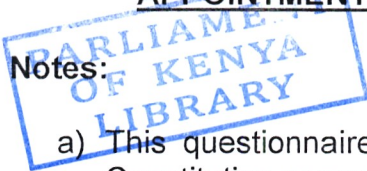


SCHEDULE
[Section 6(8).]

**CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR
APPOINTMENT TO PUBLIC OFFICE BY PARLIAMENT QUESTIONNAIRE**

Notes:



- a) This questionnaire applies to appointments to public office arising by or under the Constitution or any other law where parliamentary approval is required.
- b) The questionnaire shall be used by the relevant parliamentary committee to vet a nominee appearing before the committee in the process of parliamentary approval.
- c) The questionnaire shall be filled and submitted by the nominee to the relevant parliamentary committee through the Clerk of the relevant House of Parliament on or before a date set by the committee.
- d) The submission of false information in the questionnaire is an offence and may result in prosecution.
- e) Any form of canvassing by a nominee shall lead to disqualification.
- f) The nominee must answer all the questions.

1. **Name:** Lyn Cherop Mengich
 2. **Position:** Chair Person of the salaries and remuneration commission
 3. **Sex:** Female
 4. **Date of Birth:** 2nd October 1962, Nandi district, Kenya
 5. **Marital Status:** Married
 6. **Daytime phone number:** 0723383600
 7. **Mobile phone number:** 0723383600
 8. **Email Address:** lynmengich@nuevo.co.ke lynmengich@gmail.com
 9. **ID Number:** 5596241
 10. **PIN Number:** A001280353G
 11. **Nationality:** Kenyan
-

12. **Postal Address:** P.O.BOX 24811- 00502

13. **Town/City:** Nairobi

14. **Knowledge of Languages:** English, Kiswahili and Nandi

15. **Education:** (List, in reverse chronological order, each university, college, or any other institution of higher education attended and indicate, in respect of each, the dates of attendance, academic award obtained, whether a degree was awarded, and the dates on which each such degree was awarded).

1.JomoKenyatta University of Science and Technology: 2014 to 2016: Master of Science in Human Resource Management awarded on 25/11/2016

2.Strathmore University and University of Navara Spain: March to November 2007: Advanced Management program awarded in November 2007

3.University of Nairobi: 1983 to 1985: Bachelor of Arts Second class Honors awarded on 9/9/1986

Employment Record: (List in reverse chronological order all government agencies, business or professional corporations, companies, firms or other enterprises with which you have been affiliated as an officer, director, partner, proprietor, employee or consultant)

- **Nuevo Consulting** : CEO and Consultant- November 2013 – to date
- **Barclays Bank:** HR Director- 2008 - November 2013.
- **Kenya commercial Bank:** HR Director- Nov 2004 to Feb 2008
- **Shell:** Talent Manager for Africa, Change Manager for Africa and Regional Manager for East Africa- Nov 1999 Oct 2004 Nov 1999 Oct 2004
- **Smithkline Beecham (now Glaxo Smithkline):** HR Director - August 1996 to Oct 1999
- **Unilever:** Training and Development Manager, Factory Personnel Manager, Assistant Personnel Manager and Management Trainee- 1986 to July 1996

16. **Honours and Awards:** (List any scholarships, fellowships, honorary degrees, academic or professional honours, honorary society memberships, military awards and any other special recognition for outstanding service or achievement and in respect of each, state the date of award and the institution or organization that made the award).

- **Governing council Kenya Institute of Bankers:** Award of distinguished service awarded in 2013
- **Barclays Africa:** leadership in change management awarded by the HR council in 2012
- **Barclays Kenya:** Recognition for outstanding leadership awarded in 2011
- **Institute of Human Resource Management:** Fellow of the institute awarded in 2010

17. **Professional Association** (where applicable): (List all professional associations of which you are or have a member and give any positions held and the respective dates when each such position was held).

- Fellow of the Institute of Human Resource Management since 2010
- Member of the Institute of Human Resource Management since 2000

18. **Memberships:** (List all professional, business, fraternal, scholarly, civic, charitable or other organizations, (other than those listed in response to Question 17) to which you belong or have belonged).

- Alumni of Strathmore Business School and University of Navara Since Nov 2007

19. **Published Writings:**

(a) List the titles, publishers and dates of books, articles, reports, letters to the editor, editorial pieces or other published materials you have authored or edited.

Influence of Organizational Learning on Organizational Performance of Commercial banks in Kenya: International Journal of Science and Research (IJSR) ISSN: 2319-7064 Index: Volume 5 Issue 10, October 2016

(b) Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of any bar association, committee, conference or organization of which you were a member.

Attached are 2 policies and 2 reports that I prepared.

1. Standard Group reward policy
2. CPF South Sudan expatriate assignment policy
3. KRA Training report
4. GA Insurance job evaluation report

20. Public Office, Political Activities and Affiliations:

(a) List chronologically any public offices you have held or are currently holding, including the terms of service and whether such positions were elected or appointed.

None

(b) List all memberships and offices held in and services rendered, whether compensated or not, to any political party or election committee. If you have ever held a position or played a role in a political campaign, identify the particulars of the campaign, including the candidate, dates of the campaign, your title and responsibilities. Also include any linkage you have to a political party at present.

None

(c) Have you ever been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution?

No

(d) Have you ever been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duties?

No

Deferred Income/Future Benefits: (List the sources, amounts and dates of all anticipated receipts from deferred income arrangements, stock, options, uncompleted contracts and other future benefits which you expect to derive from previous business relationships, professional services, firm memberships, etc).

Uncompleted contracts: Kenya Shillings 3 million

21. **Outside commitment during service in office:** (Do you have any plans, commitments or agreements to pursue outside employment with or without compensation during your service in office? If so explain).

None

22. **Sources of Income:** (List sources and amounts of all income received during the calendar year preceding your nomination and in the current calendar year).

2017 January to December: Employment income: KES 4,660,000

2018 January to July 2018: Employment income: KES 2,700,000

Tax Status: (State whether you have fully complied with your tax obligations to the State up to the end of the financial year immediately preceding the nomination for appointment).

I have fully complied with my tax obligation

23. Statement of Net Worth: (State your financial net worth).

KES 80 Million

Potential Conflicts of Interest:

(a) Identify the family members or other persons, parties, categories obligation or financial arrangements that are likely to present potential conflicts-of-interest when you first assume the position to which you have been nominated. Explain how you would address any such conflict if it were to rise.

None

(b) Explain how you will resolve any potential conflict of interest, including the procedure you will follow in determining these areas of concern

I will disclose to the commission any matter which I may have an interest or may create a conflict with my duties. After disclosure, I shall not participate in the deliberation or voting on the matter. The declaration of conflict of interest shall also be recorded in the minutes of that meeting. In determining what constitutes conflict of interest, I will consider any matters that might prejudice ability to perform in the public interest or incompatibility between private interests and public interests.

24. Pro-Bono/Charity Work/Donations to charity: (Describe what you have done by way of pro bono or charity work, listing specific instances, the amount contributed and the amount of time devoted to each).

1. I have contributed to education of a child I met in the streets of Karen. I sponsored 25 % of his school's fees from form one up to graduation at Strathmore University. I also paid for uniforms, books and personal requirements in secondary school – amount contributed is approximately 400,000
2. I was a mentor in the Junior achievement program for about two years. This involved mentoring students for 2 hours every month.
3. Together with the Human Resource team at KCB we supported two girls from Mathare slums to pay for their secondary school fees at Kathiani Girls. Estimate of my contribution is KES 70,000
4. I offered pro-bono training on performance management to two Church Institutions (All saints Cathedral Church and All Cathedral Diocese)– the trainings is worth

400,000

5. I Serve on voluntary basis as Member of NCKK Finance & administration committee , Chair of ACK language and orientation committee and Chair of HR committee at All saints Cathedral.

25. Have you ever been charged in a court or law in the last three years? If so, specify the nature of the charge, where the matter is ongoing, the present status of the matter, or where the matter is concluded, the judgment of the court, or otherwise, how the case was concluded.

No- I have never been charged in a court of law

26. Have you ever been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years?

No - I have never been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry

27. Have you any objection to the making of enquiries with your present employer/referees in the course of consideration of your nomination?

I have no objection

28. **References:** (List three persons who are not your relatives who are familiar with your character, qualification and work).

1. Richard Kiplagat
Chairman of Jamii Bora Board
Email: rkiplagat@africapractice.com
Tel: 0722514078

2. Canon Peter Karana
NCKK Secretary General
Email: gsoffice@ncck.org
Tel: 0736642449

3. Ambassador Nehemiah Rotich
Email: rodam664@gmail.com
Tel: 0722632494

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[Issue 1] 8

SCHEDULE
[Section 6(8).]

**CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR
APPOINTMENT TO PUBLIC OFFICE BY PARLIAMENT QUESTIONNAIRE**

Notes:

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- b) The questionnaire shall be used by the relevant parliamentary committee to vet a nominee appearing before the committee in the process of parliamentary approval.
- c) The questionnaire shall be filled and submitted by the nominee to the relevant parliamentary committee through the Clerk of the relevant House of Parliament on or before a date set by the committee.
- d) The submission of false information in the questionnaire is an offence and may result in prosecution.
- e) Any form of canvassing by a nominee shall lead to disqualification.
- f) The nominee must answer all the questions.

1. **Name:** (State full name) HALIMA ABDILLE MOHAMUD

2. **Position:** (State office to which you have been nominated).

MEMBER, SALARIES AND REMUNERATION COMMISSION

3. **Sex:** FEMALE

4. **Date of Birth:** (State year and place of birth) 2ndFeb, 1988

5. **Marital Status:** MARRIED

6. **Daytime phone number:** 0710442994

7. **Mobile phone number:** 0710442994

8. **Email Address:** halima.mohamud@yahoo.com

9. **ID Number:** 25322209

10. **PIN Number:** A004856743I

11. **Nationality:** KENYAN

12. Postal Address: 301-70200

13. Town/City: WAJIR

14. Knowledge of Languages: (Specify Languages): ENGLISH, KISWAHILI, SOMALI, ARABIC(FAIR)

15. Education: (List, in reverse chronological order, each university, college, or any other institution of higher education attended and indicate, in respect of each, the dates of attendance, academic award obtained, whether a degree was awarded, and the dates on which each such degree was awarded).

May 2014-to Date: University of Nairobi ,awaiting graduation.

