



REPUBLIC OF KENYA

Approved
SNA
27/6/23


THE NATIONAL ASSEMBLY
THIRTEENTH PARLIAMENT – SECOND SESSION – 2023

DIRECTORATE OF DEPARTMENTAL COMMITTEES
DEPARTMENTAL COMMITTEE ON LABOUR

.....

REPORT ON: -

THE APPROVAL HEARING OF DR. PHYLLIS WAMBUI WAGACHA,
NOMINEE FOR APPOINTMENT AS MEMBER OF THE SALARIES AND
REMUNERATION COMMISSION (SRC)

 THE NATIONAL ASSEMBLY PAPERS LAID	
DATE: 27 JUN 2023	
DAY: TUESDAY	
TABLED BY:	HON. MUCHAMELI KALEMBA, MP CHAIRPERSON
CLERK-AT THE-TABLE:	INZOFU MWALE

CLERK'S CHAMBERS
DIRECTORATE OF DEPARTMENTAL COMMITTEES
PARLIAMENT BUILDINGS
NAIROBI

JUNE 2023

TABLE OF CONTENTS

	1
LIST OF ABBREVIATIONS AND ACRONYMS	3
ANNEXURES	4
CHAIRPERSON'S FOREWORD	5
CHAPTER ONE	7
1 PREFACE	7
1.1 Establishment and Mandate of the Committee	7
1.2 Subjects under the Committee	7
1.3 Committee Membership	8
ODM Party Jubilee Party	8
1.4 Committee Secretariat	9
CHAPTER TWO	10
2 BACKGROUND INFORMATION	10
2.1 Legal Framework	10
2.2 Qualifications for appointment as a member of the Salaries and Remuneration Commission	13
2.3 Message from H.E. the President	13
2.4 Speaker's Communication and Committal to the Committee	13
2.5 Notification to the Public	14
2.6 Notification to the Nominee	14
2.7 Clearance Requirements	14
2.8 Report of the Selection Panel by the Public Service Commission on the Nomination of the Member of the Salaries and Remuneration Commission.	14
2.9 Committee proceedings	15
CHAPTER THREE	16
3.0 APPROVAL HEARING	16
3.1 Dr. Phyllis Wambui Wagacha	16
CHAPTER FOUR	19
4.0 OBSERVATIONS AND FINDINGS	19
4.1 Dr. Phyllis Wambui Wagacha	19
CHAPTER FIVE	21
5.0 RECOMMENDATION	21

◆ LIST OF ABBREVIATIONS AND ACRONYMS

H.E.	-	His Excellency
KRA	-	Kenya Revenue Authority
EACC	-	Ethics and Anti-Corruption Commission
DCI	-	Directorate of Criminal Investigations
HELB	-	Higher Education Loans Board
ORPP	-	Office of the Registrar of Political Parties
PAPAA	-	Public Appointments (Parliamentary Approval) Act
UDA	-	United Democratic Alliance
ODM	-	Orange Democratic Movement
KIPPRA	-	Kenya Institute for Public Policy Research and Analysis

ANNEXURES

- Annexure 1: Signed list of Members who attended the sitting which considered and adopted the report
- Annexure 2: Minutes
- Annexure 3: Letter from H.E. the President nominating Dr. Phyllis Wambui Wagacha for approval by the National Assembly
- Annexure 4: Communication from the Speaker
- Annexure 5: Advertisement inviting submission of memoranda from the public and notifying the public and nominee the date and venue of the approval hearings
- Annexure 6: Letter from the Clerk of the National Assembly inviting the nominee for the approval hearing
- Annexure 7: Letters from the Clerk of the National Assembly to KRA, EACC, DCI, HELB and ORPP requesting for clearance reports
- Annexure 8: EACC clearance letter
- Annexure 9: KRA clearance letter
- Annexure 10: DCI clearance letter
- Annexure 11: ORPP clearance letter
- Annexure 12: HELB clearance letter
- Annexure 13: Summary of the nominee's curricula vitae
- Annexure 14: Nominee's testimonials

CHAIRPERSON'S FOREWORD

This report contains proceedings of the Departmental Committee on Labour on the approval hearing of Dr. Phyllis Wambui Wagacha, nominee for approval for appointment as a member of the Salaries and Remuneration Commission representing the Public Service Commission in the Commission. The nomination was made by H.E. the President and communicated to the House by the Speaker on Tuesday 6th June, 2023.

Pursuant to the provisions of Articles 230(2) (b) (ii) of the Constitution, the Salaries and Remuneration Commission Act, 2011 and section 6 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), H.E. the President notified the National Assembly of the nomination of Dr. Phyllis Wambui Wagacha, for approval for appointment as a member of the Salaries and Remuneration Commission vide a letter dated 25th May, 2023. The Hon. Speaker pursuant to Standing Order 42(1) vide a communication made on Tuesday, 6th June, 2023 conveyed to the House the Message from H.E. the President and subsequently referred the nominee's name, curricula vitae, and the report of the selection panel on her recruitment to the Departmental Committee of Labour to conduct the approval hearings and report to the House.

While referring the nominee to the Committee for approval hearing, the Speaker directed that the Committee undertakes the vetting within twenty-eight (28) days pursuant to section 8 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011). The Speaker further directed that the Office of the Clerk of the National Assembly facilitates the Committee to notify the nominee and the general public of the time and place of holding the approval hearing through advertisement in at least two newspapers of nationwide circulation and the Parliamentary website.

In compliance with Article 118 (b) of the Constitution and section 6 (4) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), the Committee published advertisements in the print media on Thursday, 15th June, 2023 informing the public of the nomination, date, time and place of the approval hearing. The Committee also invited the public to submit memoranda by way of written statements on oath (*affidavit*) on the suitability of the nominee to hold office as required by section 6 (9) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011). The memoranda were to be received on or before Thursday, 22nd June, 2023 at 5.00 p.m. (East African Time). At the close of the deadline, the Committee had not received any memorandum for or against the nominee's suitability to hold office.

The Committee also sought references and conducted background checks on the suitability of the nominee to hold office from KRA, EACC, DCI, HELB and ORPP. All the agencies had no opposition to the nominee being appointed to office.

The nominee appeared before the Committee on Friday 23rd June, 2023 for the approval hearing during which the Committee examined her suitability to hold office based on the criteria set out in section 7 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011). In addition, the Committee examined her academic credentials, relevant experience, knowledge of sector issues and on leadership and integrity. The Committee paid due regard to the procedure used to arrive at the nominee; constitutional or statutory requirements relating to the office in question and suitability of the nominee for the appointment proposed having regard to whether the nominee's abilities, experience and qualities meet the needs of the Salaries and Remuneration Commission.

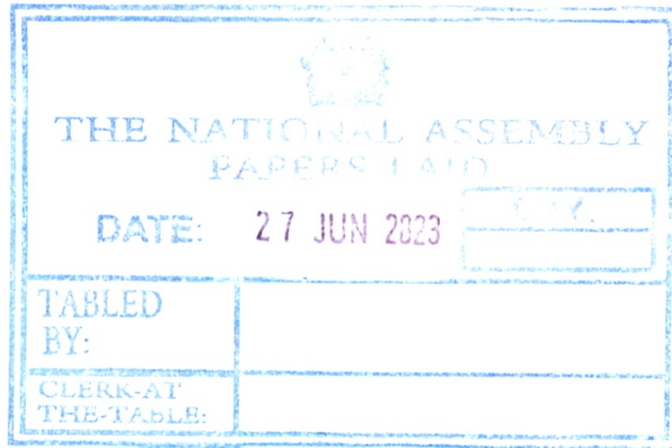
The Committee having conducted approval hearing of the nominee regarding her suitability, observed that due process was followed in the recruitment process as provided for under Article 250 of the Constitution and the Public Appointments (Parliamentary Approval Act) (No. 33 of 2011). The Committee however recommends that the National Assembly **rejects** the nomination of Dr. Phyllis Wambui Wagacha for appointment as member of the Salaries and Remuneration Commission, on account of unsuitability due to age.

The Committee registers its appreciation to the Offices of the Speaker, the Clerk of the National Assembly, the Director, Departmental Committees and the Committee Secretariat for providing leadership and technical support during the entire Committee processes and proceedings. The Committee also wishes to thank the nominee for her cooperation during the approval hearing process. Finally, the Committee wishes to register its appreciation to KRA, EACC, DCI, HELB and ORPP for providing references and background checks relating to the suitability of the nominee.

I acknowledge and appreciate the Members of the Committee for their patience, sacrifice and commitment which enabled the Committee to complete the task within the required timelines.

On behalf of the Departmental Committee on Labour, and pursuant to Article 230(2)(b) of the Constitution and section 8 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) and provisions of Standing Orders 45(4) and 199(6), it is my pleasant duty to present the Report of the Committee on the approval hearings of Dr. Phyllis Wambui Wagacha, nominee for appointment as member of the Salaries and Remuneration Commission for debate and adoption by the House.

Hon. Eric Muchangi Karemba, MP.
Chairperson, Departmental Committee on Labour



CHAPTER ONE

1 PREFACE

1.1 Establishment and Mandate of the Committee

1. The Departmental Committee on Labour is one of the twenty Departmental Committees of the National Assembly established under **Standing Order 216** whose mandates pursuant to the **Standing Order 216 (5)** are as follows:

- i. *To investigate, inquire into, and report on all matters relating to the mandate, management, activities, administration, operations and estimates of the assigned ministries and departments;*
- ii. *To study the programme and policy objectives of ministries and departments and the effectiveness of the implementation;*
- iii. *on a quarterly basis, monitor and report on the implementation of the national budget in respect of its mandate;*
- iv. *To study and review all legislation referred to it;*
- v. *To study, assess and analyse the relative success of the ministries and departments as measured by the results obtained as compared with their stated objectives;*
- vi. *To 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;*
- vii. ***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);***
- viii. *To examine treaties, agreements and conventions;*
- ix. *To make reports and recommendations to the House as often as possible, including recommendation of proposed legislation;*
- x. *To consider reports of Commissions and Independent Offices submitted to the House pursuant to the provisions of Article 254 of the Constitution; and*
- xi. *To examine any questions raised by Members on a matter within its mandate.*

1.2 Subjects under the Committee

2. In accordance with the Second Schedule of the Standing Orders, the Committee is mandated to consider, labour, human capital and remuneration, trade union relations and public service.
3. In executing its mandate, the Committee oversees the Ministries of Labour and Social Protection and Public Service, Gender and Affirmative Action.

1.3 Committee Membership

4. The Committee was constituted by the House on 27th October 2022 and comprises the following Members:

Chairperson

Hon. Eric Muchangi Karemba, MP
Runyenjes Constituency
UDA Party

Vice-Chairperson

Hon. Fabian Kyule Muli, MP
Kangundo Constituency
GDDP

Members

Hon. James Onyango K'Oyoo, MP
Muhoroni Constituency
ODM Party

Hon. Ernest Ogesi Kivai Kagesi, MP
Vihiga Constituency
ANC Party

Hon. Richard Kiti Chonga, MP
Kilifi South Constituency
ODM Party

Hon. Joseph Samal Lomwa, MP
Isiolo North Constituency
Jubilee Party

Hon. George Aladwa Omwera,
Makadara Constituency
ODM Party

MP Hon. Catherine Wambiliaga, MP
Bungoma County
FORD-K

Hon. Amina Dika Abdullahi, MP
Tana River Constituency
KANU

Hon. Dorice Aburi Donya, MP
Kisii County
WDM-K

Hon. Patrick Simiyu Barasa, MP
Cherangany Constituency
DAP-K Party

Hon. Mangale Munga Chiforomodo, MP
Lunga Lunga Constituency
UDM Party

Hon. Peter Irungu Kihungi, MP
Kangema Constituency
UDA Party

Hon. Leah Sopiato Sankaire, MP
Kajiado County
UDA Party

Hon. Lilian Chebet Siyoi, MP
Trans Nzoia County
UDA Party

1.4 Committee Secretariat

5. The Committee is facilitated by the following staff:

Ms. Rose M. Wanjohi
Senior Clerk Assistant/Head of Secretariat

Mr. Samuel Wanjiru
Clerk Assistant III

Mr. Fredrick Muthengi
Deputy Director PBO

Ms. Christine Odhiambo
Senior Legal Counsel

Ms. Wambui Nyachae
Research Officer III

Mr. Timothy C. Tsungulah
Research Officer III

Ms. Rinha Sainey
Media Relations Officer III

Mr. Alex Amwata
Hansard Officer III

Ms. Zainab Wario
Serjeant-At-Arms II

Mr. Alan Gituku
Serjeant-At-Arms

Ms. Rehema Koech
Audio Officer III

6. The list of Members who attended the sitting which considered and adopted the report forms **annexure 1** of this report while Minutes of sittings of the Committee on the approval hearing proceedings form **annexure 2** of the report.

CHAPTER TWO

2 BACKGROUND INFORMATION

2.1 Legal Framework

7. Article 230(2)(b)(ii) of the Constitution provides that:
- (2) *The Salaries and Remuneration Commission consists of the following persons appointed by the President-*
 - (b) *one person each nominated by the following bodies from among persons who are not members or employees of those bodies-*
 - (ii) *the Public Service Commission;*
8. In light of the foregoing, H.E. the President nominated Dr. Phyllis Wambui Wagacha for approval by the National Assembly for appointment as a member of the Salaries and Remuneration Commission. H.E. the President notified the National Assembly of the nomination of Dr. Phyllis Wambui Wagacha, for approval for appointment as a member of the Salaries and Remuneration Commission vide a letter dated 25th May, 2023. The Hon. Speaker pursuant to Standing Order 42(1) vide a communication made on Tuesday, 6th June, 2023 conveyed to the House the Message from H.E. the President and subsequently referred the nominee's name, curricula vitae, and the report of the selection panel on her recruitment to the Departmental Committee of Labour to conduct the approval hearing.
9. While conducting the approval hearing, the Committee was guided by the following statutes and Articles of the Constitution-
- i. The Public Appointments (Parliamentary Approval) Act (No. 33 of 2011);
 - ii. The Salaries and Remuneration Commission Act (No. 10 of 2011) section 7 on recommendation for appointment as a member of the Commission;
 - iii. Article 10 of the Constitution on the national values and principles of governance;
 - iv. Chapter 6 of the Constitution on leadership and integrity;
 - v. Article 77 of the Constitution on restriction on activities of State Officers;
 - vi. Article 78 of the Constitution on dual citizenship;
 - vii. Article 118 of the Constitution on public participation;
 - viii. Article 232 of the Constitution on values and principles of public service;
 - ix. The Leadership and Integrity Act (Cap. 182);
 - x. The Public Service (Values and Principles) Act (No. 1A of 2015); and
 - xi. The Public Officer Ethics Act (Cap. 183).

