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PARLIAMENT OF KENYA

THE KENYA NATIONAL ASSEMBLY

ELEVENTH PARLIAMENT – 1<sup>ST</sup> SESSION

SECOND REPORT OF THE DEPARTMENTAL COMMITTEE  
ON  
EDUCATION, SCIENCE AND TECHNOLOGY

REPORT ON VETTING OF NOMINEES FOR THE POSITIONS OF  
CHAIRPERSON & MEMBERS OF THE TEACHERS SERVICE COMMISSION

1. Mr. Kiragu wa Magochi - Chairperson
2. Mr. Albert Fred Ekirapa - Member
3. Mr. Jacinta A. Kapiyo - Member
4. Mr. William M. Makubo - Member
5. Mr. James Muthuri Nkoroi - Member
6. Mr. Mwijuma Mwinyipembe - Member



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OCTOBER, 2013

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## 1.0 PREFACE

On behalf of the Members of the Departmental Committee on Education and pursuant to the provisions of Standing Order No. 199, it is my pleasure and duty to present to the House, the Committee's Report on the vetting of the Members of the Teachers Service Commission.

### 1.1 COMMITTEE MEMBERSHIP

The Departmental Committee on Education, Research and Technology was constituted by the House on Thursday, 16<sup>th</sup> May, 2013 pursuant to the provisions of Standing Order No. 216 comprising of the following Members:-

1. The Hon. Sabina Chege, M.P. **(Chairperson)**
2. The Hon. Julius Melly, M.P. **(Vice Chair)**
3. The Hon. (Prof.) Hellen Sambili, M.P.
4. The Hon. (Dr.) Wilber Ottichilo, M.P.
5. The Hon. Harrison Kombe, M.P.
6. The Hon. Yusuf Chanzu, M.P.
7. The Hon. Joseph Manje, M.P.
8. The Hon. Rose Rwamba Mitaru, M.P.
9. The Hon. Anthony Kimaru, M.P.
10. The Hon. Joseph Nyumu, M.P.
11. The Hon. Jacob Macharia, M.P.
12. The Hon. Mary Seneta, M.P.
13. The Hon. Joseph M'eruaki, M.P.
14. The Hon. Dr. Susan Chebet, M.P.
15. The Hon. Eric Keter, M.P.
16. The Hon. Ceciliah Ng'etich, M.P.
17. The Hon. Mohamed Huka, M.P.
18. The Hon. Moses Injendi, M.P.
19. The Hon. Muriuki Njagagua, M.P.
20. The Hon. Kenneth Okoth, M.P.
21. The Hon. Geoffrey Makokha Odanga, M.P.
22. The Hon. (Dr.) Christine Ombaka, M.P.
23. The Hon. Jared Opiyo Odhiambo, M.P.
24. The Hon. Michael Kisoi Manthi, M.P.
25. The Hon. Halima Ware Duri, M.P.
26. The Hon. Dorcas Kedogo Luvalitsa, M.P.
27. The Hon. Ibren Nasra Ibrahim, M.P.
28. The Hon. Richard Katemi Makenga, M.P.

## 1.2 COMMITTEE MANDATE

The Departmental Committee on Education, Research and Technology was established by Standing Order No. 216 of the Standing Orders of the National Assembly and mandated, amongst other things,

- a) *Investigate, inquire into, and report on all matters relating to the mandate, management, activities, administration, operations and estimates of the assigned Ministries and departments;*
- b) *study the programme and policy objectives of Ministries and departments and the effectiveness of the implementation;*
- c) *study and review all legislation referred to it;*
- d) *study, assess and analyze the relative success of the Ministries and departments as measured by the results obtained as compared with their stated objectives;*
- e) *investigate and inquire into all matters relating to the assigned Ministries and departments as they may deem necessary, and as may be referred to them by the House;*
- f) ***to vet and report on all appointments where the Constitution or any law requires the National Assembly to approve , except those under Standing Order 204 (Committee on Appointments); and***
- g) *make reports and recommendations to the House as often as possible, including recommendation of proposed legislation.*

## 2.0 BACKGROUND

The Teachers Service Commission (TSC) is an independent constitutional commission established pursuant to the provisions of Article 237 of the Constitution. The appointment of the Chairperson and Members of the



Commission is provided for under Sections 5 and 8 of the Teachers Service Commission Act No.20 of 2012.

The Selection Panel (constituted pursuant to the Teachers Service Commission Act No. 20 of 2012) conducted interviews on the people shortlisted for the positions of Chairperson and members of the Commission. The panel awarded marks with regards to how each of the nominees performed (score sheet herewith annexed).

In addition, pursuant to Section 8(7) of the Teachers Service Commission which states that the President shall-

***"Within seven days of receipt of the names forwarded under subsection (6), nominate one person and eight others for appointment as Chairperson and members of the Commission and forward the names to the National Assembly for approval".***

On Wednesday, 18<sup>th</sup> September, 2013, the Speaker of the National Assembly made a communication regarding the message from His Excellency The President, nominating the following to serve as members of the Teachers Service Commission:-

1. Mr. Kiragu wa Magochi - Chairperson
2. Mr. Albert Fred Ekirapa - Member
3. Ms. Jacinta A. Kapiyo - Member
4. Mr. William Mwita Makubo- Member
5. Mr. Muthuri Nkoroi - Member
6. Mr. Mwijuma Mwinyipembe - Member

In his Communication, the Speaker directed the Departmental Committee on Education, Research and Technology to consider the names of the nominees prior to approval by the House. The Communication read:-

*" I hereby refer the message from H.E The President containing the names of the two nominees together with their Curriculum Vitae to the Departmental Committee on Education, Research and Technology to undertake the necessary approval hearings"*

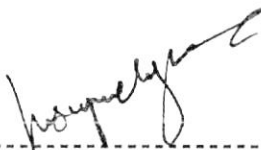
While considering the above nominees, the Committee held three (3) sittings where oral interviews were conducted. The Committee was guided by the Constitution (chapter 6 on the integrity chapter), the Public Appointments (Parliamentary Approval) Act No. 33 of 2011, the Teachers Service Commission Act No. 20 of 2012 and the Standing Orders of the National Assembly.

On behalf of the Committee, I have the honour and pleasure to present the Committee's Report on the vetting of the nominees.

May I take this opportunity to thank all Members of the Committee for their input and valuable contributions during the deliberations and vetting of the nominees.

Thank you.

Hon. Sabina Chege, M.P



(Chairperson)

Date

1<sup>st</sup> OCTOBER 2013



### 3.0 CONSIDERATION OF THE NOMINEES TO THE TEACHERS SERVICE COMMISSION

#### 3.1 ESTABLISHMENT OF THE COMMITTEE

The Departmental Committee on Education, Research and Technology was established under Standing Order No. 216(5) with the mandate to consider for approval by the House, appointments of nominees of the Members of the Teachers Service Commission under Article 237 of the Constitution and Section 8 of the Teachers Service Commission Act No. 20 of 2012.

#### 3.2 APPOINTMENT PROCESS OF THE MEMBERS OF THE TEACHERS SERVICE COMMISSION

- i) H.E. the President, in accordance with the provisions of section 8 (7)) of Teachers Service Commission Act No. 20 of 2012, forwarded to the Speaker of the National Assembly, the names of the six (6) nominees; Mr. Kiragu wa Magochi Mr. Albert Fred Ekirapa Ms. Jacinta A. Kapiyo Mr. William Mwita Makubo, Mr. Muthuri Nkoroi and Mr. Mwijuma Mwinyipembe vide a letter dated 8<sup>th</sup> July, 2013 for vetting and approval for appointment by the National Assembly as Members of the Teachers Service Commission.
- ii) On Wednesday, 18<sup>th</sup> September, 2013, the Honourable Speaker in a communication referred the names of the nominees to the Departmental Committee on Education, Research and Technology for vetting and reporting to the House.
- iii) On Friday, September 20<sup>th</sup> 2013, an advertisement was placed in the print media inviting the public to submit memoranda by way of affidavit on the suitability or otherwise of the six (6) nominees in conformity with Section 6(9) of the Public Appointments (Parliamentary Approval) Act 2011. The submissions were to be received latest by 26<sup>th</sup> September, 2013 at 5.00 p.m.

#### 4.0 VETTING PROCESS

In conducting the vetting process, the Departmental Committee on Education, Research and Technology examined the nominees against the following criteria, amongst others, as set out in the Public Appointments (Parliamentary Approval) Act No. 33 of 2011.

- (i) Academic qualifications
- (ii) Employment record
- (iii) Professional affiliations
- (iv) Potential conflict of interest
- (v) Knowledge of the relevant subject
- (vi) Overall suitability for the position
- (vii) Tax compliance
- (viii) Integrity

During its Sittings held on Friday, 27<sup>th</sup> September, 2013 the Committee conducted face to face interview of the six (6) nominees.

#### 4.1 MR. KIRAGU WA MAGOCHI

Mr. Kiragu wa Magochi appeared before the Committee on Friday, 27<sup>th</sup> September, 2013. He was nominated to serve as a Chairperson of the TSC. He was born in 1954 in Muranga County. He is currently working with the Ministry of Education Science and Technology as the Acting Education Secretary. He Holds a Masters of Education Degree from Kenyatta University and a Bachelor of Education Degree from the University of Nairobi. He has undertaken the following professional courses including professional and Continuing Education (Managing Staff in the learning organization). The selection panel scored him position 2 with 78.1 %, second from the leading candidate who scored 80.3 %.



The Committee examined him on general and specific thematic areas which the nominee responded as follows:-

**(i) Qualification vis a viz his appointment**

Mr. Kiragu wa Magochi informed the Committee that he has contributed immensely on teacher developmental programmes by developing a manual on teacher advisory centres (TACs). He has also undertaken several training opportunities that have prepared him adequately for his role as a chairperson. The opportunity to start his career as an untrained graduate and rising through the ranks to become an acting educational secretary, has prepared him adequately to perform his responsibilities. He was also instrumental in setting the TSC Act, 2013 and therefore he will ensure that it is implemented to the letter.

**(ii) Reforms in the Teachers Service Commission**

Mr. Magochi stated that TSC was established in 1967 and has not been expanded to cope with the increased number of schools. He noted that if appointed as chairperson of TSC he would embark on the review of TSC structure to enable it cope with the current number of schools.

**(iii) Integration of ICT in information management**

Mr. Kiragu noted that there was need to embrace ICT in data management as a way of improving efficiency especially in recruitment of teachers. To this end, he would ensure that an up to date databank of all trained teachers is maintained.

**(iv) Decentralization of TSC services**

Mr. Magochi stated that there was need to transfer TSC structures with commensurate resources to ensure that teacher management is well implemented.

**(v) Indiscipline cases amongst teachers**

Mr. Kiragu wa Magochi stated that he will ensure that teachers who are implicated in carnal knowledge against pupils are dealt with in accordance with the existing laws. He will work closely with relevant state organs to eliminate these vices.

**(vi) Improving standards of teaching**

Mr. Kiragu wa Magochi stated that having worked as the coordinator for the *Education for All* in Africa he has gained a wealth of experience which will ensure quality teaching standards are realized. He stated that quality assurance requires cooperation between the Ministry of Education, Science and Technology and TSC.

**(vii) Performance contracting**

Mr. Kiragu wa Magochi stated that performance contracting is an effective way of monitoring performance for all. He stated that if appointed as chairperson, he was ready to introduce the same and not only for teachers but also to TSC secretariat. He will also ensure that he engages all the stakeholders in decision making to ensure that the concept of performance contracting is not misunderstood.



## **MR. ALBERT FRED EKIRAPA**

Mr. Albert Fred Ekirapa appeared before the Committee on Friday, 27<sup>th</sup> September, 2013. He was nominated to serve as a Member of the Commission. He is 53 years old and was born in Busia County. He is currently working with the Ministry of Education Science and Technology as a senior Deputy Director of Education (Directorate of Secondary and Tertiary Education). He holds Masters degree in Education (Education Administration) from the University of Nairobi and a Bachelor of Education Science degree (B. Ed Science) from Kenyatta University. The selection panel ranked him position 9 with a mean score of 65.1%.

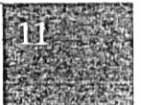
The Committee examined the nominee on general and specific thematic areas which the nominee responded as follows:-

### **(i) Qualification vis a viz his appointment**

Mr. Fred Ekirapa stated that having worked in a hardship area especially in Turkana enabled him to strengthen his character as a manager. It exposed him to challenges that are faced by teachers in these areas.

### **(ii) Current shortage of teachers**

Mr. Albert Fred Ekirapa stated that the right to quality education is guaranteed as a basic human right and hence government should increase the budgetary allocation to employ more teachers so as not compromise the quality of education. He will continuously engage the Committee to lobby for more allocation from the National Treasury. He noted that a teacher contributes 75 % of learning hence the need to recruit more teachers to cover the shortfall. He noted that there was need to evaluate distribution of teachers across the country to ensure equity. He would also that all teachers have equal work load to avoid some teachers being overworked. He noted the need to decentralize governmental to ensure that other regions have the same facilities like Nairobi so



as to make as attractive as Nairobi. This would ensure that concentration of teachers in developed towns is reduced.

### **(iii) Hardship areas**

He stated that there was need to review the system of mapping of hardship areas to be based on schools as opposed to the current system whereby it is based on educational zones. He singled out areas Northern Kenyan where teachers in specific schools should be considered.

### **(iv) Staffing and transfers**

He stated that the recruitment exercise should not prioritize locals only but rather all trained and qualified teachers irrespective of their background. He emphasized the need to embrace meritocracy in the process of recruitment. He further noted that he would ensure that replacement of teachers is done immediately a vacancy arises through natural attrition and not annually as it is currently being done. If appointed, Mr. Ekirapa noted that he would ensure that TSC employs relief teachers to stand in the gap whenever teachers apply for leaves. He emphasized on the need to involve the county Directors whenever transfers are being effected. In the case of teachers requesting for transfer to be with their families, he stated that he would formulate a policy on the same so as to eliminate discrimination.

### **(v) Remuneration for teachers**

Mr. Albert Fred Ekirapa stated that if appointed as a member of TSC he would ensure that teacher's allowance and benefits are harmonized with those of other civil servants. This would go a long way in boosting the morale of teachers.

### **(vi) Improving performance in Public primary schools**



Mr. Ekirapa stated that he would focus on improving the quality of education in public primary schools by building the capacity of teachers so as to undertake quality assurance at school level. The teachers would work hand in hand with the quality assurance officers from TSC. This would ensure that public schools compete fairly with private schools like they did in the past.

**(vii) Corruption**

Mr. Albert Ekirapa stated that he would ensure that he puts in mechanism to promote transparency and accountability especially during recruitment. He would ensure that the processes of recruitment are computerized to eliminate corruption. He stated that cases of corruption will be investigated by the Commission and immediate action is taken against officers found engaging in these vices.

**(viii) Overlapping functions of quality assurance officers from both the Ministry of Education, Science and Technology and the Teachers Service Commission**

Mr. Ekirapa stated that the functions of quality assurance officers from the Ministry of Education, Science and Technology and the Teachers Service Commission were complimentary in nature hence there was no need for conflict in discharge of mandate. He further stated that although TSC was an independent Commission, there was need for the institution to work closely with the Ministry to avoid duplication of roles.