Masters in Gender and Developmental Studies

September 2007-July 2011: Kenyatta University

Bachelor of Education Science

Employment Record: (List in reverse chronological order all government agencies, business or professional corporations, companies, firms or other enterprises with which you have been affiliated as an officer, director, partner, proprietor, employee or consultant

- MARCH 2013- AUGUST 2017: WAS A NOMINATED SENATOR, PARLIAMENT OF KENYA.
- JAN 2012-JAN 2013: WORKED WITH ARID LAND DEVELOPMENT FOCUS AS AN EDUCATION PROJECT OFFICER.
- AUGUST 2011- JAN 2012: WORKED WITH ARID LAND DEVELOPMENT FOCUS AS A FOOD SECURITY & LIVELIHOOD FIELD MONITOR
- JAN- APRIL 2011: BOG TEACHER, WAJIR GIRLS SEC SCHOOL
- AUGUST 2010: PRESIDING OFFICER, IIEC 2010 REFERENDUM
- AUGUST 2009: SUPERVISOR, NATIONAL POPULATION CENSUS
- DECEMBER 2007; Worked with Electrol commission of Kenya as a clerk.
- APRIL-JULY 2007; WORKED WITH KENYA RED CROSS.

16. Honors and Awards: (List any scholarships, fellowships, honorary degrees, academic or professional honors, honorary society memberships, military awards and any other special recognition for outstanding service or

achievement and in respect of each, state the date of award and the institution or organization that made the award).

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N/A
.....

17. **Professional Association** (where applicable): (List all professional associations of which you are or have a member and give any positions held and the respective dates when each such position was held).

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N/A
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18. **Memberships:** (List all professional, business, fraternal, scholarly, civic, charitable or other organizations, (other than those listed in response to Question 16) to which you belong or have belonged).

.....
.....
N/A
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.....
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.....

19. **Published Writings:**

(a) List the titles, publishers and dates of books, articles, reports, letters to the editor, editorial pieces or other published materials you have authored or edited.

.....
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N/A
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(b) Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of any bar association, committee, conference or organization of which you were a member.

Available -

20. Public Office, Political Activities and Affiliations:

(a) List chronologically any public offices you have held or are currently holding, including the terms of service and whether such positions were elected or appointed.

I was a senator at 11th parliament which was a political office.

(b) List all memberships and offices held in and services rendered, whether compensated or not, to any political party or election committee. If you have ever held a position or played a role in a political campaign, identify the particulars of the campaign, including the candidate, dates of the campaign, your title and responsibilities. Also include any linkage you have to a political party at present.

I was a member of ODM party at 11th parliament and run on jubilee ticket on august 2017 general election. Currently i have no linkage with any political party.

(c) Have you ever been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution?
..... NO

(d) Have you ever been adversely associated with practices that depict bias, favouritism or nepotism in the discharge of public duties?
..... NO

.....
21. Deferred Income/Future Benefits: (List the sources, amounts and dates of all anticipated receipts from deferred income arrangements, stock, options, uncompleted contracts and other future benefits which you expect to derive from previous business relationships, professional services, firm memberships, etc).

There is no such benefit that I am anticipating as I am not a contractor nor do I have a business.

Outside commitment during service in office: (Do you have any plans, commitments or agreements to pursue outside employment with or without compensation during your service in office? If so explain).

.....
.....
..... NO

22. **Sources of Income:** (List sources and mounts of all income received during the calendar year preceding your nomination and in the current calendar year).

1. Pension from pension department amounting 4 million.

2. Salary and allowances from parliament.

23. **Tax Status:** (State whether you have fully complied with your tax obligations to the State up to the end of the financial year immediately preceding the nomination for appointment).

Complied

24. **Statement of Net Worth:** (State you financial net worth).

I have a house at Nairobi South C valuing 30 million and a prado valuing 2 million.

I have a residential house in wajir worth 3 million.

25. **Potential Conflicts of Interest:**

(a) Identify the family members or other persons, parties, categories obligation or financial arrangements that are likely to present potential conflicts-of-interest when you first assume the position to which you have been nominated. Explain how you would address any such conflict if it were to rise.

No family member or friend working with SRC.

In case such conflicts were to rise, I could declare the conflict of interest

(b) Explain how you will resolve any potential conflict of interest, including the procedure you will follow in determining these areas of concern

Disclosure of the conflict of interest in regards to an area of concern that may collide with organization and individual's interest.

Procedures of determining areas of concern

- **Advice**
- **Disclosure**
- **Action**
- **Reporting**

26. **Pro-Bono/Charity Work/Donations to charity:** (Describe what you have done by way of pro bono or charity work, listing specific instances, the amount contributed and the amount of time devoted to each).

- **April 07 – July, 2007 : Volunteer for Kenya Red Cross.**
- **12th – 13th Nov. 2009 : Took part in charity walk to help orphaned & needy**
- **Student sat Baraka Za Ibrahim Orphanage Centre in Kibera. Organized by Kenyatta University Culture Committee.**
- **Jan-April 2011 : Taught Wajir Girls Secondary School as a BOG teacher**

27. Have you ever been charged in a court or law in the last three years? If so, specify the nature of the charge, where the matter is ongoing, the present status of the matter, or where the matter is concluded, the judgment of the court, or otherwise, how the case was concluded.

.....**NO**.....

28. Have you ever been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years?

.....NO.....

29. Have you any objection to the making of enquiries with your present employer/referees in the course of consideration of your nomination?

.....NO.....
.....

30. **References:** (List three persons who are not your relatives who are familiar with your character, qualification and work).

Prof. Olive Mugenda
Former V.C Kenyatta University

Tel: 0732990666

Madam Maryan
Principle Wajir Girls' Secondary School

Tel: 0724811325

Prof. Were

Director and Lecturer

University Of Nairobi

Tel. No: 0725781000

SCHEDULE
[Section 6(8).]

**CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR
APPOINTMENT TO PUBLIC OFFICE BY PARLIAMENT QUESTIONNAIRE**

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- c) The questionnaire shall be filled and submitted by the nominee to the relevant parliamentary committee through the Clerk of the relevant House of Parliament on or before a date set by the committee.
- d) The submission of false information in the questionnaire is an offence and may result in prosecution.
- e) Any form of canvassing by a nominee shall lead to disqualification.
- f) The nominee must answer all the questions.

1. **Name:** (State full name).....DALMAS OTIENO ANYANGO.....
2. **Position:** (State office to which you have been nominated).
.....COMMISSIONER SALARIES AND
.....REMUNERATION COMMISSION (SRC).....
3. **Sex:**MALE.....
4. **Date of Birth:** (State year and place of birth).....19th APRIL 1945.....
5. **Marital Status:**MARRIED.....
6. **Daytime phone number:**+254722751906.....
7. **Mobile phone number:**+254722751906 & +254731751906.....
8. **Email Address:**dmotienu001@gmail.com.....
9. **ID Number:**6794537.....

10. PIN Number: A 000103530R

11. Nationality: KENYAN

12. Postal Address: P.O. Box 1632-00606

13. Town/City: NAIROBI

14. Knowledge of Languages: (Specify Languages): ENGLISH, SWAHILI, LUDO

15. Education: (List, in reverse chronological order, each university, college, or any other institution of higher education attended and indicate, in respect of each, the dates of attendance, academic award obtained, whether a degree was awarded, and the dates on which each such degree was awarded).

CHARTERED INSURANCE INSTITUTE, LONDON ACII, FCII 1978
MAKERERE UNIVERSITY 1968-1971 BSC (ECON.) 1971

STRATHMORE COLLEGE 1966-1967 "A" LEVELS 1968

RAPOGI HIGH SCHOOL 1962-1965 "O" LEVEL 1965

.....
Employment Record: (List in reverse chronological order all government agencies, business or professional corporations, companies, firms or other enterprises with which you have been affiliated as an officer, director, partner, proprietor, employee or consultant)

USAID - AHADI CONSULTANT 2018 to date

NATIONAL ASSEMBLY 2007-2017, 1988-1997

ELECTRICITY REGULATORY COMMISSION 1998-2002

ALICO KENYA (AIG) 1972-1988

THABITI FINANCE CO. LTD 1978-1988

16. **Honours and Awards:** (List any scholarships, fellowships, honorary degrees, academic or professional honours, honorary society memberships, military awards and any other special recognition for outstanding service or achievement and in respect of each, state the date of award and the institution or organization that made the award).

FELLOW (BY EXAMINATION) CII } CHARTERED
ASSOCIATE (BY EXAMINATION) CII } INSURANCE
INSTITUTE 1978
ORDER OF THE GOLDEN HEART EGH 1989 KENYA
ORDER OF BURNING SPEAR EBS 1986 KENYA
UNITED NATIONS COMMITTEE OF EXPERTS
IN PUBLIC ADMINISTRATION 2017 UN

17. **Professional Association** (where applicable): (List all professional associations of which you are or have a member and give any positions held and the respective dates when each such position was held).

CHARTERED INSURANCE INSTITUTE LONDON
ACII, FCII, CIP (CHARTERED INSURANCE
PRACTITIONER).

18. **Memberships:** (List all professional, business, fraternal, scholarly, civic, charitable or other organizations, (other than those listed in response to Question 16) to which you belong or have belonged).

COMMITTEE OF AFRICAN MINISTERS
OF PUBLIC SERVICE, CHAIRMAN 2009-2013

.....
.....
.....

19. Published Writings:

(a) List the titles, publishers and dates of books, articles, reports, letters to the editor, editorial pieces or other published materials you have authored or edited.

.....
.....
.....
NONE
.....
.....
.....
.....
.....
.....
.....
.....

(b) Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of any bar association, committee, conference or organization of which you were a member.

20. Public Office, Political Activities and Affiliations:

(a) List chronologically any public offices you have held or are currently holding, including the terms of service and whether such positions were elected or appointed.

.....
MEMBER OF PARLIAMENT 1988-1997, 2007-2011
ELECTIVE
MINISTER FOR INDUSTRY 1988-1991
MINISTER FOR MANPOWER & EMPLOYMENT 1991-92
MINISTER FOR TRANSPORT & COMMUNICATIONS
1992-1996
MINISTER FOR PUBLIC SERVICE 2008-2013
MINISTERIAL APPOINTMENTS
.....

(b) List all memberships and offices held in and services rendered, whether compensated or not, to any political party or election committee. If you have ever held a position or played a role in a political campaign, identify the particulars of the campaign, including the candidate, dates of the campaign, your title and responsibilities. Also include any linkage you have to a political party at present.

.....
1) KANU 1987-2005, BRANCH CHAIRMAN,
NEC, NCC, NDC MEMBER, CHAIRMAN
STRATEGY AND REFORM COMMITTEES
.....