The Public Appointments (Parliamentary Approval) Act (No. 33 of 2011)

10. Section 7 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), provides for issues which the relevant House of Parliament (in this case, the National Assembly) is supposed to consider in relation to any nomination. These issues include:
- i. *the procedure used to arrive at the nominee;*
 - ii. *any constitutional or statutory requirements relating to the office in question; and*
 - iii. *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.*

11. Section 6 (7) to (10) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) provides as follows-

(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.

The Salaries and Remuneration Commission Act (No. 10 of 2011)

12. Section 5 (1) (b) of the Salaries and Remuneration Commission Act provides qualifications that one must have so as to be eligible for appointment as a Member of the Commission. These are:

- a. holds a degree from a university recognized in Kenya;*
- b. has knowledge and at least ten years' experience in either—*
 - i. finance and administration;*
 - ii. public management;*
 - iii. economics;*
 - iv. human resource management; or*
 - v. labour laws;*
- c. meets the requirements of Chapter Six of the Constitution; and*
- d. has had a distinguished career in their respective fields.*

Section 5 (3) provides that a person shall not be qualified for appointment as the chairperson or a member if the person—

- i. is a member of Parliament or County Assembly;*
- ii. is a member of a governing body of a political party;*
- iii. is a member of a local authority;*
- iv. is an undischarged bankrupt; or*
- v. has been removed from office for contravening the provisions of the Constitution or any other law.*
- vi.*

Article 10(2) of the Constitution on national values and principles of governance

13. Article 10(2) of the Constitution provides for the national values and principles of governance which include patriotism, national unity, sharing and devolution of power, the rule of law, democracy and participation of the people; human dignity, equity, social justice, inclusiveness, equality, human rights, non-discrimination and protection of the marginalized; good governance, integrity, transparency and accountability; and sustainable development.

Chapter 6 of the Constitution (Leadership and Integrity)

14. There are important provisions in Chapter 6 of the Constitution worth pointing out. Article 73 of the Constitution provides that the authority assigned to a state officer (a member of a commission to which chapter fifteen applies being a state officer under Article 260 of the Constitution) *“is a public trust to be exercised in accordance to the Constitution, demonstrate respect for the people, bring honour to the nation and dignity to the office and promote public confidence in the integrity of the office. Also, the State officer shall have the responsibility to serve the people, rather than the power to rule them.”*
15. The guiding principles of leadership and integrity are listed as selection based on personal integrity, competence and suitability, objectivity and impartiality in decision making, selfless service based solely on the public interest, accountability and discipline and commitment in service to the people.

Article 77 of the Constitution (Restriction on activities of State officers)

16. Article 77 of the Constitution provides that a full-time State officer shall not participate in any other gainful employment and that any appointed State officer shall not hold office in a political party.

Article 78 of the Constitution on citizenship and leadership

17. Article 78 of the Constitution states that a person is not eligible for election or appointment to a State office unless the person is a citizen of Kenya. It also provides that a State officer or a member of the defence forces shall not hold dual citizenship.

Article 118 of the Constitution on public access and participation

18. Article 118 of the Constitution provides as follows:

1. *Parliament shall:*
 - a) *conduct its business in an open manner, and its sittings and those of its committees shall be in public; and*
 - b) *facilitate public participation and involvement in the legislative and other business of Parliament and its committees.*
2. *Parliament may not exclude the public, or any media, from any sitting unless in exceptional circumstances the relevant Speaker has determined that there are justifiable reasons for the exclusion.*

Article 232 of the Constitution on Values and Principles of Public Service

19. Article 232 of the Constitution provides for the values and principles of public service which include *“high standards of professional ethics; efficient, effective and economic use of resources; responsive, prompt, effective, impartial and equitable provision of services; involvement of the people in the process of policy making; accountability for administrative acts; transparency and provision to the public of timely, accurate information; fair competition and merit as the basis of appointments and promotions; representation of Kenya’s diverse communities; and affording adequate and equal opportunities for appointment, training and advancement, at all levels of the public service of men and women; the members of all ethnic groups; and persons with disabilities.”*

The Leadership and Integrity Act (No. 19 of 2012)

20. The Leadership and Integrity Act provides for the obligations of a State officer. These are, among others: to respect and abide by the Constitution and the law, public trust, performance of duties in an honest and accountable manner, professionalism, financial integrity, not to engage in activities

that amount to abuse of office, not misuse public resources, accepting gifts that may compromise the officer's duties, wrongful or unlawful acquisition of property, conflict of interest etc.

The Public Service (Values and Principles) Act, 2015

21. Section 5 of the Public Service (Values and Principles) Act provides that a public officer "*shall maintain high standards of professional ethics, including, being honest; displaying high standards of integrity, transparency, accountability, respect to others, objectivity, patriotism, observance of rule of law.*" (Applies in future upon appointment)

The Public Officer Ethics Act (No. 4 of 2003)

22. The Public Officer Ethics Act provides for obligations to be carried out by a public officer. These include "*professionalism, carrying out duties in accordance with the law, prohibition from unjust enrichment, avoiding conflict of interest, not using office as a venue for soliciting or collecting harambees; not acting for foreigners; care of property; political neutrality, not practicing nepotism or favouritism, giving impartial advice, conducting private affairs in a way that maintains public confidence, bar from sexual harassment, submission of declaration of income, assets and liabilities once every two years*" (section 26). (Applies in future after appointment)

2.2 Qualifications for appointment as a member of the Salaries and Remuneration Commission

23. In conducting the approval hearings, the Committee was guided by Article 230(2)(b)(ii) of the Constitution, section 5 (2) and (3) of the Salaries and Remuneration Act, No. 10 of 2011 and the provisions of section 7 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011).

2.3 Message from H.E. the President

24. H.E. the President on **25th May, 2023** vide letter OP/CAB.26/4A VOL.II(2) (**annexure 3**) communicated the name of the nominee for appointment to the position of Member of the Salaries and Remuneration Commission to the Speaker for approval by the National Assembly pursuant to Articles 230(2)(b)(ii) and 250(2)(c) of the Constitution.

2.4 Speaker's Communication and Committal to the Committee

25. Pursuant to the provisions of Standing Order No. 42, the Speaker of the National Assembly on **Tuesday 6th June, 2023** communicated to the House the message from H.E. the President regarding the nominee for appointment as Member of the Salaries and Remuneration Commission as the representative of the Public Service Commission. The Speaker informed the House that H.E. the President was seeking approval of the National Assembly on the said nomination before the nominee's appointment. (**annexure 4**)
26. In accordance with Standing Order 45(1), the Speaker read the Message from H.E. the President and referred the name of the nominee, her curriculum vitae and report of the Selection Panel from the Parliamentary Service Commission on the recruitment process to the Departmental Committee on Labour to conduct approval hearings.
27. While referring the matter to the Committee, the Speaker directed that the Committee undertakes the vetting exercise within twenty-eight (28) days pursuant to Section 8 of the Public Appointments Parliamentary Approval Act (No. 33 of 2011). The Speaker further directed the Clerk of the National

Assembly facilitates the Committee to notify the nominee and the general public of the approval hearing through advertisement in two newspapers of nationwide circulation and the Parliamentary Website of the time and place of holding the approval hearings.

2.5 Notification to the Public

28. Section 6(9) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), provides that *“any person may, prior to the approval hearing, and by written statement on oath, provide the Clerk with evidence contesting the suitability of a candidate to hold the office to which the candidate has been nominated”*.
29. The Committee on Thursday, 15th June, 2023 through the print media notified the general public of its intention to conduct the approval hearing as required by Article 118 (1) (a) (b) and (2) of the Constitution and section 6(4) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) (**annexure 5**). The notification provided for the submission of memoranda by way of written statements on oath (*affidavit*) on the suitability or otherwise of the nominee to hold office, by Thursday 22nd June, 2023 at 5.00 pm (East African Time). At the close of the submission deadline, the Committee had not received any memorandum for or against the suitability of the nominee.

2.6 Notification to the Nominee

30. The Committee through the print media on Thursday, 15th June, 2023 and letters Ref. NA/DDC/LABOUR/2023/055 informed the nominee of the nomination by H.E. the President and requested her to appear for vetting on Friday 23rd June, 2023 in the Committee Room 9, 1st Floor, Main Parliament buildings (**annexure 6**). The Committee further requested the nominee to appear for the approval hearing clearance certificates from KRA, HELB, EACC, DCI and ORPP (**annexure 7**).

2.7 Clearance Requirements

31. The Committee sought references and conducted background checks on the suitability of the nominee to hold office from EACC, KRA, DCI, ORPP and HELB. All the agencies cleared the nominee, EACC (letter Ref. EACC.7/10/5 VOL XXIII (145) dated 19th June 2023 (**annexure 8**); KRA (letter Ref. KRA/5/1002/5(9134) dated 16th June 2023 (**annexure 9**); DCI (letter Ref. DCI/CRO/SEC/6/7/2/A/VOL.XII/166 dated 22nd June 2023) (**annexure 10**); ORPP (letter Ref. RPP/ORG/34 VOL. VII (17) dated 19th June 2023 (**annexure 11**) and HELB (letter Ref. HELB/RR/112009/255 dated 16th June 2023) (**annexure 12**).

2.8 Report of the Selection Panel by the Public Service Commission on the Nomination of the Member of the Salaries and Remuneration Commission.

32. Pursuant to Article 230(2)(b)(ii) of the Constitution and section 7(1) of the Salaries and Remuneration Commission Act 2011, the Public Service Commission invited applications from suitably qualified persons for appointment as a member of the Salaries and Remuneration Commission representing the Public Service Commission. The advertisement was published in the print media and on the Commission's Website on 15th March, 2022 with a closing date of 28th March, 2022.

33. The advertisement period lapsed on 28th March, 2022, with a total of two hundred and sixty one (261) persons submitting applications for consideration. The Commission carried out shortlisting on 4th April, 2022 where eight (8) candidates were picked and interviewed on 9th and 10th May, 2022.
34. Pursuant to section 7(2) of the SRC Act, requiring 2 names to be forwarded to the President the Public Service Commission forwarded the names of, Dr. Phyllis Wambui Wagacha and Mr. Japhther Kiplimo Rugut, EBS.
35. The Public Service Commission adhered to provisions of the Constitution and the Salaries and Remuneration Commission Act 2011 in the process of advertising, shortlisting and interviewing the candidates.

2.9 Committee proceedings

36. The Committee having received the name of the nominee was obligated to conduct approval hearings and make determination of the nominee's suitability or otherwise within twenty-eight (28) days as provided for in section 8 (1) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011).
37. The Committee held two (2) sittings during which it examined and reviewed the nominee's certificates, testimonials as well as conducted approval hearings.

CHAPTER THREE

3.0 APPROVAL HEARING

38. The Committee conducted approval hearing on **Friday, 23rd June, 2023**. In conducting the hearing, the Committee was guided by, among others, the Constitution, the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), the Salaries and Remuneration Commission Act, No. 10 of 2011, the Public Service (Values and Principles) Act, No. 1A of 2015 and the Standing Orders.

39. The Committee noted the following: -

- i. The nominee had not notified the Clerk of the National Assembly of her withdrawal from the approval process as outlined under section 6 (10) of Public Appointments (Parliamentary Approvals) Act, 2011.
- ii. The Committee would therefore proceed with the approval hearings on Friday, 23rd June, 2023; and
- iii. The Committee would examine the nominee against the criteria set out in section 7 of the Public Appointments (Parliamentary Approval) Act, 2011.

40. The Committee examined the nominee using the guidelines set out in the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011). The Committee also considered the following in vetting the nominee:

- a. Academic qualifications
- b. Employment record and work experience
- c. Professional association
- d. Public office, political activities and affiliations
- e. Potential conflict of interest
- f. Suitability to the position
- g. Tax compliance
- h. Vision and leadership
- i. Integrity
- j. Expectations and Key priorities

3.1 Dr. Phyllis Wambui Wagacha

41. The nominee appeared before the Committee on Friday 23rd June, 2023 at 10.00 am and was orally interviewed under oath pursuant to Article 230 (b) (ii) of the Constitution, the Public Appointments (Parliamentary Approval Act, 2011, Salaries and Remuneration Commission Act 2011, Public Service (Values and Principles) Act, 2015 and the National Assembly Standing Orders. She responded to questions during vetting as follows: -

3.1.1 Personal Background

42. The nominee is a Kenyan citizen of identity card number 7276627 and was born in 1948 in Kiambu County.

3.1.2 Educational Background

43. The nominee holds a PHD in Information Sciences from Moi University, a Master's degree in Library and Information Science from Kenyatta University awarded in 2008, Post Graduate Diploma in Library and Information Science from University College London and BA (Hons) in Sociology and Literature in English from the University of Nairobi.

3.1.3 Work experience/career progression

44. The nominee has worked in the both public and private sectors in her career life in the following capacities:

- i. Director, Optimum Resources International, Nairobi Kenya from 2022
- ii. Manager and head, KIPPRA Library Documentation and information Centre from 1999 to 2010;
- iii. Manager and head, Arifu Centre for Documentation and Information on MSEs from 1994 to 1998;
- iv. Director, Council for the Development of Social Science Research in Africa's Document and Information Centre from 1983 to 1992
- v. Collaborator/Indexer, International Labour Organization (ILO) Library, Geneva, Switzerland from 1981 to 1982;
- vi. Programme Librarian, Diplomacy Training Programme, Graduate Institute of International Studies, University of Geneva and
- vii. Documentalist, Institute for Development Studies and Assistant Librarian, University of Nairobi Parliament of Kenya from 1974 to 1978.

