00 AM
2	George Mati Mucee	Tharaka-Nithi	M	10:00 AM
3	Cecilia Kulamo Ngovoni	Marsabit	F	11:00 AM
4	Dr. Fred Masigo Simiyu	Trans Nzoia	M	12:00 PM
5	FCPA Edwin Nyabura Makori	Nakuru	M	2:00 PM
6	Dr. Irene Cherotich Asienza	Kericho	F	3:00 PM
7	Prof. James Ggechi Kereri	Kisumu	M	4:00 PM
8	Dr. Nicka Stephen Wangari	Muranga	M	5:00 PM
9	Dr. Kiring'a Simiyu Edward	Bungoma	M	6:00 PM

Thursday 21 st November, 2024				
S/NO	NAME OF CANDIDATE	COUNTY	GENDER	TIME
1	CHRP Juresha Abdullahi Ahmed	Garissa	F	9:00 AM
2	Dr. Francis Otieno Owino, CBS	Migori	M	10:00 AM
3	Cecilia Mbeere Mbacka	Nyeri	F	11:00 AM
4	Japhet Kiplimo Rugut, EBS	Nandi	M	12:00 PM
5	Jonathan L'itipalei Lodompul	Samburu	M	2:00 PM
6	John Karani Ndiwa	West Pokot	M	3:00 PM
7	Anne Deraso Ilo	Marsabit	F	4:00 PM
8	John Mutegi Muriungi	Tharaka-Nithi	M	5:00 PM
9	Francis Meja	Kajiado	M	6:00 PM

Friday 22 nd November, 2024				
S/NO	NAME OF CANDIDATE	COUNTY	GENDER	TIME
1	Dr. Amani Yuda Komora	Tana River	M	9:00 AM
2	Alfred Kipkorir Cheruiyot	Kericho	M	10:00 AM
3	Pamela Ayieko Otenyo	Kisumu	F	11:00 AM
4	Rashid Shekh Osman	Wajir	M	12:00 PM
5	Prof. Nicholas Kibiwott Letting	Narok	M	2:00 PM
6	Dr. Kaberia Isaac Kubai	Meru	M	3:00 PM
7	Prof. Fred Haon Kiptonno	Raripon	M	4:00 PM
8	Sharon Mirella Wakhu	Kakamega	F	5:00 PM
9	Mustafa Mohamed	Isiolo	M	6:00 PM
10	Malika Ali Omar	Mombasa	F	7:00 PM

Monday 25 th November, 2024				
S/NO	NAME OF CANDIDATE	COUNTY	GENDER	TIME
1	Ada Wanjala Mwanjala	Taita-Taveta	F	9:00 AM
2	Molu Royo, EBS	Marsabit	M	10:00 AM
3	Florence Arnot	Busia	F	11:00 AM
4	Nelsor Maina Weru	Kirinyaga	M	12:00 PM
5	Julius Yiega	Homa Bay	M	2:00 PM
6	Richard Barno	Uasin Gishu	M	3:00 PM
7	FCPA Susan Khakasa Oyatisi, MBS	Kakamega	F	4:00 PM
8	Tom Onyango Macakige	Migori	M	5:00 PM
9	Isac Ole Shaasha	Kajiado	M	6:00 PM

Tuesday 26 th November, 2024				
S/NO	NAME OF CANDIDATE	COUNTY	GENDER	TIME
1	Gakweli Ali Mwinjany	Kericho	M	9:00 AM
2	Harun Maalim Hassan*	Mandera	M	10:00 AM
3	Elizabeth Kasyc Kyubi	Machakos	M	11:00 AM
4	Christine Chepkurui Potich, MBS	Kericho	F	12:00 PM
5	Dr. Hadley Matendeherc Sultani	Vihiga	M	2:00 PM
6	Washington Edwin Anyango Oku	Siaya	M	3:00 PM
7	Dr. Phauvine A. Barasa	Busia	F	4:00 PM
8	Niambi Munene Mwachana, MBS	Kiambu	M	5:00 PM
9	Karimi Gatwira Kiryu	Nairobi	F	6:00 PM

Wednesday 27 th November, 2024				
S/NO	NAME OF CANDIDATE	COUNTY	GENDER	TIME
1	Mohamed Birik Mohamed, EBS	Mandera	M	8:00 AM
2	Andrew Gitanga Rukaria	Mandera	M	9:00 AM
3	Saadia Abdikadir Mohamed, CGW, MBS	Isiolo	F	10:00 AM
4	Prof. Teresa Ayuko Akenca Oduer	Kakamega	F	11:00 AM
5	Simon Lebo Morintal, CGW	Narok	M	12:00 PM
6	Joan Wanjiku Nduugu	Merang'a	F	2:00 PM
7	Dr. Benjamin Pkemei Ng'om	West Pokot	M	3:00 PM
8	Patricia Okune	Homa Bay	F	4:00 PM
9	Suzanne Tuluyott - Nyaberi	Elgeyo-Marakwet	F	5:00 PM

*Persons with disabilities (PWDs)

A. INTERVIEWS
The shortlisted candidates will be interviewed at **KENYATTA INTERNATIONAL CONVENTION CENTRE (KICC)**, Fourth (4th) Floor, Boardroom, Nairobi on the dates and times indicated in the schedule. Candidates should report at the Venue at least (30) minutes before the scheduled interview time.

The candidates **MUST** bring **ORIGINALS** of the following documents:

- (a) National Identity Card;
- (b) Academic and Professional Certificates and transcripts;
- (c) VALID clearances from the following Institutions:
 - (i) Kenya Revenue Authority (KRA)
 - (ii) Directorate of Criminal Investigation (Police Clearance);
 - (iii) A Registered Credit Reference Bureau; and
 - (iv) Higher Education Loans Board (HELB)
- (d) Self-Declaration Form duly stamped by the Ethics and Anti-Corruption Commission (EACC)
- (e) Letter of recognition of qualifications from the Commission for University Education (CU) candidates who possess degrees from foreign universities; and
- (f) Any other supporting documents and testimonials.

B. PUBLIC PARTICIPATION
Members of the Public are invited to avail any information relating to any of the shortlisted candidates (through sworn Affidavits) to the Chairperson, Selection Panel, Harambee Hall, Floor, Room 306/309, Harambee Avenue, Nairobi or through email to psc.2024@publicservice.go.ke so as to be received on or before Monday 18th November, 2024 at 8:00 AM (E.A.T.)

C. LIST OF APPLICANTS
Names and qualifications of **ALL** the applicants for the positions of Vice-Chairperson and (7) Members of the Public Service Commission are available on the websites of the Public Service Commission (<https://publicservice.go.ke>) and Chief of Staff & Head of the Public Service Commission (<https://headofpublicservice.go.ke>)

Dated the 11th November, 2024.

Mr. Arthur Osiya, CBS
Chairperson,
Selection Panel for the Recruitment of nominees for appointment as the Vice-Chairperson and Members of the Public Service Commission.



REPUBLIC OF KENYA
THE CONSTITUTION OF KENYA
THE PUBLIC SERVICE COMMISSION ACT
 (CHAPTER 185, LAWS OF KENYA)

SELECTION PANEL FOR THE RECRUITMENT OF NOMINEES FOR APPOINTMENT AS VICE-CHAIRPERSON AND MEMBER OF THE PUBLIC SERVICE COMMISSION

SHORTLISTED CANDIDATES FOR THE POSITIONS OF VICE-CHAIRPERSON AND SEVEN (7) MEMBERS OF THE PUBLIC SERVICE COMMISSION

Pursuant to Article 233 of the Constitution as read with Section 11 of the Public Service Commission Act and Section 3 of the First Schedule to the Act, the Selection Panel for the recruitment of nominees for appointment as the Vice-Chairperson and Members of the Public Service Commission invited applications from suitably qualified persons for the positions of Vice-Chairperson and Seven (7) Members of the Public Service Commission (PSC). A total of **One Hundred Forty-Two (142)** applications for the position of Vice-Chairperson and **Eight Hundred Forty-Eight (848)** applications for the positions of Seven (7) Members were received at the close of the advertisement period on 4th November, 2024.

After considering the applications, the Selection Panel shortlisted the following candidates to appear for interviews on the dates and times indicated against their names:

Shortlisted Candidates for the Position of Vice-Chairperson, PSC
Tuesday 18th November, 2024

S/NO	NAME OF CANDIDATE	COUNTY	GENDER	TIME
1	Nelly Peris Ashubwe, MBS	Kakamega	F	10:00 AM
2	Stella Wawuda Tayo	Taita-Taveta	F	11:00 AM
3	Kimonye Mary Wanjira	Meru	F	12:00 AM
4	Anne Maria Chepkosgei Rono Ngetich	Nandi	F	2:00 PM
5	Dr. Fauzla Yusuf Shani	Kajiado	F	3:00 PM
6	Dr. Jane Musangi Mutua	Kitui	F	4:00 PM

Shortlisted Candidates for the Position of Vice-Chairperson, PSC
Tuesday 19th November, 2024

S/NO	NAME OF CANDIDATE	COUNTY	GENDER	TIME
1	Prof. David Gichoya	Kirinyaga	M	9:00 AM
2	Dr. Bahati Kizindaro Keranga Mwita	Migori	F	10:00 AM
3	Dr. Kennedy Ochieng Olung'o	Lakipia	M	11:00 AM

Shortlisted Candidates for the Position of Seven (7) Members, PSC
Tuesday 19th November, 2024

S/NO	NAME OF CANDIDATE	COUNTY	GENDER	TIME
1	Mercy Mugure Gichunge*	Tharaka-Nithi	F	12:00 PM
2	Dr. William K. Kiprono, EBS	Elgeyo/Marakwet	M	2:00 PM
3	Joan Andisi Machayo	Bungoma	F	3:00 PM
4	Washington Opiyo Sati, MBS*	Kisumu	M	4:00 PM
5	Ennice Lolita Lamba	Siaya	F	5:00 PM

Shortlisted Candidates for the Position of Seven (7) Members, PSC
Wednesday 20th November, 2024

S/NO	NAME OF CANDIDATE	COUNTY	GENDER	TIME
1	Mwanamaka Amani Mabruki, CBS	Mombasa	F	9:00 AM
2	George Mati Mucee	Tharaka-Nithi	M	10:00 AM
3	Cecilia Kulamo Ngoyoni	Marsabit	F	11:00 AM
4	Dr. Fred Masibo Simiyu	Trans Nzoia	M	12:00 PM
5	FCPA Edwin Nyabuga Makori	Nakuru	M	2:00 PM
6	Dr. Irene Cherotich Asienga	Kericho	F	3:00 PM
7	Prof. James Ogechi Kerer	Kisii	M	4:00 PM
8	Dr. Njoka Stephen Wangai	Murang'a	M	5:00 PM
9	Dr. Kiring'a Simiyu Edward	Bungoma	M	6:00 PM

Shortlisted Candidates for the Position of Seven (7) Members, PSC
Thursday 21st November, 2024

S/NO	NAME OF CANDIDATE	COUNTY	GENDER	TIME
1	CHRP Quresha Abdullahi Ahmed	Garissa	F	9:00 AM
2	Dr. Francis Otieno Owino, CBS	Migori	M	10:00 AM
3	Francis Meja	Kajiado	M	11:00 AM
4	Cecilia Mbeere Mbaka	Nyeri	F	12:00 PM
5	Japhther Kiplimo Rugut, EBS	Nandi	M	2:00 PM
6	Jonathan Litipalei Lodompui	Samburu	M	3:00 PM
7	John Karani Ndwa	West Pokot	M	4:00 PM
8	Anne Deraso Ilo	Marsabit	F	5:00 PM
9	John Mutegi Muriungi	Tharaka-Nithi	M	6:00 PM

Shortlisted Candidates for the Position of Seven (7) Members, PSC
Friday 22nd November, 2024