**MS. JACINTA A. KAPIYO**

Ms. Jacinta A. Kapiyo appeared before the Committee on Friday, 27<sup>th</sup> September, 2013. She has been nominated to serve as a Member of the Commission. She was born in 1957 and hails from Homabay County. She is currently working with the Ministry of Education Science and Technology as a Deputy Director of Education. She is currently pursuing a Ph. D in Education and

Planning at Catholic University of East Africa. She Holds a Masters of Education (Education planning, Administration and Curriculum Development) Degree from Kenyatta University and a Bachelor of Education Degree from University of Nairobi. She has undertaken several professional courses including introduction to Educational management for Secondary Schools, certificate in education management. She has also published several books that have contributed positively in the education sector. She was ranked by the selection panel at position 4 with a mean score of 69.4%.

The Committee examined the nominee on general and specific thematic areas which the nominee responded as follows:-

#### **Qualification vis a viz his appointment**

Ms. Jacinta A Kapiyo informed the Committee that her educational and work backgrounds had prepared her for the task ahead, having dealt with issues of teacher management for the last 28 years. She has also published several books and had excellent leadership and managerial skills hence she would be able to effectively discharge her duty as a member of TSC.

#### **Irregular teacher promotion**

Ms. Jacinta Kapiyo stated that teacher promotion as a result of sexual favours is rampant and if appointed to serve in TSC she would ensure necessary disciplinary measures are taken against those involved.

#### **Management of resources**

Ms. Jacinta Kapiyo stated she would encourage school heads /Principals to pursue relevant financial management courses in order to understand how to keep proper audited books of account. She also added that she would ensure



necessary measures are in put in place to ensure principals who engage in misappropriation of funds are held responsible.

### **Reforms in the Teachers Service Commission**

She stated that she would consult with the different organs of the Commission including the secretariat to identify the gaps in the teacher management policy. She would encourage the other commissioners to work as a team in order to improve teacher management and enhance quality teaching standards. She also stated that if appointed to serve in TSC she would leverage on ICT in management of teachers.

### **Challenges facing education sector**

Ms. Jacinta A. Kapiyo stated that the education sector was being faced with several challenges including teacher shortage, lack of proper infrastructure and high enrolment. She added that if appointed to serve in the commission, she would work with the relevant Government institutions to provide adequate allocation to the education sector in order to employ more teachers and put up necessary infrastructure.

### **Performance in Public schools**

Ms. Jacinta stated that public primary schools have continued to perform dismally compared to private primary schools. She emphasized on the need to enhance quality assurance to meet required standards of teaching. She would also provide conducive working environment for teachers in public schools to improve the quality of teaching.

## **Relationship between with the Committee on Education, Research and Technology**

Ms. Jacinta acknowledged the role played by the Committee of Education, Science and Technology in the ensuring increased budgetary allocation to the education sector. She assured the Committee that if appointed to serve in TSC, she would work closely with the Committee to ensure that TSC receives adequately budgetary allocation to address the issue of shortage of teachers as well their terms and conditions of service.

## **Early childhood Development Education (ECDE) in the context of devolved system of governance**

Ms. Jacinta A. Kapiyo hailed the new system of devolved government especially on early childhood development. However, she noted the need for TSC to be fully mandated to employ and manage the ECD teachers as stipulated by the TSC Act. This would not only ensure that children receive quality education but also ensure ECD teachers have uniform terms and conditions of service across the country. She further added that the County Governments should embark on putting up necessary infrastructure.

## **Absconding of duty by teachers**

Ms. Jacinta A. Kapiyo noted that desertion of duties is punishable by the TSC Act. She emphasized on the need for teachers to take their duties seriously as teachers' contribution to the knowledge is crucial. She stated that if appointed to serve in TSC, she would implement performance appraisal so as to ensure that performance of individual teachers is closely monitored.

### **MR. WILLIAM MAKUBO MWITA**

Mr. William Mwita Makubo appeared before the Committee on Friday, 27<sup>th</sup> September, 2013. He had been nominated to serve as a Member of the Commission. He was born in 1956 and comes from Migori County. He is currently working with the Ministry of Education Science and Technology as a Head of Department (Bursaries and Grant Section). He holds a Master of Business Administration (MBA) (Strategic Management) from the University of Nairobi and a Bachelor of Education, B. Ed (Maths) from University of Calgary Alberta, Canada. The selection panel ranked him position 16 with a mean score of 44.4%. However, as stipulated by the TSC Act, only thirteen names were forwarded by the selection panel.

The Committee examined the nominee on general and specific thematic areas which the nominee responded as follows:-

#### **Qualification vis a viz his appointment**

Mr. William Makubo Mwita informed the Committee that his distinguished performance while working in Taranganya Secondary School earned him a Distinguished Service Medal (DSM) by the office of President. He was able to put up a school library, laboratory and install a generator even without the support from the Government.

### **MR. JAMES MUTHURI NKOROI**

Mr. Muthuri Nkoroï appeared before the Committee on Friday, 27<sup>th</sup> September, 2013. He has been nominated to serve as a Member of the Commission. He was born in 1960 and comes from Meru County. He is currently working with the Teachers Service Commission as a County Director, Samburu County. He holds a Master of Science (Applied Mathematics) Degree from JKUAT and a Bachelor of

Education (B. Ed) Science (Double Mathematics) Degree from Kenyatta University. The selection panel ranked him position 12 with a mean score of 58.6 %.

The Committee examined the nominee on general and specific thematic areas which the nominee responded as follows:-

### **Qualification vis a viz his appointment**

Mr. Muthuri Nkoroi Informed the Committee that he had started his career as a head teacher and rose through the ranks to become a County Director of Education. This had given wealth of experience on teacher management hence he would effectively discharge his duties as a Member of TSC. While working as staffing officer in Nairobi he was managed to stabilise the staffing levels with fairness as the guiding principle. As a County Director in Samburu County, he was able to improve the performance in Kenya Certificate of Secondary Education (K.C.S.E)

### **Sexual harassment of pupils**

Mr. Muthuri Nkoroi stated that issues of sexual harassment on students should be investigated and teachers found engaging in these vices should be interdicted to pave way for investigation. He noted the need to sensitize parents/ guardians on the rights of children to avoid compromise by these errant teachers.

### **Relationship between the Commissioners and the Secretariat of TSC**

Mr. Nkoroi stated that he would ensure that the TSC Commissioners work closely with the Secretariat of the TSC to deliver the mandate of the Commission. He noted that teamwork was key in efficient management of teachers.

### **Role of the Ministry of Education, Science and Technology and TSC**

Mr. Muthuri Nkoroi stated that the relationship between the Ministry and TSC should be complimentary in nature. The Ministry was responsible for curriculum development while TSC's mandate was on teacher management. He noted that for the education sector to yield better results there ought to be synergy between the two institutions

#### **MR. MWIJUMA MWINYIPEMBE**

Mr. Mwijuma Mwinyipembe appeared before the Committee on Friday, 27<sup>th</sup> September, 2013. He has been nominated to serve as a Member of the Commission. He was in 1955 and comes from Mombasa County. He is currently working with the Ministry of Education Science and Technology as the acting Director of Quality Assurance. He holds a Masters of Education (Administration) Degree from Kenyatta University and a Bachelor of Education (Arts) Degree from Kenyatta University. He has undertaken several professional courses. He has participated in several Publications in the education sector. The selection panel ranked him position 1 with a mean score of 72.6%. He sat in last selection panel representing the Permanent Secretary. He stated that he had no undue advantage over other candidates, having sat in the previous selection panel, since the panel had other new members.

The Committee examined the nominee on general and specific thematic areas which the nominee responded as follows:-

#### **Quality assurance**

Mr. Mwijuma Mwinyipembe informed the Committee that the Basic Education Act, 2013 section 66 gives powers to the quality assurance and standards officers to enter at any time any basic education and training institution with or without notice to ensure compliance with education standards and regulations.

### **Core agenda in the next 100 days**

Mr. Mwijuma Mwinyipembe assured the Committee that he would lobby the Committee to initiate a legislation mandating the Board of Management to closely supervise schools to enhance quality of teaching.

### **Errant and indisciplined teachers**

Mr. Mwijuma Mwinyipembe informed the Committee that since there is already an existing Act of Parliament he will see to it that teachers caught abusing students are interdicted and if found guilty they are convicted. He also stated that he would embark on creating awareness to parents who may be vulnerable to compromise.

### **Admission policy of Teachers Training College (TTC)**

Mr. Mwijuma Mwinyipembe stated that the minimum requirement for qualification to join TTC is a good policy since it would ensure that TTC churn out quality teachers. However, he noted that there was room for consultation to thrush out issues to reach consensus.

## 5.0 COMMITTEE'S OBSERVATIONS

### 5.1 MR KIRAGU WA MAGOCHI:-

The Committee having considered his curriculum vitae and heard his oral submission during the vetting exercise/interview, made the following observations:-

- (i) He had been nominated to serve as a Chairperson of the TSC.
- (ii) He was born in 1954 in Muranga County.
- (iii) He is currently working with the Ministry of Education Science and Technology as the Acting Education Secretary in charge of coordinating, supervising and overseeing effective and efficient operations of the directorates including other duties (as contained in his curriculum vitae)
- (iv) He rose through the ranks from untrained teacher in Mirichu Secondary School.
- (v) He Holds a Masters of Education Degree from Kenyatta University and a Bachelor of Education Degree from the University of Nairobi.
- (vi) He has undertaken the following professional courses including professional and Continuing Education (Managing Staff in the learning organization) from University of Portsmouth, UK and Staff Performance Appraisal from Kenya Institute of Administration (KIA).
- (vii) He has participated in teacher developmental programmes by developing a manual on teacher advisory centres (TACs).
- (viii) He was awarded with a presidential award – Moran of the Burning Spear (MBS) in 2011.
- (ix) The selection panel scored him position 2 with 78.1 %, second from the leading candidate who scored 80.3 %.
- (x) He was interviewed twice by the selection panel i.e on 16<sup>th</sup> October, 2012 and 2<sup>nd</sup> August, 2013.

- (xi) He has been rejected twice by Parliament, however he was cleared by a High Court ruling (herewith annexed) on account that he was eligible for a second interview since previous rejection by the National Assembly was not in itself a bar to subsequent application.
- (xii) He has never been charged in a Court of Law, has been cleared by Ethics & Anti-corruption Commission (EACC), has fully complied with chapter six (6) on integrity and has fully complied with his tax obligation.
- (i) He has never been dismissed from office for contravention of the provisions of Article 75 of the Constitution which deals with conduct of state officers that are adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry.

## 5.2 MR. ALBERT FRED EKIRAPA

The Committee having considered his curriculum vitae and heard his oral submission during the vetting exercise/interview, made the following observations:-

- a. He was nominated to serve as a Member of the Commission.
- b. He is 53 years old and was born in Busia County.
- a. He is currently working with the Ministry of Education Science and Technology as a senior Deputy Director of Education (Directorate of Secondary and Tertiary Education) in charge of Overall management and administration of services, among other responsibilities. He has risen through the ranks from a classroom teacher in Lodwar High School in Turkana County.
- b. He holds Master of Education degree (Education Administration) from the University of Nairobi and a Bachelor of Education Science degree (B. Ed Science) from Kenyatta University.

- c. The selection panel ranked him position 9 with a mean score of 65.1%.
- d. He has never been charged in a Court of Law, has no potential conflict of interest, and has fully complied with her tax obligation.
- e. He has never been dismissed from office for contravention of the provisions of Article 75 of the Constitution which deals with conduct of state officers that are adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry.

### 5.3 MS. JACINTA A KAPIYO

The Committee having considered her curriculum vitae and heard her oral submission during the vetting exercise/interview, made the following observations:-

- i) She has been nominated to serve as a Member of the Commission.
- ii) She was born in 1957 and hails from Homabay County.
- iii) She started her career as a teacher at Agoro Sare High School rising through the ranks.
- iv) She is currently working with the Ministry of Education Science and Technology as a Deputy Director of Education.
- v) She is currently pursuing a Ph. D in Education and Planning at Catholic University of East Africa. She Holds a Masters of Education (Education planning, Administration and Curriculum Development) Degree from Kenyatta University and a Bachelor of Education Degree from University of Nairobi.
- vi) She is also a Member of the Technical University of Kenya Council
- vii) She has undertaken several professional courses including introduction to Educational management for Secondary Schools, certificate in education management among others.

- viii) She has also authored books including Co-Author, The Evolving World, History & Government Form I-IV (Revised) & Teachers' Guide (OUP) among others.
- ix) She was ranked by the selection panel at position 4 with a mean score of 69.4%.
- x) She has never been charged in a Court of Law, has no potential conflict of interest, and has fully complied with her tax obligation.
- xi) She has never been dismissed from office for contravention of the provisions of Article 75 of the Constitution which deals with conduct of state officers that are adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry.

#### **5.4 MR. WILLIAM MWITA MAKUBO**

The Committee having considered his curriculum vitae and heard his oral submission during the vetting exercise/interview, made the following observations:-

- i) He had been nominated to serve as a Member of the Commission.
- ii) He was born in 1956 and comes from Migori County.
- iii) He is currently working with the Ministry of Education Science and Technology as a Head of Department (Bursaries and Grant Section).
- iv) He holds a Master of Business Administration (MBA) (Strategic Management) from the University of Nairobi and a Bachelor of Education, B. Ed (Maths) from University of Calgary Alberta, Canada.
- v) The selection panel ranked him position 16 with a mean score of 44.4%. However, as stipulated by the TSC Act, only thirteen names were forwarded by the selection panel, hence he was not in the list forwarded to the H.E President for nomination despite his name being sent to Parliament for approval.



- xii) He has never been charged in a Court of Law, has no potential conflict of interest, and has fully complied with her tax obligation.
- xiii) He has never been dismissed from office for contravention of the provisions of Article 75 of the Constitution which deals with conduct of state officers that are adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry.

#### **5.5 MR. JAMES MUTHURI NKOROI**

The Committee having considered his curriculum vitae and heard his oral submission during the vetting exercise/interview, made the following observations:-

- i) He has been nominated to serve as a Member of the Commission.
- ii) He was born in 1960 and comes from Meru County.
- iii) He started his career as a head teacher in Igoki Secondary School, Meru County.
- iv) He is currently working with the Teachers Service Commission as a County Director, Samburu County.
- v) He holds a Master of Science (Applied Mathematics) Degree from JKUAT and a Bachelor of Education (B. Ed) Science (Double Mathematics) Degree from Kenyatta University.
- vi) The selection panel ranked him position 12 with a mean score of 58.6 % hence his name was forwarded to the H.E. for nomination.
- vii) He has never been charged in a Court of Law, has no potential conflict of interest, and has fully complied with her tax obligation.
- viii) He has never been dismissed from office for contravention of the provisions of Article 75 of the Constitution which deals with conduct of state

officers that are adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry.

#### **5.6 MR. MWIJUMA MWINYIPEMBE**

The Committee having considered his curriculum vitae and heard his oral submission during the vetting exercise/interview, made the following observations:-

- i) He had been nominated to serve as a Member of the Commission.
- ii) He was born in 1955 and comes from Mombasa County.
- iii) He is currently working with the Ministry of Education Science and Technology as the acting Director of Quality Assurance.
- iv) He holds a Masters of Education (Administration) Degree from Kenyatta University and a Bachelor of Education (Arts) Degree from Kenyatta University. He has undertaken several professional courses.
- v) He has participated in several Publications in the education sector.
- vi) The selection panel ranked him position 1 with a mean score of 72.6%.
- ix) He sat in the previous selection panel representing the Permanent Secretary. He has never been charged in a Court of Law, has no potential conflict of interest, and has fully complied with her tax obligation.
- x) He has never been dismissed from office for contravention of the provisions of Article 75 of the Constitution which deals with conduct of state officers that are adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry.