3.1.4 Professional Associations and Affiliations

45. The nominee has been a member of the following associations;

- i. Editor and executive Board member, Kenya Library Association, from 2005 to 2010.
- ii. Steering Committee member, International Co-ordinating Committee of Development Associations (ICCDA), Paris, France from 1985-1992.
- iii. Steering Group Member, International Documentation (INTERDOC), Rome, Italy from 1985 to 1992.
- iv. Steering Committee member, International Development Institutes Network from 1983 to 1991.

3.1.5 Clearance Requirements

46. The Committee confirmed that the nominee had been cleared by KRA, ORPP, DCI, EACC and HELB, having obtained clearance certificates to that effect.

3.1.6 Potential conflict of interest

47. The nominee declared that she had no potential conflict of interest should she be appointed to the position.

3.1.7 Pro bono/Charity work

48. The nominee stated that she is a member of Rotary Club of Kenya.

3.1.8 Statement on Net worth

49. The nominee estimated her net worth to be approximately Kshs. **474,930,000** million.

3.1.9 Integrity

50. The nominee stated that she had not been dismissed or otherwise removed from office for contravening Article 75 of the Constitution. She further stated that she has not been adversely associated with practices that depict bias, favouritism or nepotism in the discharge of public duties.

51. Further, the nominee submitted that she had not been charged in any court of law in the last three years and neither had she been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years.

3.1.10 General and Sector Specific questions

The Committee queried the nominee on the following areas

A. On her career accomplishments that make her a prime candidate for the position of a Commissioner in the Salaries and remuneration commissions

52. The nominee submitted that her experience and leadership would be vital in the Salaries and Remuneration Commission in its execution of its mandate. The nominee has managed institutions both in the public and private sectors at different levels of management.

53. The nominee further submitted that she is well read. She informed the Committee that given her experience in information science, she would advocate for establishment of a data centre within the Commission to ensure data is collected, stored and available for evidence-based decision making and future projections.

B. On gaps she has observed within the Salaries and Remuneration Commission and the Public Service Commission that require intervention.

54. The nominee informed the committee that she would advocate for improved productivity and performance in the Public Service. This will lead to a more efficient, productive labour force and attraction and retention of requisite skills. Some of the strategies highlighted include rewards linked to job performance and fair remuneration.

55. The nominee further submitted that she would advocate for improved consideration of special interest groups such as people with disability in the Public Service. This can be done through improved access to assistive devices and equipment.

56. The nominee submitted that despite the Commissions being independent and having distinct mandates, they should all endeavour to work together. The nominee advocated for dialogue between commissions embroiled in disagreements and conflicts to achieve amicable solutions.

D. On the call for improved pay for Members of County Assemblies and job groups classification.

57. The nominee noted the need for adherence by State agencies of the 35 per cent to revenue threshold for the wage bill. She noted the need for progressive review of the salaries and benefits available to the Members of the County Assemblies given their extensive workload.

58. The nominee further informed the Committee on the need for review of job group classification in the public service at both levels of government. This should be done in collaboration with other stakeholders such as the Public Service Commission. She further indicated the need for development of a criteria for classification of special jobs groups such as for elected members of parliament.

E. On her views on retirement age in Kenya and the challenge of youth unemployment

59. The nominee, acknowledging the huge challenge of youth unemployment, informed the Committee that age should not be a hindrance to performance and productivity. The nominee further averred that the number of older people in the public service is relatively low.

60. She further indicated that the government should create a conducive environment for investments and entrepreneurship, which are catalysts for job creation for the unemployed youth.

F. On financial wastage on ghost workers

61. The nominee stated that there has been a problem of ghost workers on payroll especially in the County governments. A lot of resources have been used to pay non-existent employees, illegally enlisted in payroll systems. The nominee, noting the continued financial constraints in the country, submitted that there is a need for a clean-up of the public service payroll system to weed out ghost workers and duplications of tasks.

CHAPTER FOUR

4.0 OBSERVATIONS AND FINDINGS

62. The Committee observations were guided by Article 230(2)(b)(ii) and 250(2)(b) of the Constitution, section 5 of the Salaries and Remuneration Commission Act, 2015 and section 7 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) in terms of issues for consideration as follows:

- i. the procedure used to arrive at the nominee;
- ii. any constitutional or statutory requirements relating to the office in question; and
- iii. the suitability of the nominees for the appointment proposed having regard to whether the nominees' abilities, experience and qualities meet the needs of the body to which the nomination is made.

63. The Committee, having considered the nominee's filled questionnaire pursuant to section 6(8) of the Public Appointments (Parliamentary Approval) Act, (No. 33 of 2011), the nominee's curriculum vitae and having heard her oral submissions during the approval hearing, made the following observations on the nominee's suitability for appointment as Member of the Salaries and Remuneration Commission-

4.1 Dr. Phyllis Wambui Wagacha

- (i) **THAT**, in accordance with Article 78(1) and (2) of the Constitution, the nominee is eligible for appointment to State Office since she is a Kenyan citizen born in 1948 in Kiambu County and does not hold dual citizenship.
- (ii) **THAT**, the nominee meets the requirements of Chapter Six of the Constitution on leadership and integrity having obtained clearance from the Ethics, and Anti-corruption Commission (EACC), the Kenya Revenue Authority (KRA), The Directorate of Criminal Investigations (DCI) (has been cleared but not issued with a physical police certificate), the Office of Registrar of Political Parties (ORPP) and the Higher Education Loans Board (HELB).
- (iii) **THAT**, the nominee has not been charged in a court of law in the past three years.
- (iv) **THAT**, the nominee does not hold office in any political body.
- (v) **THAT**, the nominee has never been dismissed from office under Article 75 of the Constitution for contravention of Article 75(1) (*conflict of Interest*), Article 76(*financial probity*), Article 77(*restriction on activities of State Officers*) and Article 78(2)(*dual citizenship*) of the Constitution.
- (vi) **THAT**, the nominee demonstrated knowledge of topical, administrative and technical issues on the Salaries and Remuneration Commission and the Public Service Commission and has the requisite abilities, qualifications and experience to serve as a member of the Commission.
- (vii) **THAT**, the retirement age for Judges and magistrates who are state officers as defined in Article 260 of the Constitution is seventy (70) years and sixty-five (65) years respectively


which is below the current age of the nominee who is currently 75 years old. The position of member, Salaries and Remuneration Commission (SRC) is for a period of six (6) years.

- (viii) **THAT**, under section 70 of public service regulations 2020, subject to the Constitution, section 80 of the Public Service Commission Act (No. 10 of 2017), retirement age for public officers is sixty years; sixty-five years for persons with disability; and such age as may be determined by the Commission for lecturers and research scientists serving in public universities, research institutions or equivalent institutions as determined by Commission in consultation with such universities, research institutions or equivalent institutions.
- (ix) **THAT**, further, subject to section 80 (2) of the Public Service Commission Act,(No. 10 of 2017), in determining whether to engage an officer after attainment of retirement age, the Commission shall determine and document the rare knowledge, skills or competencies that the officer possesses. In the regulation “rare knowledge, skills and competencies” means knowledge, skills and competencies that are scarce, unique and not readily available in the job market. It is noted that from the recruitment report of PSC, two hundred and sixty-one (261) persons applied and eight (8) were shortlisted. This was not cited as the reason for her nomination in the Recruitment Report from the Public Service Commission as transmitted to the Head of Public Service on 17th May 2023.
- (x) **THAT**, whereas the retirement age does not apply to State officers, the Committee notes that the nominee was nominated to be a member of the Salaries and Remuneration Commission as a representative of the Public Service Commission, which is responsible for setting the mandatory retirement age for public officers.. The Committee therefore notes that there is need for the representative of the Public Service Commission to be below the mandatory retirement age. To this end, the Committee notes that the nominee is not suitable to hold the position of a member of the Salaries and Remuneration Commission on account of age.

CHAPTER FIVE

5.0 RECOMMENDATION

64. The Committee recommends that the National Assembly **rejects** the appointment of **Dr. Phyllis Wambui Wagacha** by **H.E. the President** as a **Member of the Salaries and Remuneration Commission** representing the **Public Service Commission** on account of age.

SIGNED  DATE 27/06/23
HON. ERIC MUCHANGI KAREMBA, MP
CHAIRPERSON
DEPARTMENTAL COMMITTEE ON LABOUR

Annexure 1: Adoption List



REPUBLIC OF KENYA
THE NATIONAL ASSEMBLY
THIRTEENTH PARLIAMENT

DEPARTMENTAL COMMITTEE ON LABOUR

REPORT ADOPTION LIST

We, the members of the Departmental Committee on Labour, have pursuant to Standing Orders 199, adopted this report on the Approval Hearing for Nominee for Member, Salaries and Remuneration Committee and affix our signatures to affirm our approval and confirm its accuracy, validity and authenticity.

Date:

	NAMES	SIGNATURE
1.	Hon. Karemba Eric Muchangi Njiru, MP-Chair person	
2.	Hon. Muli Fabian Kyule, MP- Vice Chairperson	
3.	Hon. K'Oyoo James Onyango, M.P.	
4.	Hon. Kagesi Kivai Ernest Ogesi, M.P.	
5.	Hon. Kiti Richard Ken Chonga, M.P.	
6.	Hon. Lomwa Joseph Samal, M.P.	
7.	Hon. Omwera George Aladwa, M. P.	
8.	Hon. Wambilianga Catherine Nanjala, MP	
9.	Hon. Abdullahi Amina Dika, M.P.	
10.	Hon. Aburi Donya Dorice, M.P.	
11.	Hon. Barasa Patrick Simiyu , M.P.	
12.	Hon. Chiforomodo Mangale Munga, M.P.	
13.	Hon. Kihungi Peter Irungu, M. P.	
14.	Hon. Sankaire Leah Sopiato, M.P.	
15.	Hon. Siyoi Lillian Chebet, M.P.	

Annexure 2: Minutes

MINUTES OF THE 41ST SITTING OF THE DEPARTMENTAL COMMITTEE ON LABOUR HELD ON FRIDAY 23RD JUNE 2023 IN THE COMMITTEE ROOM 9, MAIN PARLIAMENT BUILDINGS AT 10:00 AM

PRESENT

1. The Hon. Karemba Eric Muchangi Njiru, M.P. – Chairperson
2. The Hon. Muli Fabian Kyule, M.P. - Vice Chairperson
3. The Hon. Aburi Donya Dorice, M.P.
4. The Hon. Kihungi Peter Irungu, M.P.
5. The Hon. Siyoi Lillian Chebet, M.P.

APOLOGIES

1. The Hon. K'Oyoo James Onyango, M.P.
2. The Hon. Kagesi Kivai Ernest Ogesi, M.P
3. The Hon. Kiti Richard Ken Chonga, M.P.
4. The Hon. Lomwa Joseph Samal, M.P.
5. The Hon. Omwera George Aladwa, M.P
6. The Hon. Wambilianga Catherine Nanjala, M.P.
7. The Hon. Abdullahi Amina Dika, M.P.
8. The Hon. Barasa Patrick Simiyu, M.P.
9. The Hon. Chiforomodo Mangale Munga, M.P
10. The Hon. Sankaire Leah Sopiato, M.P.

IN ATTENDANCE

1. Dr. Phyllis Wambui Wagacha- Nominee for appointment as Member of Salaries and Remuneration Commission

COMMITTEE SECRETARIAT

- | | | |
|-------------------------|---|------------------------|
| 1. Ms. Rose Wanjohi. | - | Senior Clerk Assistant |
| 2. Mr. Samuel Wanjiru | - | Clerk Assistant III |
| 3. Ms. Fiona Githunguri | - | Legal Counsel II |
| 4. Mr. Timothy Chiko | - | Research Officer III |
| 5. Ms. Wambui Nyachae | - | Research Officer III |
| 6. Ms. Rehema Koech | - | Audio Officer III |
| 7. Ms. Felistus Muiya | - | Protocol Officer |
| 8. Ms. Zainabu Wario | - | Sergeant at arms II |

AGENDA

1. Preliminaries;
2. Confirmation of Minutes.
3. Matters Arising;
4. Pending Business
 - i. One Legislative Proposal
 - ii. Approval hearing of Dr. Phyllis Wambui Wagacha, nominee for appointment as a Member of the Salaries and Remuneration Commission.

5. **Approval hearing of Dr. Phyllis Wambui Wagacha, nominee for appointment as a member of the Salaries and Remuneration Commission.**
6. Any Other Business
7. Adjournment

MIN. NO.306 NA/LABOUR/2023: PRELIMINARIES

The Chairperson called the meeting to order at five minutes past ten o'clock. This was followed by a prayer by The Hon. Kihungi Peter Irungu, M.P. Thereafter self- introductions were made.

MIN.NO.307 NA/LABOUR/2023: CONFIRMATION OF MINUTES OF THE PREVIOUS SITTING.

This agenda was deferred

MIN.NO.308 NA/LABOUR/2023: MATTERS ARISING

No Matter arose.

MIN.NO.309 NA/LABOUR/2023: PENDING BUSINESS BEFORE THE COMMITTEE

The following business has been committed to the committee

- i. Legislative Proposal of the County Governments (Amendment) Bill, 2023 by Hon. Umulkher Harun Mohamed which seeks to amend the County Government Act, No. 17 of 2012 to provide that the composition of every County Public Service Board shall include a youth.
- ii. Approval Hearing for Dr. Phyllis Wambui Wagacha, nominee for appointment as a Member of the Salaries and Remuneration Commission. The Committee has scheduled to conduct the approval hearing of the said nominee on Friday 23rd June,2023.