S/NO	NAME OF CANDIDATE	COUNTY	GENDER	TIME
1	Dr. Amani Yuda Komora	Tana River	M	9:00 AM
2	Alfred Kipkorir Cherulyot	Kericho	M	10:00 AM
3	Pamela Ayleko Otenyo	Kisumu	F	11:00 AM
4	Blasid Shekh Osman	Wajir	M	12:00 PM
5	Prof. Nicholas Kibiwott Letting	Nandi	M	2:00 PM
6	Dr. Kaberia Isaac Kubai	Meru	M	3:00 PM
7	Prof. Fred Haron Kiptoon	Baringo	M	4:00 PM
8	Sharon Mirella Wakhu	Kakamega	F	5:00 PM
9	Mustafa Mohamed	Isiolo	M	6:00 PM

Shortlisted Candidates for the Position of Seven (7) Members, PSC
Monday 25th November, 2024

S/NO	NAME OF CANDIDATE	COUNTY	GENDER	TIME
1	Aela Wanjala Mwangola	Taita-Taveta	F	9:00 AM
2	Milu Boya, EBS	Marsabit	M	10:00 AM

3	Florence Amoit	Busia	F	11:00 AM
4	Nelson Maina Weru	Kirinyaga	M	12:00 PM
5	Julius Yieqa	Homa Bay	M	2:00 PM
6	Richard Barno	Uasin Gishu	M	3:00 PM
7	FCPA Susan Khakasa Oyatsi, MBS	Kakamega	F	4:00 PM
8	Tom Ornyango Macakiage	Migori	M	5:00 PM
9	Isac Ole Shaasha	Kajiado	M	6:00 PM

Tuesday 26th November, 2024

1	Gakweli Ali Mwiriythaji	Kwale	M	9:00 AM
2	Harun Maalim Hassan*	Mandera	M	10:00 AM
3	Elizabeth Klesyo Kyulu	Machakos	M	11:00 AM
4	Christine Cheplurui Rotich, MBS	Kericho	F	12:00 PM
5	Dr. Hadley Matendechero Sultani	Vihiga	M	2:00 PM
6	Washington Edwin Anyango Oloo	Siaya	M	3:00 PM
7	Dr. Phaustine A. Baraza	Busia	F	4:00 PM
8	Njambi Munene Muchane, MBS	Kiambu	M	5:00 PM
9	Karimi Gaiwira Kiriya	Nairobi	F	6:00 PM

Wednesday 27th November, 2024

1	Mohamed Birik Mohamed, EBS	Mandera	M	9:00 AM
2	Andrew Gitonga Rukaria	Meru	M	9:00 AM
3	Saadia Abdikadir Mohammed, OGW, MBS	Isiolo	F	10:00 AM
4	Prof. Teresa Ayuko Akenga Oduor	Kakamega	F	11:00 AM
5	Simon Lebooo Morintat, OGW	Narok	M	12:00 PM
6	Joan Wanjiku Ndungu	Murang'a	F	2:00 PM
7	Dr. Benjamin Pkemei Ng'Imor	West Pokot	M	3:00 PM
8	Patricia Okuru	Homa Bay	F	4:00 PM

*Persons with disabilities (PWDs)

A. INTERVIEWS

The shortlisted candidates will be interviewed at **KENYATTA INTERNATIONAL CONVENTION CENTRE (KICC)**, Fourth (4th) Floor, Boardroom, Nairobi on the dates and times indicated in the schedule. Candidates should report at the Venue at least (30) minutes before the scheduled interview time.

The candidates **MUST** bring **ORIGINALS** of the following documents:

- (a) National Identity Card;
- (b) Academic and Professional Certificates and Transcripts;
- (c) VALID clearances from the following Institutions:
 (i) Kenya Revenue Authority (KRA);
 (ii) Directorate of Criminal Investigation (Police Clearance);
 (iii) A Registered Credit Reference Bureau; and
 (iv) Higher Education Loans Board (HELB);
- (d) Self-Declaration Form duly stamped by the Ethics and Anti-Corruption Commission (EACC);
- (e) Letter of recognition of qualifications from the Commission for University Education (CUE) for candidates who possess degrees from foreign universities; and
- (f) Any other supporting documents and testimonials.

B. PUBLIC PARTICIPATION

Members of the Public are invited to avail any information relating to any of the shortlisted candidates (through sworn Affidavits) to the Chairperson, Selection Panel, Harambee House, 3rd Floor, Room 306/309, Harambee Avenue, Nairobi or through email to psc.2024applications@headofpublicservice.go.ke so as to be received on or before Monday 18th November, 2024 at 8:00 AM (E.A.T.)

C. LIST OF APPLICANTS

Names and qualifications of ALL the applicants for the positions of Vice-Chairperson and Seven (7) Members of the Public Service Commission are available on the websites of the Public Service Commission (<https://publicservice.go.ke>) and Chief of Staff & Head of the Public Service (<https://headofpublicservice.go.ke>).

Dated the 11th November, 2024.

Mr. Arthur Osiya, CBS

Chairperson,
 Selection Panel for the Recruitment of nominees
 for appointment as the Vice-Chairperson and
 Members of the Public Service Commission.

APPENDIX XI

REPUBLIC OF KENYA
IN THE MATTER OF THE OATHS AND STATUTORY
DECLARATIONS ACT, CAP 15
AND
IN THE MATTER OF SHORTLISTED CANDIDATES FOR THE
POSITION OF VICE-CHAIRPERSON AND MEMBERS OF
THE PUBLIC SERVICE COMMISSION

AFFIDAVIT OF ENDORSEMENT OF MR. JOHN KARANI
NDIWA FOR APPOINTMENT AS A MEMBER OF THE
PUBLIC SERVICE COMMISSION

I, Austine Kitinya, a resident of Nairobi and of of P.O Box 28987-00100 Nairobi make oath and state as follows:

1. I am Kenyan adult, a practicing Advocate of the High Court of Kenya, a Procurement and Supply Chain Management expert and an active Member of the Kenya Institute of Supplies Management (KISM), familiar with the facts and competent to swear this affidavit. My KISM Membership No. is 68836.
2. I swear this Affidavit to fully and unequivocally endorse Mr. John Karani Ndiwa for appointment as a Member of the Public Service Commission.
3. I have known Mr. John Karani Ndiwa for many years, from the time when he was serving in senior management positions in procurement and supply chain management in various companies including Coca-Cola Africa, to date when he chairs our professional body, KISM.
4. I can confirm that Mr. John Karani Ndiwa is a visionary, incisive and decisive heart-based leader with invaluable experience and competence that would be of great benefit to the Public Service Commission and the Public. Because of these attributes, we, the KISM Members elected him as the Chairman of KISM in January 2020. He served the Members with dedication and distinction, and we subsequently overwhelmingly re-elected him as our Chairman in January 2023.
5. As the Chairman of KISM, Mr. John Karani has exhibited unparalleled servant leadership, and continues to lead the Institute and Members with integrity, impartiality, dedication, commitment, empathy and passion. I can attest that there have been phenomenal, numerous successes at KISM over the past five years under his stewardship. No wonder the increase in the membership from around 3,000 when he took over the reigns, to the current over 10,000 Members.

6. If given a chance to serve as a Member of the Public Service Commission, I am confident that Mr. John Karani Ndiwa will make significant contributions to the Commission and the Public, and through his unique expertise and experience in procurement, he will provide invaluable, unique insights to the Commission on matters pertaining to Public Procurement in the Public Service.
7. I make this Affidavit conscientiously believing the same to be true to the best of my personal knowledge, belief and information and in accordance with the Oaths and Statutory Declarations Act, Cap 15 Laws of Kenya.

Sworn at Nairobi on 15th November 2024

by Austine Kitinya

Before Me



] A. Kitinya

] Deponent

Commissioner for Oaths

Drawn & Filed By:
Bond Advocates LLP
Top Plaza, 2nd Floor, Kindaruma Road
P. O. Box 37551-00100
Nairobi
0112 318 576
bond@bondadvocates.com



THE KENYA INSTITUTE OF MANAGEMENT

HEAD OFFICE
Luther Plaza, 2nd Floor,
Uhuru Highway/Nyerere Road Junction

P.O. Box 43706, 00100 Nairobi, Kenya.
Tel: (020) 2445600, 2445555
Email: kim@kim.ac.ke • Website: www.kim.ac.ke

13th November 2024,

The Chairperson,
Selection Panel for the Recruitment of Nominees for the Appointment of Vice-Chairperson and
Members of Public Service Commission.

P.O. Box 62345 – 00200
NAIROBI

Dear Sir,

RE: LETTER OF GOOD STANDING FOR MS. MABRUKI MWANAMAKA AMANI – M-45172

This is to confirm that Ms. Mabruki Mwanamaka Amani is a Full Member of The Kenya Institute of Management (KIM) with a record of good standing.


She is actively involved in executing our mandate of promoting excellence and integrity in management practice in Kenya and beyond.

The Kenya Institute of Management (KIM) is a membership-based non-profit management development organization committed to the promotion of excellence and integrity in the practice of management. The Institute was established in 1954 as a premier Institute that provides capacity build services to organizations in areas of Leadership, Governance and Management, inter alia.

In case of any clarification, kindly contact us through email; membership@kim.ac.ke or Tel No. 0712200969.

Any assistance accorded to her will be highly appreciated.

Yours

Sincerely,

DR. MURIITHI NDEGWA PhD, OGW, HSC, FKIM
EXECUTIVE DIRECTOR/ CEO



NATIONAL INTELLIGENCE SERVICE

Telegrams: "SECINTEL"
Telephone: (254-2) 329 90 00
Telephone: (254-2) 293 00 00
Telephone: (254-2) 222 59 01
Fax: (254-2) 8566245
When replying please
Quote Ref. No. and Date

THE DIRECTOR GENERAL
P. O. BOX 30091 - 00100
NAIROBI,
KENYA.

CI/NIS/SF.17/1 VOL. 106 (46)

22nd November, 2024

Mr. Arthur A. Osiya, CBS
Chairperson,
Selection Panel for the Recruitment of Nominees,
For Appointment as the Vice Chairperson and Members
Of the Public Service Commission,
P. O. Box 40530 - 00100 GPO,
NAIROBI.

Dear Chairperson,

**VETTING OF CANDIDATES FOR THE POSITION OF VICE
CHAIRPERSON AND MEMBERS OF THE PUBLIC
SERVICE COMMISSION**

The National Intelligence Service (NIS) acknowledges with appreciation receipt of your letter Ref. OP.CAB 1/31 dated 11th November, 2024 on the above subject.

Checks against records did not reveal any adverse findings against the sixty-four (64) persons (list attached) as of now.

However, **Simon Leboo Morintat, Alfred Kipkorir Cheruiyot and Dr. Phaustine A. Baraza** have adverse findings against them.

The Service avails itself of this opportunity to assure you of continued cooperation.