2) ODM 2006 - 2017, BRANCH CHAIRMAN,
NEC, NYC, NDC MEMBER, NATIONAL
TREASURER, MEMBER CONSTITUTIONAL
REFORM COMMITTEES

3) NATIONAL LIBERAL PARTY - MEMBER

(c) Have you ever been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution?

NO

(d) Have you ever been adversely associated with practices that depict bias, favouritism or nepotism in the discharge of public duties?

NO

21. **Deferred Income/Future Benefits:** (List the sources, amounts and dates of all anticipated receipts from deferred income arrangements, stock, options, uncompleted contracts and other future benefits which you expect to derive from previous business relationships, professional services, firm memberships, etc).

NONE VESTED

22. **Outside commitment during service in office:** (Do you have any plans, commitments or agreements to pursue outside employment with or without compensation during your service in office? If so explain).

NO

.....
.....
.....
.....
23. **Sources of Income:** (List sources and mounts of all income received during the calendar year preceding your nomination and in the current calendar year).

1) 2017 NATIONAL ASSEMBLY KSHS 8,722,000/-
CONSULTANCIES 300,000/-
2) 2018 CONSULTANCY FEES 1,000,000/-
PENSIONS 17,680,000/-

24. **Tax Status:** (State whether you have fully complied with your tax obligations to the State up to the end of the financial year immediately preceding the nomination for appointment).

.....
.....
YES, FULLY COMPLIED
.....
.....
.....

25. **Statement of Net Worth:** (State your financial net worth).

.....
KSHS 320,000,000/-
.....
.....

26. **Potential Conflicts of Interest:**

(a) Identify the family members or other persons, parties, categories obligation or financial arrangements that are likely to present potential conflicts-of-interest when you first assume the position to which you have been nominated. Explain how you would address any such conflict if it were to rise.

.....
.....
NO POTENTIAL CONFLICT
OF INTEREST
.....
.....
.....

(b) Explain how you will resolve any potential conflict of interest, including the procedure you will follow in determining these areas of concern

NO IMMEDIATE CONFLICT BUT WOULD
DECLARE ANY THAT WOULD
EMERGE HEREAFTER.

27. Pro-Bono/Charity Work/Donations to charity: (Describe what you have done by way of pro bono or charity work, listing specific instances, the amount contributed and the amount of time devoted to each).

NONE

28. Have you ever been charged in a court or law in the last three years? If so, specify the nature of the charge, where the matter is ongoing, the present status of the matter, or where the matter is concluded, the judgment of the court, or otherwise, how the case was concluded.

NO

29. Have you ever been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years?

NO

30. Have you any objection to the making of enquiries with your present employer/referees in the course of consideration of your nomination?

NO

31. References: (List three persons who are not your relatives who are familiar with your character, qualification and work).

1. HON. J. B. MUTURI, SPEAKER KNA
2. MR. ALI NGANI, LAWYER
3. MR. CHARLES OGALO, FINANCIAL CONSULTANT.

NAME: HON . DALMAS OTIENO ANYANGO, EBS, EGH, FCII
ADDRESS: P.O. Box 1632-00606, NAIROBI-KENYA
CELL: 0722751906 & 0731751906

(D)

6794837

FAMILY BACKGROUND AND EDUCATION BACKGROUND

- Born in 1945 in Kangeso Village, Rongo Constituency, Migori County. Married to Patricia Otieno 1965, Jane Otieno 1980 and Dorothy Otieno 2013.
- Rapogi Secondary School 1962-1965 "O" Level Division 1;
- Strathmore College 1966 to 1967 A Levels - 3 principals;
- Makerere University, 1968-1971 B.Sc Applied Economics, Second Class Honours (Upper Division)
- 1977-1979 Post-graduate Study Courses in Management, Insurance and Finance at the University of Nairobi.

PROFESSIONAL QUALIFICATIONS (1977-1988)

Associate of the Chartered Insurance Institute, (ACII), London 1977; Fellow of the Chartered Insurance Institute by Examination (FCII), 1978 and Chartered Insurance Practitioner (CIP), 1983.

WORK EXPERIENCE

Private Sector Service (1971-1988); Agency Manager Alico Kenya 1971 -1982

Million Dollar Agency Manager in American International Group (AIG) 1978; Director of KCB (1988-1991)
Treasurer Kenyatta University Council (1983-1987) & Director Kenya National Assurance 1986-1988

MEMBER OF PARLIAMENT AND MINISTERIAL APPOINTMENTS (1991-1997)

Member of Parliament for Rongo Constituency (1988-1997); Minister for Industry (1988-1991),
Minister for Manpower Planning and Employment (1991); Minister for Transport & Communications (1991 – 1996); Chairman of the African Ministers of Transport & Communications for two terms (1994-1996);
Chairman of Establishment Committee of RASCOM (1994) and Privatised Kenya Airways

APPOINTMENTS TO BOARDS AND PARLIAMENTARY COMMITTEES (1993-1997)

Board Member Electricity Regulatory Board (1998 – 2001), Member of the Speaker's Committee in Parliament (1993 – 1994), Member of Parliamentary Sessional Committee (1993 – 1996), Member of Parliamentary Public Investment Committee (PIC) (1996 – 1997), Co-Chairman of the Inter-Parties Parliamentary Group (IPPG) Committee on Legal and Constitutional Reforms (1997).

MINISTER FOR PUBLIC SERVICE (2008-2013)

Oversighted the Development of:

Integrated Payroll and Personnel Database (IPPD), Integrated Records Management System (IRMIS), Government Human Resource Information System (GHRIS); framework for preparation of Schemes of Service; Management Guides on Human Resource Planning and Policy Architecture (HRPPA); Performance Management and Measurement, Monitoring, Evaluation & Leadership and developed and launched the Public Service Recognition and Award Scheme.

Sponsored enactment of the Kenya School of Government Act and Moved Retirement Age to 60 years.

Established the Training Revolving Fund for public servants; Implemented commuter allowances and reviewed salaries for the entire civil service. Sponsored the establishment of the Salaries and Remuneration Commission. Established the Civil Servant's Medical Scheme; Implemented the African Charter on Values and Principles of Public Service; Proposed the contributory Pension Scheme; Promoted a Culture of Innovation and Creativity in the public service; Chairman of the Conference of African Ministers for Public Service (CAMPS)

MEMBER OF PARLIAMENT 2013 TO 2017

Member of the Parliamentary Committee on Administration and National Security
Member, Parliamentary Implementation Committee.

SCHEDULE
[Section 6(8).]

**CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR
APPOINTMENT TO PUBLIC OFFICE BY PARLIAMENT QUESTIONNAIRE**

Notes:

- a) This questionnaire applies to appointments to public office arising by or under the Constitution or any other law where parliamentary approval is required.
- b) The questionnaire shall be used by the relevant parliamentary committee to vet a nominee appearing before the committee in the process of parliamentary approval.
- c) The questionnaire shall be filled and submitted by the nominee to the relevant parliamentary committee through the Clerk of the relevant House of Parliament on or before a date set by the committee.
- d) The submission of false information in the questionnaire is an offence and may result in prosecution.
- e) Any form of canvassing by a nominee shall lead to disqualification.
- f) The nominee must answer all the questions.

1. **Name:** (State full name) **Dr. LEAH MUMBUA MBALUKA MUNYAO**
 2. **Position:** (State office to which you have been nominated).
Nominee to Salary and Remuneration Commission
 3. **Sex:** **Female**
 4. **Date of Birth:** (State year and place of birth) **December 26, 1963, Machakos**
 5. **Marital Status:** **Married**
 6. **Daytime phone number:** **020 -2375340**
 7. **Mobile phone number:** **0722 213 652 & 0731 455 132**
 8. **Email Address:** **leahmunyao@gmail.com leah.munyao@ksg.ac.ke**
 9. **ID Number:** **2303535**
 10. **PIN Number:** **A00116 1675H**
 11. **Nationality:** **KENYAN**
-

12. **Postal Address:5306-00100.**

13. **Town/City: Nairobi**

14. **Knowledge of Languages: (Specify Languages) English, Kiswahili, and Kikamba :**

15. **Education:** (List, in reverse chronological order, each university, college, or any other institution of higher education attended and indicate, in respect of each, the dates of attendance, academic award obtained, whether a degree was awarded, and the dates on which each such degree was awarded).

S.No	University / college	Dates of Attendance	Academic award obtained	Dates of Award
1.	Catholic University of Eastern Africa	2008-2016	Doctor of Philosophy – Education Administration and Planning	May 26, 2016
2.	ESAMI	2010-2014	Master in Business Administration (MBA)	November 22, 2014
3.	University of Nairobi	2002-2005	Master in Education Administration and Planning	March 11, 2005
4.	Kenyatta University	1985- 1988	Bachelor of Education (Arts)	December 8, 1988

Employment Record: (List in reverse chronological order all government agencies, business or professional corporations, companies, firms or other enterprises with which you have been affiliated as an officer, director, partner, proprietor, employee or consultant

S.No	Date	Employment	Position
1.	May 2014 to date	Kenya School of Government (KSG)	Director Academic Affairs
2.	August 2013 – May 2014	Management University of Africa (MUA)	Director Quality Assurance
3.	February 2012- August 2013	Management University of Africa (MUA)	Pioneer Registrar Academic & Student Affairs
4	August 2011- February 2012	Management University of Africa (MUA)	Pioneer Director Institutional Development
5.	March 2008-August 2011	Kenya Institute of Management (KIM)	Director, KIM School of Management
6.	Sept 2005- March 2008	Kenya School of Professional Studies (KSPS)	Deputy Principal
7	July 2002- Sept 2005	Teachers Service Commission (TSC)	Deputy Principal – Highway Secondary School

8	June 1996-July 2002	Teachers Service Commission (TSC)	HOD- pioneer Dean Studies & Careers Highway Secondary School
9.	May 1988- June 1996	Teachers Service Commission (TSC)	Subject Head, Class teacher – Highway Secondary School

16. **Honours and Awards:** (List any scholarships, fellowships, honorary degrees, academic or professional honours, honorary society memberships, military awards and any other special recognition for outstanding service or achievement and in respect of each, state the date of award and the institution or organization that made the award).

✓ I have never been awarded any scholarship, fellowship, , honorary degrees, academic or professional honours, honorary society memberships, military awards

17. **Professional Association** (where applicable): (List all professional associations of which you are or have a member and give any positions held and the respective dates when each such position was held).

S. No	Nature of Association	Institution	Position	Date
1.	Alumni- Education Chapter	University of Nairobi	Chairperson	November 26, 2015 –to date
2.	Kenya Association of Public Administrators & Management (KAPAM)	Kenya Chapter	Member	2018

18. **Memberships:** (List all professional, business, fraternal, scholarly, civic, and charitable or other organizations, (other than those listed in response to Question 16) to which you belong or have belonged).