## 6.0 GENERAL OBSERVATIONS

The Committee made the following general observations:-

- 1) The Committee observed that a list of seven (7) names for the position of Chairperson was forwarded to the President in contravention of the TSC Act Section 8 (6) (d) which stipulates that a list of 3 names be forwarded to the President.
- 2) The Committee observed that the name of Mr. William M. Mwita was forwarded to the National Assembly for approval, despite his name not being among the thirteen (13) names forwarded to the H.E the President by the Selection Panel. This contravened the TSC Act which states that the President shall nominate from the thirteen names submitted to him by the Selection Panel.
- 3) The Committee observed that the selection panel displayed bias because of allowing Mr. Mwijuma Mwinyipembe who was former fellow panellist to appear for the second interview and ranked him position one (1) overall.
- 4) The Committee observed that Five (5) out of six (6) nominees were employees of the Ministry of Education, Science and Technology indicating a mass exodus of senior officials from the Ministry to TSC.
- 5) The Committee observed that the list lacked a mix of professionals, with all the nominees having a background in education.
- 6) The Committee observed that the nominees presented did not depict transitional leadership since majority of the nominees were over 55 years of age.
- 7) The Committee observed that special interest groups like persons with disabilities were not considered despite being in the list forwarded to the President.
- 8) The Committee observed that the list did not meet the constitutional requirement of regional balance.

## 7.0 RECOMMENDATIONS

Pursuant to Section 8(7) of the Teachers Service Commission Act No. 20 of 2012 and Standing Order No. 45 and based on the Committee observations, the Committee recommends that:-

- (i) Fresh advertisement is carried out for the positions of Chairperson and Members of the Teachers Service Commission.
- (ii) Fresh selection panel be constituted as per the TSC Act.
- (iii) Finally, this House rejects following six (6) nominees for appointment by H.E. the President as Chairperson and Members of the Teachers Service Commission.

1. Mr. Kiragu wa Magochi - Chairperson
2. Mr. Albert Fred Ekirapa - Member
3. Mr. Jacinta A. Kapiyo - Member
4. Mr. William M. Makubo - Member
5. Mr. James Muthuri Nkoroi - Member
6. Mr. Mwijuma Mwinyipembe - Member

Proposal

Those legitimately nominated be approved

Approved

- ⇒
- ① Kiragu wa Magochi
  - ② Mr Albert Fred Ekirapa
  - ③ Jacinta Kapiyo
  - ④ Mr James Muthuri Nkoroi

Reject ① William M Makubo - not in list  
② Mr Mwijuma Mwinyipembe - undue advantage



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# MINUTES

**MINUTES OF THE 27<sup>TH</sup> SITTING OF THE DEPARTMENTAL COMMITTEE ON EDUCATION,  
RESEARCH AND TECHNOLOGY HELD ON FRIDAY, SEPTEMBER, 2013, IN COMMITTEE  
ROOM 4<sup>TH</sup> FLOOR, CONTINENTAL HOUSE, PARLIAMENT BUILDINGS, AT 9.00 A.M.**

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**PRESENT**

1. The Hon. Sabina Chege, M.P. **(Chairperson)**
2. The Hon. Julius Melly, M.P. **(Vice Chair)**
3. The Hon. Yusuf Chanzu, M.P.
4. The Hon. Joseph Manje, M.P.
5. The Hon. Joseph Nyumu, M.P.
6. The Hon. Mary Seneta, M.P.
7. The Hon. Joseph M'eruaki, M.P.
8. The Hon. Cecilliah Ng'etich, M.P.
9. The Hon. Michael Kisoi Munyaio, M.P.
10. The Hon. Ibren Nasra Ibrahim, M.P.
11. The Hon. Halima Ware Duri, M.P.
12. The Hon. (Dr.) Wilber Ottichilo, M.P.
13. The Hon. Jacob Macharia, M.P.
14. The Hon. Jared Opiyo Odhiambo, M.P.
15. The Hon. Eric Keter, M.P.
16. The Hon. Geoffrey Makokha Odanga, M.P.
17. The Hon. Mohamed Huka, M.P.
18. The Hon. Moses Injendi, M.P.
19. The Hon. Harrison Kombe, M.P.
20. The Hon. Rose Rwamba Mitaru, M.P.
21. The Hon. Muriuki Njagagua, M.P.
22. The Hon. Dorcas Kedogo Luvalitsa, M.P.
23. The Hon. Richard Katemi Makenga, M.P.
24. The Hon. (Dr.) Christine Ombaka, M.P.

**ABSENT**

1. The Hon. (Prof.) Hellen Sambili, M.P.
2. The Hon. Anthony Kimaru, M.P. ✦
3. The Hon. (Dr.) Susan Chebet, M.P.
4. The Hon. Kenneth Okoth, M.P.

## IN ATTENDANCE

## NATIONAL ASSEMBLY

1. Ms. Leah Wanjiru - Clerk Assistant I
2. Ms. Susan Maritim - Clerk Assistant I
3. Mr. Wellington Namenge – Research Officer

MIN.NO.DCD/ 97/2013

## VETTING OF THE NOMINEES FOR THE TEACHERS SERVICE COMMISSION (TSC)

### **MR. KIRAGU WA MAGOCHI**

The meeting was called to order at Twenty Minutes past Nine and thereupon prayers were said.

Mr. Kiragu wa Magochi appeared before the Committee and was asked to introduce himself including his family and educational background, work experience/employment record and his present/current engagement.

Mr. Kiragu wa Magochi took members through his educational and professional background as contained in the main body of the report.

The Committee examined him on general and specific thematic areas as contained in the main body of the report.

### **Mr. Albert Fred Ekirapa**

Mr. Albert Fred Ekirapa appeared before the Committee and was asked to introduce himself including his family and educational background, work experience/employment record and his present/current engagement.

The Committee examined him on general and specific thematic areas as contained in the main body of the report.



**Ms. Jacinta A. Kapiyo**

Ms. Jacinya A. Kapiyo appeared before the Committee and was asked to introduce herself including her family and educational background, work experience/employment record and her present/current engagement.

The Committee examined her on general and specific thematic areas as contained in the main body of the report.

**Mr. William Mwita Makubo**

Mr. William Mwita Makubo appeared before the Committee and was asked to introduce himself including his family and educational background, work experience/employment record and his present/current engagement.

The Committee examined him on general and specific thematic areas as contained in the main body of the report.

The Committee noted that he was not in the list that was forwarded by the Selection panel, to the President for nomination, despite him forwarded by the President for approval by the Committee.

**Mr. James Muthuri Nkoroi**

Mr. James Muthuri appeared before the Committee and was asked to introduce himself including his family and educational background, work experience/employment record and his present/current engagement.

The Committee examined him on general and specific thematic areas as contained in the main body of the report.

**Mr. Mwijuma Mwinyipembe**

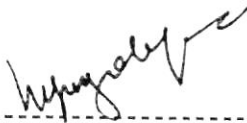
Mr. Mwijuma Mwinyipembe appeared before the Committee and was asked to introduce himself including his family and educational background, work experience/employment record and his present/current engagement.

The Committee examined him on general and specific thematic areas as contained in the main body of the report.

**MIN.NO. DCD/98/2013    ADJOURNMENT OF THE MEETING**

There being no other business, the meeting was adjourned at 7.30 p.m until Monday 30<sup>th</sup> September, 2013 at 2.30 p.m.

SIGNED-----



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(CHAIRPERSON)

DATE-----

30<sup>TH</sup> SEPTEMBER, 2013.



MINUTES OF THE 28<sup>TH</sup> SITTING OF THE DEPARTMENTAL COMMITTEE ON EDUCATION,  
RESEARCH AND TECHNOLOGY HELD ON MONDAY, 30<sup>TH</sup> SEPTEMBER, 2013, AT THE  
BOARD ROOM, 2<sup>ND</sup> FLOOR, PROTECTION HOUSE, PARLIAMENT BUILDINGS, AT 4.00  
P.M

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**PRESENT**

1. The Hon. Sabina Chege, M.P. (Chairperson)
2. The Hon. Julius Melly, M.P. (Vice Chair)
3. The Hon. Yusuf Chanzu, M.P.
4. The Hon. Joseph Manje, M.P.
5. The Hon. Rose Rwamba Mitaru, M.P.
6. The Hon. Jacob Macharia, M.P.
7. The Hon. Mary Seneta, M.P.
8. The Hon. Joseph M'eruaki, M.P.
9. The Hon. Eric Keter, M.P.
10. The Hon. Mohamed Huka, M.P.
11. The Hon. Muriuki Njagagua, M.P.
12. The Hon. Michael Kisoi Munyao, M.P.
13. The Hon. Ibren Nasra Ibrahim, M.P.
14. The Hon. Makenga Richard katemi, M.P.
15. The Hon. Dorcas Kedogo Luvalitsa, M.P.
16. The Hon. Ceciliah Ng'etich, M.P.
17. The Hon. (Dr.) Wilber Ottichilo, M.P.
18. The Hon. Jared Opiyo Odhiambo, M.P.
19. The Hon. Joseph Nyumu, M.P.
20. The Hon. Moses Injendi, M.P.

**ABSENT**

1. The Hon. (Prof.) Hellen Sambili, M.P.
2. The Hon. Anthony Kimaru, M.P. ✕
3. The Hon. Dr. Susan Chebet, M.P.
4. The Hon. (Dr.) Christine Ombaka, M.P.
5. The Hon. Kenneth Okoth, M.P.
6. The Hon. Harrison Kombe, M.P.
7. The Hon. Geoffrey Makokha Odanga, M.P.
8. The Hon. Halima Ware Duri, M.P.

**IN ATTENDANCE**

**NATIONAL ASSEMBLY**

Ms. Leah Wanjiru - Clerk Assistant I  
Mr. Wellington Namenge - Research Officer

Mr. Anthony Njoroge – Director, Litigation and Compliance

**MIN.NO. DCD/ 99/2013 PRELIMINARIES**

The meeting was called to order at 4.10 p.m thereupon prayers were said.

**MIN.NO.DCD/ 100/2013 CONSIDERATION OF THE REPORT ON THE VETTING OF THE NOMINEE FOR CHAIRPERSON AND MEMBERS OF THE TEACHERS SERVICE COMMISSION**

The Chairperson welcomed the Director, Litigation and Compliance to give a legal opinion on the following issues that were contentious and required a legal interpretation:-

- 1) The legality of the process of forwarding seven (7) names to the President for the position of Chairperson as opposed to three (3) as required by the TSC Act section 8 (6) (d); and
- 2) The eligibility of Mr. Mwijuma Mwinyipembe to sit for interview despite him being a panellist in the previous selection panel.

Having considered the legal opinion the Committee unanimously agreed to reject the entire list of six (6) nominees on account of the following observations:

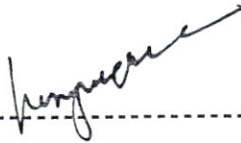
1. The list of seven (7) names was forwarded to the President in contravention of the TSC Act Section 8 (6) (d) which stipulates that a list of three (3) names be forwarded to the President.
2. Special interest groups like persons with disabilities were not considered despite being in the list forwarded to the President.
3. Five (5) out of six (6) nominees were employees of the Ministry of Education, Science and Technology indicating a mass exodus of senior officials from the Ministry to TSC.
4. The list lacked a mix of professionals, with all the nominees having a background in education.
5. The nominees presented did not depict transitional leadership since majority of the nominees were over 55 years of age.
6. The list did not meet the constitutional requirement of regional balance.

7. The selection panel displayed bias because of allowing a former fellow panellist to appear for the second interview and ranked him position one (1) overall.
8. A nominee was forwarded to National Assembly for approval, despite his name not being among the thirteen names forwarded to the President by the Selection Panel.

**MIN.NO.DCD/ 101/2013 ADJOURNMENT OF THE MEETING**

There being no other business, the meeting was adjourned at 7.30 p.m until Tuesday 1<sup>st</sup> October, 2013 at 10.00 a.m.

SIGNED-----



(CHAIRPERSON)

DATE-----

1<sup>st</sup> / OCTOBER 2013

MINUTES OF THE 29<sup>TH</sup> SITTING OF THE DEPARTMENTAL COMMITTEE ON EDUCATION, RESEARCH AND TECHNOLOGY HELD ON TUESDAY, 1<sup>ST</sup> OCTOBER, 2013, AT THE NEW MEMBERS LOUNGE, MAIN PARLIAMENT BUILDINGS, AT 10.00 A.M

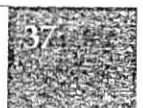
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**PRESENT**

21. The Hon. Sabina Chege, M.P. (Chairperson)
22. The Hon. Yusuf Chanzu, M.P
23. The Hon. Joseph Manje, M.P.
24. The Hon. Rose Rwamba Mitaru, M.P.
25. The Hon. Jacob Macharia, M.P.
26. The Hon. Mary Seneta, M.P.
27. The Hon. Joseph M'eruaki, M.P.
28. The Hon. Eric Keter, M.P.
29. The Hon. Mohamed Huka, M.P.
30. The Hon. Muriuki Njagagua, M.P.
31. The Hon. Michael Kisoi Munyao, M.P.
32. The Hon. Ibren Nasra Ibrahim, M.P.
33. The Hon. Makenga Richard katemi, M.P.
34. The Hon. Dorcas Kedogo Luvalitsa, M.P.
35. The Hon. Cecilian Ng'etich, M.P
36. The Hon. (Dr.) Wilber Ottichilo, M.P.
37. The Hon. Jared Opiyo Odhiambo, M.P
38. The Hon. (Prof.) Hellen Sambili, M.P.
39. The Hon. Anthony Kimaru, M.P. ✓
40. The Hon. Dr. Susan Chebet, M.P.
41. The Hon. (Dr.) Christine Ombaka, M.P.
42. The Hon. Kenneth Okoth, M.P.

**ABSENT**

1. The Hon. Julius Melly, M.P. (Vice Chair)
2. The Hon. Joseph Nyumu, M.P.
3. The Hon. Moses Injendi, M.P.
4. The Hon. Harrison Kombe, M.P.
5. The Hon. Geoffrey Makokha Odanga, M.P.
6. The Hon. Halima Ware Duri, M.P.



**MIN.NO.DCD/ 102/2013 CONSIDERATION AND ADOPTION OF THE REPORT ON VETTING OF NOMINEES FOR THE POSITIONS OF CHAIRPERSON AND MEMBERS OF THE TEACHERS SERVICE COMMISSION**

The Committee recommended that:-

Pursuant to Section 8(7) of the Teachers Service Commission Act No. 20 of 2012 and Standing Order No. 45 the Committee recommends that:-

1. This House rejects the six (6) nominees for appointment by H.E. the President
2. A fresh selection panel be constituted and fresh advertisement be done.

The Committee agreed that the Chair was going to move the motion of adoption of the report and the Hon. Jared Opiyo Odhiambo, M.P to second the motion.

The Committee adopted the report as follows:

**Proposed – Hon. Dorcas Kedogo Luvalitsa, M.P**

**Seconded –Hon. Joseph M' eruaki M' uthari, M.P**

**MIN.NO. 98/2013 ADJOURNMENT OF THE MEETING**

There being no other business, the meeting was adjourned at 11.30 a.m.