Yours

NOORDIN M. HAJI, MGH, CBS, OGW, 'nsc' (AU)
DIRECTOR GENERAL

Encl: (1)

SECURITY VETTING

1. Ada Wanjala Mwangola
2. Andrew Gitonga Rukaria
3. Anne Deraso Illo
4. Anne Maria Chepkosgei Rono Ngetich
5. Canon Dr. Francis Otieno Owino (PhD)
6. Cecilia Kulamo Ngoyoni
7. Cecilia Mbeere Mbaka
8. Christine Chepkurui Rotich
9. Chrp Quresha Abdullahi Ahmed
10. Dr. Amani Yuda Komora
11. Dr. Bahati Kizindaro Keranga Mwita
12. Dr. Benjamin Pkemei Ng'imor (PhD)
13. Dr. Fauzia Yusuf Shani
14. Dr. Fred Masibo Simiyu
15. Dr. Jane Musangi Mutua
16. Dr. Kaberia Issac Kubai
17. Dr. Kennedy Ochieng Olung'o
18. Dr. Kiring'a Simiyu Edward (PhD)
19. Dr. Njoka Stephen Wangai
20. Dr. William K. Kiprono
21. Elizabeth Kiasyo Kyulu
22. Eunice Lolita Lamba
23. FCPA Edwin Nyabuga Makori
24. FCPA Susan Khakasa Oyatsi
25. Florence Amoit
26. Francis Meja
27. Gakweli Ali Mwinyihaji
28. George Mati Mucee
29. Hadley Matendechero Sultani
30. Harun Maalim Hassan
31. Irene Cherotich Asienga
32. Isac Ole Shaasha
33. Japhter Kiplimo Rugut
34. Joan Andisi Machayo
35. Joan Wanjiku Ndungu
36. John Karani Ndiwa
37. John Mutegi Muriungi
38. Jonathan Litipalei Lodompui
39. Julius Yiega
40. Karimi Gatwiri Kinya
41. Kimonye Mary Wanjira
42. Mercy Mugure Gichunge
43. Mohamed Birik Mohamed
44. Molu Boya
45. Mustafa Mohamed
46. Mwanamaka amani Mabruki

47. Nelly Peris Ashubwe
48. Nelson Maina Weru
49. Njambi Munene Muchane
50. Pamela Ayieko Otenyo
51. Patricia Okune
52. Prof. David Gichoya (PhD)
53. Prof. Fred Haron Kiptoon
54. Prof. James Ogechi Kereri, (PhD) ASP
55. Prof. Nicholas Kibiwott Letting
56. Prof. Teresa Ayuko Akenga Oduor
57. Rashid Shekh Osman
58. Richard Barno
59. Saadia Abdikadir Mohammed
60. Sharon Mirella Wakhu
61. Stella Wawuda Tayo
62. Tom Onyango Macakiage
63. Washington Edwin Anyango Oloo
64. Washington Opiyo Ati

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21 NOV 2024

ETHICS AND ANTI-CORRUPTION COMMISSION

INTEGRITY CENTRE (Jakaya Kikwete/Valley Road Junction) P.O. Box 61130 – 00200, NAIROBI, Kenya
TEL.: 254 (020) 4997000, MOBILE: 0709 781000; 0730 997000
EMAIL: eacc@integrity.go.ke WEBSITE: www.eacc.go.ke

When replying please quote:

Our Ref: EACC.7/10/5 VOL XXIX (111)

18th November 2024

Mr. Arthur A. Osiya, CBS

Chairperson

Selection Panel for the Recruitment of Nominees for Appointment as
the vice-chairperson and Members of the Public Service Commission
Executive Office of the President

State House

P O Box 40530 - 00100

NAIROBI

Dear *Sir*,

**RE: INTEGRITY VERIFICATION OF CANDIDATES FOR THE POSITION OF
VICE CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE
COMMISSION**

Your letter referenced OP.CAB 1/31 dated 11th November 2024 on the subject matter refers.

Please note that the Commission has not undertaken any investigations pursuant to its mandate against the persons listed 1-65 nor has it recommended prosecution of any of them.

S/No	Name	ID Number
1.	Stella Wawuda Tayo	22725430
2.	Dr. Jane Musangi Mutua	5272398
3.	Kimonye Mary Wanjira	574906
4.	Prof. David Gichoya (PhD)	1211318
5.	Anne Maria Chepkosgei Rono Ngetich	32866404
6.	Dr. Kennedy Ochieng Olung'o	11223126
7.	Dr. Fauzia Yusuf Shani	20791764
8.	Nelly Peris Ashubwe	7591079
9.	Dr. Bahati Kizindaro Keranga Mwita	10965225
10.	Mwanamaka Amani Mabruki	8460971
11.	Dr. Amani Yuda Komora	10310510
12.	Ada Wanjala Mwangola	4835201
13.	Gakweli Ali Mwinyihaji	5419279

S/No	Name	ID Number
14.	Chrp Quresha Abdullahi Ahmed	25067682
15.	Harun Maalim Hassan	21462033
16.	Rashid Sheikh Osman	6397602
17.	Mohamed Birik Mohamed	5357558
18.	George Mati Mucee	20231922
19.	Andrew Gitonga Rukaria	7465455
20.	Anne Deraso Illo	22826270
21.	Cecilia Kulamo Ngoyoni	25484016
22.	Molu Boya	22253516
23.	Elizabeth Kiasyo Kyulu	20012654
24.	Njambi Munene Muchane	5301686
25.	Nelson Maina Weru	5768085
26.	Cecilia Mbeere Mbaka	2916192
27.	Dr. Njoka Stephen Wangai	6420454
28.	Joan Wanjiku Ndungu	20007567
29.	Japhter Kiplimo Rugut	16002143
30.	Jonathan Ltiplei Lodompui	4187108
31.	Dr. William Kibet Kiprono	7395408
32.	Christine Chepkurui Rotich	6018521
33.	Prof. Fred Haron Kiptoon (PhD)	7060029
34.	FCPA Edwin Nyabuga Makori	13664786
35.	Dr Benjamin Pkemei Ng'imor (PhD)	24878600
36.	Irene Cherotich Asienga	11526413
37.	John Karani Ndiwa	3496237
38.	Alfred Kipkorir Cheruiyot	1738488
39.	Richard Kiprotich Barno	11592058
40.	Dr. Fred Masibo Simiyu	10091087
41.	Prof. Nicholas Kibiwott Letting	11604574
42.	Dr. Phaustine A. Baraza	9898152
43.	FCPA Susan Khakasa Oyatsi	5747856
44.	Sharon Mirella Wakhu	20735486
45.	Florence Amoit	10907575
46.	Hadley Matendechero Sultani	13362735
47.	Washington Edwin Anyango Oloo	1478753
48.	Patricia Okune Owalo	2766548
49.	Pamela Ayieko Otenyo	7348609
50.	Canon Dr. Francis Otieno Owino (PhD)	8579204
51.	Prof. James Ogechi Kereri, (PhD) ASP	24713694
52.	Tom Onyango Macakiage	10474945
53.	Mercy Mugure Gichunge	24037309
54.	Washington Opiyo Sati	22769440
55.	Joan Andisi Machayo	8717928
56.	John Mutegi Muriungi	8311013
57.	Mustafa Mohamed	22228804
58.	Isaac Ole Shaasha	10402063
59.	Julius Yiega	9836525
60.	Karimi Gatwira Kinya	20628765
61.	Eunice Lolita Lamba Chacha	4828399
62.	Dr. Kiring'a Simiyu Edward (PhD)	20790680
63.	Dr. Kaberia Isaac Kubai	21820253

S/No	Name	ID Number
64.	Francis Meja Mooke	9208760
65.	Saadia Abdikadir Mohammed	9854662

However, the Commission is currently progressing inquiries where **Prof. Teresa Ayuko Akenga Oduor** of **ID No. 1972009** and **Simon Leboo Morintat** of **ID No. 8030125** are adversely mentioned. Once the inquiries are complete, appropriate recommendations will be made

The Commission wishes to draw your attention to the Public Service Commission Circular referenced PSC/ADM/13 (42) on authentication of academic and professional certificates in the public service. You are therefore advised to ensure compliance and validate all academic and professional certificates of newly appointed officers.

The information provided herein is based on records available as of **18th November 2024**.

Yours

Sincerely



Jackson K. Mue, OGW
Director Field Services & Coordination
FOR: SECRETARY/CHIEF EXECUTIVE OFFICER
FN/FR

KRA/5/1002/5(11648)
19th November 2024

Mr. Arthur A. Osiya, CBS
Chairperson
PSC Selection Panel
P. O. Box 40530-00100
Nairobi

 Dear *Chairperson,*
**VERIFICATION OF TAX COMPLIANCE OF CANDIDATES FOR THE
POSITION OF VICE CHAIRPERSON AND MEMBERS OF THE PUBLIC
SERVICE COMMISSION**

Reference is made to your letter Ref: OP. CAB 1/31 dated 11th November 2024 requesting for the tax compliance report for sixty-seven (67) shortlisted candidates for the positions of Vice Chairperson and Member.

Please see below the tax compliance status of the shortlisted candidates:

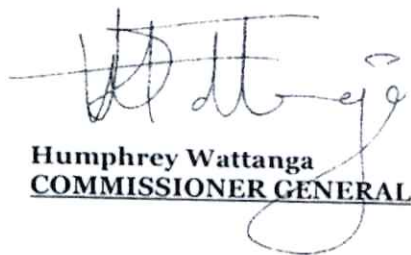
No.	Name	ID No.	PIN	Status
1.	Stella Wawuda Tayo	22725430	A004512472S	Compliant
2.	Dr. Jane Musangi Mutua	5272398	A002519872K	Compliant
3.	Kimonye Mary Wanjira	16126195	A002041783I	Compliant
4.	Prof. David Gichoya (PhD)	1211318	A002460800Z	Compliant
5.	Anne Maria Chepkosgei Rono Ngetich	3286404	A002146810B	Compliant
6.	Dr. Kennedy Ochieng Olung'o	11223126	A002643393B	Compliant
7.	Dr. Fauzia Yusuf Shani	20791764	A006569085Q	Compliant
8.	Nelly Peris Ashubwe	7591079	A001309508P	Not Compliant
9.	Dr. Bahati Kizindaro Keranga Mwita	10965225	A002548075G	Compliant
10.	Mwanamaka Amani Mabruki	8460971	A002369803U	Compliant
11.	Dr. Amani Yuda Komora	10310510	A002271593P	Compliant
12.	Ada Wanjala Mwangola	4835201	A001151194E	Compliant
13.	Gakweli Ali Mwinyihaji	5419279	A001387934Z	Compliant
14.	Chrp Quresha Abdullahi Ahmed	25067682	A003894778S	Compliant
15.	Harun Maalim Hassan	21462033	A003577114R	Compliant
16.	Rashid Shekh Osman	6397602	A002034779U	Compliant
17.	Mohamed Birik Mohamed	5357558	A001878545L	Compliant
18.	George Mati Mucece	20231922	A003374976E	Compliant
19.	Andrew Gitonga Rukaria	7465455	A002265096Z	Compliant
20.	Anne Deraso Illo	22826270	A003841735R	Compliant
21.	Cecilia Kulamo Ngoyoni	25484016	A006115364O	Compliant
22.	Molu Boya	22253516	A003558105T	Compliant
23.	Elizabeth Kiasvo Kyulu	20012654	A002960939B	Compliant
24.	Njambi Munene Muchane	5301686	A001107092N	Compliant
25.	Nelson Maina Weru	5768085	A002539035X	Compliant
26.	Cecilia Mbeere Mbaka	2916192	A001436099E	Compliant
27.	Dr. Njoka Stephen Wangai	6420454	A001183564M	Compliant
28.	Joan Wanjiku Ndungu	20007567	A002785710T	Compliant
29.	Japhter Kiplimo Rugut	16002143	A002258544V	Not Compliant
30.	Jonathan Litipalei Lodompui	4187108	A002627896R	Compliant
31.	Dr. William K. Kiprono	7395408	A001779099W	Compliant

Tulipe Ushuru, Tujitegemeel!