MIN. NO. 310 NA/LABOUR/2023: COMMUNICATION FROM THE CHAIR

The Chairperson in his communication informed the Committee that the nomination and notification to the National Assembly of Dr. Phyllis Wambui Wagacha as a nominee for appointment to the position of Member of Salaries and Remuneration Commission was communicated by H.E the President vide a letter dated 25th May 2023. This was made pursuant to the provisions of Article 230(2) (b) (ii) of the Constitution, section 7(10) of the Salaries and Remuneration Commission and Section 6 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011).

The Chairperson further briefed the Committee that the nomination was procedurally committed to the Departmental Committee on Labour on 6th June 2023 for approval hearing and reporting to the House within twenty-eight (28) days.

In compliance with Section 6(9) of the Public Appointments (Parliamentary Approval) Act, the Clerk had invited the public to submit memoranda by way of written statements on oath. The Chairperson informed the Committee that no memoranda had been submitted in support of or contesting the suitability of the nominee by close of the deadline of Thursday 22nd June 2023.

The Chairperson further informed the Committee that the nominee had complied with the statutory requirements and was procedurally before the Committee.

Thereafter proceeded to allow the nominee to make her submissions.

MIN. NO. 311 NA/LABOUR/2023: APPROVAL HEARING FOR DR. PHYLLIS WAMBUI WAGACHA, NOMINEE FOR APPOINTMENT AS MEMBER OF THE SALARIES AND REMUNERATION COMMISSION

Dr. Phyllis Wambui Wagacha, nominee for appointment as member of the Salaries and Remuneration Commission appeared before the committee on Friday 23rd June 2023 and was vetted under oath to Article 230(2) (b) of the Constitution, Sections 12(2(a)) of the Public Appointments (Parliamentary Approval) Act, 2011 and the Standing orders 191(2) of the National Assembly.

The nominee responded to the questions posed as follows;

Date and Place of Birth

She is a Kenyan citizen of identity card number 7276627 and was born in 1948 in Kiambu County. She does not hold dual citizenship.

Education and Training

She holds a PHD in Information Sciences from Moi University, a Master's degree in Library and Information Science from Kenyatta University awarded in 2008, Post Graduate Diploma in Library and Information Science from University College London and BA(Hons) in Sociology and Literature in English from the University of Nairobi.

Work Experience

She has worked in the both public and private sectors in her career life in the following capacities:

- i. Director, Optimum Resources International, Nairobi Kenya from 2022
- ii. Manager and head, KIPPRA Library Documentation and information Centre from 1999 to 2010;
- iii. Manager and head, Arifu Centre for Documentation and Information on MSEs from 1994 to 1998;
- iv. Director, Council for the Development of Social Science Research in Africa's Document and Information Centre from 1983 to 1992;
- v. Collaborator /Indexer, International Labour Organization (ILO) Library, Geneva, Switzerland from 1981 to 1982;
- vi. Programme Librarian, Diplomacy Training Programme, Graduate Institute of International Studies, University of Geneva; and
- vii. Documentalist, Institute for Development Studies and Assistant Librarian, University of Nairobi Parliament of Kenya from 1974 to 1978.

GENEREAL AND SECTOR SPECIFIC QUESTIONS TO THE NOMINEE

The Committee posed questions in the following areas

On her career accomplishments that make her a prime candidate for the position of a Commissioner in the Salaries and remuneration commissions.

The nominee submitted that her experience and leadership would be vital in the Salaries and Remuneration Commission in its execution of its mandate. The nominee has managed institutions both in the public and private sectors at different levels of management.

The nominee further submitted that she is well read. She informed the Committee that given her experience in information science, she would advocate for establishment of a data centre within the Commission to ensure data is collected, stored and available for evidence-based decision making and future projections.

On gaps she has observed within the Salaries and Remuneration Commission and the Public Service Commission that require intervention.

The nominee informed the committee that she would advocate for improved productivity and performance in the Public Service. This will lead to a more efficient, productive labour force and attraction and retention of requisite skills. Some of the strategies highlighted include rewards linked to job performance and fair remuneration.

The nominee further submitted that she would advocate for improved consideration of special interest groups such as people with disability in the Public Service. This can be done through improved access to assistive devices and equipments.

On the relationship between the Salaries and Remuneration Commission and other Commissions established under the Constitution of Kenya.

The nominee submitted that despite the Commissions being independent and having distinct mandates, they should all endeavour to work together. The nominee advocated for dialogue between commissions embroiled in disagreements and conflicts to achieve amicable solutions.

On the call for improved pay for Members of County Assemblies and job groups classification.

The nominee noted the need for adherence by State agencies of the 35 per cent to revenue threshold for the wage bill. She noted the need for progressive review of the salaries and benefits available to the Members of the County Assemblies given their extensive workload.

The nominee further informed the committee on the need for review of job groups classification in the public service at both levels of government. This should be done in collaboration with other stakeholders such as the Public Service Commission. She further indicated the need for development of a criteria for classification of special jobs groups such as for elected members of parliament.

On her view on retirement age in Kenya and the challenge of youth unemployment

The nominee, acknowledging the huge challenge of youth unemployment, informed the committee that age should not be a hinderance to performance and productivity. The nominee further averred that the number of older people in the public service is relatively low.

She further indicated that the government should create a conducive environment for investments and entrepreneurship, which are catalysts for job creation for the unemployed youth.

On financial wastage on ghost workers

There has been a problem of ghost workers on payroll especially in the County governments. A lot of resources have been used to pay non-existent employees, illegally enlisted in payroll systems. The nominee, noting the continued financial constraints in the country, submitted that there is a need for a clean-up of the public service payroll system to weed out ghost workers and duplications of tasks.

Committee Observations

The Committee, having considered the nominee's filled questionnaire pursuant to section 6(8) of the Public Appointments (Parliamentary Approval) Act, (No. 33 of 2011), the nominee's curriculum vitae and having heard her oral submissions during the approval hearing, made the following observations on the nominee's suitability for appointment as Member of the Salaries and Remuneration Commission -

- (i) **THAT**, in accordance with Article 78(1) and (2) of the Constitution, the nominee is eligible for appointment to State Office since she is a Kenyan citizen born in 1948 in Kiambu County and does not hold dual citizenship.
- (ii) **THAT**, the nominee -
 - i. Holds a PHD in Information Sciences from Moi University, a Master's degree in Library and Information Science from Kenyatta University awarded in 2008, Post Graduate Diploma in Library and Information Science from University College London and BA(Hons) in Sociology and Literature in English from the University of Nairobi.
 - ii. Was a Director, Optimum Resources International, Nairobi Kenya from 2022
 - iii. Was a manager and head, KIPPRA Library Documentation and information Centre from 1999 to 2010;
 - iv. Was a manager and head, Arifu Centre for Documentation and Information on MSEs from 1994 to 1998;
 - v. Was a Director, Council for the Development of Social Science Research in Africa's Document and Information Centre from 1983 to 1992
 - vi. Was a Collaborator /Indexer, International Labour Organization (ILO) Library, Geneva, Switzerland from 1981 to 1982;
 - vii. Was a Programme Librarian, Diplomacy Training Programme, Graduate Institute of International Studies, University of Geneva and
 - viii. Was a Documentalist, Institute for Development Studies and Assistant Librarian, University of Nairobi Parliament of Kenya from 1974 to 1978.
- (iii) **THAT**, the nominee meets the requirements of Chapter Six of the Constitution on leadership and integrity having obtained clearance from the Ethics, and Anti-corruption Commission (EACC), the Kenya Revenue Authority (KRA), The Directorate of Criminal Investigations (DCI), the Office of Registrar of Political Parties (ORPP) and the Higher Education Loans Board (HELB).
- (iv) **THAT**, the nominee has not been charged in a court of law in the past three years.
- (v) **THAT**, the nominee does not hold office in any political body.
- (vi) **THAT**, the nominee has never been dismissed from office under Article 75 of the Constitution for contravention of Article 75(1) (*conflict of Interest*), Article 76(*financial probity*), Article 77(*restriction on activities of State Officers*) and Article 78(2)(*dual citizenship*) of the Constitution.
- (vii) **THAT**, the retirement age for Judges and magistrates who are state officers as defined in Article 260 of the Constitution is seventy (70) years and sixty-five (65) years respectively.
- (viii) **THAT**, under section 70 of public service regulations 2020, subject to the Constitution, section 80 of the Public Service Commission Act (No. 10 of 2017), retirement age for public officers is sixty years; sixty-five years for persons with disability; and such age as may be determined by the Commission for lecturers and research scientists serving in public universities, research institutions or equivalent institutions as determined by Commission in consultation with such universities, research institutions or equivalent institutions.
- (ix) **THAT**, further, subject to section 80 (2) of the Public Service Commission Act, (No. 10 of 2017), in determining whether to engage an officer after attainment of retirement age, the Commission shall determine and document the rare knowledge, skills or competencies that the officer possesses. In the regulation "rare knowledge, skills and competencies" means knowledge, skills and competencies that are scarce, unique and not readily available

in the job market. It is noted that from the recruitment report of PSC, two hundred and sixty-one (261) persons applied and eight (8) were shortlisted. This was not cited as the reason for her nomination in the Recruitment Report from the Public Service Commission as transmitted to the Head of Public Service on 17th May 2023.

- (x) **THAT**, the Nominee is seventy-five (75) years. The position of Commissioner is for a period of six years.

Committee Recommendation

The Committee recommends that the National Assembly does not approve the nomination of Dr. Phyllis Wambui Wagacha for the position of nominee, Salaries and Remuneration Commission (SRC) as proposed by Hon. Lilian Siyo, MP and seconded by Hon. Fabian Muli, MP, Vice Chairperson.

MIN. NO. 312 NA/LABOUR/2023: ANY OTHER BUSINESS

No other business arose

MIN. NO. 313 NA/LABOUR/2023: ADJOURNMENT/ DATE OF NEXT MEETING

There being no other business, the meeting was adjourned at twenty minutes past twelve o'clock. The next meeting will be held on notice.

SIGNED..... DATE
(CHAIRPERSON)

MINUTES OF THE 40TH SITTING OF THE DEPARTMENTAL COMMITTEE ON LABOUR HELD ON WEDNESDAY 21ST JUNE 2023 IN THE COMMITTEE ROOM 9, MAIN PARLIAMENT BUILDINGS AT 11:00 AM

PRESENT

1. The Hon. Karemba Eric Muchangi Njiru, M.P. – Chairperson
2. The Hon. K'Oyoo James Onyango, M.P.
3. The Hon. Kagesi Kivai Ernest Ogesi, M.P
4. The Hon. Omwera George Aladwa, M.P
5. The Hon. Abdullahi Amina Dika, M.P.
6. The Hon. Aburi Donya Dorice, M.P.
7. The Hon. Chiforomodo Mangale Munga, M.P
8. The Hon. Kihungi Peter Irungu, M.P.
9. The Hon. Siyoi Lillian Chebet, M.P.

APOLOGIES

1. The Hon. Muli Fabian Kyule, M.P. - Vice Chairperson
2. The Hon. Kiti Richard Ken Chonga, M.P.
3. The Hon. Wambilianga Catherine Nanjala, M.P.
4. The Hon. Lomwa Joseph Samal, M.P.
5. The Hon. Barasa Patrick Simiyu, M.P.
6. The Hon. Sankaire Leah Sopiato, M.P.

COMMITTEE SECRETARIAT

- | | | |
|----------------------------|---|------------------------|
| 1. Ms. Rose Wanjohi. | - | Senior Clerk Assistant |
| 2. Mr. Samuel Wanjiru | - | Clerk Assistant III |
| 3. Ms. Christine Odhiambo. | - | Senior Legal Counsel |
| 4. Ms. Fiona Githunguri | - | Legal Counsel II |
| 5. Mr. Timothy Chiko | - | Research Officer III |
| 6. Mr. Peter Mutegi | - | Audio Officer III |
| 7. Ms. Felistus Muiya. | - | Protocol Officer |

AGENDA

1. Preliminaries;
2. Confirmation of Minutes.
3. Matters Arising;
4. Pending Business
 - i. One Legislative Proposal
 - ii. One Bill
 - iii. Approval Hearing for Dr. Phyllis Wambui Wagacha, nominee for appointment as a Member of the Salaries and Remuneration Commission.
5. **Pre-vetting briefing on the approval hearing of Dr. Phyllis Wambui Wagacha, nominee for appointment as a member of the Salaries and Remuneration Commission.**
6. **Briefing on additional submissions on the County Governments (Amendment) Legislative Proposal 2023.**
7. Any Other Business
8. Adjournment

MIN. NO.298 NA/LABOUR/2023: PRELIMINARIES

The Chairperson called the Meeting to order at quarter to twelve o'clock. This was followed by a prayer by The Hon. Abdullahi Amina Dika, M.P.

MIN.NO.299 NA/LABOUR/2023: CONFIRMATION OF MINUTES OF THE PREVIOUS SITTING.

This agenda was deferred

MIN.NO.300 NA/LABOUR/2023: MATTERS ARISING

No Matter arose.

MIN.NO.301 NA/LABOUR/2023: PENDING BUSINESS BEFORE THE COMMITTEE

The following business has been committed to the committee

1. Legislative Proposal of the County Governments (Amendment) Bill, 2023 by Hon. Umulkher Harun Mohamed which seeks to amend the County Government Act, No. 17 of 2012 to provide that the composition of every County Public Service Board shall include a youth.
2. The Public Service Internship Bill no. (National Assembly Bill no. 63) of 2022- The Principal object of this Bill is to establish a legal framework for the regulation of internship programmes within the Public Service. Article 55 of the constitution provides that the State shall take measures, including affirmative action programmes to ensure that the youth have access to inter alia relevant education, training and employment. The bill seeks to ensure a monthly stipend, insurance and other entitlements to persons engaged in internships within the public service for the duration of the Internship programme.
3. Approval Hearing for Dr. Phyllis Wambui Wagacha, nominee for appointment as a Member of the Salaries and Remuneration Commission. The Committee has scheduled to conduct the approval hearing of the said nominee on Friday 23rd June, 2023.