- i. Kenya Institute of Management –Full Member (FMKIM)
- ii. Deepwells women Group

19. **Published Writings:**

(a) List the titles, publishers and dates of books, articles, reports, letters to the editor, editorial pieces or other published materials you have authored or edited.

S.No	Title	Publisher	Date
1.	Embedding Total Quality Management in International Organization for Standardization 9001: 2008 for Continuous	International Journey of Academic and Reflection	2017

	Improvement for Distance Education: Perspective of Learning in Kenya		
2.	Juggling between School and Work in a Globalized Society;	Management Digest Vol 1 ISSN 2074-4730	2011
3.	Module 11 –Programme and Quality of Higher Education,	Management Digest Vol 1 I ISSN 2074-4730	2010
4.	Explore History and Government: form 1-3	Longman Publishers	2003
5	Explore History and Government: form 4	Longman Publishers	2005

(b) Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of any bar association, committee, conference or organization of which you were a member.

20. Public Office, Political Activities and Affiliations:

(a) List chronologically any public offices you have held or are currently holding, including the terms of service and whether such positions were elected or appointed.

✓ I have never been involved in active politics

(b)List all memberships and offices held in and services rendered, whether compensated or not, to any political party or election committee. If you have ever held a position or played a role in a political campaign, identify the particulars of the campaign, including the candidate, dates of the campaign, your title and responsibilities. Also include any linkage you have to a political party at present.

- i. I serve in Board of management in secondary schools; State House Girls and Kwa kavoo Secondary School, GHJU Secondary school, among others where I am not compensated.**
- ii. I am a member of Kiaswa Cooperative Society**
- iii. Church elder (A.I.C Langata)**

(c)Have you ever been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution?

✓ NO, I have never dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution?

(d)Have you ever been adversely associated with practices that depict bias, favouritism or nepotism in the discharge of public duties?

✓ NO, I have never been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duties?

21. **Deferred Income/Future Benefits:** (List the sources, amounts and dates of all anticipated receipts from deferred income arrangements, stock, options, uncompleted contracts and other future benefits which you expect to derive from previous business relationships, professional services, firm memberships, etc).

- i. Salary - Monthly –(ksh 478,333.00
- ii. Dividends –(ksh 5 thousand)
- iii. Gratuity to be paid after end of contract-(ksh 2million)
- iv. Policy –Old Mutual to mature in 2024-(ksh 6million)

22. **Outside commitment during service in office:** (Do you have any plans, commitments or agreements to pursue outside employment with or without compensation during your service in office? If so explain).

✓ **NO, I don't have any plans, commitments or agreements to pursue outside employment**

23. **Sources of Income:** (List sources and mounts of all income received during the calendar year preceding your nomination and in the current calendar year).

- i. Salary – January – December 2017-(ksh 5,498 664.00)
- ii. Dividends from cooperative savings –(ksh 3500)

24. **Tax Status:** (State whether you have fully complied with your tax obligations to the State up to the end of the financial year immediately preceding the nomination for appointment).

✓ **YES, I have fully complied with my tax obligations to the State up to the end of the financial year immediately preceding the nomination for appointment.**

25. **Statement of Net Worth:** (State you financial net worth).

S.No	Assets Description	
1.	Land in Mavoko(Katani) 1.2 acre	5 million
2	Land in Kajiado- kaputiei North I acre	1.2 million
3	Land in Kajiado- kaputiei North (jointly owned with deep wells women group)	1 million
4.	Land in machakos – 1/8 acre	1.3 million
5.	House in Southlands jointly owned	14 million
6.	Car (on loan)	2.2 million
7.	Cooperative shares	47,000
	TOTAL	24,747,000

26. **Potential Conflicts of Interest:**

(a) Identity the family members or other persons, parties, categories obligation or financial arrangements that are likely to present potential conflicts-of-interest when you first

assume the position to which you have been nominated. Explain how you would address any such conflict if it were to rise.

- **None**

(b) Explain how you will resolve any potential conflict of interest, including the procedure you will follow in determining these areas of concern

I will resolve potential conflict of interest by:

- Reading through agenda of meetings in advance**
- Identify potential area/s of conflict**
- Declare upfront**
- Disqualify myself when the matter is being dealt with**

27. Pro-Bono/Charity Work/Donations to charity: (Describe what you have done by way of pro bono or charity work, listing specific instances, the amount contributed and the amount of time devoted to each)

- I support Mother Teresa Children's home in Langata**
- I have participated in construction of a tuition Block at Kwakavoo secondary school**

28. Have you ever been charged in a court or law in the last three years? If so, specify the nature of the charge, where the matter is ongoing, the present status of the matter, or where the matter is concluded, the judgment of the court, or otherwise, how the case was concluded.

✓ **NO, I have not been charged in a court or law in the last three years**

29. Have you ever been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years?

NO, I have never been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years

30. Have you any objection to the making of enquiries with your present employer/referees in the course of consideration of your nomination?

NO, I have no any objection to the making of enquiries with my present employer/referees in the course of consideration of your nomination

31. References: (List three persons who are not your relatives who are familiar with your character, qualification and work).

1. Dr. Ludeki Chweya, Director General, School of Government, P.O BOX 23030,-00604, Telephone : 0702 168 290 ; 0721 849 684
Nairobi, Kenya
2. Mr. Simon Mulindi Angote, Ag Secretary/Human Resource Development, State department of Public Service and Youth, Nairobi, Kenya;
Telephone: 0721 849 684
3. Mrs. Sharon Kisire, General Manager, Human Resource and Administration, Kenya Pipeline Corporation, P.O BOX 73442-00200

No. 33 of 2011 [Rev. 2012]

Public Appointments (Parliamentary Approval)

[Issue 1] 10

SCHEDULE
[Section 6(8).]

**CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR
APPOINTMENT TO PUBLIC OFFICE BY PARLIAMENT QUESTIONNAIRE**

Notes:

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- c) The questionnaire shall be filled and submitted by the nominee to the relevant parliamentary committee through the Clerk of the relevant House of Parliament on or before a date set by the committee.
- d) The submission of false information in the questionnaire is an offence and may result in prosecution.
- e) Any form of canvassing by a nominee shall lead to disqualification.
- f) The nominee must answer all the questions.

1. **Name:** (State full name) *JOHN KENNEDY MONYONCHO MAINA*

2. **Position:** (State office to which you have been nominated).
*COMMISSIONER (Representing the Defense Council) TO THE SALARIES AND
REMUNERATION COMMISSION*

3. **Sex:** *Male*

4. **Date of Birth:** (State year and place of birth) *23rd January 1964, Kisii Kenya*

5. **Marital Status:** *Married*

6. **Daytime phone number:** *+254722526711*

7. **Mobile phone number:** *+254722526711*

8. **Email Address:** *kenmonyoncho@gmail.com*

9. **ID Number:** *8061993*

10. **PIN Number:** *A001484201D*

11. **Nationality:** *Kenyan*

12. **Postal Address:** *3668-00100*

13. **Town/City:** *Nairobi Kenya*

14. **Knowledge of Languages:** (Specify Languages): English, Kiswahili, Ekegusii and French

15. **Education:** (List, in reverse chronological order, each university, college, or any other institution of higher education attended and indicate, in respect of each, the dates of attendance, academic award obtained, whether a degree was awarded, and the dates on which each such degree was awarded).

University/College Institution	Dates of Attendance	Academic Award Attained	Award	Year Awarded
International Monetary Fund	2018	Certificate	Financial Programming	2018
University of Nairobi	2012 to Date	Degree	Master of Business Administration (Finance)	2010
University of Nairobi		Degree	Bachelor of Philosophy (Economics)	1988
University of Pune –India	1983-1985	Degree	Bachelor of Science (Statistics)	1985

Employment Record: (List in reverse chronological order all government agencies, business or professional corporations, companies, firms or other enterprises with which you have been affiliated as an officer, director, partner, proprietor, employee or consultant)

Institution	Position	Period
Salaries and Remuneration Commission	Director	December 2015 – August 2018
Salaries and Remuneration Commission	Deputy Director	January 2013- November 2015
Kenya National Bureau of Statistics (STATCAP Project)	Technical Manager	August 2007 – December 2012
Kenya National Bureau of Statistics (STATCAP Project)	Logistics and Administration Manager	October 2004 – August 2007

Nairobi Securities Exchange (NSE)	Research Officer	August 2002- October 2004
Ministry of Finance and Planning	Personal/Technical Assistant to the Economic Secretary	2001 – September 2002
Central Bureau of Statistics	Principal Economist Statistician	1997-2001
Central Bureau of Statistics	Senior Economist/Statistician	1992-1996
Central Bureau of Statistics	Statistician	1986-1992

16. **Honours and Awards:** (List any scholarships, fellowships, honorary degrees, academic or professional honours, honorary society memberships, military awards and any other special recognition for outstanding service or achievement and in respect of each, state the date of award and the institution or organization that made the award).

- *NONE*

17. **Professional Association** (where applicable): (List all professional associations of which you are or have a member and give any positions held and the respective dates when each such position was held).

Association	Position	Period
Toast Masters International	Member	2008 to date
Institute of Economic Affairs	Member	2000 to date

18. **Memberships:** (List all professional, business, fraternal, scholarly, civic, charitable or other organizations, (other than those listed in response to Question 16) to which you belong or have belonged).

Same as above (in 17)

19. **Published Writings:**

(a) List the titles, publishers and dates of books, articles, reports, letters to the editor, editorial pieces or other published materials you have authored or edited.

Title of Item	Type	Year Published
1. How to invest in the financial Markets, 2011	Book	2011
2. How to Save Money For Investment, 2007	Book	2007
3. Regional Gender Statistics on" Women and Men in East Central and Southern African Countries" August 1995	Statistical Booklet	1995
4. Regional report on "Improving Gender	Report	1997

Statistics in East Central and Southern Africa through Regional Co-operation”, February 1997		
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(b) Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of any bar association, committee, conference or organization of which you were a member.

20. Public Office, Political Activities and Affiliations:

(a) List chronologically any public offices you have held or are currently holding, including the terms of service and whether such positions were elected or appointed.

NOT APPLICABLE

(b) List all memberships and offices held in and services rendered, whether compensated or not, to any political party or election committee. If you have ever held a position or played a role in a political campaign, identify the particulars of the campaign, including the candidate, dates of the campaign, your title and responsibilities. Also include any linkage you have to a political party at present.

NOT APPLICABLE

(c) Have you ever been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution?

NO

(d) Have you ever been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duties?

NO.