No.	Name	ID No.	PIN	Status
32.	Christine Chepkurui Rotich	6018521	A001418116J	Compliant
33.	Prof. Fred Haron Kiptoon (PhD)	7060029	A001428625T	Compliant
34.	FCPA Edwin Nyabuga Makori	13664786	A002742991F	Compliant
35.	Simon Leboo Morintat	8030125	A003456344U	Not compliant
36.	Dr. Benjamin Pkemei Ng'imor (PhD)	24878600	A005000486I	Compliant
37.	Irene Cherotich Asienga	11526413	A002701431D	Compliant
38.	John Karani Ndiwa	3496237	A001420256U	Compliant
39.	Alfred Kipkorir Cheruiyot	1738488	A001666999W	Compliant
40.	Richard Barno	11592058	A003157980Z	Compliant
41.	Dr. Fred Masibo Simiyu	10091087	A001900065P	Compliant
42.	Prof. Nicholas Kibiwott Letting	11604574	A002699932L	Compliant
43.	Dr. Phaustine A. Baraza	9898152	A001705726V	Compliant
44.	Prof. Teresa Ayuko Akenga Oduor	1972009	A001330968Q	Compliant
45.	FCPA Susan Khakasa Oyatsi	5747856	A001463128J	Compliant
46.	Sharon Mirella Wakhu	20735486	A002936268M	Compliant
47.	Florence Arnoit	10907575	A002969857Y	Compliant
48.	Hadley Matendechero Sultani	13362735	A003497058F	Compliant
49.	Washington Edwin Anyango Oloo	1478753	A001119817K	Compliant
50.	Patricia Okune	2766548	A001463989G	Compliant
51.	Pamela Ayieko Otenyo	7348609	A001505142L	Compliant
52.	Canon Dr. Francis Otieno Owino (PhD)	8579204	A001205386T	Compliant
53.	Prof. James Ogechi Kereri, (PhD) ASP	24713694	A005415220H	Compliant
54.	Tom Onyango Macakiage	10474945	A001813804N	Compliant
55.	Mercy Mugure Gichunge	24037309	A004260999B	Compliant
56.	Washington Opiyo Ati	22769440	A003206332H	Compliant
57.	Joan Andisi Machayo	8717928	A001249173Y	Compliant
58.	John Mutegi Muriungi	8311013	A001822468A	Compliant
59.	Mustafa Mohamed	22228804	A003987302B	Compliant
60.	Isaac Ole Shaasha	10402063	A002268818U	Compliant
61.	Julius Yiega	9836525	A001699393T	Compliant
62.	Karimi Gatwira Kinya	20628765	A003139326N	Compliant
63.	Eunice Lolita Lamba	4828399	A001838870N	Compliant
64.	Dr. Kiring'a Simiyu Edward (PhD)	20790680	A003873862H	Compliant
65.	Dr Kaberia Isaac Kubai	21820253	A004597538J	Compliant
66.	Francis Meja	9208760	A002245919Z	Compliant
67.	Saadia Abdikadir Mohammed	9854662	A002964664J	Compliant

This is submitted for your further action.

Yours sincerely,



Humphrey Wattanga
COMMISSIONER GENERAL



22nd November, 2024

REF NO: IEBC/VREO/OP/1/Vol. 1 (17)

Mr. Arthur Osiya, CBS,
Chairperson,
Selection Panel for the Recruitment of nominees
for appointment as the Vice-Chairperson and
Members of the Public Service Commission,
Executive Office of the President,
Chief of Staff and Head of the Public Service,
Statehouse,
P.O. Box. 40350 -00300
NAIROBI

Dear *Mr. Osiya,*

**RE: VERIFICATION OF PARTICIPATION IN THE PAST GENERAL ELECTIONS FOR
CANDIDATES SHORTLISTED FOR THE POSITIONS OF VICE CHAIRPERSON AND
MEMBERS OF THE PUBLIC SERVICE COMMISSION**

The Independent Electoral and Boundaries Commission (IEBC) acknowledges receipt of your letter dated 18th November, 2024 requesting for the status of the candidates stated below as to whether they were nominated or elected to any Elective Office in the immediate past two General Elections (GE).

Based on your request, the Commission has verified information related to the shortlisted candidates and confirms as follows:-

S.No	Name of Candidate	ID /Passport	Gender	Participation in the Past Two General Elections
1	Stella Wawuda Tayo	22725430	F	NO
2	Dr. Jane Musangi Mutua	5272398	F	NO
3	Kimonye Mary Wanjira	16126195	F	NO
4	Prof. David Gichoya (PhD)	1211318	M	NO
5	Anne Maria Chepkosgei Rono Ng'etich	3286404	F	NO
6	Dr. Kennedy Ochieng Olung'o	11223126	M	NO

S.No	Name of Candidate	ID /Passport	Gender	Participation in the Past Two General Elections
7	Dr. Fauzia Yusuf Shani	20791764	F	NO
8	Nelly Peris Ashubwe	7591079	F	NO
9	Dr. Bahati Kizindaro Keranga Mwita	109 5225	F	NO
10	Mwanamaka Amani Mabruki	8460971	F	NO
11	Dr. Amani Yuda Komora	10310510	M	NO
12	Ada Wanjala Mwangola	4835201	F	NO
13	Gakweli Ali Mwinyihaji	5419279	M	NO
14	Chrp Quresha Abdullahi Ahmed	25067682	F	NO
15	Harun Maalim Hassan	21462033	M	NO
16	Rashid Shekh Osman	6397602	M	NO
17	Mohamed Birik Mohamed	5357558	M	NO
18	George Mati Mucee	20231922	M	NO
19	Andrew Gitonga Rukaria	7465455	M	NO
20	Anne Deraso Illo	22826270	F	NO
21	Cecilia Kulamo Ngoyoni	25484016	F	NO
22	Molu Boya	22253516	M	NO
23	Elizabeth Kiasyo Kyulu	20012654	M	NO
24	Njambi Munene Muchane	5301686	M	NO
25	Nelson Maina Weru	5768085	M	NO
26	Cecilia Mbeere Mbaka	2916192	F	NO
27	Dr Njoka Stephen Wangai	6420454	M	NO
28	Joan Wanjiku Ndungu	20007567	F	NO
29	Japhter Kiplimo Rugut	16002143	M	NO
30	Jonathan Litipalei Lodompui	4187108	M	NO
31	Dr. William K. Kiprono	7395408	M	NO
32	Christine Chepkurui Rotich	6018521	F	NO
33	Prof. Fred Haron Kiptoon (PhD)	7060029	M	NO
34	FCPA Edwin Nyabuga Makori	13664786	M	NO
35	Simon Leboo Morintat	8030125	M	NO
36	Dr Benjamin Pkemei Ng'imor (PhD)	24878600	M	NO
37	Irene Cherotich Asienga	11526413	F	NO
38	John Karani Ndiwa	3496237	M	NO
39	Alfred Kipkorir Cheruiyot	1738488	M	NO
40	Richard Barno	11592058	M	NO
41	Dr. Fred Masibo Simiyu	10091087	M	NO
42	Prof. Nicholas Kibiwoth Letting	11604574	M	NO
43	Dr. Phaustine A. Baraza	9898152	F	NO
44	Prof. Teresa Ayuko Akenga Oduor	1972009	F	NO

S.No	Name of Candidate	ID /Passport	Gender	Participation in t Past Two Genera Elections
45	FCPA Susan Khakasa Oyatsi	5747856	F	NO
46	Sharon Mirella Wakhu	20735486	F	NO
47	Florence Amoit	10907575	F	NO
48	Hadley Matendechero Sultani	13362735	M	NO
49	Washington Edwin Anyango Oloo	1478753	M	NO
50	Patricia Okune	2766548	F	NO
51	Pamela Ayieko Otenyo	7348609	F	NO
52	Canon Dr. Francis Otieno Owino (PhD)	8579204	M	NO
53	Prof. James Ogechi Kereri. (PhD) ASP	24713694	M	NO
54	Tom Onyango Macakiage	10474945	M	NO
55	Mercy Mugure Gichunge	24037309	F	NO
56	Washington Opiyo Ati	22769440	M	NO
57	Joan Andisi Machayo	8717928	M	NO
58	John Mutegi Muriungi	8311013	M	NO
59	Mustafa Mohamed	22228804	M	NO
60	Isac Ole Shaasha	10402063	M	NO
61	Julius Yiega	9836525	M	NO
62	Karimi Gatwira Kinya	20628765	F	NO
63	Eunice Lolita Lamba	4828399	F	NO
64	Dr. Kiring'a Simiyu Edward (PhD)	20790680	M	NO
65	Dr Kaberia Isaac Kubai	21820253	M	NO
66	Francis Meja	9208760	M	NO
67	Saadia Abdikadir Mohammed	9854662	F	NO
68	Mohamed Ali Haji Dahir	13002787	M	NO
69	Malika Ali Omar	14493425	F	NO
70	Suzanne Tuiyott -Nyaberi	0246011	F	NO

In case of any further clarification, do not hesitate to contact the undersigned.

Yours *Sincerely,*



Marjan Hussein Marjan, MBS
Commission Secretary/CEO



Telephone: +254(0)204022000
Mobile: 0772281357
Email: info@orpp.or.ke
Website: www.orpp.or.ke
When replying please quote



Lion Place, 1st & 4th Floor
Off Waiyaki Way
P.O. Box 1131-00606
Sarit Centre, Nairobi.

Ref: RPP/ORG/34 VOL VIII (42)

Date: 19th November, 2024

Mr. Arthur Osiya, CBS

Chairperson
Selection Panel for the Recruitment of nominees
for appointment as the Vice-Chairperson and
Members of the Public Service Commission

25 NOV 2024

Dear *Arthur,*

RE: VERIFICATION OF MEMBERSHIP OF POLITICAL PARTIES OF CANDIDATES FOR THE POSITION OF VICE CHAIRPERSON AND MEMBERS OF THE PUBLIC SERVICE COMMISSION

Reference is made to the letter Ref. No. OP/CAB 1/31 dated 18th November, 2024 on the above subject matter.

Pursuant to Article 77 (2) of the Constitution and according to the records held by this Office as at 19th November, 2024 the list of candidates tabulated as follows are **NOT** officials of any registered political party in Kenya.

S/No.	Candidate	Gender	ID Number	Official of Registered Political Party
1.	Kimonye Mary Wanjira	Female	16126195	Not an Official
2.	Anne Maria Chepkosgei Rono Ngetich	Female	3286404	Not an Official
3.	Dr. Bahati Kizindaro Keranga Mwita	Female	10965225	Not an Official
4.	Prof. Nicholas Kibiwott Letting	Male	11604574	Not an Official
5.	Tom Onyango Macakiage	Male	10474945	Not an Official
6.	Mohamed Ali Haji Dahir	Male	13002787	Not an Official
7.	Malika Ali Omar	Female	14493425	Not an Official
8.	Suzanne Tuiyott - Nyaberi	Female	0246011	Not an Official

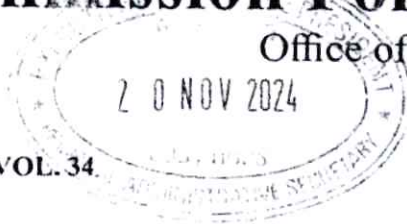
Yours *Sincerely*

Ann N. Nderitu, CBS
Registrar of Political Parties/CEO



Commission For University Education

Office of the Chief Executive



CUE/10/9 VOL. 34

19th November, 2024

The Chairperson
Selection Panel for the Recruitment of nominees
for Appointment as the Vice-Chairperson and
Member of the Public Service Commission
Executive Office of the President
Chief of Staff and Head of the Public Service
P. O. Box 40530 - 00100
NAIROBI

Attn: Mr. Arthur Osiya, CBS

**RE: RECOGNITION OF QUALIFICATIONS FOR THE CANDIDATES FOR THE
POSITION OF THE VICE CHAIRPERSON AND MEMBERS OF THE PUBLIC
SERVICE COMMISSION**

Thank you for your letter reference number: OP/CAB 1/31 dated 18th November, 2024 on the above-named subject.

The Commission for University Education is mandated by Section 5 (1) (g) of the Universities Act Cap 210 of 2012 to "recognize and equate degrees, diplomas and certificates conferred or awarded by foreign universities and institutions in accordance with the standards and guidelines set by the Commission from time".

Qualifications from tertiary and vocational training institutions are recognized and equated by the Technical and Vocational Education Training Authority (TVETA), while foreign high school qualifications are recognized and equated by the Kenya National Examinations Council (KNEC). On the other hand, qualifications from local universities are authenticated by the respective awarding universities.