SIGNED-----

(CHAIRPERSON)

DATE-----

15<sup>th</sup> / OCTOBER, 2013



**CURRICULUM VITAE**  
**MR. KIRAGU WA MAGOCHI**

# CURRICULUM VITAE

## A. PERSONAL DATA

NAME : MAGOCHI, KIRAGU WA. MED (KENYATTA) BED  
(NAIROBI),

DATE OF BIRTH : 10<sup>TH</sup> OCTOBER, 1954

COUNTY : MURANGA

DISTRICT : KAHURO

DIVISION : MUGOIRI

LOCATION : MIRICHU

SEX : MALE

CITIZENSHIP : KENYAN

LANGUAGES : KIKUYU, KISWAHILI, ENGLISH

MARITAL STATUS : MARRIED – FOUR CHILDREN

OFFICIAL ADDRESS : MINISTRY OF EDUCATION SCIENCE &  
TECHNOLOGY  
STATE DEPARTMENT OF EDUCATION  
P.O. BOX 30040 – 00100  
NAIROBI, KENYA  
TEL.020-318581 EXT : 30603  
DIR. 020-341852  
MOBILE 0721-854236  
e-mail – [kmagochi@ed.go.ke](mailto:kmagochi@ed.go.ke) or  
[kiragumagochi@gmail.com](mailto:kiragumagochi@gmail.com)

HOME ADDRESS : P.O. BOX 75936 -00200, NAIROBI OR  
P.O. BOX 38-00520, RUAI, NAIROBI

## B. EDUCATION AND PROFESSIONAL QUALIFICATIONS

INSTITUTION	GRADE/CERTIFICATE
STRATHMORE BUSINESS SCHOOL AND MINISTRY OF STATE FOR PUBLIC SERVICE NOV. 30-DEC.4, 2009	EXECUTIVE EDUCATION – MAKING, IMPLEMENTING AND EVALUATING POLICY
KENYA INSTITUTE OF ADMINISTRATION (KIA) OCTOBER 15 <sup>th</sup> NOVEMBER 23 <sup>RD</sup> , 2007	- STRATEGIC LEADERSHIP DEVELOPMENT PROGRAMME (CERTIFICATE)
JOHN KENNEDY SCHOOL OF GOVERNMENT, HARVARD UNIVERSITY July 9-28, 2006	- EXECUTIVE EDUCATION-PUBLIC FINANCIAL MANAGEMENT (CERTIFICATE)
AHARON OFRI INTERNATIONAL TRAINING CENTRE, STATE OF ISRAEL MAY 5-18, 2003	- EDUCATION SYSTEMS-MANAGEMENT AND LEADERSHIP (CERTIFICATE)
KENYA ANTI- CORRUPTION POLICE UNIT 14-27,2002 MOMBASA	PUBLIC SERVICE INTEGRITY PROGRAMME (PSIP)
KENYA INSTITUTE OF EDUCATION (KIA) JULY 24- 28, 2000	STAFF PERFORMANCE APPRAISAL

UNIVERSITY OF  
PORTS MOUTH  
UK JUNE, 1996

- PROFESSIONAL AND CONTINUING EDUCATION-  
MANAGING STAFF IN THE LEARNING  
ORGANISATION

KENYATTA  
UNIVERSITY  
(1985 – 1987)

- MASTER OF EDUCATION (MED)

- PRICIPLES OF PRIMARY EDUCATION, B  
EDUCATION ADMINISTRATION, PLANNING AND  
CURRICULUM DEVELOPMENT

- GENERAL PSYCHOLOGY, RESEARCH B  
METHODS, TESTS AND MEASUREMENTS

- LANGUAGE, SCIENCE, MATHEMATICS AND C  
SOCIAL STUDIES EDUCATION

- INSTRUCTIONAL METHODS AND MEDIA B  
TECHNOLOGY

- LIBRARY EDUCATION: PAPER I B

- LIBRAY EDUCATION PAPER II B

- LANGUAGE EDUCATION PAPER I B

- LANGUAGE EDUCATION PAPER II C

- PROJECT/THESIS B

NAIROBI  
UNIVERSITY  
(1975 – 1978)

- BACHELOR OF EDUCATION (BED) UPPER  
SECOND CLASS HONS.

- EDUCATIONAL FOUNDATIONS B

- EDUCATION PSYCHOLOGY C

- EAST AFRICAN LITERATURE B

- THEORY OF LITERATURE AND LANGUAGE USE A

- INTRODUCTION TO THE STUDY OF LANGUAGE C

- INTRODUCTION TO THE STUDY OF ENGLISH B

- CURRICULUM DEVELOPMENT B

- GENERAL METHODS B

	- SPECIAL METHODS	C
	- TEACHING PRACTICE	PASS
	- DRAMA	B
	- THEORY OF LITERATURE AND STYLISTICS	B
	- ENGLISH STRUCTURE	B
	- EDUCATION FOUNDATIONS	B
	- EDUCATION PSYCHOLOGY	C
	- EDUCATION ADMINISTRATION, PLANNING AND ECONOMICS	C
	- AFRICAN LITERATURE	C
	- GENERAL LINGUISTICS	C
	- ADVANCED ENGLISH STRUCTURE	B
KAGUMO HIGH SCHOOL (1973 – 1974)	- EAST AFRICAN ADVANCED CERTIFICATE OF EDUCATION (EAACE)	
	- HISTORY	C
	- LITERATURE	C
	- DIVINITY	C
	- GENERAL PAPER	PASS
KIAGUTHU SEC. SCHOOL (1969 – 1972)	EAST AFRICAN SCHOOL CERTIFICATE (EASC)	
	- ENGLISH	6
	- KISWAHILI	4
	- MATHEMATICS	9
	- LITERATURE	1
	- HISTORY	1
	- BIBLE KNOWLEDGE	1
	- GEOGRAPHY	3
	- BIOLOGY	5
	- GENERAL SCIENCE	6
	- FINAL RESULT – DIVISION II: 15 POINTS	
GITHAGARA PRIMARY SCH. (1962 – 1968)	- CERTIFICATE OF PRIMARY EDUCATION	
	ENGLISH	A-
	MATHEMATICS	C+
	GENERAL SUBJECTS	A-

## C. WORKING EXPERIENCE

EMPLOYER	POSITION	DATE
MINISTRY OF EDUCATION, SCIENCE & TECHNOLOGY	Ag. EDUCATION SECRETARY	1 <sup>st</sup> July, 2013
PUBLIC SERVICE COMMISSION OF KENYA, P.O. BOX 30095, NAIROBI, KENYA	DIRECTOR, POLICY, PARTNERSHIPS & EAC AFFAIRS	21 <sup>st</sup> APRIL, 2010
	SENIOR DEPUTY DIRECTOR OF EDUCATION (SENIOR DEPUTY DIRECTOR, QUALITY ASSURANCE AND STANDARDS)	8 <sup>th</sup> OCT. 2008
	ACTING SENIOR DEPUTY DIRECTOR QUALITY ASSURANCE & STANDARDS	1 <sup>st</sup> JULY 2007
	DEPUTY DIRECTOR, QUALITY ASSURANCE & STANDARDS (OPERATIONS)	8 <sup>th</sup> SEP. 2004
	DEPUTY DIRECTOR OF EDUCATION	8 <sup>th</sup> SEP. 2004
	DEPUTY CHIEF INSPECTOR OF SCHOOLS	1 <sup>st</sup> JUNE 2003
	SENIOR ASSISTANT DIRECTOR OF EDUCATION	21 <sup>st</sup> MAY 2003
	ACTING DEPUTY CHIEF INSPECTOR OF SCHOOLS	24 <sup>th</sup> APRIL 2003
	ASSISTANT DIRECTOR OF EDUCATION (ASSISTANT CHIEF INSPECTOR OF SCHOOLS)	6 <sup>th</sup> SEP 2000
	SENIOR INSPECTOR OF SCHOOLS	JANUARY, 1995

TEACHERS SERVICE COMMISSION PRIVATE BAG NAIROBI	HIGHRIDGE TEACHERS COLLEGE	LECTURER, LEARNING RESOURCE CENTRE	1/7/1988 – 31/1/1995
	MOSORIOT TEACHERS COLLEGE	ASSISTANT LECTURER, ENGLISH	
		LECTURER, LEARNING RESOURCE CENTRE	1/1/1988- 30/6/1988
		ASSISTANT LECTURER – ENGLISH	
	SHANZU TEACHERS COLLEGE	ASSISTANT LECTURER, ENGLISH	1/8/1984- 31/9/1985
	MURANG'A HIGH SCHOOL	TEACHER – ENGLISH, HISTORY AND LITERATURE IN ENGLISH	1/1/1981- 31/7/1984
	NDUTUMI TECHNICAL SECONDARY SCHOOL	PRINCIPAL, TEACHER ENGLISH, LITERATURE IN ENGLISH AND HISTORY	1/5/1979- 31/12/1980
MICHUKI TECHNICAL SECONDARY SCHOOL	DEPUTY PRINCIPAL	1/9/78- 31/4/79	
BOARD OF GOVERNORS P.O. BOX 165 MURANG'A	MIRICHU SECONDARY SCHOOL	UNTRAINED – A LEVEL TEACHER FOR ENGLISH, HISTORY AND CRE	1975

#### D. CURRENT DUTIES AND RESPONSIBILITIES

##### EDUCATION SECRETARY DUTIES

- HEAD OF PROFESSIONAL MATTERS IN THE EDUCATION DEPARTMENT
- CO-ORDINATING, SUPERVISING AND OVERSEEING EFFECTIVE AND EFFICIENT OPERATIONS OF THE DIRECTORATES

- IN-CHARGE OF DEPLOYMENT AND TRANSFER OF FIELD AND PROFESSIONAL STAFF IN EDUCATION
- ENSURING EDUCATION PROGRAMMES IN THE EDUCATION DEPARTMENT AS EFFECTIVELY AND EFFICIENTLY IMPLEMENTED
- FORMULATING EDUCATION POLICIES, PROGRAMMES AND PROJECTS INSTITUTIONALIZING RESULTS BASED MANAGEMENT AND PERFORMANCE BASED REWARD SYSTEMS
- TECHNICAL ADVISOR TO THE GOVERNMENT IN EDUCATION SECTOR
- SUPERVISING THE DEVELOPMENT AND IMPLEMENTATION OF NATIONAL STRATEGIES, POLICIES, BUDGETS, PROGRAMMES AND PROJECTS AND INSTITUTIONALIZING PUBLIC PRIVATE PARTNERSHIP IN EDUCATION
- FAST-TRACKING THE IMPLEMENTATION OF THE LEGAL PROVISIONS IN THE CONSTITUTION, BASIC EDUCATION ACT AND ALL OTHER ELATED LEGAL PROVISIONS IN EDUCATION
- SUPERVISING FORM 1 AND COLLEGE TRAINING INTAKES IN EDUCATION.

## E PUBLICATIONS

PRIMARY SCHOOL MANAGEMENT HEADTEACHER TRAINING MODULE	1996
TEACHERS RESOURCE CENTRE HANDBO	1998
TEACHERS RESOURCE CENTRE HANDBOOK	1998
SCHOOL MANAGEMENT GUIDE	1999
SCHOOL DEVELOPMENT PLANNING NO. 1	2000
MANAGEMENT OF THE CURRICULUM NO. 2	2000
MANAGEMENT OF PEOPLE NO. 3	2000
MANAGEMENT OF RESOURCES NO. 4	2000

## F. COMMENDATIONS

PRESIDENTIAL AWARD – MORAN OF THE BURNING SPEAR (MBS), 2011

CERTIFICATE OF RECOGNITION FROM THE ELECTORAL COMMISSION OF KENYA FOR PARTICIPATING AS MEMBER OF LANGUAGE BOARD IN THE NATIONAL ASSEMBLY AND PRESIDENTIAL ELECTION ACT – 1997 PARTICIPATION IN IMPLEMENTING PRIMARY SCHOOL MANGEMENT ACTIVITIES – CHIEF INSPECTOR OF SCHOOLS, 8<sup>TH</sup> DECEMBER 1998.

APPRECIATION FOR PLAYING LEAD ROLE IN PRIMARY SCHOOL MANAGEMENT (PRISM) PROJECT – PROJECT CORDINATOR, FEBRUARY, 2001.

KENYA SCHOOLS FOR THE MENTALLY RETARDED SPORTS ASSOCIATION 30<sup>TH</sup> JULY – 3<sup>RD</sup> AUGUST 2001

PARTICIPATION IN THE STEERING COMMITTEE OF THE PUBLIC SECTOR INTEGRITY PROGRAMME BY THE HEAD OF THE KENYA ANTI CORRUPTION POLICE UNIT – DECEMBER 2002

APPOINTMENT BY MINISTER OF EDUCATION, SCIENCE AND TECHNOLOGY AS MEMBER OF THE EXECUTIVE COMMITTEE OF THE KENYA NATIONAL DRAMA FESTIVAL NOVEMBER 2004

APPRECIATION OF SUPPORT IN THE EAST AFRICAN COMMUNITY (EAC) STUDENTS (2005) ESSAY WRITING COMPOSITION BY EAC SECRETARY GENERAL

**CURRICULUM VITAE**  
**MR. ALBERT FRED EKIRAPA**

## CURRICULUM VITAE

NAME: ALBERT FRED EKIRAPA  
MARITAL STATUS: MARRIED WITH FOUR CHILDREN  
SEX: MALE  
NATIONALITY: KENYAN  
RELIGION: CHRISTIAN  
ADDRESS: MINISTRY OF EDUCATION, SCIENCE AND  
TECHNOLOGY,  
JOGOO HOUSE "B",  
P.O. BOX 30040-00100  
NAIROBI

Telephone/Mobile Contacts: 0722 229 719

E-Mail Address: ekirapaa@gmail.com

PRESENT POSITION: Senior Deputy Director of Education, Directorate of  
Secondary and Tertiary Education, Ministry of  
Education, Science and Technology Headquarters,  
Nairobi.

### PRESENT DUTIES

1. Deputise Director of Secondary and Tertiary Education (DSTE).
  - Overall management and administration of services
  - Preparing of estimates for DSTE programmes
  - Coordinating the various sections and activities
  - Policy formulation and Implementation
  - Monitoring and evaluation of programmes/projects
  - Supervising and motivating staff
  - Performance contracting and staff appraisal

2. Alternate AIE Holder and Alternate member of Ministerial Tender Committee.
3. Consolidating responses to parliamentary questions and audit queries
4. Controlling and coordinating the calendar of activities and departmental work plans
5. Receiving and taking action on monitoring and evaluation reports
6. Responding to complaints related to the directorate from schools and colleges and other stakeholders
7. Coordination, supervision and administration of Education Programmes in the Directorate of Secondary and Tertiary Education.
8. Coordination and Administration of Education III Project as Project Coordinator.
9. Performing any other duties assigned by the Permanent Secretary, Education Secretary and Director

## **EDUCATIONAL BACKGROUND**

### **UNIVERSITY**

- 2010-University of Nairobi -M. Ed (Education Administration)
- 1985- University of Nairobi (Kenyatta University College Campus) B. Ed. Sci. Upper 2<sup>nd</sup> Class Hons.

### **HIGH SCHOOL**

- 1980 - Kapsabet Boys High School -KACE 3 Principals and 1 Subsidiary

### **SECONDARY EDUCATION**

- 1978 - Mwihila Secondary School - (EACE) Division I

### **PRIMARY SCHOOL**

- 1974 - Kolanya Mixed Primary School- KCPE 24 Points

**WORKING EXPERIENCE:**

- 2010 November-Present -Senior Deputy Director of Education, Ministry of Education Headquarters.
- 2007 May-2010 November- Deputy Director of Education, Ministry of Education Headquarters.
- 2003 May – 2007 May -Senior Assistant Director of Education, Ministry of Education Headquarters. Teacher, Lodwar High School Turkana.
- 2001 Jan - 2003 May -Employed by Public Service Commission of Kenya- Assistant Director of Education
- 1998 Sept -2000 Dec - Senior Lecturer Kaimosi TTC.
- 1990 May - 1998 Sept. - Headmaster Kolanya High School Busia.
- 1988 April - 1990 April -Deputy H.M Lodwar High School Turkana.
- 1985 July – 1988 April -Classroom teacher, Lodwar H. School, Turkana

**HOBBIES AND INTERESTS:**

- Reading Newspapers.
- Watching sports.
- Interacting with people.