21. **Deferred Income/Future Benefits:** (List the sources, amounts and dates of all anticipated receipts from deferred income arrangements, stock, options, uncompleted contracts and other future benefits which you expect to derive from previous business relationships, professional services, firm memberships, etc).

Source of Income	Amount	Date
Stocks	Kshs 50,000	Every six months
SACCO Dividends	Kshs 120,000	Every year
Dividends (Enweath Financial Services)	Kshs 300,000	Every Year

22. . **Outside commitment during service in office:** (Do you have any plans, commitments or agreements to pursue outside employment with or without compensation during your service in office? If so explain).

The Commitments are currently running

Institution	Position	Compensation
Gospel Centres International	Associate Pastor	No Compensation
Enweath Financial Services	Board Member	Board Allowances
Management Today	Director/Board Member	Board Allowances

23. **Sources of Income:** (List sources and mounts of all income received during the calendar year preceding your nomination and in the current calendar year).

Year	Source of Income	Amount
2017	Employment Income	Kshs 6,120,000
	Rental Income	Kshs 618,000
	Stocks Income	Kshs 50,000
	Share Dividends	Kshs 80,000
2018	Employment Income	Kshs 3,570,000
	Rental Income	Kshs 360,500
	Stocks Income	Kshs 25,000
	Share Dividends	Kshs 120,000

24. **Tax Status:** (State whether you have fully complied with your tax obligations to the State up to the end of the financial year immediately preceding the nomination for appointment).

- *I am fully Compliant with my Tax Obligations*

25. **Statement of Net Worth:** (State your financial net worth).

- *Kshs 61 million*

26. **Potential Conflicts of Interest:**

- Identify the family members or other persons, parties, categories obligation or financial arrangements that are likely to present potential conflicts-of-interest when you first assume the position to which you have been nominated.
- Explain how you would address any such conflict if it were to rise.

- **NONE**

(c) Explain how you will resolve any potential conflict of interest, including the procedure you will follow in determining these areas of concern

- NOT APPLICABLE

27. **Pro-Bono/Charity Work/Donations to charity:** (Describe what you have done by way of pro bono or charity work, listing specific instances, the amount contributed and the amount of time devoted to each).

- *I have contributed to the Standard Marathon Charity Runs.*
- *I have also contributed to the Lewa Conservancies Marathon Runs.*
- *I have made Donations to local primary and church Construction*

28. Have you ever been charged in a court or law in the last three years? If so, specify the nature of the charge, where the matter is ongoing, the present status of the matter, or where the matter is concluded, the judgment of the court, or otherwise, how the case was concluded.

- *No, I have not been charged in any court of Law in the past three years.*

29. Have you ever been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years?

- *NO*

30. Have you any objection to the making of enquiries with your present employer/referees in the course of consideration of your nomination?

- *I have NO Objection*

31. **References:** (List three persons who are not your relatives who are familiar with your character, qualification and work).

- Mr. Joseph Mukui Director, MoPND 0722673890
jnmukui@yahoo.com
- Dr. Thomas Kibua Lecturer, Strathmore University 0735432121
- Mrs Anne Gitau Commission Secretary, SRC 072279702
agitau@src.go.ke

No. 33 of 2011 [Rev. 2012]

Public Appointments (Parliamentary Approval)

[Issue 1] 10

SCHEDULE
[Section 6(8).]

**CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR
APPOINTMENT TO PUBLIC OFFICE BY PARLIAMENT QUESTIONNAIRE**

Notes:

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- b) The questionnaire shall be used by the relevant parliamentary committee to vet a nominee appearing before the committee in the process of parliamentary approval.
- c) The questionnaire shall be filled and submitted by the nominee to the relevant parliamentary committee through the Clerk of the relevant House of Parliament on or before a date set by the committee.
- d) The submission of false information in the questionnaire is an offence and may result in prosecution.
- e) Any form of canvassing by a nominee shall lead to disqualification.
- f) The nominee must answer all the questions.

- 1. **Name:** (State full name).....**Margaret Jepchumba Sawe**.....
- 2. **Position:** (State office to which you have been nominated).
.....**Commissioner – Salaries and Remuneration Commission**.....
- 3. **Sex:****Female**.....
- 4. **Date of Birth:** (State year and place of birth).....**19th October 1975**.....
- 5. **Marital Status:****Married**.....
- 6. **Daytime phone number:****0729 740888**.....
- 7. **Mobile phone number:****0722 923902**.....
- 8. **Email Address:****margaretsawec@gmail.com; mjsawe@gmail.com**.....
- 9. **ID Number:****13364926**.....
- 10. **PIN Number:****A002753057X**.....

11. **Nationality:**Kenyan.....

12. **Postal Address:**42525 -00100...

13. **Town/City:**Nairobi.....

14. **Knowledge of Languages:** (Specify Languages): English Kiswahili, Kalenjin ...

15. **Education:** (List, in reverse chronological order, each university, college, or any other institution of higher education attended and indicate, in respect of each, the dates of attendance, academic award obtained, whether a degree was awarded, and the dates on which each such degree was awarded).

December 2013 - MBA (Strategic Management) University of Nairobi

January to November 2001 - Higher Diploma in HRM - Institute Of Personnel Management

1995 - 1999 - B.Ed (Home Economics) - Kenyatta University

Employment Record: (List in reverse chronological order all government agencies, business or professional corporations, companies, firms or other enterprises with which you have been affiliated as an officer, director, partner, proprietor, employee or consultant)

.....
2015 to November 2017 - County Executive Committee Member - Health Services; County Government of Uasin Gishu

2013 to November 2015: County Executive Committee Member, Public Service Management County Government of Uasin Gishu

April 2009 to April 2013: Group HRM - Sian Agriflora Ltd

Dec 2005 – March 2009: HR Officer, Kenya - Chevron (K)/ Caltex

Jan 2004 – Nov 2005: HR Assistant - I.C.R.C

May 2002 – Dec 2003; HR Assistant; Unga Group Ltd.

April 2001- April 2002; HR Assistant Organization: General Motors E.A

16. **Honours and Awards:** (List any scholarships, fellowships, honorary degrees, academic or professional honours, honorary society memberships, military awards and any other special recognition for outstanding service or achievement and in respect of each, state the date of award and the institution or organization that made the award).

.....NONE.....

17. **Professional Association** (where applicable): (List all professional associations of which you are or have a member and give any positions held and the respective dates when each such position was held).

Institute of Human Resource Management – Kenya
.....

18. **Memberships:** (List all professional, business, fraternal, scholarly, civic, charitable or other organizations, (other than those listed in response to Question 16) to which you belong or have belonged).

..... **none**

19. **Published Writings:**

(a) List the titles, publishers and dates of books, articles, reports, letters to the editor, editorial pieces or other published materials you have authored or edited.

..... **none**

(b) Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of any bar association, committee, conference or organization of which you were a member.

20. **Public Office, Political Activities and Affiliations:**

(a) List chronologically any public offices you have held or are currently holding, including the terms of service and whether such positions were elected or appointed.

..... **none**

(b) List all memberships and offices held in and services rendered, whether compensated or not, to any political party or election committee. If you have ever held a position or played a role in a political campaign, identify the particulars of the campaign, including the candidate, dates of the campaign, your title and responsibilities. Also include any linkage you have to a political party at present.

..... **none**

(c) Have you ever been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution?

..... **NO**

(d) Have you ever been adversely associated with practices that depict bias, favouritism or nepotism in the discharge of public duties?

..... **NO**

21. **Deferred Income/Future Benefits:** (List the sources, amounts and dates of all anticipated receipts from deferred income arrangements, stock, options, uncompleted contracts and other future benefits which you expect to derive from previous business relationships, professional services, firm memberships, etc).

.....
..... **none**

22. . **Outside commitment during service in office:** (Do you have any plans, commitments or agreements to pursue outside employment with or without compensation during your service in office? If so explain).

.....Professional activities that facilitates me to retain my professional license as a HR licensed practitioner

23. **Sources of Income:** (List sources and mounts of all income received during the calendar year preceding your nomination and in the current calendar year).

.....Salary, conference honorarium

24. **Tax Status:** (State whether you have fully complied with your tax obligations to the State up to the end of the financial year immediately preceding the nomination for appointment).

.....complied with a valid tax compliance certificate

25. **Statement of Net Worth:** (State you financial net worth).

.....52M held jointly

26. **Potential Conflicts of Interest:**

(a) Identity the family members or other persons, parties, categories obligation or financial arrangements that are likely to present potential conflicts-of-interest when you first assume the position to which you have been nominated. Explain how you would address any such conflict if it were to rise.

.....
..... none

(b) Explain how you will resolve any potential conflict of interest, including the procedure you will follow in determining these areas of concern

.....
.....not applicable

27. **Pro-Bono/Charity Work/Donations to charity:** (Describe what you have done by way of pro bono or charity work, listing specific instances, the amount contributed and the amount of time devoted to each).

.....
..... none

28. Have you ever been charged in a court or law in the last three years? If so, specify the nature of the charge, where the matter is ongoing, the present status of the matter, or where the matter is concluded, the judgment of the court, or otherwise, how the case was concluded.

.....NO.....
.....

29. Have you ever been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years?

.....NO.....

30. Have you any objection to the making of enquiries with your present employer/referees in the course of consideration of your nomination?

.....
.....**NO**.....

31. **References:** (List three persons who are not your relatives who are familiar with your character, qualification and work).

Paul Russo
Director Human Resources, KCB
Kencom House
Ingachar@yahoo.com
Mobile: 0722280098...

Yvonne Jelagat
Sian Agriflora Limited
Nairobi.
Tel – 0725 848933

Abijah Mwakodi
Human Resource
I.C.R.CLogistics
abijahmwakio@yahoo.com
Tel 0725 662635.

.....

No. 33 of 2011 [Rev. 2012]

Public Appointments (Parliamentary Approval)

[Issue 1] 8

SCHEDULE

[Section 6(8).]

**CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR
APPOINTMENT TO PUBLIC OFFICE BY PARLIAMENT QUESTIONNAIRE**

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- b) The questionnaire shall be used by the relevant parliamentary committee to vet a nominee appearing before the committee in the process of parliamentary approval.
- c) The questionnaire shall be filled and submitted by the nominee to the relevant parliamentary committee through the Clerk of the relevant House of Parliament on or before a date set by the committee.
- d) The submission of false information in the questionnaire is an offence and may result in prosecution.
- e) Any form of canvassing by a nominee shall lead to disqualification.
- f) The nominee must answer all the questions.