MIN. NO. 302 NA/LABOUR/2023: PRE-VETTING BRIEFING ON THE APPROVAL HEARING OF DR. PHYLLIS WAMBUI WAGACHA, NOMINEE FOR APPOINTMENT AS A MEMBER OF THE SALARIES AND REMUNERATION COMMISSION.

Ms. Fiona Githunguri, Legal Counsel, informed the Committee of receipt of the notification dated 25th May 2023 for appointment by the H.E President of Dr. Phyllis Wambui Wagacha to serve as a representative of the Public Service Commission to the Salaries and Remuneration Commission.

Article 230(2) of the Constitution provides for the composition of the Salaries and Remuneration Commission as follows—

- (a) a chairperson;
- (b) **one person each nominated by the following bodies from among persons who are not members or employees of those bodies—**
 - (i) the Parliamentary Service Commission;
 - (ii) the Public Service Commission;**
 - (iii) the Judicial Service Commission;
 - (iv) the Teachers Service Commission;
 - (v) the National Police Service Commission;
 - (vi) the Defence Council; and
 - (vii) the Senate, on behalf of the county governments;
- (c) one person each nominated by—
 - (i) an umbrella body representing trade unions;
 - (ii) an umbrella body representing employers; and
 - (iii) a joint forum of professional bodies as provided by legislation;
- (d) one person each nominated by—
 - (i) the Cabinet Secretary responsible for finance; and
 - (ii) the Attorney-General; and

- (e) one person who has experience in the management of human resources in the public service, nominated by the Cabinet Secretary responsible for public service.

The notification for appointment was made pursuant to the provisions of Article 250(2) of the Constitution which provides that the chairperson and each member of a commission shall be—

- (a) identified and recommended for appointment in a manner prescribed by national legislation;
- (b) approved by the National Assembly; and
- (c) appointed by the President.

The procedure for the vetting of the nominee for the above position is governed by the Public Appointments (Parliamentary Approval) Act, Cap. 136 (hereinafter referred to as “the Act”) and the National Assembly Standing Orders. These set out the procedure, requirements as well as the conduct of the approval hearings.

Section 3 of the Act provides that 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.

The Committee was briefed on the procedure for the approval hearing as follows;

1. Submission of documents

As provided in the invitation letter to the nominee, the nominee will be required to provide the following documents—

- 1) Originals of his identity card, academic and professional certificates and other relevant testimonials;
- 2) Letters, certificates of clearance or certificates of compliance from the following—
 - (a) Ethics and Anti-Corruption Commission;
 - (b) Kenya Revenue Authority;
 - (c) Higher Education Loans Board;
 - (d) Directorate of Criminal Investigations; and
 - (e) Office of the Registrar of Political Parties.
- 3) A duly filled questionnaire as specified in the Schedule to the Act.

2. Issues for consideration

Section 6(7) of the Act provides that an approval hearing shall focus on a candidate's academic credentials, professional training and experience, personal integrity and background.

Further, the Committee shall consider the following issues—

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

3. Submission of memoranda

Section 6(9) of the Act provides that any person may, prior to the approval hearing, and by written statement on oath, provide the Clerk with evidence contesting the suitability of a candidate to hold the office to which the candidate has been nominated.

The Clerk of the National Assembly placed an advertisement in the local dailies on 15th June 2023 inviting interested members of the public to submit any representations by written statement on oath (affidavit), that they may have on the suitability of the said nominee. This is pursuant to the provisions of Article 118(1)(b) of the Constitution which mandates Parliament to facilitate public participation and involvement in the legislative and other business of Parliament and its Committees. In terms of the advertisement, the deadline for the submission of memoranda in relation to the approval hearings is on Thursday, 22nd June 2023.

For a memorandum in relation to an approval hearing to be admissible, it must—

- (a) be in writing;
- (b) be made on oath (affidavit); and
- (c) contest the suitability of the nominee.

4. Powers of the Committee during the approval hearing

Section 6(5) of the Act provides that all Committee proceedings on public appointments shall be open and transparent. However, section 6(6) of the Act permits the Committee, either on its own motion or on the application of a candidate or any other concerned person, to determine that the whole or part of the Committee sittings shall be held in camera.

Section 12 of the Act gives the Committee the same powers as the High Court to summon any person or compel the production of documents for the purpose of giving evidence or providing information during the approval hearing. In this regard, the Committee shall have the power 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.

5. Timelines for the approval hearing

After the 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. In doing so the Committee shall include in the report such recommendations as it may consider necessary.

Section 8 of the Act provides that a Committee shall consider a nomination and table its report for debate and decision within 28 days from the date on which the notification of nomination was given to Parliament.

It is important to note that section 9 of the Act provides that if after expiry of the 28-day period, Parliament has neither approved nor rejected a nomination of a candidate, the candidate shall be deemed to have been approved.

Section 10 of the Act provides that 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 the Act shall apply accordingly.

Section 13 of the Act provides for extension of time in relation to approval hearings under the Act. In terms of this section, such an extension may only be for a period not exceeding 14 days. The power of the National Assembly to extend a timeline relating to a public appointment may be exercised—

- (a) only once in a session of the National Assembly in respect of a particular matter; and
- (b) only in exceptional circumstances to be certified by the Speaker.

The Committee has scheduled to conduct the approval hearing on Friday 23rd June 2023 starting at 10:00 a.m. in Committee Room 9, Main Parliament Buildings.

MIN. NO. 303 NA/LABOUR/2023: BRIEFING ON ADDITIONAL SUBMISSIONS ON THE COUNTY GOVERNMENTS (AMENDMENT) LEGISLATIVE PROPOSAL 2023.

Ms. Christine Odhiambo, Senior Legal Counsel guided members through the additional submissions by the Office of the Attorney General.

The Office of the Attorney General proposed that Section 58 of County Governments Act be amended by inserting a new paragraph after paragraph (c)—

“(d) in appointing the members of the County Public Service Board under subsection 58(a), (b) and (c), the Governor shall observe the principles of gender equity, and the representation of the marginalized communities, the youth and persons with disability.”

The justification is to ensure that the Act addresses any lacuna that may exist in county governments in relation to appointment of members of County Public Service Boards.

Committee Observations

The Committee noted that section 58A (15) of the same County Governments Act provides that –

(15) In nominating or appointing a person as a member of the Board, the selection panel and the Governor 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.”

The Committee noted that there is no need to restate the provision.

Committee Recommendation

The Committee recommends that the legislative proposal does not proceed as the mischief it was proposing to cure is already provided for in the County Governments Act.

MIN. NO. 304 NA/LABOUR/2023: ANY OTHER BUSINESS

The Committee requested the secretariat to invite the Kenya Revenue Authority (KRA) on the status of the recent recruitment of revenue service assistants.

MIN. NO. 305 NA/LABOUR/2023: ADJOURNMENT/ DATE OF NEXT MEETING

There being no other business, the meeting was adjourned at twenty minutes to one o'clock. The next meeting will be held on notice.

SIGNED..... DATE
(CHAIRPERSON)



NATIONAL ASSEMBLY
RECEIVED
30 MAY 2023
CLERK'S OFFICE
P O Box 41842, NAIROBI

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

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

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

OP/CAB.26/4A/VOL.II/(2)

CONFIDENTIAL

25th May, 2023

Ref. No.
and date

....., 20.....

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

① D YPS
70 prepare
specimens
Moses to be
delivered in
to Jun, 2023.
① Mr.
20.5.23

Dear

TRANSMITTAL

NOMINEE FOR APPOINTMENT AS MEMBER OF THE SALARIES AND REMUNERATION COMMISSION [SRC]

You are most graciously notified that **His Excellency Hon. William Samoei Ruto PhD., C.G.H., President and Commander-in-Chief of the Kenya Defence Forces**, has in exercise of the constitutional prerogative vested in the Head of State and Government, caused nomination to the membership of the Salaries and Remuneration Commission.

The Nomination is made pursuant to Article 230 (2)(b)(ii) of the Constitution, which states thus:

"The Commission shall consist of: -

- (ii) One person each nominated by the following bodies from among persons who are not members or employees of those bodies – the Public Service Commission, who shall be nominated by the President with the approval of the National Assembly."*

In that regard and in fulfillment of the constitutional duty arising pursuant to Article 230(2)(b)(ii) of the Constitution; as read together with Sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act [Act No. 33 of 2011], I hereby convey to the National Assembly His Excellency's nominee for appointment as Member of the Salaries and Remuneration Commission (SRC), as follows:

Dr. Phyllis Wambui Wagacha

CONFIDENTIAL

CONFIDENTIAL

To aid the August House in its consideration and approval processes, we have the pleasure to forward herewith the Certificate of Presidential Nomination (No.13 of 2023), together with the Nominee's Curriculum Vitae and Testimonials.

In recognition of the unique role of the Salaries and Remuneration Commission in setting and regularly reviewing the remuneration and benefit of all State officers and advising the National and County Government on the remuneration and benefit of all other public officers; we urge the National Assembly to prioritize the approval of the State Nominee.

Yours

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

Copy to: **Hon. Ichungwa A. Kimani, MP, MGH**
Majority Leader
The National Assembly
Parliament Building
NAIROBI

Mr. Samuel J. Njoroge
Clerk
The National Assembly
Parliament Building
NAIROBI



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

Mr. Jasper M. Mbiuki, CBS
Head of Cabinet Secretariat
Executive Office of the President
NAIROBI

CONFIDENTIAL



Office of the Chairperson

Ref. No. PSC.SEC.93/71 Vol.VII/(2)

17th May, 2023

CONFIDENTIAL

Mr. Felix K. Koskei
Chief of Staff & Head of Public Service
Executive Office of the President
State House
NAIROBI.

Dear *COS/HOPS,*

RECRUITMENT OF NOMINEE FOR MEMBER OF SALARIES AND REMUNERATION COMMISSION

I wish to make reference to your letter Ref. No.OP/CAB.26/4A/VOL.I/(83) of 10th May, 2023 related to the above subject matter.

Pursuant to Article 230(2) (b) of the Constitution of Kenya, 2010 and Part II Section 7(1) of the Salaries and Remuneration Act 2011, the Public Service Commission commenced the process of filling the declared vacancy of Member. Invitation for applications from suitably qualified Kenyans were then placed in both the print media and Commission's website on **15th March, 2022**. By the closure of the advertisement period on **28th March, 2022**, a total of Two Hundred and Sixty One (261) persons had submitted applications for consideration.

The Commission carried out shortlisting on **4th April, 2022** where Eight (8) candidates were picked and interviewed on **9th and 10th May, 2022**.

While undertaking the recruitment process, I wish to confirm that the Commission adhered to the provisions of the Constitution of Kenya 2010 and the Salaries and Remuneration Commission Act which *inter alia* includes merit, gender, ethnic and regional diversity.

It is my duty and pleasure to now forward, in order of merit, the underlisted persons as nominee for Member, Salaries and Remuneration Commission for your consideration and onward transmission to His Excellency the President:

CONFIDENTIAL



CONFIDENTIAL

S/No.	Name	County	ID./No.	Contact details
1	Dr. Phyllis Wambui Wagacha	Kiambu	7276627	P.O Box 865 - 00621 NAIROBI 0726 488 883 Email: wambuiwagacha@gmail.com
2	Mr. Japhter Kiplimo Rugut, EBS	Nandi	16002134	P.O. Box 197 - 30302 LESSOS 0720 260 814 Email: rugut49@gmail.com

Yours *Sincerely*
A.M.

A. M. MUCHIRI (AMB.)
CHAIRPERSON

Enc.

CONFIDENTIAL



**PRESIDENTIAL
NOMINATION NO. 13 of 2023**

THE CONSTITUTION OF KENYA

**NOMINATION
for
STATE APPOINTMENT**

**MEMBER
SALARIES AND REMUNERATION COMMISSION**

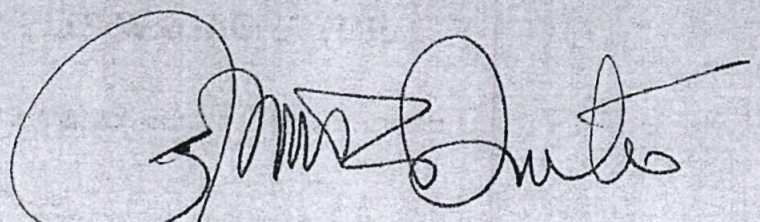
IN EXERCISE of the powers conferred by Article 230 (2) (b) (ii) of the Constitution, **I, WILLIAM SAMOEI RUTO**, President and Commander-in-Chief of the Kenya Defence Forces nominates –

WAMBUI PHYLLIS WAGACHA (DR.)

for appointment as a member of the Salaries and Remuneration Commission.

ISSUED under the **HAND AND SEAL** of the President at State House, **NAIROBI** this **TWENTY-THIRD** day of **MAY** in the year of our Lord **TWO THOUSAND AND TWENTY-THREE**.




WILLIAM SAMOEI RUTO,
President.

Annexure 4: Communication from the Speaker

COPY

Directorate of Legislative &
Procedural Services

THE TABLE OFFICE

TO : DIRECTOR, DEPARTMENTAL COMMITTEES (NA)
FROM : HEAD OF THE TABLE OFFICE DEPARTMENT
DATE : JUNE 7, 2023
SUBJECT : MESSAGES FROM H.E. THE PRESIDENT

The following Messages were conveyed by the Speaker to the House on Tuesday, 06 June 2023: -

- Message on Nominees for the position of:

- a) Member of the Salaries and Remuneration Commission; and
- b) Chairperson of the Commission on Revenue Allocation.

Please find the Messages and the Curriculum Vitae for your onward forwarding to the relevant Committees.