**RESPONSIBILITIES IN THE COMMUNITY:**

- Chair, Development Committee, Salvation Army Church, Amagoro, Busia County
- Vice Chair, Development Committee, Embakasi Salvation Army Church, Nairobi County

**VISION:** To work with other stakeholders to use education to empower the people of Kenya to reduce poverty, ignorance and disease and participate actively in the development of Kenya and the world at large.

**CURRICULUM VITAE**  
**MS. JACINTA A. KAPIYO**

50

80

# JACINTA A. KAPIYO

Curriculum Vitae  
2013

## Personal Information

---

- ✎ Born 20th May, 1957
- ✎ Married
- ✎ Female
- ✎ Roman Catholic
- ✎ Kenyan, ID No. 3462286
- ✎ Speaks English, Kiswahili & Dholuo Fluently

## Contact Information

---

- ✎ Post: P. O. BOX 928, Kisumu – 40100
- ✎ Cell: +254 722 272 609, +254 737 294 272
- ✎ Email: [jacintakapiyo@yahoo.com](mailto:jacintakapiyo@yahoo.com)

## Education

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### 2010 – TO DATE CATHOLIC UNIVERSITY OF EASTERN AFRICA (CUEA)

- ✎ PHD in Education Planning and Administration

### 2005 – 2008 KENYATTA UNIVERSITY

- ✎ Master of Education (Educational Planning, Administration and Curriculum Development)

### 1978 – 1981 UNIVERSITY OF NAIROBI (KUC)

- ✎ Bachelor of Education

### 1976 – 1977 ASUMBI GIRLS' HIGH SCHOOL

- ✎ EAACE

### 1972 – 1975 ST. LUCY'S RARUOWA

- ✎ EACE

### 1967 – 1971 ASUMBI PRIMARY BOARD

- ✎ Certificate of Primary Education (CPE)

## Work Experience

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- |                   |   |
|-------------------|---|
| 2011 – To Date    | Deputy Director of Education, Ministry of Education (MoE) – Head Office           |
| 2009 – 2013       | Member, Technical University of Kenya Council                                     |
| 2008 – 2011       | Senior Assistant Director of Education, Ministry of Education (MoE) - Head Office |
| 2001 – 2008       | Head Teacher, Xaverian Secondary School   |
| Jan – March, 2001 | Head Teacher, Ahero Girls High School   |
| 1999 – 2000       | Head Teacher, Ulanda Girls High School  |
| 1995              | Appointed, Head of Guidance & Counselling by Teachers Service Commission          |
| 1991              | Appointed, Head of Humanities by Teachers Service Commission                      |

24 <sup>th</sup> Mar-6 <sup>th</sup> April 2009	Training workshop for Principals and BOG Members under ADB projects in Western and Nyanza Provinces
2 <sup>nd</sup> – 3 <sup>rd</sup> , March, 2005	Women Educationalists in Nyanza & MoE (Nyanza) Workshop on Capacity Building
23 <sup>rd</sup> – 27 <sup>th</sup> Aug, 2004	3 <sup>rd</sup> African Convention of Principals (ACP)
5 <sup>th</sup> – 6 <sup>th</sup> May, 2004	Kisumu District Heads Workshop on Guidance & Counselling
1 <sup>st</sup> – 5 <sup>th</sup> March 2004	Ministry of Education, Science & Technology, Smasse Project, Principals' Workshop
1 <sup>st</sup> – 5 <sup>th</sup> Dec, 2003	Women Educationalists in Nyanza & MoE (Nyanza) Workshop on Capacity Building
17 <sup>th</sup> – 29 <sup>th</sup> Nov, 2003	Kisumu District Secondary School Heads, Effective Performance Management Conducted by Strategic Horizon Consultants
1 <sup>st</sup> – 6 <sup>th</sup> June, 2001	Teachers Service Commission Effective Performance Management
3 <sup>rd</sup> - 6th July, 2001	MOEST Financial Management Workshop – Kisumu, Nyando District
23 <sup>rd</sup> – 25 <sup>th</sup> April, 1997	Crisis Pregnancies Ministries Counselling for the Wounded

### Books Published

2010 – 2011	Co-Author, The Evolving World, History & Government Form I-IV (Revised) & Teachers' Guide (OUP)
2005 – 2006	Co-Author, KCSE History & Government Revision Book
2004 – 2005	Co-Author, The Evolving World, History & Government Form IV (Revised) & Teachers' Guide (OUP)
2003 – 2004	Co-Author, The Evolving World, History & Government Form III (Revised) & Teachers' Guide (OUP)
2003	Co-Author, The Evolving World, History & Government Form II (Revised) & Teachers' Guide (OUP)
2002	Co-Author, The Evolving World, History & Government Form I (Revised) & Teachers' Guide (OUP)
1996 – 1998	Co-Author, The Gift of a School, Alliance Girls High School 1948 – 1998 (Christian Digest)
1994 – 1996	Co-Author, The Evolving World, History & Government Form I & II (OUP)
1987 – 1988	Co-Author, 8-4-4 Christian Religious Education Revision Book (OUP)

### Involvements

2007 – 2009	Chairperson, Beverly Hills Group
2004 – 2006	Treasurer, Kisumu District Heads Association
2002 – To Date	Treasurer, Bolo Women Group

## Achievements in Work Performance

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- # Enhanced quality education through the coordination of Diploma in Secondary Teacher Education
- # Promoted access to secondary education through the coordination of African Development Bank (ADB) Projects in provision of physical facilities and teaching and learning materials in 350 project schools. Further, organizing and coordinating the provision of bursaries, grants, and laboratory equipment in secondary schools in the country
- # Promoted Special Needs Education through the ADB Project by providing teaching and learning materials, assistive devices, as well as coordinating training of teachers from the project schools – Certificate in Special Needs Education at the Kenya School of Special Needs (KISE)
- # Promoted the teaching of History through the writing of History Textbooks for Secondary Schools
- # Enhanced the Mean Grade of History at Xaverian Secondary School, Kisumu from 4.523 in 2003 to 8.2 in 2007 as the Subject Teacher
- # Planned and organised the provision of adequate physical and material resources for the school.
- # Promoted cultural ideas through exchange and curriculum issues through an exchange programme with United Kingdom and Nigerian Schools
- # Completed a Masters Degree in Educational Planning, Administration and Curriculum Development which has built my capacity as the School Administrator

## Referees

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Mr Robert Masese,  
Director, Secondary & Tertiary Education,  
Ministry of Education Headquarters, Jogoo House,  
Box 30040 - 01000,  
NAIROBI.  
Mobile – 0722 775 169

Prof. Maurice N. Amutabi, PhD,  
The Catholic University of Eastern Africa,  
Department of Research,  
Box 62157 – 00200,  
NAIROBI.  
Mobile – 0700 744 545

Commissioner Mark Ouko Oyoo,  
Box 20351 – 00100,  
NAIROBI.  
Mobile – 0722 799 902

**CURRICULUM VITAE**  
**MR WILLIAM MAKUBO MWITA**

*THE CURRICULUM VITAE*  
*OF*  
*MR. WILLIAM MWITA MAKUBO*

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**NAME**

William Mwita Makubo

**CONTACT INFORMATION**

P.O. BOX 72856 - 00200, City Square, Nairobi, Kenya

Mobile +254724813571

Email: [williamgati2012@gmail.com](mailto:williamgati2012@gmail.com)

**PERSONAL INFORMATION**

Nationality: Kenyan ID 2358153

Pin: A00151493T

Date of birth: February 28, 1956

Place of birth: **KURIA EAST DISTRICT, MIGORI COUNTY, KENYA**

Marital Status: Married

**EDUCATION**

2005 – 2007

**Master of Business Administration (MBA)** with concentration in the area of **Strategic Management**, University of Nairobi. Project paper: **Challenges faced by principals of public secondary schools while implementing strategy in Nairobi Province, Kenya.**

1985 – 1987

**Bachelor of Education, B. Ed (Maths)** University of Calgary,  
Alberta, Canada

1976 – 1979

**S1 (Diploma in Science Education)**

Mathematics and Physics

Kenya Science Teachers College, Nairobi, Kenya

1972 – 1975

**East African Certificate of Education (EACE) division II**

Taranganya Secondary School

1965 – 1971

**Certificate of Primary Education (CPE)**

Matare Primary School, Kuria East District

**OTHER RELEVANT TRAINING**

2011

**Strategic Leadership Development program**

Six weeks Course, offered by the Kenya Institute of Administration (KIA), currently known as Kenya School of Government

2009

**Project planning and visibility study analysis**

Three weeks Course by East and Southern Africa Management Institute (ESAMI), Arusha, Tanzania.

2003

Two week seminar on **Speech Writing** at Kenya Institute of Administration (KIA).

2002

Two week course on **Information Technology (IT) for School Managers;** Egerton University

## WORKING EXPERIENCE

2012- Ministry of Education, Science and technology, HOD – Bursaries and Grants Section.

2011- 2012 Ministry of Education, HOD - Research and Development Section

2008 - 2011

**Course Coordinator**, responsible to the Director, KESI for performing the following duties: Developing course curricula, coordinating courses, conducting training needs assessment for education managers, evaluating training programmes and facilitation and carrying out **research in the area of education management**.

2003 – 2005

**Senior Assistant Director of Education** Public Service Commission and deployed in the Directorate of Secondary in charge of Field and Other Services section, at Ministry of Education headquarters. I supervised the staff, drafted policy documents, developed deployment criteria for education officers, prepared deployment proposals and schedules, supervised registration of schools and colleges, dealt with education service field issues, and drafted speeches.

2003

Employed by the **Public Service Commission (PSC)** as **Senior Assistant Director of Education**

1993 – 2003

**Principal**, Taranganya High School, Kuria West District, a three streams school with 480 students

1988 – 1993

Appointed **Deputy principal** of Taranganya High School

1981 – 1984

Teacher of Mathematics and physics, Taranganya High School

1980 – 1981

Teacher of Mathematics and physics, Matare Secondary School

1979 – 1980

Teacher of Mathematics, Nyansiongo High School

1979

Employed by **Teachers Service Commission (TSC)** as teacher of Mathematics and Physics

### **OTHER WORKING EXPERIENCE**

2002

Worked for the Electoral Commission of Kenya (ECK) as the **Returning Officer (RO)** for Nyaribari Masaba Constituency. Recruited, trained and supervised elections officials and conducted presidential, parliamentary and civic polls successfully.

1999

Worked for the Kenya Bureau of Statistics as a **Senior Supervisor** in Kuria District, I recruited, trained officials and conducted a successful population census.

1997

Worked for the Electoral Commission of Kenya as **Trainer of Trainers** in Nyanza Province where I trained with other trainers Returning Officers, District Elections Coordinators and Presiding Officers in the province and monitored electoral process in Mbita Constituency.

1992

Worked for the Electoral Commission of Kenya as **Presiding Officer** at Oruba Polling Station in Migori Constituency.

### **AWARD**

1998

Awarded **Distinguished Service Medal (DSM)** by the Office of President

## REFEREES

1. Mrs Khaoya  
Ag. Director of Administration  
Ministry of Education, Science and Technology  
P.O. 30040 - 00100 Nairobi, Kenya.
2. Dr. C.W. Kariuki  
Kenya Education Management Institute  
P.O. Box 62592  
Nairobi, Kenya.
3. Mr. Robert N. M. Masese  
Director,  
Secondary and Tertiary Education  
Ministry of Education, Science and Technology  
P.O. 30040- 00100 Nairobi , Kenya.

**CURRICULUM VITAE**  
**MR. JAMES MUTHURI NKOROI**

## CURRICULUM VITAE

NAME : JAMES MUTHURI NKOROI  
ID NO : 2439365  
PHONE : 0733345227/0724721025  
PHYSICAL ADDRESS: P O BOX 12628 – 00100 NAIROBI

### EDUCATION BACKGROUND

UNIVERSITY : JOMO KENYATTA Msc 2003(Applied Mathematics)  
KENYATA UNIVERSITY Bed (sc) 1986(Double Mathematics)

HIGH SCHOOL : NKUBU HIGH SCHOOL K.A.C.E.1981  
SECONDARY : KANYAKINE SECONDARY SCHOOL E.A.C.E. 1979  
PRIMARY : KITHAKANARO PRIMARY SCHOOL C.P.E. 1975

### PROFESSIONAL SKILLS

1986 : Kenyatta University Graduate, Mathematics Bed (sc)

### WORK EXPERIENCE

2004 – 2013 : Director, Samburu County,  
Assistant Deputy Secretary,  
Senior Staffing Officer, ✓  
Principal Staffing Officer

1989 – 2003 : Lecturer, Senior Lecturer, Deputy H.O.D. (Maths), Kenya Science Teachers College ✓

1986 – 1989 : H.O.D. Mathematics, Kijabe High School – Kiambu County

1982 : Headteacher, Igoki Secondary School – Meru County

In all the above assignments, I have received sterling results.

## OTHER EXPERIENCES

- Chairman, Kithakanaro Secondary Board of Management
- Training of Mathematics teachers in Samburu county.
- Taught Mathematics in evening classes at KEMU/JKUAT
- Trained Diploma teachers at KSTC
- Vetted text books for the MOEST at K.I.E. (now KICD)
- Participated in writing secondary school Mathematics syllabus at K.I.E./(KICD)

2000 – 2002: Chairman, Nairobi Branch, Mwalimu Sacco

1995 – 2002: Delegate, Mwalimu Sacco

1993 – 1994: Chairman, Tutors Association of KSTC

## HOBBIES

- Reading
- Gardening

## REFERENCE

1. TSC SECRETARY  
G. K. LENGOIBONI  
TEACHERS SERVICE COMMISSION  
TEL: 0726912497
  
2. DIRECTOR, GEOTHERMAL  
JOSEPH KINYUA  
TEL: 0722570488

**MR. MWIJUMA MWINYIPEMBE**

# CURRICULUM VITAE



## *PERSONAL INFORMATION*

**Name:** Mohammed Mwijuma Mwinyipembe  
**Date of Birth:** 10<sup>th</sup> October, 1955  
**Marital Status:** Married  
**Gender:** Male  
**Languages:** English, Kiswahili and a bit of Arabic  
**Email:** [mwinyipembe55@yahoo.com](mailto:mwinyipembe55@yahoo.com)

## *ACADEMIC BACKGROUND*

**2010:** Master in Education Administration (Kenyatta University)  
**1998 - 2003:** Bachelor of Education (Arts) Degree,  
Second Class Honours, Upper Division Kenyatta University,  
**1989:** 1 Subsidiary in Islamic Religious Education (IRE)  
**1979:** 1 Subsidiary in Geography.  
**1977-1978:** Extra Mural Studies – E.A.A.C.E.  
1 Principle in KISWAHILI,  
2 Subsidiaries in ECONOMICS and GENERAL PAPER.

1970- 1972: St. Charles Lwanga Secondary School, E.A.S.C.  
 1969: Makupa High School, FORM 1  
 1961-1968: Bomu Primary School, C.P.E.