1. **Name:** (State full name) AMANI YUDA JOHN KOMORA

2. **Position:** (State office to which you have been nominated).
COMMISSIONER, SALARIES AND REMUNERATION COMMISSION (SRC)

3. **Sex:** MALE

4. **Date of Birth:** (State year and place of birth) 1ST APRIL 1968, HOLA, TANA RIVER

5. **Marital Status:** MARRIED

6. **Daytime phone number:** 041-2112999/ 0720-202424/ 020-202525

7. **Mobile phone number:** 0722-358952/ 0723-286002

8. **Email Address:** akomora@kpa.co.ke

9. **ID Number:** 10310510

10. **PIN Number:** A002271593P

11. Nationality: KENYAN

12. Postal Address: C/O POST OFFICE BOX 95009-80104

13. Town/City: ···MOMBASA

14. Knowledge of Languages: (Specify Languages): ENGLISH & KISWAHILI

15. Education: (List, in reverse chronological order, each university, college, or any other institution of higher education attended and indicate, in respect of each, the dates of attendance, academic award obtained, whether a degree was awarded, and the dates on which each such degree was awarded).

DOCTOR OF PHILOSOPHY (PHD) IN HUMAN RESOURCE MANAGEMENT, JOMO KENYATTA UNIVERSITY COLLEGE OF AGRICULTURE & TECHNOLOGY (JKUAT) - 2016

MASTER OF SCIENCE (MSC) IN HUMAN RESOURCE MANAGEMENT, JOMO KENYATTA UNIVERSITY COLLEGE OF AGRICULTURE & TECHNOLOGY (JKUAT) – 2011

BARCHELOR OF ARTS (ANTHROPOLOGY & SOCIOLOGY), UNIVERSITY OF NAIROBI (UON) - 1993

HIGHER DIPLOMA IN HUMAN RESOURCE MANAGEMENT, INSTITUTE OF PERSONNEL MANAGEMENT (IPM-KENYA) - 2000

Employment Record: (List in reverse chronological order all government agencies, business or professional corporations, companies, firms or other enterprises with which you have been affiliated as an officer, director, partner, proprietor, employee or consultant)

KENYA PORTS AUTHORITY (KPA) GENERAL MANAGER, HUMAN RESOURCES & ADMINISTRATION - FEBRUARY 2016 TO DATE (AUGUST 2018), HEAD OF HUMAN RESOURCES- JUNE 2012 TO FEBRUARY 2016.

KENYA REVENUE AUTHORITY (KRA), SENIOR ASSISTANT COMMISSIONER – ETHICS & INTEGRITY – 1ST JANUARY TO 30TH JUNE 2012

ETHICS & ANTI-CORRUPTION COMMISSION (EACC) (FORMERLY KACC), HUMAN RESOURCES MANAGER – 5TH FEBRUARY 2005 TO 31ST DECEMBER 2011

KENYA REVENUE AUTHORITY (KRA), ASSISTANT COMMISSIONER, HUMAN RESOURCE - SEPTEMBER 2004 TO 4TH FEBRUARY 2005 (SECONDED TO THE THEN KENYA ANTI-CORRUPTION COMMISSION)

SENIOR HUMAN RESOURCE & PUBLIC RELATIONS OFFICER, KRA
SOUTHERN REGION – APRIL 2001 TO AUGUST 2004

HUMAN RESOURCE OFFICER – APRIL 1998 TO MARCH 2001

MANAGEMENT TRAINEE (1ST LOT OF KRA'S GRADUATE TRAINEES) –
NOVEMBER 1996 TO MARCH 1998

EAST AFRICAN WILD LIFE SOCIETY (EAWLS), PROJECTS OFFICER
(COMMUNITY LIAISON) – MAY 1993 TO OCTOBER 1996.

16. **Honours and Awards:** (List any scholarships, fellowships, honorary degrees, academic or professional honours, honorary society memberships, military awards and any other special recognition for outstanding service or achievement and in respect of each, state the date of award and the institution or organization that made the award).

N/A

17. **Professional Association** (where applicable): (List all professional associations of which you are or have a member and give any positions held and the respective dates when each such position was held).

INSTITUTE OF HUMAN RESOURCE MANAGEMENT (IHRM), MEMBER NO 1707

MEMBER OF THE GOVERNING COUNCIL – 2014 TO DATE

CHAIRMAN, COLLEGE OF HUMAN RESOURCE MANAGEMENT- 2016 TO
DATE

MEMBER OF THE GENERAL WAGES COUNCIL, APPOINTED BY THE CABINET
SECRETARY FOR LABOUR – 2016 TO DATE

MEMBER OF THE BOARD OF TRUSTEES, KENYA PORTS AUTHORITY
PENSION SCHEME - 2014 TO DATE

18. **Memberships:** (List all professional, business, fraternal, scholarly, civic, charitable or other organizations, (other than those listed in response to Question 16) to which you belong or have belonged).

INSTITUTE OF HUMAN RESOURCE MANAGEMENT (IHRM)

BOARD OF MANAGEMENT (BOM), TARASAA SECONDARY SCHOOL, TANA
DELTA

COMMUNITY-BASED PROGRAMS/INITIATIVES TO SUPPORT THE NEEDY
ESPECIALLY FOR EDUCATION BURSARIES

19. Published Writings:

(a) List the titles, publishers and dates of books, articles, reports, letters to the editor, editorial pieces or other published materials you have authored or edited.

ACADEMIC THESIS

- FOR PHD. PROGRAM – CONSTRAINTS TO EFFECTIVE SUCCESSION MANAGEMENT IN PUBLIC SECTOR INSTITUTIONS IN KENYA
- FOR MSC PROGRAM – EVALUATION OF MANPOWER PLANNING PRACTICES IN PUBLIC SECTOR INSTITUTIONS IN KENYA

JOURNALS

- INFLUENCE OF HUMAN RESOURCE POLICY ON SUCCESSION MANAGEMENT IN STATE CORPORATIONS IN KENYA
- ROLE OF BUSINESS STRATEGY/GOALS IN EFFECTIVE SUCCESSION MANAGEMENT IN STATE CORPORATIONS IN KENYA.

(b) Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of any bar association, committee, conference or organization of which you were a member.

20. Public Office, Political Activities and Affiliations:

(a) List chronologically any public offices you have held or are currently holding, including the terms of service and whether such positions were elected or appointed.

MEMBER OF THE NATIONAL GENERAL WAGES COUNCIL, APPOINTED BY THE CABINET SECRETARY, LABOUR AND SOCIAL SECURITY

(b) List all memberships and offices held in and services rendered, whether compensated or not, to any political party or election committee. If you have ever held a position or played a role in a political campaign, identify the particulars of the campaign, including the candidate, dates of the campaign, your title and responsibilities. Also include any linkage you have to a political party at present.

N/A

(c) Have you ever been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution?

N/A

(d) Have you ever been adversely associated with practices that depict bias, favouritism or nepotism in the discharge of public duties?

N/A

21. **Deferred Income/Future Benefits:** (List the sources, amounts and dates of all anticipated receipts from deferred income arrangements, stock, options, uncompleted contracts and other future benefits which you expect to derive from previous business relationships, professional services, firm memberships, etc).

N/A

22. **Outside commitment during service in office:** (Do you have any plans, commitments or agreements to pursue outside employment with or without compensation during your service in office? If so explain).

INTENTION TO DO PART-TIME LECTURING IN PUBLIC AND PRIVATE UNIVERSITIES AS A WAY OF SHARING KNOWLEDGE AND GIVING BACK TO SOCIETY

23. **Sources of Income:** (List sources and amounts of all income received during the calendar year preceding your nomination and in the current calendar year).

SALARIES/WAGES (FIXED) –KSHS. 8.5 MILLION (AT AN AVERAGE OF KSHS. 708,333 PER MONTH)

ALLOWANCES, INCLUSIVE OF TRAVEL ENTITLEMENTS– KSHS. 2 MILLION (AT AN AVERAGE OF KSHS. 166,666 PER MONTH)

OTHER INCOME - SELLING OF LIVESTOCK KSHS. 500,000

TOTAL INCOME OF APPROXIMATELY KSHS. 11 MILLION.

24. **Tax Status:** (State whether you have fully complied with your tax obligations to the State up to the end of the financial year immediately preceding the nomination for appointment).

YES

25. **Statement of Net Worth:** (State your financial net worth).

AN ESTIMATED KSHS. 20 MILLION IN ASSETS

26. **Potential Conflicts of Interest:**

(a) Identify the family members or other persons, parties, categories obligation or financial arrangements that are likely to present potential conflicts-of-interest when you first assume the position to which you have been nominated. Explain how you would address any such conflict if it were to rise.

N/A

(b) Explain how you will resolve any potential conflict of interest, including the procedure you will follow in determining these areas of concern

IN CASE OF ANY, AS PER GOVERNMENT REGULATIONS SUCH AS THE LEADERSHIP AND INTEGRITY ACT

27. **Pro-Bono/Charity Work/Donations to charity:** (Describe what you have done by way of pro bono or charity work, listing specific instances, the amount contributed and the amount of time devoted to each).

SUPPORTED VARIOUS COMMUNITY BASED PROGRAMS AND INITIATIVES TO ASSIST THE NEEDY, INCLUDING GIVING TOWARDS BURSARY KITTIES, CHURCH PROJECTS ETC.

28. Have you ever been charged in a court or law in the last three years? If so, specify the nature of the charge, where the matter is ongoing, the present status of the matter, or where the matter is concluded, the judgment of the court, or otherwise, how the case was concluded.

N/A

29. Have you ever been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years?

N/A

30. Have you any objection to the making of enquiries with your present employer/referees in the course of consideration of your nomination?

N/A

31. **References:** (List three persons who are not your relatives who are familiar with your character, qualification and work).

- (I) DR. ARCH. DANIEL MANDUKU, AG. MANAGING DIRECTOR, KENYA PORTS AUTHORITY (KPA) TELEPHONE NO. 0702-589996
- (II) MRS. CATHERINE MTUTI-WAIRI, FORMER MANAGING DIRECTOR, KENYA PORTS AUTHORITY (KPA) TEL. NO. 0722-410964
- (III) MR. WILSON SHOLLEI, FORMER DEPUTY DIRECTOR, HUMAN RESOURCES & ADMINISTRATION, ETHICS & ANTI CORRUPTION COMMISSION (EACC) TEL NO. 0722-767205.

SCHEDULE
[Section 6(8).]

**CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR
APPOINTMENT TO PUBLIC OFFICE BY PARLIAMENT QUESTIONNAIRE**

Notes:

- a) This questionnaire applies to appointments to public office arising by or under the Constitution or any other law where parliamentary approval is required.
- b) The questionnaire shall be used by the relevant parliamentary committee to vet a nominee appearing before the committee in the process of parliamentary approval.
- c) The questionnaire shall be filled and submitted by the nominee to the relevant parliamentary committee through the Clerk of the relevant House of Parliament on or before a date set by the committee.
- d) The submission of false information in the questionnaire is an offence and may result in prosecution.
- e) Any form of canvassing by a nominee shall lead to disqualification.
- f) The nominee must answer all the questions.

1. **Name:** (State full name) *Sophie Njeri Moturi*

2. **Position:** (State office to which you have been nominated).

Member, Salaries and Remuneration Commission

3. **Sex:** *Female*

4. **Date of Birth:** (State year and place of birth) *1961, Eldoret, Kenya*

5. **Marital Status:** *Married*

6. **Daytime phone number:** *0722-873866*

7. **Mobile phone number:** *0722-873866*

8. **Email Address:** *snmoturi@gmail.com*

9. **ID Number:** *2933562*

10. PIN Number: A001173507A

11. Nationality: Kenyan

12. Postal Address: P.O. Box 3983-00506

13. Town/City: Nairobi

14. Knowledge of Languages: (Specify Languages): English, Kiswahili, Kikuyu

15. Education: (List, in reverse chronological order, each university, college, or any other institution of higher education attended and indicate, in respect of each, the dates of attendance, academic award obtained, whether a degree was awarded, and the dates on which each such degree was awarded).

	<i>Institution</i>	<i>Dates Attended</i>	<i>Academic Award</i>	<i>Date Awarded</i>
1	Moi University	2008-2009	Master of Banking and Finance (Microfinance) degree	10/12/2009
2	Strathmore College	1986-1989	Certified Public Accountant (CPA)	June 1989
3	University of Nairobi	1981-1985	Bachelor of Commerce (Accounting) degree	25/11/1985

Employment Record: (List in reverse chronological order all government agencies, business or professional corporations, companies, firms or other enterprises with which you have been affiliated as an officer, director, partner, proprietor, employee or consultant)

Public Sector Accounting Standards Board; Institute of Certified Public Accountants of Kenya (ICPAK)-Elections Scrutineer; Kenya Professional Development Fund; Association of Professional Societies in East Africa (APSEA)'s Professional Resource Centre Committee; Kiganjo Primary School in Nyandarua County; ICPAK's Professional Standards Committee; International Leadership University; Bomo Limited; Micro Enterprises Support Program Trust; Life in Abundance; Association of Evangelicals in Africa; APSEA Council; IEBC Selection Panel-2011; Ethics and Anti Corruption Commission; Association of Women Accountants of Kenya; Zabibu Centre; Henkam Limited; Action Africa in Need; Price Waterhouse; Ministry of Transport and Communication.

16. **Honours and Awards:** (List any scholarships, fellowships, honorary degrees, academic or professional honours, honorary society memberships, military awards and any other special recognition for outstanding service or achievement and in respect of each, state the date of award and the institution or organization that made the award).

	<i>Award</i>	<i>Date Awarded</i>	<i>Institution</i>
1	<i>Moran of the Order of the Burning Spear (MBS)</i>	<i>12/12/2011</i>	<i>President of the Republic of Kenya</i>
2	<i>Dedicated Leadership Award</i>	<i>2008</i>	<i>Association of Women Accountants of Kenya (Chairman)</i>
3	<i>Leadership Award</i>	<i>1980</i>	<i>Limuru Girls' School (Head Girl)</i>

17. **Professional Association** (where applicable): (List all professional associations of which you are or have a member and give any positions held and the respective dates when each such position was held).

- i. *Institute of Certified Public Accountants of Kenya (ICPAK)*
Member, 1990 to date
- ii. *Association of Women Accountants of Kenya (AWAK)*
Member, 2003 to date;
Chairman of AWAK from 2006 to 2008

18. **Memberships:** (List all professional, business, fraternal, scholarly, civic, charitable or other organizations, (other than those listed in response to Question 16) to which you belong or have belonged).

- i. *Parklands Sports Club*
- ii. *Kenya Railways Golf Club*
- iii. *Kenya Airforce Golf Club*
- iv. *CITAM Valley Road Church*

19. Published Writings:

- (a) List the titles, publishers and dates of books, articles, reports, letters to the editor, editorial pieces or other published materials you have authored or edited.
- i. *Numerous reports and manuals as Chairman of two Institutions, Chairman of Institution Committees and Chairman of a Task Force, all reports authored/or co-authored in the institutions I have served.*
 - ii. *Various letters to the editor, published by Nation Newspaper, at varied dates in the 1980s.*
 - iii. *Factors influencing Access of the Women Enterprise Fund by Women Entrepreneurs in Kenya, By Sophie N. Moturi. This was a Research project submitted in partial fulfilment of the requirements for the award of Masters Degree in Banking and Finance, School of Business and Economics, Moi University, November 2009.*
- (b) Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of any bar association, committee, conference or organization of which you were a member.

20. Public Office, Political Activities and Affiliations:

- (a) List chronologically any public offices you have held or are currently holding, including the terms of service and whether such positions were elected or appointed.
1. *Board Member at the Public Sector Accounting Standards Board; on part time basis and allowances as approved by the SRC. Appointment made by the Cabinet Secretary, The National Treasury.*
 2. *Chairman of the Board of Management of Kiganjo Primary School, in Nyandarua County on a part time basis with no allowances receivable. Appointment made by the County Director of Education, Nyandarua County.*
- (b) List all memberships and offices held in and services rendered, whether compensated or not, to any political party or election committee. If you have ever held a position or played a role in a political campaign, identify the particulars of the campaign, including the candidate, dates of the campaign, your title and responsibilities. Also include any linkage you have to a political party at present.

Not Applicable

(c) Have you ever been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution?

No, I have not.

(d) Have you ever been adversely associated with practices that depict bias, favouritism or nepotism in the discharge of public duties?

No, I have not.

21. **Deferred Income/Future Benefits:** (List the sources, amounts and dates of all anticipated receipts from deferred income arrangements, stock, options, uncompleted contracts and other future benefits which you expect to derive from previous business relationships, professional services, firm memberships, etc).

None at this time

22. **Outside commitment during service in office:** (Do you have any plans, commitments or agreements to pursue outside employment with or without compensation during your service in office? If so explain).

- i. I have no plans to pursue outside employment.*
 - ii. I am a Board Member at the Public Sector Accounting Standards Board (PSASB) and I hope to complete the remaining 17 months of service to the board or resign from PSASB if not tenable.*
 - iii. I will resign from Chairmanship of Kiganjo Primary School.*
-

23. **Sources of Income:** (List sources and amounts of all income received during the calendar year preceding your nomination and in the current calendar year).

	<i>Source of income</i>	2018 <i>Kshs.</i>	2017 <i>Kshs.</i>
1	<i>Rental Income</i>	440,000	800,000
2	<i>Bomo Limited</i>	175,000	300,000
3	<i>PSASB Allowances</i>	240,000	400,000

24. **Tax Status:** (State whether you have fully complied with your tax obligations to the State up to the end of the financial year immediately preceding the nomination for appointment).

I have fully complied.

25. **Statement of Net Worth:** (State your financial net worth).

150 million Kenya Shillings

26 **Potential Conflicts of Interest:**

(a) Identify the family members or other persons, parties, categories obligation or financial arrangements that are likely to present potential conflicts-of-interest when you first assume the position to which you have been nominated. Explain how you would address any such conflict if it were to rise.

- i. *Potential conflicts of interest may arise where a Commissioner has a spouse, child, other relatives, business associates, affiliations, categories such as professional institutions, obligation (even non remunerated) and financial arrangements such as loans that are likely to influence the Commissioner in making decisions for the Commission.*
- ii. *If any such conflict were to arise, I would follow the Commission's policy on conflict of interest. I would otherwise disclose the conflict of interest to the commission and have it recorded. I would also excuse myself from decisions where the matter I have a conflict of interest with is deliberated. A further consideration would be to seek professional advice legal or otherwise on the extent to which such conflict of interest would affect the Commission and/or how it could be best handled.*

(b) Explain how you will resolve any potential conflict of interest, including the procedure you will follow in determining these areas of concern

- i. *To resolve any potential conflict of interest:
I will disclose the conflict of interest to the commission and have it recorded. I will be guided by the provisions of the Leadership and Integrity Act 2012 Section 16 regarding Conflict of Interest and the Leadership and Integrity Regulations, 2015. I will comply with the Commission's policy on Conflict of interest and proceed as guided. I will also excuse myself from decisions where the matter I have a conflict of interest with is deliberated. Further, if need be, I will seek third party involvement perhaps through professional advice legal or otherwise on their assessment of the conflict of interest and how best to respond to it. In addition, I will be true to the oath of office which I will have taken swearing that I will faithfully, impartially and without favor, bias, affection or prejudice perform the functions of the office.*
- ii. *Determining areas of conflict of interest:
The Leadership and Integrity Act 2012 in the Second Schedule contains 15 Registrable Interests which I will consult to determine the existence of a conflict of interest.
I will requiring all Commissioners and staff to declare any conflict of interest.
Consider whether there is controlling financial interest of Commissioners and/or Staff in any entity with which the Commission is engaged or plans to engage with?
Consider whether there are parties affiliated with Commissioners and/or staff that will benefit from a new policy or decision?
Check the management of organizations doing business with the Commission to determine whether there is conflict of interest.
In case of employment, consider whether there are relatives and/or business associates who might benefit from employment.
Check whether gifts are being given by organizations which the Commission engages with or may want to engage with?*

27. Pro-Bono/Charity Work/Donations to charity: (Describe what you have done by way of pro bono or charity work, listing specific instances, the amount contributed and the amount of time devoted to each).