WANJIRU NDINDIRI

Copy: Clerk of the National Assembly
Deputy Clerks
Director, Legislative and Procedural Services

Benjamin magut

pls facilitate

*WJW
7/6/23*

(Encls)





REPUBLIC OF KENYA

THIRTEENTH PARLIAMENT - (SECOND SESSION)

THE NATIONAL ASSEMBLY

MESSAGES

MESSAGES FROM THE PRESIDENT

_____ (No. 013 of 2023) _____

NOMINATION OF PERSONS FOR APPOINTMENT TO THE SALARIES AND REMUNERATION COMMISSION (SRC) AND THE COMMISSION ON REVENUE ALLOCATION

Honourable Members,

1. Pursuant to the provisions of Standing Order 42, I wish to convey the following two (2) Messages from His Excellency the President regarding nomination of persons for appointment as a member of the Salaries and Remuneration Commission (SRC) and Chairperson of the Commission on Revenue Allocation, respectively.
2. In the first Message, **Honourable Members**, His Excellency the President conveys that, in exercise of powers conferred on him by Article 230(2)(b)(i) of the Constitution as read together with Article 250(2)(c) of the Constitution and the Salaries and Remuneration Commission Act, 2011, the President nominates **Dr. Phyllis Wambui Wagacha** as a member of the Salaries and Remuneration Commission (SRC).

3. **Honourable Members**, the second Message from the President relates to the nomination of a person for appointment as Chairperson of the Commission on Revenue Allocation. The Message conveys that pursuant to Article 215(2)(a) of the Constitution and sections 3 and 5 of the Public Appointments (Parliamentary Approvals) Act (Act No. 33 of 2011), the President nominates **CPA Mary A.C Wanyonyi** as Chairperson of the Commission on Revenue Allocation.
4. **Honourable Members**, His Excellency the President now seeks the approval of the nominees by this House.
5. **Honourable Members**, Standing Order 45 provides that, upon receipt of notification of a nomination for appointment, such nomination shall stand committed to the relevant Departmental Committee for consideration.
6. In this regard, pursuant to the provisions of Standing Order 45 and paragraph (3) of Standing Order 42 (*Messages from the President*), I hereby refer the Messages from H.E. the President, together with the Curricula Vitae, the report of the selection panel, and other testimonials of the nominees –
- (a) with regard to the Nominee for appointment as a member of the Salaries and Remuneration Commission to the **Departmental Committee on Labour**, and
 - (b) with regard to the nominee for appointment as Chairperson of the Commission on Revenue Allocation to the **Departmental Committee on Finance and National Planning**.

7. **Honourable Members**, whereas the enabling Statutes, provide for **fourteen (14) days** within which the House is expected to consider such nominees, section 8 of the Public Appointments (Parliamentary Approval) Act, 2011, requires the National Assembly to undertake the exercise within **twenty-eight (28) days**.
8. In this regard, **Honourable Members**, the Committees are expected to immediately commence the approval processes and notify the nominees and the general public of the time and place for holding the approval hearings and thereafter, upon conclusion of the hearings, table their report by **27th June 2023** to enable the House to consider the business within the prescribed statutory timelines.
9. The House is accordingly guided.

I thank you!

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

Tuesday, 6th June, 2023

Annexure 5: Advertisement inviting submission of memoranda from the public and notifying the public and nominee the date and venue of the approval hearings



REPUBLIC OF KENYA
THIRTEENTH PARLIAMENT - SECOND SESSION- 2023
THE NATIONAL ASSEMBLY

IN THE MATTER OF ARTICLES 230(2)(b)(ii) AND 118(1)(b) OF THE CONSTITUTION
AND

IN THE MATTER OF APPROVAL BY THE NATIONAL ASSEMBLY OF THE NOMINEE FOR
APPOINTMENT AS MEMBER OF THE SALARIES AND REMUNERATION COMMISSION

**NOTIFICATION OF APPROVAL HEARING AND INVITATION
FOR SUBMISSION OF MEMORANDA**

WHEREAS, pursuant to the provisions of Article 230(2)(b)(ii) of the Constitution and Section 6(1) of the Salaries and Remuneration Commission Act (No. 10 of 2011) and Sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), H.E. the President notified the National Assembly of the nomination of **Dr. Phyllis Wambui Wagacha** for appointment as a Member of the Salaries and Remuneration Commission;

AND WHEREAS, Article 118(1)(b) of the Constitution requires Parliament to facilitate public participation in the legislative and other business of Parliament and its Committees and Section 6(9) of the Public Appointments (Parliamentary Approval) Act, 2011 provides that "any person may prior to the approval hearing and by written statement on oath, provide the Clerk with evidence contesting the suitability of a candidate to hold the office to which the candidate has been nominated";

IT IS NOTIFIED to the general public that pursuant to the provisions of **Article 118(1)(b)**, and **Section 6(4) of the Public Appointments (Parliamentary Approval) Act, 2011**, the **Departmental Committee on Labour** shall conduct an approval hearing (vetting) of the nominee for appointment as a Member of the Salaries and Remuneration Commission on **Friday, 23rd June, 2023** in the **Mini Chamber, 1st Floor, County Hall, Parliament Buildings at 10.00 a.m.**

NOW THEREFORE, in compliance with Article 118(1)(b) of the Constitution and Section 6(9) of the Public Appointments (Parliamentary Approval) Act, 2011, the Departmental Committee on Labour hereby invites members of the public to submit any representations they may have, by way of written statements on oath (*affidavits*) with any supporting evidence contesting the suitability of the nominee for appointment as Member, Salaries and Remuneration Commission.

The memoranda may be forwarded to the **Clerk of the National Assembly, P.O. Box 41842-00100, Nairobi**; hand-delivered to the **Office of the Clerk, Main Parliament Buildings, Nairobi**; or emailed to **cna@parliament.go.ke**; to be received on or before **Thursday, 22nd June, 2023** by **5.00 pm**.

THE NOMINEE IS NOTIFIED THAT, she is required to:-

1. Appear for the approval hearing with her original identity card, academic and professional certificates and other relevant testimonials; and
2. Obtain letters/certificates of compliance from the following institutions:-
 - a. **Ethics and Anti-Corruption Commission;**
 - b. **Kenya Revenue Authority;**
 - c. **Higher Education Loans Board;**
 - d. **Directorate of Criminal Investigations; and,**
 - e. **Office of the Registrar of Political Parties.**

SAMUEL NJORGE
CLERK OF THE NATIONAL ASSEMBLY

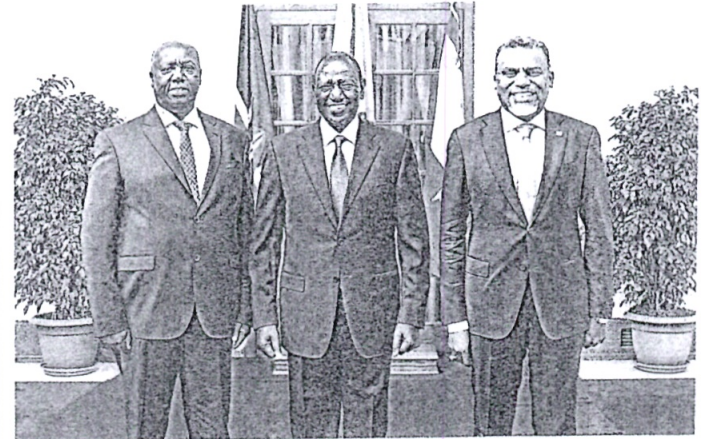
15th June, 2023

"For the Welfare of Society and the just Government of the People"

National News

Succession Haji takes over from Kameru at NIS Ruto to Haji: These are my expectations

New NIS boss sworn in after getting National Assembly approval



President William Ruto (centre) with the new NIS Director-General Noordin Haji and his predecessor Philip Kameru at State House Nairobi yesterday. PHOTO: PCS

BY NDUBI MOTURI

President William Ruto has asked new National Intelligence Service (NIS) Director-General Noordin Haji to ensure the agency is ready to deal with terrorism, insecurity and climate change-related conflicts.

Dr Ruto said the employment of data-guided intelligence will help to manage fragile and complex issues facing the country.

"The best decisions are made if you are armed with the best information," President Ruto said yesterday during the swearing-in of Mr Haji at State House in Nairobi following his approval by the National Assembly.

The President appealed to relevant institutions to furnish decision-makers and legislators with credible information to enable them to execute their duties. He explained that all government policies, legislations and other interventions will be based on veritable analysis and knowledge. He urged Mr Haji to continue to steer the institution towards building intelligence services in the country to tackle common challenges.

"At a time when the world is experiencing so many challenges ranging from conflict due to climate change and resource conflict and the big issue of terror around our globe and region and any other security challenges that affect us, including the whole arena of constraints surrounding the economy, we need a lot of intelligence to manage the economy and all the other aspects of our nation," President Ruto said.

The Head of State also praised

the intelligence service as an institution that has helped the country make better decisions concerning Kenyans, including

AT A GLANCE The President's expectations

- During the swearing in of new national Intelligence Service Director-General Noordin Haji, President Ruto spelled out his expectations. These are:
1. Ensure the agency is ready to deal with terrorism, insecurity and climate change-related conflicts
 2. Employ data-guided intelligence to help manage fragile and complex issues
 3. Build intelligence gathering to help solve common challenges facing the country

counter terrorism and organised crime.

"It is an institution that has been built over time and it is my hope that you will make the institution better in serving the country," the President said.

Mr Haji succeeds Mr Philip Wachira Kameru who has held the position for over eight years. Mr Kameru, a retired Major-General of the Kenya Defence Forces, has been Kenya's highest ranking intelligence officer since 2014 when President Uhuru Kenyatta appointed him to replace Michael Gichangi.

The NIS Director General serves for a five-year term and is eligible for reappointment for

one further term.

The intelligence committee led by Belgut MP Nelson Koech which vetted Mr Haji, praised him for his mastery of the role.

"During the approval hearing, the nominee demonstrated knowledge of topical, administrative and technical issues touching on governance and has the requisite abilities, qualifications and experience to serve as the Director-General of the National Intelligence Service," the committee said in a report.

The 48-year-old Haji, who came into the limelight when Mr Kenyatta tapped him for the position of Director of Public Prosecutions five years ago, will be entrusted with resources to bring actionable information.

Admitted to the bar in 1999, Haji has worked in government since 2000, starting from the attorney-general's office. He then joined the NIS, where he was deputy director of the Counter Organised Crime Unit before becoming the DPP.

He holds a law degree from the University of Wales and a master's in law from the same institution. He has another master's degree in national security policy from the Australian National University.

The appointment of Mr Haji completes President Ruto's appointments of those who will lead the National Security Council (NSC). Chaired by the President, the NSC also has the Deputy President, Chief of Defence Forces, Attorney-General, Inspector-General of Police, NIS Director-General and Cabinet Secretaries in charge of defence, foreign affairs and internal security.

**Annexure 6: Letter from the Clerk of the National
Assembly inviting the nominee for the approval hearing**



THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK

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

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

When replying, please quote

Ref: NA/DDC/LABOUR/2023/055

14th June, 2023

Dr. Phyllis Wambui Wagacha
P. O. Box 865-00621, Village Market
NAIROBI

Email: wambuiwagacha@gmail.com
Tel. +254726488883

Dear **Dr. Wagacha**

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

Following your nomination for appointment to the position of Member, Salaries and Remuneration, the Departmental Committee on Labour of the National Assembly hereby invites you for and approval hearing (vetting) pursuant to Section 6(3) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011). The approval hearing will be held on **Friday, 23rd June, 2023**, in the **Mini-Chamber, 1st Floor, County Hall, Parliament Buildings** starting at **10:00 am**.

Kindly fill out the attached Questionnaire as required by the Public Appointments (Parliamentary Approval) Act, 2011 and return it **on or before Thursday, 22nd June, 2023**.

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

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

The liaison officers for this activity are **Ms. Rose M. Wanjohi** who may be contacted on Tel. No. **0722864516** or email: rose.wanjohi@parliament.go.ke, **Mr. Samuel Wanjiru**, on Tel. No. **0723781651** or email: samuel.wanjiru@parliament.go.ke.

Yours

JEREMIAH W. NDOMBI, MBS
For: CLERK OF THE NATIONAL ASSEMBLY

**Annexure 7: Letters from the Clerk of the National
Assembly to KRA, EACC, DCI, ORPP and
HELB requesting for clearance reports.**



THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK

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

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

When replying, please quote

Ref: NA/DDC/LABOUR/2023/052

14th June, 2023

FCCA, Rispah Simiyu, EBS
Ag. Commissioner General
Kenya Revenue Authority
P.O. Box 48240-00100
NAIROBI

Dear **FCCA Simiyu (Mrs)**

**RE: REQUEST FOR INFORMATION ON DR. PHYLLIS WAMBUI WAGACHA
(ID NO. 7276627) NOMINEE FOR APPOINTMENT AS MEMBER OF THE
SALARIES AND REMUNERATION COMMISSION**

The National Assembly is in receipt of a notification of the nomination of Dr. Phyllis Wagacha for appointment as Member, Salaries and Remuneration Commission by H.E. the President. As you are aware, the National Assembly is required to vet the nominee for appointment in accordance with provisions of Article 230(2)(b)(ii) of the Constitution and Sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011).

In view of the foregoing and in accordance with Article 230(2)(b)(ii) of the Constitution and Standing Order 216(5)(f) of the National Assembly, the Departmental Committee on Labour is mandated to consider for approval the nominee for appointment as Member, Salaries and Remuneration Commission. The matter has since been committed to the Departmental Committee by the Hon. Speaker for consideration.

Pursuant to Section 7(b) of the Public Appointments (Parliamentary Approval) Act, the Committee is mandated to consider whether the nominee meets all the Constitutional and Statutory requirements relating to the office in question.

The purpose of this letter is to request you to provide a report on tax compliance by the nominee. The information should reach the Office of the Clerk of the National Assembly, on or before **Thursday, 22nd June, 2023**. A soft copy of the report may be emailed to cna@parliament.go.ke.

The liaison officers for this activity are **Ms. Rose M. Wanjohi** who may be contacted on Tel. No. 0722864516 or email: rose.wanjohi@parliament.go.ke, **Mr. Samuel Wanjiru**, on Tel. No. 0723781651 or email: samuel.wanjiru@parliament.go.ke.