*PROFESSIONAL QUALIFICATIONS*

March 2012 Ag. Director Quality Assurance and Standards  
 December, 2011: Senior Deputy Director, Quality Assurance and Standards  
 May 2009: Secretary General, Kenya National Commission (KNATCOM) for UNESCO.  
 July 2008: Provincial Director of Education, Rift Valley Province  
 January 2007: Provincial Director of Education, North Eastern Province  
 May 2007: Deputy Director Quality Assurance and Standards  
 21<sup>st</sup> May 2003: Senior Assistant Director of Education (Retained as Senior Assistant Director Quality Assurance & Standards- Primary Programmes.  
 6<sup>th</sup> Sept 2000- 20<sup>th</sup> May 2003: Assistant Director of Education (Retained as Assistant Chief Inspector of Schools- Teachers Education.  
 9<sup>th</sup> Sept 1998- 5<sup>th</sup> Sept 2000: Acting Assistant Chief Inspector of Schools- Teachers Education.  
 30<sup>th</sup> Jan 1995- 8<sup>th</sup> Sept 1998: Senior Inspector of Schools at the Inspectorate Headquarters, in charge of Islamic Religious Education.  
 August 1988- 29<sup>th</sup> January 1995: Assistant Dean of Curriculum, Lecturer- Islamic Religious Education at Kilimambogo Teachers College.  
 August 1988- July 1989: Assistant Lecturer- Kiswahili at Kilimambogo Teachers College.  
 September 1985- July 1986: A.T.S. - Tutor, Head of Islamic Religious Education, Drama Patron, Muslim Union Patron, Football Coach, Qualified Referee at Kilimambogo Teachers College, Kiambu.  
 January 1985: A.T.S (Approved Teachers Status) - A.P.S.I. Mikindani Zone, Mombasa.  
 July 1984 - August 1985: Assistant Primary School Inspector- Municipal Education Office, Mombasa.

- iii. ISLAMIC RELIGIOUS EDUCATION, FORM 4 PUPILS' BOOK BY K.I.E (DRAFT)
- iv. PRIMARY IRE COURSE BOOKS, 1-4 PUPILS' BOOKS BY K.I.E.
- v. PRIMARY IRE COURSE BOOKS, 1-4 TEACHERS' GUIDE BY K.I.E.
- vi. ISLAMIC EDUCATION PUPILS' BOOKS, 1-8 BY NATIONAL UNION OF KENYA MUSLIMS (NUKEM) - COAST BRANCH.
- vii. IN-SERVICE COURSE UNITS ON IRE (COLLEGE OF ADULT AND DISTANCE EDUCATION, NAIROBI UNIVERSITY AND K.I.E)
- viii. YOUTH AND THE FAMILY FOR PRIMARY SCHOOLS BOOKS 1-4 (DRAFT)
- ix. ISLAMIC INTERGRATED EDUCATION PROGRAMME: HANDBOOK ON EARLY CHILDHOOD CARE AND EDUCATION (UNICEF)
- x. MAELEZO YA ULEAJI NA ELIMU YA WATOTO WADOGO.
- xi. MAELEZO YA ULEAJI NA ELIMU YA WATOTO WADOGO (ARABIC)
- xii. PARENTS EDUCATION MODULE "CHILD DEVELOPMENT"
- xiii. WORKSHOP MODULE FOR SENSITIZATION OF EDUCATION OFFICIALS AND TEACHERS ON GENDER ISSUES IN EDUCATION.
- xiv. PIT PLANNING, WORKSHOP FACILITATION MODULE.
- xv. PRIMARY TEXTBOOK MANAGEMENT: MANUAL FOR TRAINERS.
- xvi. GoK/NETHERLANDS TEXTBOOK PROJECT FINAL REPORT.
- xvii. ISLAMIC EDUCATION TEACHER'S GUIDE (1)
- xviii. DIRECTORATE OF QUALITY ASSURANCE AND STANDARDS NEWSLETTER 2003/2004.
- xix. MOHEST AND T.S.C REPORT ON VERIFICATION, GRADING AND REGRADING DOCUMENTS.
- xx. EDUCATION FOR ALL, END DECADE ASSESSMENT (2001-2010)

## *APPOINTMENTS*

1. Appointment as AIE holder for 2012/2013 financial year for the Directorate of Quality Assurance and Standards.
2. Appointment as member of Kenya National Examinations Council with effect from 20<sup>th</sup> December 2012, for a period of four years.
3. Appointment to the Performance Management Committee
4. Appointment as a member of the selection panel for the appointment of Chairperson and members of the Teachers Service Commission.
5. Appointment to the Ministerial Committee on Extra Levies.
6. Appointment as member of the Ministerial Tender Committee
7. Appointment to the National Alternative Provision of Basic Education and Training (APBE&T) Steering Committee.
8. Appointment as a member of the National Youth Council.
9. Appointment as a member of The National Authority for the Campaign Against Alcohol and Drug Abuse (*NACADA*)

## *INTERESTS*

- Reading
- Football (Qualified Referee and Coach)
- Jogging

## *REFEREES*

Mr. Enos O. Oyaya, OGW  
Ag. Education Secretary  
Ministry of Education  
P. O. Box 30040-00100  
**NAIROBI**  
email:oyayaenos@yahoo.com  
Mobile No.0722814369

Prof. James Legilisho Ole Kiyiapi, CBS  
Mobile No.0734994499

Prof. Karega Mutahi  
Mobile No.0721265315

**MESSAGE FROM H.E THE PRESIDENT AND  
THE REPORT OF THE SELECTION PANEL**

907

20027



① D/KAP  
PSE process  
Inland  
17/9

STATE HOUSE  
P.O. Box 40530  
NAIROBI, KENYA

13<sup>th</sup> September, 2013

Mr. Justin Muturi, CBS  
Speaker of the National Assembly  
Parliament Buildings  
NAIROBI

① Noted. CNA to prepare for  
communication tomorrow.  
17/9/13.

**NOMINEES FOR APPOINTMENT AS CHAIRPERSON AND MEMBERS OF THE TEACHERS SERVICE COMMISSION**

In exercise of Powers conferred upon me under Section 8 of the Teachers Service Commission Act, 2012, I have nominated the following:-

**1. Chairperson**

Mr. Kiragu Wa Magochi

**2. Members**

- Mr. Albert Fred Ekirapa
- Ms. Jacinta Anyango Kapiyo
- Mr. William Mwita Makubo
- Mr. James Muthuri Nkoroi
- Mr. Mohammed Mwijuma Mwinyipembe

② TECAH  
pls deal  
FA  
18/9

The same Section 8, requires that the President nominates the chairperson and members, the National Assembly approves the nominees and the appointments are made by the President.

The purpose of this letter is to forward the nominations to the National Assembly for consideration.

Attached hereto please find the Curriculum Vita for the nominees and a copy of the Report of the Selection Panel.

*UHURU KENYATTA*  
UHURU KENYATTA,  
President.

Encls.

Copy to: Mr. Justin Bundi  
Clerk to the National Assembly  
Parliament Buildings  
NAIROBI.

③ Directly  
Committees  
This relates to  
D/Committee a  
The message will be  
delivered to  
the House a  
10th Sept.  
17/9/13

Ms. Njoroge  
pls prepare a Comm  
for the afternoon  
18/9/13

**SELECTION PANEL FOR THE APPOINTMENT OF MEMBERS,  
TEACHERS SERVICE COMMISSION**

REF: DPMS 10/14A VOL.V1 (59)

8<sup>th</sup> August, 2013

**H. E. Hon. Uhuru Kenyatta, CGH**

President and Commander in Chief of the  
Defence Forces of the Republic of Kenya,  
State House,  
**NAIROBI.**

Your Excellency,

**APPOINTMENT OF MEMBERS OF THE TEACHERS SERVICE COMMISSION**


Pursuant to Section 8(1) of the Teachers Service Commission Act, 2012, the Selection Panel that was constituted to select the Members of the Commission has interviewed and shortlisted persons who are qualified for appointment.

This is therefore to submit the attached names listed in order of performance, as required under Section 8(6) of the TSC Act, 2012. Also attached is a report of the Panel on the selection process.

The Selection Panel sought clearance of the candidates from the Ethics and Anti-Corruption Commission and a copy of the report from the Commission Ref. No. EACC/6/42 VOL. XVI/(12) dated 7<sup>th</sup> August, 2013 is also attached.

On behalf of the Members of the Panel, I wish to thank you Sir most sincerely for entrusting us with this important task. The Panel would also wish to assure the Government that the Selection exercise has been carried out to the highest possible standards of integrity and professionalism.

Yours

*Sincerely,*  


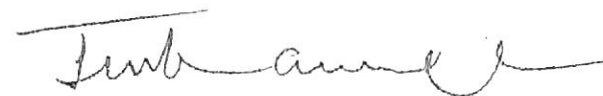
**Dr. James Kamunge, EBS,**

Chairperson,  
Selection Panel for the Appointment of  
Members, Teachers Service Commission

## APPOINTMENT OF MEMBERS OF THE TEACHERS SERVICE COMMISSION

### SHORTLISTED CANDIDATES

	NAME	QUALIFICATIONS	REGION
1.	Albert Fred Eki'apa	Master of Education	BUSIA
2.	William Mwita Makubo	Master of Business Administration	MIGORI
3.	Mbarak Said Twahir	Master of Education	MOMBASA
4.	Enow Gulia Alio, DSM	Master of Business Administration	MANDERA
5.	Frédrick Haga Ochieng	Master of Education	SIAYA
6.	Dr. Cecilia Mbinya Mutuku	Doctor of Philosophy	MAKUENI
7.	Nkoroi James Muthuri	Master of Science	MERU
8.	Njoki Kahiga, OGW	Master of Science	MURANGA
9.	Dr. Khasandi -- Telewa Inviolata Vicky	Doctor of Philosophy	KAKAMEGA
10.	Dr. Suleiman Kairu Mwangi	Doctor of Philosophy	MURANGA
11.	Adan Sheikh Abdullahi	Master of Education	GARISSA
12.	Mohammed Mwijuma Mwinyipembe	Master of Education	MOMBASA
13.	Jacinta Anyango Kapiyo	Master of Education	HOMA-BAY
14.	Masese Robert N. Momanyi	Master of Education	TRANS-NZOIA
15.	Leah Kobilu Rotich, MBS	Master of Arts	BARINGO
16.	Konchora Chepe-Isako	Master of Education	MARSABIT



Dr. James M. Kamunge, EBS  
 CHAIRPERSON, SELECTION PANEL ON APPOINTMENT OF  
 MEMBERS TEACHERS SERVICE COMMISSION

## INTERVIEW FOR MEMBERS, TEACHERS SERVICE COMMISSION

6<sup>TH</sup> - 8<sup>TH</sup> AUGUST, 2013

## SCORE SHEET

PANELIST															
RANK	NAME OF CANDIDATE	CHAIR	KUPPET	MOEST	PROF (KU)	KNUT	KPSA	OAGDJ	FKE	MDP	TOTAL	AVERAGE SCORE	GENDER	COUNTY	
1	Mohammed Mwijuma	73	77	77	82	70	70	61.5	82	61	653.5	72.6	M	Mombasa	
2	Mwinyipembe Njoki Kahiga, OGW	81	72	80	70	71.5	70	60.5	77	70	652	72.4	F	Murang'a	
3	Fredrick Haga Ochlang	74	76	84	72	68	68.5	75	59.5	70	647	71.8	M	Siaya	
4	Jacinta Anyango Kapiyo	67	72	73	72	70	70	63.5	76	61.5	625	69.4	F	Homabay	
5	Dr. Suleiman Kairu Mwangi	67	75	75	71	67.5	73	59.5	73	56	617	68.5	M	Murang'a	
6	Leah Kobilo Rotich	69	76	74	66	61	69.5	68	58	69	610.5	67.8	F	Baringo	
7	Dr. Khasandi-Telewa Inviolata	65	78	64	71	62	68	62.5	74.5	61	606	67.3	F	Kakamega	
8	Masese Robert N. Momanyi	65	70	69	66	58.5	74	61.5	67	63	594	66	M	Trans-Nzoia	
9	Albert Fred Ekirapa	48	74	71	64	66	67	59.5	82	54	585.5	65.1	M	Busia	
10	Mbarak Said Twahir	65	67	66	64	58	63	60	49.5	57	549.5	61.1	M	Mombasa	
11	Adan Sheikh Abdullahi	59	62	66	58	60	68	60	52.5	57	542.5	60.3	M	Garissa	
12	Nkorol James Muthuri	53	49	66	55	61.5	63.5	64.5	61	54	527.5	58.6	M	Meru	
13	Dr. Cecilia Mbirya Mutuku	51	63	61	65	55	36	57.5	61	63	512.5	57	F	Makueni	

Isako															
15	Enow Gulia Alio, DSM	39	56	49	55	52.5	45	59.5	49	49	454	50.4	M	Mandera	
16	William Mwita Makubo	38	42	48	49	42	46	44.5	50.5	40	400	44.4	M	Migori	

PANEL MEMBERS

1. Dr. James M. Kamunge, EBS  
CHAIRPERSON  

2. Ms. Helen Cheramboss  
KUPPET  

3. Mr. Onesmus Kiminza  
MOEST  

4. Prof. Henry O. Ayot  
Prof. of Education, KU  

5. Mr. Francis M. Ng'ang'a  
KNUT  

6. Mr. Ernest M. Wangai  
KPSA  

7. Ms. Stella Munyi  
OAGDJ  

8. Mr. John Kipkorir  
FKE  

9. Ms. Jane W. Chege  
MDP  




**REPORT OF THE SELECTION PANEL**

**FOR THE APPOINTMENT OF**

**MEMBERS,**

**TEACHERS SERVICE**

**COMMISSION**

**8<sup>TH</sup> AUGUST, 2013**

# REPORT OF THE SELECTION PANEL FOR THE APPOINTMENT OF MEMBERS OF THE TEACHERS SERVICE COMMISSION

## 1.0 Introduction

The Selection Panel for the appointment of Members of the Teachers Service Commission was convened on 12<sup>th</sup> July, 2013 pursuant to Section 8(1) of the Teachers Service Commission Act, 2012. The Membership of the Panel comprised the following:-

1. Dr. James M. Kamunge, EBS      Chairperson
2. Prof. Henry O. Ayot              Professor of Educationist
3. Mr. Francis M. Ng'ang'a        Kenya National Union of Teachers
4. Mr. John Kipkorir                Federation of Kenyan Employers
5. Mr. Ernest M. Wangai          Kenya Private Schools Association
6. Mr. Onesmus Kiminza          Ministry of Education, Science and Technology
7. Ms. Jane Chege                  Ministry of Devolution and Planning
8. Mrs. Hellen Cheramboss, OGW   Kenya Union of Post Primary Education Teachers
9. Ms. Stella Munyi                Office of the Attorney General and Department of Justice

The Ministry of Devolution and Planning provided facilitation and support to the Panel. This included provision of an interview venue and Secretariat at Harambee House.

## 1.1 Vacant Positions

Five (5) positions of Members of the Commission fell vacant arising from the expiry of the term of Commissioners on 14<sup>th</sup> June, 2013. His Excellency the

President declared the five (5) vacancies vide Gazette Notice No. 9396 of 9<sup>th</sup> July, 2013 and appointed the Selection Panel.

## **1.2 Advertisement of Positions**

Advertisement of five (5) vacant positions of Members of the Commission was published in the Daily Nation and Standard Newspaper editions of 15<sup>th</sup> July, 2013 with a closing date of 26<sup>th</sup> July, 2013.

## **2.0 Applications**

The Panel received a total of two hundred and fifty four (254) applications for the position of Members.

### **2.1 Shortlisting of Applicants for Interviews**

The Panel adopted shortlisting criteria that took into account the following:

- (i) Qualifications;
- (ii) Relevance and level of experience;
- (iii) Regional balance;
- (iv) Gender;
- (v) Representation of persons with disability; and
- (vi) Integrity.