Granted the foregoing, the Commission will provide the service stated in paragraph two above upon the online submission of your application through and in accordance with the standards and guidelines provided on the following link:

Kindly note that the Commission has fully digitized its processes. This service will henceforth only be provided upon the online submission of your application through and in accordance with the standards and guidelines provided on the following link:

<https://www.cue.or.ke/kenya-national-examinations-council-qualifications>

PROF. MIKE KURIA, PHD
COMMISSION SECRETARY/CHIEF EXECUTIVE OFFICER



Commission For University Education

Office of the Chief Executive

CUE/10/9 VOL. 34

19th November 2024

**The Chairperson
Selection Panel for the Recruitment of nominees
for Appointment as the Vice-Chairperson and
Member of the Public Service Commission
Executive Office of the President
Chief of Staff and Head of the Public Service
P. O. Box 40530 - 00100
NAIROBI**

Attn: Mr. Arthur Osiya, CBS

Dear Mr. Osiya,

**RE: RECOGNITION OF QUALIFICATIONS FOR THE CANDIDATES FOR THE
POSITION OF THE VICE CHAIRPERSON AND MEMBERS OF THE PUBLIC
SERVICE COMMISSION**

Thank you for your letter reference number. OP/CAB 1/31 dated 18th November 2024 on the above-named subject.

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Qualifications from tertiary and vocational training institutions are recognized and equated by the Technical and Vocational Education Training Authority (TVETA), while foreign high school qualifications are recognized and equated by the Kenya National Examinations Council (KNEC). On the other hand, qualifications from local universities are authenticated by the respective awarding universities.

Granted the foregoing, the Commission will provide the service stated in paragraph two above upon the online submission of your application through and in accordance with the standards and guidelines provided on the following link:

Kindly note that the Commission has fully digitized its processes. This service will henceforth only be provided upon the online submission of your application through and in accordance with the standards and guidelines provided on the following link:

[https://www.cue.or.ke/portal/apply/index.php?id=1](#)

Yours sincerely,

**PROF. MIKE KURIA, PHD
COMMISSION SECRETARY/CHIEF EXECUTIVE OFFICER**

MK/go

APPENDIX XIII



REPUBLIC OF KENYA

SELECTION PANEL FOR THE RECRUITMENT
of
NOMINEES FOR APPOINTMENT AS VICE-CHAIRPERSON AND MEMBERS OF
PUBLIC SERVICE COMMISSION

ACADEMIC QUALIFICATIONS

Vice-Chairperson

S.NO	CANDIDATE'S NAME	ACADEMIC QUALIFICATIONS
1.	Kimonye Mary Wanjira	Masters of Business and Administration (MBA) Bachelor of Commerce (Business Administration Option) Member, Marketing Society of Kenya (MSK) Member, the Kenya Institute of Management (KIM)
2.	Dr. Jane Musangi Mutua	PhD in Business Administration, Master of Public Administration, Bachelor of Arts. Certified Human Resource Professional (CHRP)
3.	Dr. Bahati Kizindaro Keranga Mwita	PhD in Business Administration, Masters of Business Administration, Bachelor of Arts in Economics Certified Monitoring and Evaluation Professional Member of Kenya Association of Public Administration and Management

Member

S.NO.	NAME	ACADEMIC QUALIFICATIONS
1.	Joan Andisi Machayo	Masters of Business Administration (Human Resource Management). Bachelors of Arts (Political Science and Literature) Member, Institute of Certified Public Secretaries (ICS)K Institute of Human Resource Management (IHRM)
2.	Dr. Hadley Matendechero Sultani	Masters of Pharmacy in Clinical Pharmacy Bachelor of Pharmacy Diploma in Purchasing and Supplies Management
3.	FCCA Susan Khakasa Oyatsi, MBS	Masters of Business Administration Bachelor of Arts Member of Institute of Certified Public Accountants of Kenya
4.	Sharon Mirella Wakhu	Masters of Science in Information Technology Application Development Bachelor of Technology Chemical & Process Engineering Systems Application Products (SAP) Certification
5.	CHRP Quresha Abdullahi Ahmed	Masters in Human Resource Management Bachelor of Arts in Sociology and Psychology Diploma in Legal Secretarial Studies Member of the Institute of Human Resource Management (IHRM)
6.	Harun Maalim Hassan (PWD)	Masters of Arts in Public Administration Bachelor of Environmental Studies (Planning and Management)
7.	Mohamed Ali Haji Dahir	Master of Science in Information System Bachelor of Science in Education
8.	Dr. Irene Cherotich Asienga	PhD in Research Masters of Arts in Economics Bachelor of Arts in Economics
9.	Francis Meja	Masters of Business Administration (Strategic Management) Bachelor of Arts in Economics, Public Administration and Political Science
10.	Christine Chepkurui Rotich, MBS	Executive Masters in Business Administration Bachelors of Arts in History and Government Higher Diploma in Human Resource Management Member, Institute of Human Resource Management (IHRM)

S.NO.	NAME	ACADEMIC QUALIFICATIONS
11.	Prof. Fred Haron Kiptoon	PhD in Chemistry Masters of Science in Chemistry Bachelor of Science in Chemistry
12.	Dr. Njoka Stephen Wangai	PhD in Environmental Studies Masters in Applied Entomology Bachelor of Science
13.	Mwanamaka Amani Mabruki, CBS	Masters of Arts in Economics Bachelor of Arts in Economics Member, Kenya Institute of Management (KIM)
14.	Dr. Amani Yuda Komora	PhD in Human Resource Management Masters of Science in Human Resource Management Bachelor of Arts in Anthropology/Sociology Higher Diploma in Human Resource Member of Institute of Human Resource Management
15.	FCPA Edwin Nyabuga Makori	Masters of Business Administration (MBA) Finance Bachelor of Commerce – Finance Option Member of Institute of Certified Public Accountants of Kenya Certified Information System Auditor (CISA)
16.	Dr. Francis Otieno Owino, CBS	PhD in Peace and Conflict Studies Masters of Business Administration (Strategic Management) Bachelor of Arts Member of the Kenya Association for Public Administration and Management
17.	Patricia Okune	Masters of Science in Environmental Biology Bachelor of Education (Science, Mathematics and Biology) Diploma in Education
18.	Saadia Abdikadir Mohammed, OGW, MBS	Masters of Science in Poverty Reduction and Development Management Bachelor of Arts in Sociology and Philosophy
19.	Cecilia Kulamo Ngoyoni	Masters of Public Administration Post Graduate Diploma in Law Bachelor of Laws (LL. B)
20.	Molu Boya, EBS	Masters of Business Administration in Human Resource Management Bachelor of Business Administration

S.NO.	NAME	ACADEMIC QUALIFICATIONS
		Member, Institute of Human Resource Management (IHRM)
21.	Anne Deraso Illo	Masters of Science in Finance (Finance and Investment) Bachelor of Commerce (Finance Option) Member, Institute of Certified Public Accountants of Kenya (ICPAK) Member, National Quality Institute (NQI)

Annexure 13:
Minutes of Sitzings of the Committee

ANNEXURE 13
MINUTES OF
SITTINGS OF THE
COMMITTEE

212

OF THE



MINUTES OF THE 52nd SITTING OF THE DEPARTMENTAL COMMITTEE ON LABOUR HELD ON TUESDAY, 14TH JANUARY 2025 IN THE COMMITTEE ROOM 23, BUNGE TOWER, 5TH FLOOR, PARLIAMENT BUILDINGS AT 2:00 PM.

PRESENT

1. The Hon. Karemba Eric Muchangi Njiru, M.P - Chairperson
2. The Hon. Muli Fabian Kyule, M.P - Vice Chairperson
3. The Hon. K'Oyoo James Onyango, M.P
4. The Hon. Kagesi Kivai Ernest Ogesi, M.P
5. The Hon. Kiti Richard Ken Chonga, M.P
6. The Hon. Barasa Patrick Simiyu, M.P
7. The Hon. Chiforomodo Mangale Munga, M.P.
8. The Hon. Sankaire Leah Sopiato, M.P
9. The Hon. Abdullahi Amina Dika, M.P

APOLOGIES

1. The Hon. Wambilianga Catherine Nanjala, M.P
2. The Hon. Siyoi Lillian Chebet, M.P
3. The Hon. Kihungi Peter Irungu, M.P.M
4. The Hon. Aburi Donya Dorice, M.P.
5. The Hon. Lomwa Joseph Samal, M.P
6. The Hon. Omwera George Aladwa, M.P

COMMITTEE SECRETARIAT

1. Mr. Abenayo Wasike. - Principal Clerk Assistant I
2. Ms. Colletah Sigilai. - Senior Legal Counsel
3. Mr. Wario Wako - Serjeant At Arms
4. Ms. Shirleen Kyalo. - Intern

AGENDA

1. Prayers
2. Preliminaries;
 - i)* Adoption of the agenda
 - ii)* Remarks by Chairperson
3. Confirmation of Minutes
4. Adoption of the Report on the approval hearings/vetting of nominees for appointment Ms. Mary Wanjira Kimonye, CBS as Vice-Chairperson and the following as Members of the Public Service Commission
 - i. Mr. Harun Maalim Hassan -PWD
 - ii. Ms. Mwanamaka Amani Mabruki, CBS
 - iii. Mr. Francis Meja
 - iv. Dr. Irene Cherotich Asiega
 - v. Mr. Boya Molu, EBS;
 - vi. Ms. Joan Andisi Mwachayo ; and
 - vii. Dr. Francis Otieno Owino, CBS
5. Any Other Business
6. Adjournment

MIN. NO.329 NA/LAB/2025:

PRELIMINARIES.

The Chairperson, called the meeting to order at ten minutes past two o'clock and said the Prayer. This was followed by a round of introduction.

MIN.NO.330 NA/LAB/2025:

REMARKS BY THE CHAIRPERSON

The chairperson thanked members for being present to adopt the Committee report on the approval hearings of the vice-chairperson and members of PSC.

MIN.NO.331 NA/LAB/2025:

CONFIRMATION OF MINUTES

The minutes of 50th sitting held on Thursday 9th January 2025 at 8.00 a.m were confirmed as a true record of the proceedings having been proposed by Hon. Kagesi Kivai Ernest Ogesi, M.P and seconded by Hon. Sankaire Leah Sopiato, M.P

The minutes of 51st sitting held on Thursday 9th January 2025 at 2.00 p.m were confirmed as a true record of the proceedings having been proposed by Hon. Chiforomodo Mangale Munga, M.P.and seconded by Hon. Kagesi Kivai Ernest Ogesi, M.P

MIN.NO.332 NA/LAB/2025:

ADOPTION OF REPORT

The Committee adopted the Report on the approval hearings/vetting of Mrs. Mary Wanjira Kimonye for appointment as Vice-Chairperson and Dr. Irene Cherotich Asiega, Mr. Boya Molu, EBS, Ms. Joan Andisi Mwachayo, Dr. Francis Otieno Owino, CBS, Mr. Harun Maalim Hassan and Mr. Francis Meja Members of the Public Service Commission.

The report was unanimously adopted having been proposed by Hon. Kiti Richard Ken Chonga, M.P and seconded by Hon. Barasa Patrick Simiyu, M.P

MIN. NO. 333 NA/LAB/2025:

ADJOURNMENT

There being no other business, the meeting was adjourned at twenty-five minutes to one o'clock.

SIGNED.......... DATE 14/1/2025.....
(CHAIRPERSON)

MINUTES OF THE 51ST SITTING OF THE DEPARTMENTAL COMMITTEE ON LABOUR HELD ON THURSDAY, 9TH JANUARY 2025 IN THE MINI-CHAMBER ,1ST FLOOR, COUNTY HALL PARLIAMENT BUILDINGS AT 2:00 PM.