- i. *Honorary Treasurer of Association of Professional Societies in East Africa where I gave approximately 30 hours of my time per month on Treasurer work. More time was spent in Committees, Council meetings and external audit meetings. In addition, I attended some functions on behalf of APSEA.*
-

- ii. *Zabibu Centre Treasurer where I spent approximately 5 hours per month on Treasurer work and more time in other activities with the children since the centre hosts variously challenged children (some deaf, physically or mentally disabled, abused and vulnerable), and on hosting institution sponsors, attending school events and external audit meetings.*
- iii. *International Leadership University, approximately 30 hours per month on Finance Committee work as the Chairman. More hours were spent on Council meetings, Executive Committee, Development Committee, Pension Scheme (as a Chairman and Trustee), graduations, external audit meetings, among others.*
- iv. *Life in Abundance International and Life in Abundance Kenya- Served the two institutions in different capacities including Country Director over a span of 13 years. These organizations serve poor communities. Over the years, my service included professional services and board service.*
- v. *Micro Enterprise Support Program Trust – Spent at least 36 hours per month on Board work, training, and other Trust engagements.*
- vi. *I am currently fully supporting an orphan at Kipsigis Girls' School since 2015; and I fully supported another girl through secondary school and Accountancy training – she is now a full CPA. I have also partially supported many other children with school fees.*
- vii. *Donated 5000 tree seedlings worth Kenya Shillings sixty thousand including transport in April this year to a local Primary School in my home area.*
- viii. *Serving as the Chairman of the Board of Management of Kiganjo Primary School in Ol Kalou, Nyandarua County. No allowances are receivable. This requires driving to the school (at my own cost) at least once a month when school is in session.*

28. Have you ever been charged in a court or law in the last three years? If so, specify the nature of the charge, where the matter is ongoing, the present status of the matter, or where the matter is concluded, the judgment of the court, or otherwise, how the case was concluded.

Not applicable

29. Have you ever been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years?

No, I have not.

30. Have you any objection to the making of enquiries with your present employer/referees in the course of consideration of your nomination?

I have no objection.

31. **References:** (List three persons who are not your relatives who are familiar with your character, qualification and work).

- i. *Celestine Munda,*
East and Central Advisory Services Leader,
Advisory Services,
Ernest & Young,
P.O. Box 44286 -00100, Nairobi, Kenya
Tel.: 020 2715300, 0733 200176,
Email: mundacelestine@gmail.com
- ii. *Rose Ogega*
Director
Old Mutual,
P.O. Box 30059-00100
Nairobi, Kenya
Tel.: 020 2850800, 0722 522638
Email: rnogega@bloomconsultancy.co.ke
- iii. *Dr. Daniel Ichang'i*
Past Chairman, APSEA
P.O. Box 43663-0100
Nairobi, Kenya
Tel.: 0722 374270
Email: dwichangi@yahoo.com

No. 33 of 2011 [Rev. 2012]
Public Appointments (Parliamentary Approval)
[Issue 1] 10

SCHEDULE
[Section 6(8).]

**CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR
APPOINTMENT TO PUBLIC OFFICE BY PARLIAMENT QUESTIONNAIRE**

Notes:

- a) This questionnaire applies to appointments to public office arising by or under the Constitution or any other law where parliamentary approval is required.
- b) The questionnaire shall be used by the relevant parliamentary committee to vet a nominee appearing before the committee in the process of parliamentary approval.
- c) The questionnaire shall be filled and submitted by the nominee to the relevant parliamentary committee through the Clerk of the relevant House of Parliament on or before a date set by the committee.
- d) The submission of false information in the questionnaire is an offence and may result in prosecution.
- e) Any form of canvassing by a nominee shall lead to disqualification.
- f) The nominee must answer all the questions.

1. **Name:** (State full name) NELLY PERIS ASHUBWE

2. **Position:** (State office to which you have been nominated).

Commissioner- Salaries and Remuneration Commission

3. **Sex:** Female

4. **Date of Birth:** (State year and place of birth) 02/02/1965

5. **Marital Status:** Single

6. **Daytime phone number:** 0722553907

7. **Mobile phone number:** 0722553907

8. **Email Address:** nelly@eacadvcts.com

9. **ID Number:** 7591079

10. **PIN Number:** A001309508P

11. **Nationality:** Kenyan

12. Postal Address: 30681-00100

13. Town/City: Nairobi

14. Knowledge of Languages: (Specify Languages): English, Kiswahili and Luhya

15. Education: (List, in reverse chronological order, each university, college, or any other institution of higher education attended and indicate, in respect of each, the dates of attendance, academic award obtained, whether a degree was awarded, and the dates on which each such degree was awarded).

Kenya School of Law	Jan 2009 – Dec 2009	Diploma
The University of Nairobi (Parklands Campus)	2003 – 2008	LLB Degree Second Class Honors
Kenyatta University	1987 – 1990	Bachelor of Education Degree ((BED) Arts) Second Class Honors
Bunyore Girls High School	1984 – 1985	'A' level Certificate
Nangina Girls High School	1980 – 1983	'O' Level Certificate
Mulwanda Primary School	1973- 1979	CPE Certificate

16. Employment Record: (List in reverse chronological order all government agencies, business or professional corporations, companies, firms or other

enterprises with which you have been affiliated as an officer, director, partner, proprietor, employee or consultant

May, 2014 – Present- Managing Partner at Eshiwani Ashubwe and Company Advocates

August 2010 – December, 2013 Legal Associate at J.A. Guserwa & Co. Advocates

1990 – July 2011- Teacher in various schools;

- Premier Academy_(Nairobi) Sept. 2003- July 2011
- Riaru Group of Schools (Nairobi) 1999-August 2003
- Consolata School (Nairobi) 1992 – 1998
- Kabimoi High School (Rift Valley) 1990 – 1992
- Kakamega High School - teaching Practice (Kakamega)
Jan 1989- April 1989

17. **Honours and Awards:** (List any scholarships, fellowships, honorary degrees, academic or professional honours , honorary society memberships, military awards and any other special recognition for outstanding service or achievement and in respect of each, state the date of award and the institution or organization that made the award).

I have not received any honorary awards. Maybe I will get one after working with the Commission.

18. **Professional Association** (where applicable): (List all professional associations of which you are or have a member and give any positions held and the respective dates when each such position was held).

Law Society of Kenya

19. **Memberships:** (List all professional, business, fraternal, scholarly, civic, charitable or other organizations, (other than those listed in response to Question 16) to which you belong or have belonged).

Member of Teachers Service Commission

20. **Published Writings:**

(a) List the titles, publishers and dates of books, articles, reports, letters to the editor, editorial pieces or other published materials you have authored or edited.

I have co-authored a book with Kenya Literature Bureau titled Alfa ECD Diploma Child's Rights and Child Protection (ECDE Diploma). It is approved by KICD and was published in the year 2014.

(b) Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of any bar association, committee, conference or organization of which you were a member. **I do not have any copies of the above mentioned.**

21. Public Office, Political Activities and Affiliations:

(a) List chronologically any public offices you have held or are currently holding, including the terms of service and whether such positions were elected or appointed.

I have never held a public office apart from teaching in public schools.

(b) List all memberships and offices held in and services rendered, whether compensated or not, to any political party or election committee. If you have ever held a position or played a role in a political campaign, identify the particulars of the campaign, including the candidate, dates of the campaign, your title and responsibilities. Also include any linkage you have to a political party at present.

Apart from voting in elections I have never held a position or played a role in political campaigns.

(c) Have you ever been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution? **NOT AT ALL**

(d) Have you ever been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duties? **NOT AT ALL**

22. Deferred Income/Future Benefits: (List the sources, amounts and dates of all anticipated receipts from deferred income arrangements, stock, options, uncompleted contracts and other future benefits which you expect to derive from previous business relationships, professional services, firm memberships, etc).

To date my clients owe me on or about Ksh. 2,000,000/=.

23. Outside commitment during service in office: (Do you have any plans, commitments or agreements to pursue outside employment with or without compensation during your service in office? If so explain).

I would like to continue handling the pro bono files I am currently working on until their conclusion. I intend to focus exclusively on the callings of my appointments after I conclude with the pro bono matters.

24. Sources of Income: (List sources and amounts of all income received during the calendar year preceding your nomination and in the current calendar year).

Income earned in the course of offering legal services between 8th August, 2017 and 8th August 2018- Ksh. 3,259,500/=.

25. Tax Status: (State whether you have fully complied with your tax obligations to the State up to the end of the financial year immediately preceding the nomination for appointment).

I have complied with my tax obligations and I have fully paid up to-date.

26. **Statement of Net Worth:** (State your financial net worth).
Ksh. 15,000,000/=.

27. **Potential Conflicts of Interest:**

(a) Identify the family members or other persons, parties, categories, obligations or financial arrangements that are likely to present potential conflicts-of-interest when you first assume the position to which you have been nominated. Explain how you would address any such conflict if it were to rise.

I have previously represented Kenya National Union of Nurses in a suit which the Salaries and Remuneration Commission was a party. (Petition 51 of 2015). My firm Eshiwani Ashubwe and Company Advocates is the firm on record for the Petitioners in Petition 3 of 2017 which the Salaries and Remuneration Commission is one of the Respondents.

(b) Explain how you will resolve any potential conflict of interest, including the procedure you will follow in determining these areas of concern

If I am appointed as a Commissioner I will inform my above mentioned clients and withdraw from their matters. In case of any future conflict of interest I will immediately inform the Commission the moment such conflict arises.

28. **Pro-Bono/Charity Work/Donations to charity:** (Describe what you have done by way of pro bono or charity work, listing specific instances, the amount contributed and the amount of time devoted to each).

I do a lot of pro bono work. I offer pro bono legal services on Mulembe Fm, every Tuesday. I also handle the following cases on pro bono basis:

a) **Children case no. 883 of 2016- Julia Etabale versus Morris Mulavi**

b) **Republic versus Everlyne Osiro and 4 others- Criminal case no. 117 of 2017**

c) **Republic versus Dennis Chepkwony- Criminal Case No. 911 of 2016**

d) **Republic versus Moses Imbebi Apollo- Criminal Case no. 83 of 2016**

e) **Republic versus Solomon Amwayi Andanji- Criminal Case no. 853 of 2018**

f) **I also take care of 4 widows in my village i.e. Euburu Village in Kakamega County. [Melissa Katiechi, Anindo Limera and Senje Peris Khayeer]. The list is still growing.**

29. Have you ever been charged in a court or law in the last three years? If so, specify the nature of the charge, where the matter is ongoing, the present status of the matter, or where the matter is concluded, the judgment of the court, or otherwise, how the case was concluded.

NOT AT ALL

30. Have you ever been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years?

NOT AT ALL

31. Have you any objection to the making of enquiries with your present employer/referees in the course of consideration of your nomination?

NOT AT ALL

32. References: (List three persons who are not your relatives who are familiar with your character, qualification and work).

1. JOHN WYCLIFFE MWERA J.A.(RTD)
P.O BOX 1768-00502
KAREN, NAIROBI
TEL: 0727500533,
MAIL- mwerajohn5@gmail.com

2. M/S JUDITH ABRAHAMS GUSERWA
P.O.BOX 8384- 00200
NAIROBI, KENYA
TEL. 0722709427
MAIL- judithuserwa@yahoo.com

3. OMESH KAPILA
P.O BOX 40636-00100
NAIROBI
TEL. 0727-167-557
MAIL- dvk.co@dvkapila.com

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