Yours

JEREMIAH NDOMBI, MBS
For: CLERK OF THE NATIONAL ASSEMBLY



THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK

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

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

When replying, please quote

Ref: NA/DDC/LABOUR/2023/051

14th June, 2023

Mr. Twalib Mbarak, CBS
Chief Executive Officer
Ethics and Anti-Corruption Commission
P.O. Box 61130-00200
NAIROBI

Dear **Mr. Twalib**

**RE: REQUEST FOR INFORMATION ON DR. PHYLLIS WAMBUI WAGACHA
(ID NO. 7276627) NOMINEE FOR APPOINTMENT AS MEMBER OF THE
SALARIES AND REMUNERATION COMMISSION**

The National Assembly is in receipt of a notification of the nomination of Dr. Phyllis Wagacha for appointment as Member, Salaries and Remuneration Commission by H.E. the President. As you are aware, the National Assembly is required to vet the nominee for appointment in accordance with the provisions of Article 230(2)(b)(ii) of the Constitution and Sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011).

In view of the foregoing and in accordance with Article 230(2)(b)(ii) of the Constitution and Standing Order 216(5)(f) of the National Assembly, the Departmental Committee on Labour is mandated to consider for approval the nominee for appointment as Member, Salaries and Remuneration Commission. The matter has since been committed to the Departmental Committee by the Hon. Speaker for consideration.

Pursuant to Section 7(b) of the Public Appointments (Parliamentary Approval) Act, the Committee is mandated to consider whether the nominee meets all the Constitutional and Statutory requirements relating to the office in question.

The purpose of this letter is to request you to provide any report touching on the integrity of the nominee as set out in Chapter Six of the Constitution that may be in the possession of the Commission. The information should reach the Office of the Clerk of the National Assembly, on or before **Thursday, 22nd June, 2023**. A soft copy of the report may be emailed to cna@parliament.go.ke.

The liaison officers for this activity are **Ms. Rose M. Wanjohi** who may be contacted on Tel. No. **0722864516** or email: rose.wanjohi@parliament.go.ke, **Mr. Samuel Wanjiru**, on Tel. No. **0723781651** or email: samuel.wanjiru@parliament.go.ke.

Yours

A handwritten signature in black ink, appearing to be 'J. Ndombi', with a small dot at the end.

JEREMIAH NDOMBI, MBS
For: CLERK OF THE NATIONAL ASSEMBLY



THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK

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

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

When replying, please quote

Ref: NA/DDC/LABOUR/2023/050

14th June, 2023

Mr. Amin Mohamed Ibrahim
Director
Directorate of Criminal Investigations
P.O. Box 30036-00100
NAIROBI.

Dear *Mr. Mohamed*

**RE: REQUEST FOR INFORMATION ON DR. PHYLLIS WAMBUI WAGACHA
(ID NO. 7276627) NOMINEE FOR APPOINTMENT AS MEMBER OF THE
SALARIES AND REMUNERATION COMMISSION**

The National Assembly is in receipt of a notification of the nomination of Dr. Phyllis Wagacha for appointment as Member, Salaries and Remuneration Commission by H.E. the President. As you are aware, the National Assembly is required to vet the nominee for appointment in accordance with the provisions of Article 230(2)(b)(ii) of the Constitution and Sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011).

In view of the foregoing and in accordance with Article 230(2)(b)(ii) of the Constitution and Standing Order 216(5)(f) of the National Assembly, the Departmental Committee on Labour is mandated to consider for approval the nominee for appointment as Member, Salaries and Remuneration Commission. The matter has since been committed to the Departmental Committee by the Hon. Speaker for consideration.

Pursuant to Section 7(b) of the Public Appointments (Parliamentary Approval) Act, the Committee is mandated to consider whether the nominee meets all the Constitutional and Statutory requirements relating to the office in question.

In this regard, the Committee requests you to provide information on whether the nominee has been adversely mentioned in any investigations in possession of the Directorate of Criminal Investigations in the course of discharging its mandate. The information should reach the Office of the Clerk of the National Assembly on or before **Thursday, 22nd June, 2023**. A soft copy of the report may be emailed to cna@parliament.go.ke.

The liaison officers for this activity are Ms. Rose M. Wanjohi who may be contacted on Tel. No. 0722864516 or email: rose.wanjohi@parliament.go.ke, Mr. Samuel Wanjiru, on Tel. No. 0723781651 or email: samuel.wanjiru@parliament.go.ke.

Yours



JEREMIAM W. NDOMBI, MBS
For: CLERK OF THE NATIONAL ASSEMBLY



THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK

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

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

When replying, please quote

Ref: NA/DDC/LABOUR/2023/053

14th June, 2023

Ms. Anne N. Nderitu, MBS
Registrar
Office of the Registrar of political Parties
Lions Place, Waiyaki Way
P.O. Box 1131-00600
NAIROBI

Dear *Ms Nderitu*

**RE: REQUEST FOR INFORMATION ON DR. PHYLLIS WAMBUI WAGACHA
(ID NO. 7276627) NOMINEE FOR APPOINTMENT AS MEMBER OF THE
SALARIES AND REMUNERATION COMMISSION**

The National Assembly is in receipt of a notification of the nomination of Dr. Phyllis Wagacha, for appointment as Member, Salaries and Remuneration Commission by H.E. the President. As you are aware, the National Assembly is required to vet the nominee for appointment in accordance with provisions of Article 230(2)(b)(ii) of the Constitution and Sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011).

In view of the foregoing and in accordance with Article 230(2)(b)(ii) of the Constitution and Standing Order 216(5)(f) of the National Assembly, the Departmental Committee on Labour is mandated to consider for approval the nominee for appointment as Member, Salaries and Remuneration Commission. The matter has since been committed to the Departmental Committee by the Hon. Speaker for consideration.

Pursuant to Section 7(b) of the Public Appointments (Parliamentary Approval) Act, the Committee is mandated to consider whether the nominee meets all the Constitutional and Statutory requirements relating to the office in question.

The purpose of this letter is to request you to provide a report on whether the nominee holds an office in any political party in Kenya. The information should reach the Office of the Clerk of the National Assembly, on or before **Thursday, 22nd June, 2023**. A soft copy of the report may be emailed to cna@parliament.go.ke.

The liaison officers for this activity are Ms. Rose M. Wanjohi who may be contacted on Tel. No. 0722864516 or email: rose.wanjohi@parliament.go.ke, Mr. Samuel Wanjiru, on Tel. No. 0723781651 or email: samuel.wanjiru@parliament.go.ke.

Yours



JEREMIAH W. NDOMBI, MBS
For: CLERK OF THE NATIONAL ASSEMBLY



THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK

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

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

When replying, please quote

Ref: NA/DDC/LABOUR/2023/054

14th June, 2023

Mr. Charles Ringera
Chief Executive Officer
High Education Loans Board
P.O. Box 69489-00400
NAIROBI

Dear *Mr. Ringera*

**RE: REQUEST FOR INFORMATION ON DR. PHYLLIS WAMBUI WAGACHA
(ID NO. 7276627) NOMINEE FOR APPOINTMENT AS MEMBER OF THE
SALARIES AND REMUNERATION COMMISSION**

The National Assembly is in receipt of a notification of the nomination of Dr. Phyllis Wagacha, for appointment as a Member, Salaries and Remuneration Commission on by H.E. the President. As you are aware, the National Assembly is required to vet the nominee for appointment in accordance with provisions of Article 230(2)(b)(ii) of the Constitution and Sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011).

In view of the foregoing and in accordance with Article 230(2)(b)(ii) of the Constitution and Standing Order 216(5)(f) of the National Assembly, the Departmental Committee on Labour is mandated to consider for approval the nominee for appointment as Member, Salaries and Remuneration Commission. The matter has since been committed to the Departmental Committee by the Hon. Speaker for consideration.

Pursuant to Section 7(b) of the Public Appointments (Parliamentary Approval) Act, the Committee is mandated to consider whether the nominee meets all the Constitutional and Statutory requirements relating to the office in question.

The purpose of this letter is to request you to provide a report on the repayment of any loans that may have been advanced by the Board to the nominee. The information should reach the Office of the Clerk of the National Assembly, on or before **Thursday, 22nd June, 2023**. A soft copy of the report may be emailed to cna@parliament.go.ke.

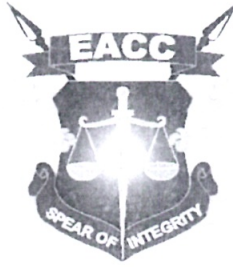
The liaison officers for this activity are **Ms. Rose M. Wanjohi** who may be contacted on Tel. No. **0722864516** or email: rose.wanjohi@parliament.go.ke, **Mr. Samuel Wanjiru**, on Tel. No. **0723781651** or email: samuel.wanjiru@parliament.go.ke respectively.

Yours

JEREMIAM W. NDOMBI, MBS
For: CLERK OF THE NATIONAL ASSEMBLY

**Annexure 8: Ethics and Anti-Corruption Commission
(EACC) clearance Letter**

② Rose Wanyoche
Seal
21/6/23



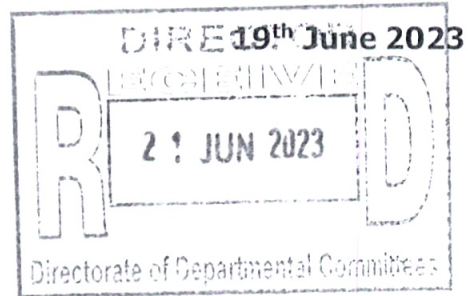
DD Cotton
20/06

ETHICS AND ANTI-CORRUPTION COMMISSION

INTEGRITY CENTRE (Jakaya Kikwete/Valley Road Junction) P.O. Box 61130 – 00200, NAIROBI, Kenya
TEL.: 254 (020) 4997000, MOBILE: 0709 781000; 0730 997000
FAX: 254 (020) 2240954 EMAIL: eacc@integrity.go.ke WEBSITE: www.eacc.go.ke

When replying please quote:

Our Ref: EACC.7/10/5 VOL XXIII (145)



Mr. Samuel Njoroge
Clerk
The National Assembly
Main Parliament Buildings
P O Box 41842 – 00100
NAIROBI

Dear *Wu Njoroge*

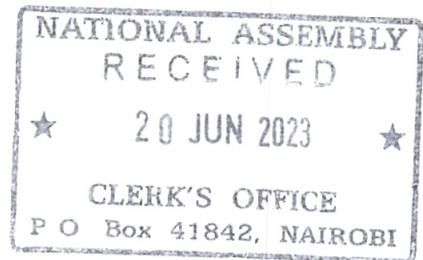
RE: REQUEST FOR INFORMATION ON DR. PHYLLIS WAMBUI WAGACHA (ID NO. 7276627) NOMINEE FOR APPOINTMENT AS A MEMBER OF THE SALARIES AND REMUNERATION COMMISSION

Your letter referenced NA/DDC/LABOUR/2023/051 dated 14th June 2023 on the subject matter refers.

Please note that the Commission has not undertaken any investigations pursuant to its mandate nor has it recommended prosecution against **Dr. Phyllis Wambui Wagacha** of **ID No. 7276627**.

The information provided herein is based on records available as of **19th June 2023**.

Yours *Sincerely*
[Signature]



Twalib Mbarak, CBS
SECRETARY/CHIEF EXECUTIVE OFFICER
EKC/fk

**Annexure 9: Kenya Revenue Authority (KRA) clearance
letter**

Office of the Commissioner General

② *Kele*
Seal
21/6/23

KRA/5/1002/5(9134)

16th June 2023

Mr. Samuel Njoroge
Clerk of the National Assembly
Parliament Buildings
P. O. Box 41842 – 00100
NAIROBI

Directorate
20/6/23
DIRECTOR RECEIVED
21 JUN 2023
D
Directorate of Departmental Committee

Dear *Clerk,*


CLEARANCE FOR SHORTLISTED CANDIDATES

We refer to your letter Ref: NA/DDC/LABOUR/2023/052 dated 14th June 2023 respect to the subject matter herein.

The compliance status of the candidate is as follows:

S/No.	Name	ID/ Passport Number	PIN	Compliance Status
1.	Dr. Phyllis Wambui Wagacha	7276627	A001544478C	Compliant

Yours sincerely,


FCCA, CS Rispah Simiyu (Mrs.) Advocate, EBS
AG. COMMISSIONER GENERAL

**NATIONAL ASSEMBLY
RECEIVED**
★ 20 JUN 2023 ★
CLERK'S OFFICE
P O Box 41842, NAIROBI

**Annexure 10: Directorate of Criminal investigations
(DCI) clearance letter**

NATIONAL POLICE SERVICE

Telegrams: "CRIMINAL", Nairobi
Email: director_crid@ke
Telephone: 0202603724, 020343312



Directorate of Criminal Investigations,
Mazingira House Kiambu Road
P.O. Box 30063-00100,
NAIROBI

DIRECTORATE OF CRIMINAL INVESTIGATIONS

DCI/CRO/SEC/6/7/2/A/VOL.XII/166

22nd June, 2023

Clerk of the National Assembly
P O Box 41842-00100
NAIROBI

REQUEST FOR INFORMATION ON DR. PHYLLIS WAMBUI WAGACHA (ID. NO. 7276627) NOMINEE FOR APPOINTMENT AS MEMBER OF THE SALARIES AND REMUNERATION COMMISSION

Refer to your letter Ref. NA/DDC/LABOUR/2023/050/ dated 14th June, 2023 on the above subject

We write to confirm that the below listed person applied for Police Clearance Certificate and was **genuinely issued** as indicated.

S/NO.	NAME	ID NO.	DCI REF.NO	DATE OF ISSUE
1.	PHYLLIS WAMBUI WAGACHA	7276627	PCC-KOTMWKPW PCC-AKTV5J3V	26/10/21 Applied on 15/6/23 - Not issued yet

It is deemed that as at the date of issuance of the police clearance certificate to the applicant, there **was (negative result)** from both our nominal index and criminal database.