PRESENT

1. The Hon. Karemba Eric Muchangi Njiru, M.P - Chairperson
2. The Hon. Muli Fabian Kyule, M.P - Vice Chairperson
3. The Hon. K'Oyoo James Onyango, M.P
4. The Hon. Kagesi Kivai Ernest Ogesi, M.P
5. The Hon. Kiti Richard Ken Chonga, M.P
6. The Hon. Wambilianga Catherine Nanjala, M.P
7. The Hon. Aburi Donya Dorice, M.P.
8. The Hon. Barasa Patrick Simiyu, M.P
9. The Hon. Chiforomodo Mangale Munga, M.P.
10. The Hon. Kihungi Peter Irungu, M.P
11. The Hon. Sankaire Leah Sopiato, M.P
12. The Hon. Siyoi Lillian Chebet, M.P

APOLOGIES

1. The Hon. Lomwa Joseph Samal, M.P
2. The Hon. Omwera George Aladwa, M.P
3. The Hon. Abdullahi Amina Dika, M.P

COMMITTEE SECRETARIAT

1. Mr. Abenayo Wasike. - Principal Clerk Assistant I
2. Mr. Samuel Wanjiru. - Clerk Assistant III
3. Ms. Colletah Sigilai. - Senior Legal Counsel
4. Mr. Timothy Tsungulah. - Research Officer III
5. Mr. Ambrose Nguti. - Media Relations Officer
6. Mr. Meldrick Sakani - Audio Officer III
7. Mr. Wario Wako - Serjeant at Arms
8. Mr. Josephine Osiba. - Hansard officer
9. Ms. Shirleen Kyalo. - Intern

AGENDA

1. Prayers
- 2 Preliminaries,
 - i) Adoption of the agenda
 - ii) Remarks by Chairperson
- 3 Briefing on the approval hearings/vetting of nominees for appointment as Vice-Chairperson and Members of the Public Service Commission
4. Approval hearings/vetting of the following nominees for appointment as Members of the Public Service Commission,
 - i Dr Irene Cherotich Asienga,
 - ii Mr Boya Molu, EBS,
 - iii Ms. Joan Andisi Machayo , and
 - iv. Dr Francis Otieno Owino, CBS
- 5 Any Other Business
- 6 Adjournment

The Chairperson, called the meeting to order at ten minutes past two o'clock and said the Prayer. This was followed by a round of introduction.

BRIEFING ON THE APPROVAL
HEARINGS/VETTING OF
NOMINEES FOR APPOINTMENT AS
MEMBERS OF THE PUBLIC
SERVICE COMMISSION

- i. **Approval hearings for Dr. Irene Cherotich Asienga, OGW nominee for appointment as member of the Public Service Commission;**

Dr. Irene Cherotich Asienga, OGW, nominee for member, appeared before the Committee on Thursday, 9th January 2025 and was orally interviewed under oath pursuant to Article 233 (2) of the Constitution, the Public Appointments (Parliamentary Approval Act, Cap 7F, Public Service Commission Act, Cap.185 and the National Assembly Standing Orders.

The nominee informed the Committee of her academic and professional qualifications, work and professional experience, published writing, sources of income and net worth as articulated in her Curriculum vitae and filled questionnaire.

To assess the nominee's overall suitability for the position, the Committee posed questions to the nominee and she responded as follows:

On the relevance of her skills set in the Public Service Commission

The nominee submitted that being an economist, she would employ her skills to promote productivity -and mobilize resources to fund the programmes of the Commission.

Further nominees indicated that she has a good understanding of the Bottom-up Economic Transformation Agenda Model and that there is a need to streamline and align the functions of the Public Service Commission to the BETA programmes.

On lessons learnt at CRA

The nominee submitted that there is a duplication of mandates occasioned by different legislations. She underscored the need for collaboration between commissions and other offices including the Parliamentary Budget Office, to address emerging issues like the perennial stalemate on division of revenue.

She also reiterated the need for stakeholder management and engagement to address funding gaps in the Commission, including resource mobilization from development partners.

On her views on the current fiscal space.

Acknowledging the current challenging space occasioned by fiscal consolidation, the nominee submitted that there have been positive developments in the country including the progressive reduction of the debt-to-GDP ratio and inflation.

On how the nominee will improve the public service

The nominee stated that there is a need for digitalization of the payroll system to promote efficiency, improve compliance and establish actual establishment in the public service.

On the interplay between politics and technical objectivity

The nominee submitted that she has gained experience to navigate the political dynamics in the country and maintain technical objectivity in her assignment as an advisor, Budget and Fiscal Policy.

On the memorandum contestation her nomination on grounds of serving in another Commission.

The nominee explained that the drafter of the memorandum misinterpreted the law, indicating that the provisions of Article 250(6(a) of the Constitution do not restrict individuals from being appointed to a Commission or Independent office having previously served in another Commission or Independent Office.

ii. Approval hearings for Mr. Boya Molu, EBS nominee for appointment as member of the Public Service Commission;

Mr. Boya Molu, EBS, nominee for member, appeared before the Committee on Thursday, 9th January 2025 and was orally interviewed under oath pursuant to Article 233 (2) of the Constitution, the Public Appointments (Parliamentary Approval Act, Cap 7F, Public Service Commission Act, Cap.185 and the National Assembly Standing Orders.

In his opening remarks, the nominee detailed his personal background, academic and professional qualifications, work and professional experience, published writing, sources of income and net worth as articulated in his Curriculum vitae and filled questionnaire.

To gauge the nominee's overall suitability for the position, the Committee posed questions to the nominee and she responded as follows:

On the nullification of the elections in 2017

The nominee submitted that it is a good thing that our constitution is vibrant enough to challenge administrative issues and that the election process was the main problem and not the results. The nominee indicated that the Commission had implemented the guidelines of the Supreme Court and this enhanced the credibility of the subsequent elections.

On the public service adopting a performance-based approach

The nominee explained that the performance-based approach can be embedded in the public service and that it can borrow the reskilling, retooling and other useful initiatives from the private sector.

The nominee advocated for mainstreaming of rewarding of good performance, sanctioning of poor performance and enhanced funding to bridge the skills gap in the public service.

On the reforms applicable to transform PSC

The nominee stated that he would improve productivity and efficiency, identify the areas prone to misuse and ensure digitalization and enhance the staff establishment at the

Commission. He further stated that he is results-oriented and, therefore, will aim to resolve the personnel stagnation in the Public Service, borrowing from a similar undertaking during his stint at the Judicial Service Commission.

On aligning PSC goals with Vision 2030 and national goals

The nominee stated that he will ensure the goals are centred on ensuring transparency and accountability. He reiterated the need for a motivated, efficient and well-trained public service.

On the memorandum contesting his nomination

The nominee stated that there was a misreading and misinterpretation of the law. He sublimed that Article 250(6) do not restrict him from being nominated for appointment to a Commission or Independent Office having previously served in another Commission or Independent Office.

Further, the phrase "single term of six years" in Article 250(6)(a) relates to a particular office in a particular Commission or Independent Office.

iii. Approval hearings for Ms. Joan Andisi Machayo, OGW nominee for appointment as member of the Public Service Commission;

Ms. Joan Andisi Machayo, OGW, nominee for member, appeared before the Committee on Thursday, 9th January 2025 and was orally interviewed under affirmation pursuant to Article 233 (2) of the Constitution, the Public Appointments (Parliamentary Approval Act, Cap 7E, Public Service Commission Act, Cap.185 and the National Assembly Standing Orders.

The detailed to the Committee her academic and professional qualifications, work and professional experience, published writing, sources of income and net worth as articulated in her Curriculum vitae and filled questionnaire.

To assess the nominee's overall suitability for the position, the Committee posed questions to the nominee and she responded as follows:

On the nominee's major challenges and achievements

The nominee submitted that one of her achievements at PSC was the automation of the performance management system whereby the performance rewards and sanctions policy were digitized. She also played an important role in the development of a human resource master plan and the public service excellent awards scheme.

The nominee also stated that the major challenges at the Commission included not being well funded and that HR planning is not well covered as a result.

On the Public Service Internship Program

The nominee submitted that she is charge internship program and indicated that the programme has benefited over 30,000 individuals. Acknowledging that the government cannot absorb all the interns, the nominee underscored the need for a Management Trainee programme in the public service. There is also a need to onboard the TVET sector into the programme

On the issue of ghost workers

The nominee stated the need for a multiagency approach that includes the EACC, and DCI to address the issue of ghost workers. She also advocated for automation and payroll audits to identify discrepancies.

On how to cope with the flow of new ideas to the Commission from the incoming Members of the Commission.

Subject to approval by the National Assembly, the nominee submitted that a diversity of skills exhibited by the incoming commissioners would be beneficial to the Commission. She underscored the need for an agile and diverse composition of the Membership of the Commission to respond to the evolving needs of the public Service.

iv. Approval hearings for Dr. Francis Otieno Owino, CBS nominee for appointment as member of the Public Service Commission;

Dr. Francis Otieno Owino, CBS, nominee for member, appeared before the Committee on Thursday, 9th January 2025 and was orally interviewed under oath pursuant to Article 233 (2) of the Constitution, the Public Appointments (Parliamentary Approval Act, Cap 7F, Public Service Commission Act, Cap.185 and the National Assembly Standing Orders.

In his opening remarks, the nominee detailed his academic and work experience. The nominee currently is a consultant at the Kenya School of Government. He has previously served as a principal secretary to three state departments of fisheries, aquaculture and blue economy, industrialization and youth affairs. He was also an acting principal secretary to the state department of crop development and agricultural research and a director at the Directorate of National Cohesion and Values.

The nominee further informed the Committee on his published writing, sources of income and net worth as articulated in his Curriculum vitae and filled questionnaire.

To assess the nominee's overall suitability for the position, the Committee posed questions to the nominee and he responded as follows:

On the motivation for the position

The nominee submitted that he has extensive experience and exposure in public service having served for the national government administration framework and that he has an ambition to manage the public service. He further noted that he has an in-depth understanding of the issues facing the PSC and the country itself and that he has been trained by the government and therefore he is inclined to give back.

On the awareness of the Public Service Human Resource Management Bill of 2024

The nominee indicated his awareness of the bill underscoring the need for a centralised management of human resources in public service.

He stressed the need for robust stakeholder engagement of the legislation during public participation.

Overall Committee Observations.

The Committee, having considered the nominees' filled questionnaires pursuant to Section 6(8) of the Public Appointments (Parliamentary Approval) Act, their curricula vitae and having heard their oral submissions during the approval hearings, made the following general observations:

- a. All the nominees are Kenyan citizens and do not hold dual citizenship. Thus, they satisfy the dictates of Article 78(1) and (2) of the Constitution which bars state officers from holding dual citizenship.

- b. All the nominees presented their academic credentials and professional certificates and, during the approval hearings, demonstrated their suitability in accordance with the provisions of Section 6(7) of the Public Appointments (Parliamentary Approval) Act No. 33 of 2011.
- c. None of the nominees held office in any political party, a requirement under Article 77(2) of the Constitution and the Schedule to the Public Appointment (Parliamentary Approval) No. 33 of 2011.
- d. None of the nominees had been dismissed from office under Article 75 of the Constitution for contravention of the provisions of Articles 75 (1) (conflict of interest), 76 (financial probity), 77 (restriction of State officers) and 78 (2) (dual citizenship) of the Constitution;
- e. The nominees meet the requirements of Chapter Six of the Constitution on leadership and integrity having obtained clearance from the Ethics and Anti-Corruption Commission (EACC), the Kenya Revenue Authority (KRA), the Directorate of Criminal Investigations (DCI), Office of the Registrar of Political Parties (ORPP) and the Higher Educations Loan Board (HELB).

In addition, the Clerk of the National Assembly invited the public to submit memoranda by way of written statements on oath (affidavits) on the suitability or otherwise of the nominees. The Memoranda were to be received by **3rd January 2025 by 5.00 pm**. By close of the deadline, the Committee had not received any memoranda contesting the suitability of the nominees.

However, on **7th January 2025**, the Committee received a Memorandum from Dr. Magare Gikenyi J Benjamin, contesting the nomination for appointment of Mrs. Mary Wanjira Kimonye, CBS; Mr. Boya Molu, EBS; Dr. Irene Cherotich Asienga and Mr. Francis Meja. The Committee resolved to seek responses from the nominees on the Memorandum.

The petitioner objected to the nomination of **Mrs. Kimonye** as the Vice Chairperson of the Public Service Commission stating that its unconstitutional arguing that her nomination does not represent the ethnic diversity of the communities of Kenya;

The petitioner submitted that **Mr. Boya Molu and Dr. Irene Cherotich Asienga**, nominees for appointment as members of the Public Service Commission, had served their constitutional full term of six (6) years as commissioners of Independent and Electoral and Boundaries Commission (IEBC) and Commission for Revenue Allocation (CRA) respectively and therefore not eligible for re-appointment as Commissioner of any other constitutional Commission.