Shortlisting of candidates was done on 31<sup>st</sup> July, 2013 and sixteen (16) applicants were shortlisted for the position of Member.

### **2.2 Publication of Applicants**

Names of all applicants, their qualifications and shortlisted candidates were published in Daily Nation and Standard Newspapers editions of 1<sup>st</sup> August, 2013. The list of shortlisted candidates, their qualifications and regions are in **Appendix I** of this Report.

### **2.3 Interviews and Ranking**

Interviews of candidates for the position of Member were conducted on 6<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup> August, 2013. The candidates were ranked in order of performance as per the list attached as **Appendix II**.

Arising from the above and in accordance with Section 8(6) (d) of the TSC Act, 2012, the Panel recommends the following thirteen (13) candidates to be considered for appointment to the five (5) existing vacancies of Member, Teachers Service Commission as indicated in the table below:

S/NO	NAME	SCORE	GENDER	COUNTY
1.	Mr. Mohammed Mwijuma Mwinyipembe	72.6	M	Mombasa
2.	Ms. Njoki Kahiga	72.4	F	Muranga
3.	Mr. Fredrick Haga Ochieng	71.8	M	Siaya (with disability)
4.	Mrs. Jacinta Anyango Kapiyo	69.4	F	Homa-Bay
5.	Dr. Suleiman Kairu Mwangi	68.5	M	Muranga
6.	Mrs. Leah Kobil Rotich, MBS	67.8	F	Baringo
7.	Dr. Khasandi-Telewa Inviolata	67.3	F	Kakamega
8.	Mr. Masese Robert N. Momanyi	66.0	M	Trans-Nzoia
9.	Mr. Albert Fred Ekirapa	65.1	M	Busia
10.	Mr. Mbarak Said Twahir	61.1	M	Mombasa (with disability)
11.	Mr. Adan Sheikh Abdullahi	60.3	M	Garrisa
12.	Mr. Nkori James Muthuri	58.6	M	Meru
13.	Dr. Cecilia Mbinya Mutuku	57.0	F	Makueni



**Dr. James Kamunge, EBS**

Chairperson,  
Selection Panel for the Appointment of  
Members, Teachers Service Commission

8<sup>th</sup> July, 2013



## ETHICS AND ANTI-CORRUPTION COMMISSION

INTEGRITY CENTRE (Valley Rd./Milimani Rd. Junction) P.O. Box 61130-00200, NAIROBI, Kenya  
TEL.: 254 (020) 2717318/ 310722, MOBILE.: 0729 888881/2/3  
Fax: 254 (020) 2719757 Email: eacc@integrity.go.ke Website: www.eacc.go.ke

When replying please quote:

**Our ref. EACC/6/42 VOL. XVI/ (12)**

**7 August, 2013**

The Chairperson  
Selection Panel for the Appointment of Members  
Teachers Service Commission  
P.O Box 30050 - 00100  
**NAIROBI**

Dear Sir,

### **RE: CLEARANCE OF CANDIDATES FOR THE POSITION OF MEMBERS, TEACHERS SERVICE COMMISSION**

Reference is made to your letter **Ref. No.DPSM.10/14A VOL. VI(38)** dated **1<sup>st</sup> August 2013** on the above subject.

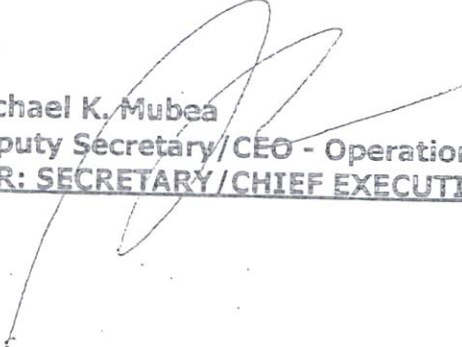
The Commission has no outstanding allegations and or investigations against the applicants below.

S/NO	Name	ID/NO
1	Albert Fred Ekirapa	1083472
2	William Mwita Makubo	2358153
3	Mbaraka Said Twahir	3462536
4	Enow Gulia Alio, DSM	2115022
5	Fredrick Haga Ochieng'	5966151
6	Dr. Cecilia Mbinya Mutuku	22662724
7	Nkoroi James Muthuri	2439365
8	Njoki Kahiga, OGW	3462750

9	Dr. Khasandi- Telewa Inviolata	10163012
10	Dr. Suleiman Kairu Mwangi	11251530
11	Adan Shekh Abdullahi	0191897
12	Mohammed Mwaijuma Mwinyipembe	4601188
13	Jacinta Anyango Kapiyo	3462286
14	Masese Robert R. Momanyi	0606590
15	Leah Kobilu Rotich, MBS	1098648
16	Konchora Chepe Isako	0067879

Please note that absence of records in our database is not a guarantee of absolute integrity of the applicants.

Yours faithfully,

  
**Michael K. Mubea**  
**Deputy Secretary/CEO - Operations**  
**FOR: SECRETARY/CHIEF EXECUTIVE OFFICER**

**SELECTION PANEL FOR THE APPOINTMENT OF CHAIRPERSON,  
TEACHERS SERVICE COMMISSION**

REF: DPSM 10/14A VOL.VI (40)

2<sup>nd</sup> August, 2013

**H. E. Hon. Uhuru Kenyatta, CGH**

President and Commander in Chief of the  
Defence Forces of the Republic of Kenya,  
State House,  
**NAIROBI.**

Your Excellency,

**APPOINTMENT OF CHAIRPERSON OF THE TEACHERS SERVICE COMMISSION**


Pursuant to Section 8(1) of the Teachers Service Commission Act, 2012, the Selection Panel that was convened to select the Chairperson of the Commission has interviewed and shortlisted persons who are qualified for appointment.

This is therefore to submit the attached names listed in order of performance, as required under Section 8(6) of the TSC Act, 2012. Also attached is a report of the Panel on the selection process.

The Selection Panel sought clearance of the candidates from the Ethics and Anti-Corruption Commission and a copy of the report from the Commission Ref. No. EACC 6/42 VOL.XV (167) dated 10<sup>th</sup> July, 2013 is also attached.

On behalf of the Members of the Panel, I wish to thank you Sir most sincerely for entrusting us with this important task. The Panel would also wish to assure the Government that the Selection exercise has been carried out to the highest possible standards of integrity and professionalism.

Yours

*Sincerely*  


**Dr. James Kamunge, EBS,**

Chairperson,  
Selection Panel for the Appointment of Chairperson and  
Members, Teachers Service Commission

# REPORT OF THE SELECTION PANEL FOR THE APPOINTMENT OF CHAIRPERSON OF THE TEACHERS SERVICE COMMISSION

## 1.0 Introduction

The Selection Panel for the appointment of Chairperson of the Teachers Service Commission was convened pursuant to Section 8(12) of the Teacher Service Commission Act, 2012. The Membership of the Panel comprised the following:-

1	Dr. James Kamunge, EBS	Chairperson
2	Prof. Henry O. Ayot	Prominent Educationist
3	Mr. Francis M. Ng'ang'a	Kenya National Union of Teachers
4	Mr. John Kipkorir	Federation of Kenyan Employers
5	Mr. Ernest M. Wangai	Kenya Private Schools Association
6	Mr. Onesmus Kiminza	Ministry of Education Science & Technology
7	Ms. Jane W. Chege	Ministry of Devolution and Planning
8	Ms. Stella Munyi	Office of the Attorney General and Department of Justice
9	Mrs. Helen Cheramboss	Kenya Union of Post Primary Education Teachers

The Ministry of Devolution and Planning provided facilitation and support to the Panel. This included provision of an interview venue at Harambee House.

## 1.1 Vacant Position

The position of Chairperson fell vacant last year. Five applicants were shortlisted, interviewed and names of three candidates recommended and forwarded to the President for appointment on 18<sup>th</sup> October 2012.

Out of the three candidates recommended for appointment, H. E. the President forwarded Mr. Kiragu Wa Magochi's name to Parliament for approval. However, the nominee was rejected twice by Parliament. The TSC Act 2012 requires that there be new interviews for selection of Chairperson Teachers Service Commission.

## **1.2 Advertisement**

Advertisement of the position of Chairperson of the Teachers Service Commission was published in the Daily Nation and Standard Newspapers on 25<sup>th</sup> June, 2013 with a closing date of 8<sup>th</sup> July, 2013.

## **2.0 Applications**

The Panel received a total of thirty five (35) applications for the position of Chairperson.

### **2.1 Shortlisting of Applicants for interview**

The Panel adopted shortlisting criteria that took into account the following:-

- i. Qualifications;
- ii. Relevance and level of experience;
- iii. Regional balance;
- iv. Gender; and
- v. Disability.

The shortlisting of Candidates was done on 10<sup>th</sup> July, 2013 and five (5) applicants were shortlisted for the position of Chairperson. The Panel requested for clearance of the shortlisted candidates from the Ethics and Anti-corruption Commission. A copy of the clearance letter dated 10<sup>th</sup> July, 2013 is attached.

### **2.2 Publication of Applicants**

Names of the applicants, their qualification and the names of shortlisted candidates were published in the Daily Nation and Standard Newspapers on 11<sup>th</sup> July, 2013.

### **2.3 Interviews and Ranking**

Interviews of the shortlisted candidates for position of Chairperson were conducted on 15<sup>th</sup> July, 2013 and 2<sup>nd</sup> August, 2013 as follows:

#### **a) First Interview on 15<sup>th</sup> July, 2013**

Out of five (5) shortlisted candidates, only two candidates Prof. George Imbanga Godia, CBS and Mr. Robert Masese Momanyi were interviewed on 15<sup>th</sup> July, 2013 and ranked in order of performance as per the list attached in Appendix I.

The three other candidates who were shortlisted were not interviewed. This was because of a Court ruling on Petition No. 334 of 2013 dated 15<sup>th</sup> July, 2013 by Judge D. S. Majanja whose ruling was delivered to the Panel while the interviews were in progress.

These included:-

1. Dr. Lydia N. Nzomo
2. Mr. Simon M. Kavisi
3. Mr. Mbarak Said Twahir

Following advice from the Office of the Attorney General and Department of Justice, the Panel informed Dr. Lydia N. Nzomo, Mr. Kiragu Wa Magochi and Mr. Mbarak Said Twahir of the court ruling.

Members also informed Mr. Kiragu Wa Magochi that he could not be re-interviewed since his name had twice been rejected by the National Assembly.

**b) Second interview on 2<sup>nd</sup> August, 2013**

The Panel in its meeting held on 22<sup>nd</sup> and 23<sup>rd</sup> July 2013 was informed that there was a further judgement on Petition No.370 of 2013 delivered by Judge D.S. Majanja at the Nairobi High Court on 22<sup>nd</sup> July 2013. The judgement directed that Mr. Kiragu Wa Magochi was eligible for interview and consideration since previous rejection by the National Assembly was not in itself a bar to subsequent application.

In view of the above judgements, members resolved that:-

1. The appointing authority should extend the period of the selection process in accordance with Section 8 (18) of the Teachers Service Commission Act, 2012;
2. Mr. Kiragu wa Magochi be invited for interview on 2<sup>nd</sup> August, 2013.
3. Dr. Lydia N. Nzomo, Mr. Mbarak Said Twahir and Simon Kavisi be briefed on the court judgement on 2<sup>nd</sup> August, 2013.

The Panel met on 2<sup>nd</sup> August, 2013 and (a) interviewed Mr. Kiragu Wa Magochi - his performance is as per Appendix II attached (b) Briefed Dr. Lydia N. Nzomo, Mr. Mbarak Said Twahir and Mr. Simon M. Kavisi on the two court Judgements.

The Panel submits the following seven (7) applicants not three (3) as required by TSC Act Section 8 (6) (d) shortlisted from fresh interviews and those included as per Petition No. 334 of 2013 and Petition No. 370 of 2013 of Nairobi High Court in order of merit.

S/NO	NAME	SCORE	GENDER	COUNTY
1.	Dr. Lydia N. Nzomo	80.3	F	Meru
2.	Kiragu Wa Magochi, MBS	78.1	M	Murang'a
3.	Prof. George Imbanga Godia, CBS	77.4	M	Vihiga
4	Mr. Simon M. Kavisi	70.1	M	Kitui
5.	Mbarak Said Twahir	69.3	M	Mombasa
6.	Robert N. Masese Momanyi	63.7	M	Trans Nzoia
7.	Ismail Buro Hassan	61.0	M	Garissa



**Dr. James Kamunge, EBS**

Chairperson,  
Selection Panel for the Appointment of Chairperson,  
Teachers Service Commission.

**2<sup>nd</sup> August, 2013**

INTERVIEWS FOR CHAIRPERSON, TEACHERS SERVICE COMMISSION

15<sup>TH</sup> JULY, 2013

SCORE SHEET

		PANELIST														
	NAME OF CANDIDATE	CHAIR	KUPPET	MOEST	PROF (KU)	KNUT	KPSA	OAGDJ	FKE	MDP	TOTAL	AVERAGE SCORE	RANK	GENDER	COUNTY	
1	Prof. George Imbanga Godia, CBS	72	81	82	82	87	77	61.5	91.5	63	697	77.4	1	M	Vihiga	
2	Masese Robert N. Momanyi	52	69	58	62	66	68	62	76	60.5	573.5	63.7	2	M	Trans Nzoia	

PANEL MEMBERS:

1. Dr. James M. Kamunge, EBS CHAIRPERSON
2. Ms. Helen Cheramboss KUPPET
3. Mr. Onesmus Kiminza MOEST
4. Prof. Henry O. Ayot Prof. of Education, KU
5. Mr. Francis M. Ng'ang'a KNUT
6. Mr. Ernest M. Wangai KPSA
7. Ms. Stella Munyi OAGDJ
8. Mr. John Kipkorir FKE
9. Ms. Jane W. Chege MDP

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INTERVIEW FOR CHAIRPERSON, TEACHERS SERVICE COMMISSION

2<sup>ND</sup> AUGUST, 2013

SCORE SHEET

	NAME OF CANDIDATE	PANELIST										TOTAL	AVERAGE SCORE	GENDER	COUNTY
		CHAIR	KUPPET	MOEST	PROF (KU)	KNUT	KPSA	OAGDJ	FKE	MDP					
1	Kiragu wa Magochi	83	79	84	70	80	77	79.5	74	77	703.5	78.1	M	Murang'a	

PANEL MEMBERS

1. Dr. James M. Kamunge, EBS CHAIRPERSON

2. Ms. Helen Cheramboss KUPPET

3. Mr. Onesmus Kiminza MOEST

4. Prof. Henry O. Ayot Prof. of Education, KU

5. Mr. Francis M. Ng'ang'a KNUT

6. Mr. Ernest M. Wangai KPSA

7. Ms. Stella Munyi OAGDJ

8. Mr. John Kipkorir FKE

9. Ms. Jane W. Chege MDP

*(Handwritten signatures and names of panel members)*



# ETHICS AND ANTI-CORRUPTION COMMISSION

INTEGRITY CENTRE (Valley Rd. /Milimani Rd. Junction) P.O. Box 61130 -00200, NAIROBI, Kenya  
TEL: 254 (020) 2717318/ 310722, MOBILE: 0729 888881/2/3  
Fax: 254 (020) 2719757 Email: eacc@integrity.go.ke Website: www.eacc.go.ke

10<sup>th</sup> July 2013

When replying please quote:  
Our Ref. EACC/6/42 VOL. XV/ (167)

Dr. James M, Kamunge  
Chairperson  
Selection Panel for the Appointment of Chairperson  
Teachers Service Commission  
P.O Box 30050 - 00100  
**NAIROBI**

Dear

## RE: CLEARANCE OF CANDIDATES FOR THE POSITION CHAIRPERSON, TEACHERS SERVICE COMMISSION

Reference is made to your letter Ref. **DPSM.10/14A VOL. VI (22)** dated 10<sup>th</sup> July, 2013 on the above subject.