The Petitioner submitted that **Mr. Francis Meja** should be disqualified for appointment as a member of the Public Service Commission by virtue of Article 233(3)(iii) & (iv) of the Constitution and other applicable laws. The Petitioner submitted that Mr. Francis Meja was a member of the United Democratic Alliance Party whose Presidential candidate won the last general elections. Further, Mr. Francis Meja participated in the activities and campaigned for the UDA Party in Kajiado Gubernatorial and other electoral seats. He was also a candidate.

The Committee observed the following on the Memorandum;

- i. On the Memorandum contesting the suitability of the nomination of Mrs. Mary Wanjira Kimonye, CBS, the Committee noted that she is a Meru by ethnic orientation. Acknowledging the need for diversity in public service, the nominee stated that her nomination and appointment, subject to approval by the National Assembly, will be beneficial to the county and not a specific ethnic group.

- ii. Further in her written response, the nominee submitted that recognising the breadth of her experience, she had offered herself in service to the nation by aspiring for the position of vice-chairperson. In addition, she was duly identified as suitable candidate and thereafter honoured with a nomination.
- iii. On the contestation of the suitability of the nomination of Mr. **Boya Molu and Dr. Irene Cherotich Asienga** the Committee observed that the provisions of Article 250(6)(a) of the Constitution do not restrict individuals from being nominated for appointment to a Commission or Independent Office by virtue of having previously served in an office in another Commission or Independent Office.

Further, the phrase "single term of six years" in Article 250(6)(a) relates to a particular office in a single Commission or Independent Office but not a different Commission.

- iv. On the contestation of the suitability of the nomination of Mr. **Francis Meja**, the Committee observed that Article 233(3) of the Constitution of Kenya 2010 provides that:

"(3) Subject to clause (4), a person is not eligible for appointment as a member of the Commission if the person-

- (a) has, at any time within the preceding five years, held office, or stood for election as-
 - i. a member of Parliament or of a county assembly; or
 - ii. a member of the governing body of a political party; or
 - (b) holds any State office;
 - (c) (c) is, or has at any time been, a candidate for election as a member of Parliament or of a county assembly; or
 - (d) (d) is, or has at any time been, the holder of an office in any political organisation that sponsors or otherwise supports, or has at any time sponsored or otherwise supported, a candidate for election as a member of Parliament or of a county assembly."

The petition submitted that the nominee had contested for gubernatorial position which is not restricted by the provisions of the Article 233(3). In addition, the nominee is not an official of any political party as documented by the Office of the Registrar of Political Parties.

Further, the Independent Electoral and Boundaries Commission, in a response to request for verification on the nominees as documented in the report of the selection panel, stated that the nominee had not participated in the past two general elections.

Based on the above observation, the Committee resolved to approve all the nominees for appointment as Vice-Chairperson and Members of the Commission.

MIN. NO. 328 NA/LAB/2025:

ADJOURNMENT

There being no other business, the meeting was adjourned at twenty-five minutes to one o'clock.

SIGNED.....

 (CHAIRPERSON) DATE

MINUTES OF THE 50TH SITTING OF THE DEPARTMENTAL COMMITTEE ON LABOUR HELD ON THURSDAY, 9TH JANUARY 2025 IN THE MINI-CHAMBER ,1ST FLOOR, COUNTY HALL PARLIAMENT BUILDINGS AT 8:00 AM.

PRESENT

1. The Hon. Karemba Eric Muchangi Njiru, M.P - Chairperson
2. The Hon. Muli Fabian Kyule, M.P - Vice Chairperson
3. The Hon. K'Oyoo James Onyango, M.P
4. The Hon. Kagesi Kivai Ernest Ogesi, M.P
5. The Hon. Kiti Richard Ken Chonga, M.P
6. The Hon. Wambilianga Catherine Nanjala, M.P
7. The Hon. Aburi Donya Dorice, M.P.
8. The Hon. Barasa Patrick Simiyu, M.P
9. The Hon. Chiforomodo Mangale Munga, M.P.
10. The Hon. Kihungi Peter Irungu, M.P
11. The Hon. Sankaire Leah Sopiato, M.P
12. The Hon. Siyoi Lillian Chebet, M.P

APOLOGIES

1. The Hon. Lomwa Joseph Samal, M.P
2. The Hon. Omwera George Aladwa, M.P
3. The Hon. Abdullahi Amina Dika, M.P

COMMITTEE SECRETARIAT

1. Mr. Abenayo Wasike. - Principal Clerk Assistant I
2. Mr. Samuel Wanjiru. - Clerk Assistant III
3. Ms. Colletah Sigilai. - Senior Legal Counsel
4. Mr. Timothy Tsungulah. - Research Officer III
5. Mr. Ambrose Nguti. - Media Relations Officer
6. Mr. Meldrick Sakani - Audio Officer III
7. Mr. Wario Wako - Serjeant at Arms
8. Mr. Josephine Osiba. - Hansard officer
9. Ms. Shirleen Kyalo. - Intern

AGENDA

1. Prayers
2. Preliminaries;
 - i)* Adoption of the agenda
 - ii)* Remarks by Chairperson
3. Briefing on the approval hearings/vetting of nominees for appointment as Vice-Chairperson and Members of the Public Service Commission
4. Approval hearings/vetting of the following nominees for appointment as Vice-Chairperson and Members of the Public Service Commission;
 - i. Mrs. Mary Wanjira Kimonye, nominee for Vice-Chairperson;
 - ii. Mr. Harun Maalim Hassan (PWD), EBS, nominee for member;
 - iii. Ms. Mwanamaka Amani Mabruki, CBS, nominee for Member; and
 - iv. Mr. Francis Meja, nominee for Member
5. Any Other Business
6. Adjournment

MIN. NO.323 NA/LAB/2025:

PRELIMINARIES.

The Chairperson, called the meeting to order at thirty minutes to nine o'clock and said the Prayer. This was followed by a round of introduction.

The Chairperson briefed the Committee on the agenda of the sitting, which was the briefing and conduct of the approval hearings for nominees for appointment as vice-chairperson and members of the Public Service Commission.

The agenda of the Sitting was adopted, having been proposed by Hon. Kiti Richard Ken Chonga, M.P and Seconded by Hon. Kihungi Peter Irungu, M.P

MIN.NO.324 NA/LAB/2025:

BRIEFING ON THE APPROVAL
HEARINGS/VETTING OF
NOMINEES FOR APPOINTMENT AS
VICE-CHAIRPERSON AND
MEMBERS OF THE PUBLIC
SERVICE COMMISSION

The legal Counsel, briefed the Members on the process of parliamentary approval of the nominees for appointment as members of the Public Service Commission and matters to be considered by the Committee while undertaking its mandate.

Parliamentary approval of appointments of persons to public offices is governed by the Constitution of Kenya, the Public Appointments (Parliamentary Approval) Act, No. 33 of 2011 and the National Assembly Standing Orders.

In this case, the appointment of the commissioners of the Public Service Commission is also framed under the Public Service Commission Act. (Cap. 185).

Further, the meeting was briefed on the provisions of the establishment of the Public Service Commission, notification of nomination and Notification of vetting, areas of focus during the approval hearing including the candidate's academic credentials, professional training and experience, personal integrity and background.

Section 7 of the Public Appointments (Parliamentary Approval) Act outlines the issues for consideration by the House in relation to nomination of the nominee as -

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

The Meeting was briefed on the memorandum submitted on the nominees in response to the advert placed in the dailies on 24th December 2024. The Memoranda were to be received by 3rd January 2025 by 5.00 pm. By close of the deadline, the Committee had not received any memoranda contesting the suitability of the nominees.

However, on 7th January 2025, the Committee received a Memorandum from Dr. Magare Gikenyi J Benjamin, contesting the nomination for appointment of Mrs. Mary Wanjira

Kimonye, CBS: Mr. Boya Molu, EBS: Dr. Irene Cherotich Asienga and Mr. Francis Meja. The Committee resolved to seek responses from the nominees on the Memorandum.

The petitioner objected to the nomination of **Mrs. Kimonye** as the Vice Chairperson of the Public Service Commission stating that the current Chairperson of the Public Service Commission is Amb. Anthony Mwaniki Muchiri, CBS is a Kikuyu by ethnic orientation Mrs Kimonye is also a Kikuyu by ethnic orientation and It would not be fair, right and just to have both the Chairperson and Vice Chairperson of the Public Service Commission from the same ethnic community to the detriment of more than 40 ethnic communities in Kenya;

The petitioner further submitted that Article 250(6)(a) of the Constitution provides that a member of a commission, or the holder of an independent office shall be appointed for a single term of six years and is not eligible for reappointment.

Therefore, one can only serve one constitutional commission in his or her lifetime and then leave and give other qualified Kenyans to serve in other Constitutional Commissions and Independent Offices.

The petitioner submitted that **Mr. Molu and Dr. Irene Cherotich Asienga**, nominees for appointment as members of the Public Service Commission, have served their constitutional full term of six (6) years as commissioners of Independent and Electoral and Boundaries Commission (IEBC) and Commission for Revenue Allocation (CRA) respectively and therefore not eligible for re-appointment as Commissioner of any other constitutional Commission.

The Petitioner submitted that **Mr. Francis Meja** was a member of the United Democratic Alliance Party whose Presidential candidate won the last general elections.

Further, Mr. Francis Meja participated in the activities and campaigned for the UDA Party in Kajiado Gubernatorial and other electoral seats. He was also a candidate.

Mr. Meja is therefore disqualified for appointment as a member of the Public Service Commission by virtue of Article 233(3)(iii) & (iv) of the Constitution and other applicable laws.

The Committee resolved to invite responses from the concerned nominees.

a) Approval hearings for Mrs. Mary Wanjira Kimonye, CBS nominees for appointment as Vice-Chairperson of the Public Service Commission;

Mrs. Mary Wanjira Kimonye, CBS, nominee for Vice-Chairperson appeared before the Committee on Thursday, 9th January 2025 and was orally interviewed under oath pursuant to Article 233 (2) of the Constitution, the Public Appointments (Parliamentary Approval Act, Cap 7F, Public Service Commission Act, Cap.185 and the National Assembly Standing Orders.

The nominee informed the Committee of her academic and professional qualifications, work and professional experience, published writing, sources of income and net worth as articulated in her Curriculum vitae and filled questionnaire.

In order to assess the nominee's overall suitability for the position, the Committee posed questions to the nominee and she responded as follows:

On the question of why the net worth drastically reduced from 242 million in 2020 to 76 million in 2024

The nominee submitted that most of the assets listed in the year 2020 were made up of family businesses at 20% ownership. However, the business operations were affected by the

outbreak of the Covid-19 Virus resulting to accumulation of debt and eventual closure of business.

On her Ethnic background and whether she is a Kikuyu or a Meru

The nominee submitted that she was born in Kirinyaga, former Embu district, and married to a Kikuyu. She further affirmed to the Committee that according to her National Identification Card, she comes from Meru and is, therefore, a Meru.

On her Suitability to be vice-chairperson of the Public Service Commission

The nominee stated that she meets the requirements of the position citing her integrity, competency and knowledge developed during her career progression and patriotism demonstrated by her involvement in Brand Kenya initiatives.

On implementing reforms in the public service and tapping on her vast experience

The nominee stated that there are challenges in the public service such as erosion of ethics and values contrary to the provisions of Articles 10 and 232 of the Constitution. She also highlighted duplication of roles and overlaps, challenges in human resource development resulting from budgetary constraints and mental health issues as the major challenges facing the public service.

The nominee submitted that there is a need for unbundling the mandates of institutions and evaluation of staff establishment to ensure clarity of roles and responsibilities, and revamp the human capital development by introducing a culture change program and entrenching the values as stipulated under Articles 10 and 232 of the Constitution.