This is to confirm that we have no outstanding allegations or opened investigations against the following applicants:

S/NO	Name	ID/NO
1.	Maesese Robert N. Momanyi	0606590
2.	Prof. George Imbanga Godia, CBS	7347474
3.	Kiragu wa Magochi, MBS	3603560

We also confirm having received allegations against **Dr. Lydia Nzomo**. The allegations against **Dr. Nzomo** are a basis of ongoing investigations by the Commission. We further confirm that charges against **Mr. Mbarak Said Twahir** were terminated by the Director of Public Prosecutions and we accordingly closed the file.

Please note that absence of records in our database is not a guarantee of absolute integrity of the officers.

Yours

  
Michael K. Mumba  
Deputy Secretary - Operations  
For: Secretary/Chief Executive Officer

On the Frontline Against Corruption



# TSC ACT SECTION 8

- (b) has knowledge and experience of at least fifteen years in matters relating to education and training; and
  - (c) meets the requirements of Chapter Six of the Constitution.
- (2) A person shall be qualified for appointment as a member if such person—
- (a) holds a degree from a university recognized in Kenya;
  - (b) has knowledge and experience of at least ten years in matters relating to any of the following fields—
    - (i) education;
    - (ii) governance;
    - (iii) management; or
    - (iv) law; and
  - (c) meets the requirements of Chapter Six of the Constitution.
- (3) In appointing members of the Commission, the President shall ensure that at least two-thirds of the members have experience in education.

#### **7. Disqualification from membership**

A person shall not be qualified for appointment as a chairperson or member if the person—

- (a) is a serving member of Parliament or County Assembly;
- (b) is a serving member of a governing body of a political party;
- (c) is a member of a local authority; or
- (d) has been found in accordance with any law to have misused or abused a State office or public office or in any way to have contravened Chapter six of the Constitution.

#### **8. Procedure for nominations and appointment**

(1) Within fourteen days of the commencement of this Act, or whenever a vacancy arises in the Commission, the President in consultation with the Prime Minister shall by notice in the *Gazette* declare a vacancy and constitute a selection panel for the purpose of selecting suitable candidates for appointment as the chairperson or member of the Commission.

(2) The selection panel constituted under subsection (1) shall consist of—

- (a) a chairperson not being a public officer appointed by the President;
- (b) the Cabinet Secretary in the Ministry responsible for matters relating to education or his representative;
- (c) the Attorney General or his representative;
- (d) the Cabinet Secretary in the Ministry responsible for public service or his representative;
- (e) one person nominated by the Federation of Kenya Employers;
- (f) two persons, one man and one woman, nominated by the registered trade unions representing the interests of registered teachers;
- (g) one person nominated by a recognised association of private schools; and

(h) a prominent educationist not serving in Government appointed by the Cabinet Secretary.

(3) A person appointed under subsection (2)(f) shall not be a serving official of the nominating union.

(4) The chairperson shall convene the first meeting of the selection panel within seven days of his or her appointment.

(5) The selection panel shall, within seven days of convening, invite applications from persons who qualify for nomination and appointment as chairperson or member of the Commission by advertisement in at least two daily newspapers of national circulation.

(6) The selection panel shall within seven days of receipt of applications under subsection (5)—

- (a) consider the applications to determine their compliance with the provisions of the Constitution and this Act;
- (b) shortlist the applicants;
- (c) interview the shortlisted applicants; and
- (d) submit the names of three qualified applicants for the position of chairperson and thirteen qualified applicants for the position of a member to the President.

(7) The President shall, within seven days of receipt of the names forwarded under subsection (6), nominate one person and eight others for appointment as chairperson and members of the Commission and forward the names to the National Assembly for approval.

(8) The National Assembly shall, within twenty one days of its sitting, consider each nomination received under subsection (7) and approve or reject any of them.

(9) Where the National Assembly approves the nominees, the Speaker of the National Assembly shall, within five days forward the name of the approved applicants to the President for appointment.

(10) The President shall, by notice in the *Gazette*, appoint the chairperson and members approved by the National Assembly within seven days of receipt of the approved nominees from the Speaker of the National Assembly.

(11) Where the National Assembly rejects any nominee, the Speaker shall within five days communicate its decision to the President and request the President to submit fresh nominations from amongst the persons shortlisted and forwarded by the selection panel under subsection (6).

(12) If the National Assembly rejects any or all of the subsequent nominees submitted by the President for approval under subsection (10), the provisions of subsections (5) and (6) shall apply.

(13) The panel shall stand dissolved upon the appointment of the chairperson and members under subsection (10).

(14) Where the provisions of subsection (11) apply, the panel shall continue to exist but shall stand dissolved upon the requisite appointments being made.

(15) The ministry responsible for public service shall provide secretariat services to the panel.

(16) In nominating or appointing a person as a member of the Commission, the panel and the President shall—

- (a) observe the principle of gender equity, ethnic and other diversities of the people of Kenya, and shall ensure equality of opportunity for persons with disabilities; and
- (b) take into account the national values and principles set out in Articles 10, 27 and 232 of the Constitution.

(17) Until after the first general election under the Constitution, the President shall in nominating persons for appointment as chairperson or member of the Commission act in consultation with the Prime Minister.

(18) Despite the foregoing provisions of this section, the President, in consultation with the Prime Minister may by notice in the *Gazette*, extend the period specified in respect of any matter under this section by a period not exceeding twenty-one days.

(19) Subject to this section, the panel may determine its own procedure.

#### **9. Oath of office**

The chairperson, members and the Secretary shall each make and subscribe before the Chief Justice the oath or affirmation set out in the First Schedule.

#### **10. Vacancy**

(1) The office of the chairperson or member shall become vacant if the holder—

- (a) dies;
- (b) by a notice in writing addressed to the President resigns from office;
- (c) is convicted of a criminal offence and sentenced to a term of imprisonment of not less than six months; or
- (d) is removed from office in accordance with Article 251 of the Constitution.

(2) The President shall notify every resignation, vacancy or removal as the case may be in the *Gazette* within fourteen days of such vacancy.

(3) Where a vacancy occurs in the membership of the Commission under subsection (1), the appointment procedure provided for in section 8 shall with necessary modifications, apply.

(4) A member appointed under subsection (3) shall serve for a non-renewable term of six years.

#### **11. Functions of the Commission**

In addition to the functions set out in Article 237 of the Constitution, the Commission shall—

- (a) formulate policies to achieve its mandate;

**PUBLIC APPOINTMENTS (PARLAIMENTARY  
APPROVAL) ACT NO.33 OF 2011**



LAWS OF KENYA

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**PUBLIC APPOINTMENTS  
(PARLIAMENTARY APPROVAL) ACT**

No. 33 of 2011

Revised Edition 2012 [2011]

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[www.kenyalaw.org](http://www.kenyalaw.org)

53.

NO. 33 OF 2011

PUBLIC APPOINTMENTS (PARLIAMENTARY APPROVAL) ACT

ARRANGEMENT OF SECTIONS

*Section*

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SCHEDULE – CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR APPOINTMENT TO PUBLIC OFFICE BY PARLIAMENT

NO. 33 OF 2011

PUBLIC APPOINTMENTS (PARLIAMENTARY APPROVAL) ACT

[Date of assent: 11th November, 2011.]

[Date of commencement: 14th November, 2011.]

An Act of the Parliament to provide for procedures for parliamentary approval of constitutional and statutory appointments and for connected purposes

1. Short title

This Act may be cited as the Public Appointments (Parliamentary Approval) Act, 2011.

2. Interpretation

In this Act, unless the context otherwise requires—

“appointing authority” means any person who, under the Constitution or any other law, is required to make an appointment for which the approval of Parliament is required;

“appointment” includes any re-appointment to the same body, whether or not in the same capacity;

“candidate” means a person who has been proposed or nominated for appointment to a public office;

“Clerk” means the Clerk of the relevant House of Parliament; and

“Committee” means the relevant committee of Parliament or such other Committee as the Speaker may, for good reasons, direct.

3. Exercise of powers of appointment

An appointment under the Constitution or any other law for which the approval of Parliament is required shall not be made unless the appointment is approved or deemed to have been approved by Parliament in accordance with this Act.

4. Notification of vetting requirements

Any advertisement inviting applications for nomination for appointment to an office to which this Act applies shall indicate that candidates so nominated shall be required to appear before a committee of Parliament for vetting.

5. Notification of nomination

(1) An appointing authority shall, upon nominating a person for an appointment to which this Act applies, notify the relevant House of Parliament accordingly.

(2) A notification under subsection (1) shall be—

- (a) in writing;
- (b) be lodged with the Clerk of the relevant House of Parliament.

(3) A notification of appointment shall be accompanied by information concerning the nominee, having regard to the issues mentioned in section 7.

(4) For purposes of this Act, a notification of nomination shall be deemed to be duly given on the day on which it complies fully with subsections (2) and (3).

## 6. Approval hearing

(1) Upon receipt of a notification of appointment, the Clerk shall invite the Committee to hold an approval hearing.

(2) The Committee shall determine the time and place for the holding of the approval hearing and shall inform the Clerk.

(3) The Clerk shall notify a candidate of the time and place for the holding of an approval hearing.

(4) The Committee shall notify the public of the time and place for holding an approval hearing at least seven days prior to the hearing.

(5) Subject to this Act, all Committee proceedings on public appointments shall be open and transparent.

(6) Despite subsection (5), a Committee may, on its own motion or on the application of a candidate or any other concerned person, determine that the whole or part of its sittings shall be held in camera.

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

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

(9) Any person may, prior to the approval hearing, and by written statement on oath, provide the Clerk with evidence contesting the suitability of a candidate to hold the office to which the candidate has been nominated.

(10) A candidate may, at any time, by notice in writing addressed to the Clerk, withdraw from the approval process and the candidate's nomination shall thereupon lapse.

## 7. Issues for consideration

The issues for consideration by the relevant House of Parliament in relation to any nomination shall be—

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

**8. Period for consideration and report**

(1) Unless otherwise provided in any law, a Committee shall consider a nomination and table its report in the relevant House for debate and decision within fourteen days from the date on which the notification of nomination was given in accordance with section 5.

(2) At the conclusion of an approval hearing, the Committee shall prepare its report on the suitability of the candidate to be appointed to the office to which the candidate has been nominated, and shall include in the report, such recommendations as the Committee may consider necessary.

**9. Failure of Parliament to act on nomination**

If, after expiry of the period for consideration specified in section 8, Parliament has neither approved nor rejected a nomination of a candidate, the candidate shall be deemed to have been approved.

**10. Rejection of nomination**

Where the nomination of a candidate is rejected by Parliament, the appointing authority may submit to the relevant House the name of another candidate, and the procedure for approval specified in this Act shall apply accordingly.

**11. Notification of decision**

The Clerk shall notify the appointing authority of the decision of the relevant House of Parliament within seven days of the decision.

**12. Powers of the committee**

(1) The committee shall have power to summon any person to appear before it for the purpose of giving evidence or providing information during approval hearing.

(2) For purposes of subsection (1), the committee shall have the same powers as the High Court to—

- (a) enforce the attendance of witnesses and examine them on oath, affirmation or otherwise;
- (b) compel the production of documents; and
- (c) issue a commission or request to examine witnesses abroad.

(3) Any person who—

- (a) disobeys any order made by a committee for attendance or for production of papers, books, documents or records; or
- (b) refuses to be examined before, or to answer any lawful and relevant question put by, a committee,

commits an offence and shall be liable, on conviction, to a fine not exceeding two hundred thousand shillings or to imprisonment for a term not exceeding one year, or to both.

## 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).
  2. **Position:** (State office to which you have been nominated).
  3. **Sex:**
  4. **Date of Birth:** (State year and place of birth).
  5. **Marital Status:**
  6. **Daytime phone number:**
  7. **Mobile phone number:**
  8. **Email Address:**
  9. **ID Number:**
  10. **PIN Number:**
  11. **Nationality:**
  12. **Postal Address:**
  13. **Town/City:**
  14. **Knowledge of Languages:** (Specify Languages).
  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).
- 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).

SCHEDULE—*continued*

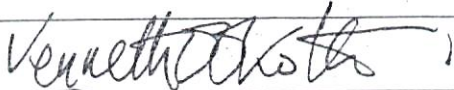
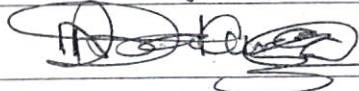

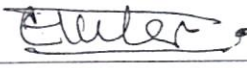
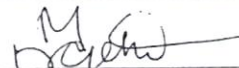

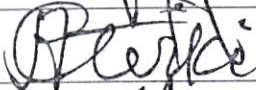

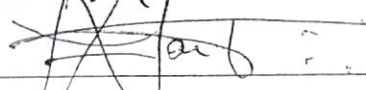




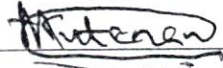


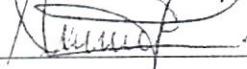
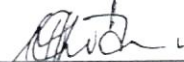
16. **Honours and Awards:** (List any scholarships, fellowships, honorary degrees, academic or professional honours, honorary society memberships, military awards and any other special recognition for outstanding service or achievement and in respect of each, state the date of award and the institution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


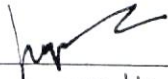

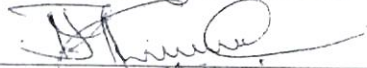

SCHEDULE—*continued*


25. **Statement of Net Worth:** (State your financial net worth).
26. **Potential Conflicts of Interest:**
- (a) Identify the family members or other persons, parties, categories of litigation 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 arise.
  - (b) Explain how you will resolve any potential conflict of interest, including the procedure you will follow in determining these areas of concern.
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).
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.
29. Have you ever 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?
31. **References:** (List three persons who are not your relatives who are familiar with your character, qualification and work).
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DEPARTMENTAL COMMITTEE ON EDUCATION, RESEARCH & TECHNOLOGY  
ADOPTION OF THE REPORT ON APPROVAL OF NOMINEES TO THE TEACHERS SERVICE COMMISSION:

Date: 1/10/2013.....

No.	NAME	SIGNATURE
1.	HON. KENNETH O. OKOTH	
2.	HON. RICHARD K. MAKENGA	
3.	HON. YUSUF CHANZU	
4.	HON. ERIC KETER	
5.	HON. CECILIA NGETICH	
6.	HON. JAREEL OPIYO	
7.	HON. PROF. ELLEN SAMBILI	
8.	HON. JACOB MACHARI	
9.	HON. JOSEPH MANGE	
10.	HON. JOSEPH M'RUAKI	
11.	HON. DOREAS ICEDOGO	
12.	HON. ROSE RWANBA NIBARI	
13.	HON. MICHAEL KISOI NUNYWA	
14.	HON. MARY SENETA	
15.	HON. DR. WILBER OTTICHIL	
16.	HON. (DR) CHRISTINE OMBAKA	
17.	HON. NASRA IBRAHIM	
18.	HON. MUHAMMAD ADAN HUKA	

No.	NAME	SIGNATURE
19.	Hon Dr Susan Chebet	
20.	Hon. SABINA W. CHEGE	
21.	Hon ANTHONY MWATHI KIMARI	
22.	Hon JOSEPH NTUNGU	
23.	HON Julius K. Nelly	
24.		
25.		
26.		
27.		
28.		

  
 Leah Wanjiru  
 Committee Clerk