The nominee reiterated the need for robust employee productivity measurement methods to ensure efficiency in public service.

On the public service internship program

The nominee stated that she is aware that the program is market-driven and provides experience for the youth. However, she reiterated that the government cannot absorb all interns and therefore there is a need for continuous engagement with the private sector to absorb the interns upon completion of the program, mentoring the interns to use the skills for self-employment and formalization of the informal sector to provide more opportunities for the youth.

On the PSC's role in gender and diversity representation and capacity building for employees

The nominee explained that she would ensure that the Public Service Commission fully implement the diversity policy. She submitted that there is a need for collaboration with education institutions to ensure optimal enrolment in disciplines with low representation of the marginalised groups.

Further, the Kenya School of Government and Public Service Commission should work closely to develop programmes that answer to the needs of the public service.

On the negative attitude of the public towards public service

The nominee stated that there is a need for accountability to the citizenry in the public service through the establishment and running of public forums that will allow the public to share their views on service delivery.

She further reiterated the need for enforcement of the ethics and values of the Public Service stating that they should be fundamental measures of performance. In addition, there should be zero-fault audits to ensure compliance with laws governing resource allocation and utilization.

On the memorandum contesting her nomination based on her ethnic background

The nominee stated that she is a Meru by ethnic identification. Acknowledging the need for diversity in public service, the nominee stated that her nomination and appointment, subject to approval by the National Assembly, will be beneficial to the county and not a specific ethnic group.

Further in her written response, the nominee submitted that recognising the breadth of her experience, she had offered herself in service to the nation by aspiring for the position of vice-chairperson. In addition, she was duly identified as suitable candidate and thereafter honoured with a nomination.

b) Approval hearings for Mr. Harun Maalim Hassan (PWD), EBS, nominee for member of the Public Service Commission;

Mr. Harun Maalim Hassan (PWD), EBS, nominee for Member appeared before the Committee on Thursday, 9th January 2025 and was orally interviewed under oath pursuant to Article 233 (2) of the Constitution, the Public Appointments (Parliamentary Approval Act, Cap 7F, Public Service Commission Act, Cap.185 and the National Assembly Standing Orders.

The nominee highlighted his academic and professional qualifications, work and professional experience, published writing, sources of income, and net worth as articulated in his Curriculum vitae and filled questionnaire.

In order to assess the nominee's overall suitability for the position, the Committee posed questions to the nominee and he responded as follows:

On challenges affecting the rights and welfare of persons with disabilities (PWDs)

The nominee submitted that lack of data on persons with disabilities is a critical challenge. He reiterated the need for continuous sensitization on the benefits of registration in the National Council for Persons with Disabilities (NCPWD) database. This will ensure data driven decision-making and access to benefits and opportunities by people with disabilities.

On his experience in managing budgets, grants, or financial activities at NCPWD and measures to ensure accountability

The nominee submitted that having served as an accounting officer of an organization, he had a good understanding of the budgeting process. He advocated for stringent internal control measures to address challenges that may hinder accountability and proper utilization of resources.

On his understanding of the Mandate of the Public Service Commission

The nominee submitted that he is aware of the mandate of the Commission as stipulated in Article 233 of the constitution including the promotion of the values and principles referred to in Articles 10 and 232 and reporting on the extent to which the values and principles referred to in Articles 10 and 232 are complied with in the public service.

On his views on the representation of persons with disability in the Public Service

The nominee indicated that representation of the marginalised groups in the public service has been progressive citing the enactment of the Persons with Disability Act and affirmative initiatives including Access to Government Procurement Opportunities (AGPO). However, there is a need for more interventions to ensure enhanced representation of the PWDs in the public service.

c) Approval hearings for Ms. Mwanamaka Amani Mabruki, CBS, nominee for member of the Public Service Commission;

Ms. Mwanamaka Amani Mabruki, CBS, nominee for Member, appeared before the Committee on Thursday, 9th January 2025 and was orally interviewed under oath pursuant to Article 233 (2) of the Constitution, the Public Appointments (Parliamentary Approval Act, Cap 7F, Public Service Commission Act, Cap.185 and the National Assembly Standing Orders.

The nominee highlighted her academic and professional qualifications, work and professional experience, published writing, sources of income, and net worth as articulated in her Curriculum vitae and filled questionnaire.

In order to assess the nominee's overall suitability for the position, the Committee posed questions to the nominee and she responded as follows:

On her work experience at KPA and the perennial audit queries on employment casual labourers by the Authority

The nominee acknowledged the longstanding issue of deployment of casual labourers at the port. She submitted that KPA is a highly operational and labour-intensive environment and that its operations are different from the other SAGAs.

She reiterated the need for rationalization of labour through the absorption of the casual labourers when opportunities arise.

On challenges at the Public Service Commission

The nominee submitted that budgetary constraints is a critical challenge hindering the Commission from optimally discharging its constitutional mandate

The nominee submitted that, leveraging on her experience, she would lobby for more resources to fund the critical programs of the Commission including the public internship program.

On her work experience as a Principal Secretary of the State Department of Gender Affairs, policies or programs initiated to address gender disparities and integration of gender issues into national development plans

The nominee stated that she advocated for the integration of gender issues into the national development plans and developed guidelines on how to integrate gender issues and perspectives into the plans. The nominee also submitted that she oversaw programs to address gender gaps for instance the establishment of gender desks in every SAGA.

The nominee acknowledged that gender gaps still persist and that there is a need for training programmes to address the disparities.

On the nominee's most outstanding achievement and her role in Boards

The nominee stated that she was in several board appointments and that while she was on the boards on the virtue of being the Principal Secretary, she delegated appointees to represent her.

She indicated that her most outstanding achievement is the formulation of the devolution policy which has served as a guide to streamline the relationship between the national and county governments.

On human resources challenges encountered during the transition to devolution while serving as the Principal Secretary

The nominee submitted that the transition authority was mandated with the transfer of staff from the public service to the County Governments. The transition experienced significant challenges but the situation has since stabilized. Responding to a concern on the unprocedural recruitment in the Counties, the nominee submitted the need for capacity building of County Service board to address the challenges.

On improving service delivery in the public service

The nominee submitted that the Commission should strive to promote productivity management and efficiency. She cited existing Performance contracting tools which are self-moderating. To improve service delivery, there is a need to have behavioural and cultural change programs incorporated in the public service.

On her motivation to join the Commission having served as a Principal Secretary in the various State Departments.

The nominee submitted that her interest in joining the Commission had been driven by her career path and her good understanding of public service. She further indicated that this would be an opportunity to serve the public at a different level

On her role in developing County Public participation and the continuous litigation on public participation

The nominee acknowledged that some tools of public are limiting including use of newspaper dailies, which are not widely accessible. The nominee stated the need for tools and channels accessible at local levels.

d) Approval hearings for Mr. Francis Meja, nominee for member of the Public Service Commission;

Mr. Francis Meja, nominee for Member, appeared before the Committee on Thursday, 9th January 2025 and was orally interviewed under oath pursuant to Article 233 (2) of the Constitution, the Public Appointments (Parliamentary Approval Act, Cap 7F, Public Service Commission Act, Cap.185 and the National Assembly Standing Orders.

The nominee highlighted his personal background, academic and professional qualifications, work and professional experience, sources of income, and net worth as articulated in his Curriculum vitae and filled questionnaire.

To assess the nominee's overall suitability for the position, the Committee posed questions to the nominee and he responded as follows:

On his achievements at the National Transport and Safety Authority and its relevance to the new role

The nominee submitted that he spearheaded the digital transformation at NTSA, being the first institution to onboard onto the E-Citizen platform. He further submitted that he participated in the drafting, enactment and implementation of the NTSA Act and regulations.

He noted the need for automation of functions of the public service to ensure efficient delivery of services including timely notification of status of job applications.

Further, he advocated for zero fault audits, creation of awareness on the role of the commission and openness to scrutiny. This will enhance the visibility of the Commission to the public.

On the filled Questionnaire being unsatisfactory

The nominee acknowledged that he had not adequately furnished the Committee with information including his participation in published writing given his tenure at NTSA. The nominee indicated that he had contributed towards development of key publications including strategic plans, regulations among others.

On his experience in strategic planning or policy formulation.

The nominee submitted that he understands strategic planning and has been involved in different areas of strategic planning as the Director General of, National Transport and Safety Authority. He articulated the various stages of crafting and implementing strategic plans that including understanding the environment, analysis of issues, strategic decisions, understanding of stakeholders, development of risk management frameworks, and monitoring and evaluation mechanisms.

On Kenya's unsustainable wage bill and the menace of ghost workers and fake papers.

The nominee acknowledged and partly attributed the high wage bill to the issue of ghost workers. The nominee advocated for the enforcement of accountability of the authorised officers charged with human resource functions.

Further, he called for the integration of the Kenya National Examination Council interface with the Public Service Commission for timely verification of education documents.

On the state of the continuous professional development programmes available for public servants at the Commission

The nominee stated that there's a need for constant, equitable and cost-effective capacity development of the staff of the public service. This will ensure efficiency and better service delivery.

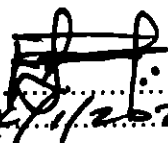
On the proposed Bill to introduce uniform standards in the public service and its effect in the mandate of the Public Service Commission

The nominee reiterated the need for consultation with the stakeholders during the consideration of the Bill. Further, the proposed amendments should be in line with the Constitution of Kenya.

On the Memoranda contesting his nomination

The nominee stated that the petitioner had misread the law indicating that he had never held office or stood for election as a member of parliament or of a county assembly as provided for under Article 233(3) of the Constitution or held any office in any political organization. The nominee submitted that his political aspirations were limited to Kajiado gubernatorial elections where he later opted out.

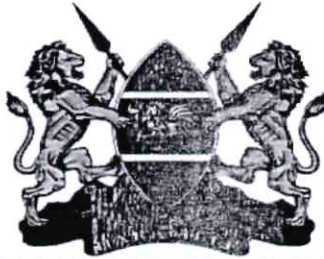
There being no other business, the meeting was adjourned at twenty-five minutes to one o'clock

SIGNED.......... DATE
.....12/1/2025.....
(CHAIRPERSON)

Annexure 14:
Committee's Report Adoption Schedule

ANNEXURE 14
ADOPTION
SCHEDULE

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REPUBLIC OF KENYA
THE NATIONAL ASSEMBLY
THIRTEENTH PARLIAMENT-THIRD SESSION -2024
DEPARTMENTAL COMMITTEE ON LABOUR

REPORT ADOPTION LIST

We, the members of the Departmental Committee on Labour, have pursuant to Standing Orders 45 and 199, adopted this report on the Approval Hearings/Vetting of Nominees for appointment as Vice-Chairperson and Members of the Public Service Commission (PSC) and affix our signatures to affirm our approval and confirm its accuracy, validity and authenticity.....Date.....14/01/2025.....

	NAMES	SIGNATURE
1.	Hon. Karemba Eric Muchangi Njiru, MP-Chair person	
2.	Hon. Muli Fabian Kyule, MP- Vice Chairperson	
3.	Hon. K'Oyoo James Onyango, M.P.	
4.	Hon. Kagesi Kivai Ernest Ogesi, M.P.	
5.	Hon. Kiti Richard Ken Chonga, M.P.	
6.	Hon. Lomwa Joseph Samal, M.P.	
7.	Hon. Omwera George Aladwa, M. P.	
8.	Hon. Wambilianga Catherine Nanjala, MP	
9.	Hon. Abdullahi Amina Dika, M.P.	
10.	Hon. Aburi Donya Dorice, M.P.	
11.	Hon. Barasa Patrick Simiyu , M.P.	
12.	Hon. Chiforomodo Mangale Munga, M.P.	
13.	Hon. Kihungi Peter Irungu, M. P.	
14.	Hon. Sankaire Leah Sopiato, M.P.	
15.	Hon. Siyoi Lillian Chebet, M.P.	

SIGN.....
DATE.....14/01/2025.....
Mr. Abenayo Wasike, Principal Clerk Assistant I