N. Ireri Kamwende, MBS, ndc (K)
FOR: DIRECTOR OF CRIMINAL INVESTIGATIONS

**Annexure 11: Office of Registrar of Political Parties
(ORPP) clearance letter**



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

② Rose Wanjohi
Seal
28/6/23
② DDCent
20/06

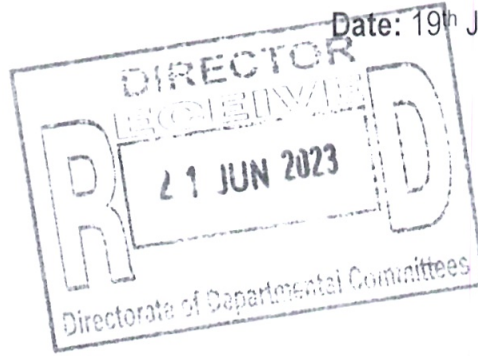


Lion Place, 1st & 4th Floor
 Off Waiyaki Way
 P.O. Box 1131-00606
 Sarit Centre, Nairobi.

Ref: RPP/ORG/34 VOL. VII (17)

Date: 19th June, 2023

Clerk of the National Assembly,
 Main Parliament Buildings,
 P.O. Box 41842 – 00100,
NAIROBI.



Attn: Jeremiah W. Ndombi, MBS

Dear Sir,

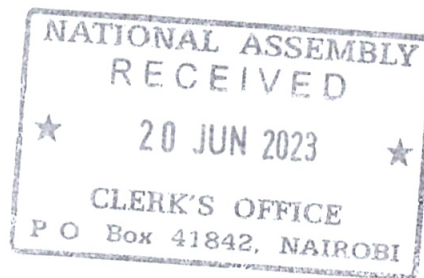
RE: REQUEST FOR INFORMATION ON DR. PHYLLIS WAMBUI WAGACHA (ID NO. 7276627) NOMINEE FOR APPOINTMENT AS MEMBER OF THE SALARIES AND REMUNERATION COMMISSION

Reference is made to letter Ref No. NA/DDC/LABOUR/2023 (053) dated 14th June, 2023 on the above subject matter.

Pursuant to Article 77 (2) and according to the records held by this Office as at 19th June 2023, **Dr. Phyllis Wambui Wagacha** of ID No. **7276627** is **NOT** an official of any registered political party in Kenya.

Yours faithfully,

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



@ORPPKenya

www.orpp.or.ke



ORPPKenya

**Annexure 12: Higher Education Loans Board
(HELB) clearance letter**



① DDC-100,
2
19/06

HIGHER EDUCATION LOANS BOARD

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

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

② Rose Wangari
Seal
20/6/23

HELB/RR/112009/255

16th June 2023

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

Dear Samuel,

CLEARANCE FOR DR. PHYLLIS WAMBUI WAGACHA, NOMINEE APPOINTED AS MEMBER OF THE SALARIES AND REMUNERATION COMMISSION

We acknowledge with thanks the receipt of your letter *Ref:NA/DDC/LABOUR/2023/054* dated **14th June 2023** requesting HELB to provide a report on repayment of any loans that may have been advanced to **Dr. Phyllis Wambui Wagacha** for the purpose of vetting to the above position.

The Higher Education Loans Board wishes to inform you that **Dr. Phyllis Wambui Wagacha (ID No. 7276627)** was not a beneficiary of the GOK/HELB Loans Scheme.

We kindly urge you to continue encouraging applicants to seek their compliance certificate from HELB as part of testimonials and conformity to Chapter six of the constitution of Kenya.

We wish to thank you most sincerely for allowing us to provide you this information as this kind of collaboration goes a long way in assisting HELB finance needy Kenyans pursuing higher education now and in the future.

Yours sincerely,

Director
20 JUN 2023
Director of Departmental Control

FCPA CHARLES M. RINGERA
CHIEF EXECUTIVE OFFICER

NATIONAL ASSEMBLY
RECEIVED
★ 19 JUN 2023 ★
CLERK'S OFFICE
P O Box 41842, NAIROBI



ISO 9001:2015 Certified,



Annexure 13: Summary of the nominee's curricula vitae

CURRICULUM VITAE

DR. WAMBUI PHYLLIS NGOIMA WAGACHA PhD.

PhD; Moi University; M.LIS; Kenyatta University,
B.A. Hons., Nairobi University,

A. PERSONAL DATA

NAME: WAGACHA, Phyllis Wambui:
ADDRESS: P.O. Box 865, Village Market, 00621, Nairobi
TELEPHONE : Mobile 0726 488 883
EMAIL : wambuiwagacha@gmail.com
PROFESSION: Librarian and Information Scientist
NATIONALITY: Kenyan.
MARITAL STATUS: Married with 4 Children

RESPONSIBILITIES

- Present Director ORI –Optimum Resources International (Business and Consulting Firm)
- Member Rotary Club of Karura, 2006 -2018
- President, Rotary Club of Karura, 2013-2014
- Chairperson of the Board: Library and Information Support Services 2009-2014
- Former Chairman –Information and Documentation Services, Industry Standards Committee, Kenya Bureau of Standards
- Former Editor and Executive Board Member, Kenya Library Association
 - Associate Member, International Committee for Social Science Information and Documentation, Paris, France.

Background information

In community and volunteer service, I am member of Rotary club of Karura since 2006, rising to Club president 2013-2014; Member of Cheleta Primary School Board 2019 to date; and Chairperson of the Board: Library and Information Support Services 2009-2014. I have been involved in helping women groups in Githogoro, a slum area near my home in Nairobi, in relation to land issues. I have never been involved in unlawful financial or other activities. I am not a member of any political party.

For the last five years I have been working in the family consulting firm ORI as well as writing my PhD Thesis.

B. EDUCATION

2010-- PHD Information Sciences, MOI University (At completion of -Thesis Writing)

Title: *“Access to and use of Land related Agricultural information by farmers in Kiambu County”*

2008: MLIS- Masters in Library and Information Science- Kenyatta University, Nairobi

1978: **CERTIFICATE**, Advanced Training Course in International Documentation, United Nations, Geneva, Switzerland.

1974-75: **POST GRADUATE DIPLOMA**, Library and Information Science, University College London, School of Library, Archive and Information Studies, London, U.K.

1973: **BA (Hons)**, Sociology and Literature in English; University of Nairobi, Kenya

C. RESEARCH AND PUBLICATIONS

2008 *"Taking policy information on the poor to the poor: A study on Kibera in Nairobi.* Thesis, MLIS –Master of Library and Information Sciences, Kenyatta University

August 2007 – *"How has Access to Information Contributed to the Closure of the Gender Equality Gap and the Empowering of Women within their Local Community"*. Paper presented at IFLA Women's Issues Section (WIS), World Library and Information Congress, 73st IFLA GENERAL CONFERENCE AND COUNCIL, 19-23 August, Durban, South Africa 2007.

2005- *"The Information Managers and Librarians Can Make a Difference"*. Paper presented At IFLA Women's Issues Section (WIS) Women and World Peace, World Library and Information Congress, 71st IFLA GENERAL CONFERENCE AND COUNCIL, 14-18 August, 2005 in Oslo, Norway, 2005

1994 - *"Needs Assessment for Human Rights Information and Documentation Centres in Kenya"* Consultant, HURIDOCS (Human Rights Documentation) Geneva, Switzerland: Report."

1997 – *"Assessment of Information Demand for Micro and Small Enterprises"*- (with Tool Consult) of Netherlands.

1984- 1992. Contributor, **Directories of Institutes, Specialists, and Projects**, CODESRIA/OECD -Development Centre, Paris.

1986– *"Multi-lingual Thesaurus Working Group"*, UNHCR Committee Member and Contributor, Geneva

D. PERMANENT POSTS AND FIXED TERM APPOINTMENTS.

(i) SUBSTANTIVE APPOINTMENTS

1999 - 2010 **MANAGER AND HEAD**, KIPPRA Library Documentation and information Centre (Founded/ Set it Up) established

1994 - 1998 MANAGER AND HEAD , ARIFU Centre for Documentation and Information on MSEs, (Founded/Set it Up) and Senior Manager at K-Rep

1983 - 1992 DIRECTOR, CODESRIA Documentation and Information Centre (CODICE) (Founded/Set it Up) at the Council for the Development of Economic and Social Research in Africa (CODESRIA) B.P.3304, Dakar, Senegal

1981 - 1982 COLLABORATOR/INDEXER, International Labour Organization (ILO), Library, Geneva, Switzerland.

1978 - 1979 PROGRAMME LIBRARIAN, Diplomacy Training Programme, Graduate Institute of International Studies, University of Geneva

1974 - 1978 DOCUMENTALIST, Institute for Development Studies and Assistant Librarian, University of Nairobi.

(ii). ACTING APPOINTMENTS AND RESPONSIBILITY

1987 - 1990 Acting Executive Secretary, (Several times while the Executive Secretary on Mission) CODESRIA, Dakar, Senegal

1988 Project Leader, CODESRIA -IDIN (International Development Information Network), project.

1986 Project Leader, I.D.R.C. -CODESRIA Project for CODICE

1986 - 1992: Associate Co-coordinator and Member of Selection Committee, CODESRIA Small Grants Programme for Post- Graduate Students in African Universities.

(iii). WORK EXPERIENCE AT LAST POSTING

Manager and Head of Library Documentation and Information Centre at KIPPRA- Kenya Institute for Public Policy Research and Analysis

• Administration

- Head of Library and Documentation Services Department
- Member management committee of KIPPRA
- Member, Tender Committee, Procurement Committee, Member MOU
- Member University Committee and many more
- Project Leader, AMLIB (Library Software) Software installation and management
- Capacity building - Postgraduate students from library schools on attachment,

Post graduates and Masters Degrees.

◦ Information and Knowledge management

Materials Selection, Acquisition, Physical and data processing

-Database management

-Information searching, retrieval and dissemination

-Sale and distribution of publications and exhibitions of the same.

- Promotion, networking and information sharing

(iv) OTHER RESPONSIBILITIES

- Chair Person, Library and Information Support Services (LISS)

- Project Leader K-Rep /IDRC Project On Interactive Computer Training and UNDP/IDRC Project On Information Kiosks.

- Co-coordinator KEMFI (Kenya Micro-Finance Institutions).

- Staff member In charge of the Visitors Programme (K-REP)

- Chairman, PR Committee- K-Rep.

- Steering Committee Member- International Co-coordinating Committee of Development Associations (ICCDA) OECD Paris

- Editor, "KELIAS", the Newsletter of Kenya Library Association and "K-Rep News" the in house Newsletter of K-rep.

- Preparation of CODESRIA Directories:

◦ African Directory of Research Institutes

◦ African Directory of Research Projects

◦ CODESRIA Roaster of African Social Scientists

- Contributor and Editor - CODESRIA Index of African Social Science Periodical Articles (Financial Support from IDRC, Canada.)

- Contributor- IDIN Manual on Computer Data Entry and Retrieval - (ICCDA), Information Development Institutes Network (Financial support OECD -Development Centre, Paris, France.)

- Contributor Multi-lingual Thesaurus (Published), Working Group, UNHCR, Geneva

- Steering Group Member- International Documentation (INTERDOC) Rome, Italy

- Contributor: IDIN Manual on Computer Data Entry and Retrieval

- Contributor Multi-lingual UNHCR Thesaurus Working Group, UNHCR, Geneva
- Projects proposal writing- to IDRC (K_Rep) - K-Rep /IDRC Project on Interactive Computer Training and (CODESRIA/IDRC) Funding for CODICE.

E. CONSULTANCY AND SHORT TERM ASSIGNMENTS:

-1997 - Pilot Project MSE-AID. Assessment of Information Demand for Micro and Small Enterprises- (with Tool Consult) of Netherlands.

-1992-93 – Librarian, ILG Regional Office: International Labour Organisation, African Regional Office, Abidjan, Cote d’Ivoire and 1993 -Trainer in CDS-ISIS Programme, UNDP, African Futures National Long- Term Perspective Studies (RAF 91/006). 01BP 1747, Abidjan, Cote d’Ivoire.

-1994 - Consultant, HURIDOCS (Human Rights Documentation) Geneva, Switzerland: Report. “Needs Assessment for Human Rights Information and Documentation Centres in Kenya”

F-WORKING WITH THE GOVERNMENT

- Manager and Head -KIPPRA Information and Documentation Centre, (Set it up)
- Chairman –Information and Documentation Services, Industry Standards Committee, Kenya Bureau of Standards 2005-2008
- Committee Member, Civil Service Week, Ministry of Planning – Certificate for 1st and Best performing Ministries.
- Committee Member. Kenya Information and Communication Policy Working Group.
- Committee Member -Preparing the Terms and Conditions of Librarians and Documentalists, Ministry of Culture and Social Services. 2006 (Kenya Library Association)

G. RESOURCE PERSON -MEETINGS AND CONFERENCES.

- 2007- IFLA -International Federation of Libraries Associations-Women's Issues Section (WIS), World Library and Information Congress, 73st IFLA GENERAL CONFERENCE AND COUNCIL, 19-23 August, Durban, South Africa 2007.
- 2005- IFLA -Women's Issues Section (WIS) Women and World Peace, World Library and Information Congress, 71st IFLA GENERAL CONFERENCE AND COUNCIL, 14-18 August, 2005 in Oslo, Norway, 2005
- March 12-14, 2001. Member of GNet Focus Group World Bank /IDS Sussex Workshop entitled “The Internet and Research for Policy: A Knowledge and capacity sharing workshop” Building of a Pretotype Website which can be used by Policy and other Research institutions to disseminate research and other materials. (Resulted in International BLDs data base.

- 1997 - Assessment of Information Demand for Micro and Small Enterprises- (with Tool Consult) of Netherlands.
 - 1994 - Consultant, HURIDOCS (Human Rights Documentation) Geneva, Switzerland: Report. "Needs Assessment for Human Rights Information and Documentation Centres in Kenya"
 - 1989-90: Chairperson: Annual UNECA Meetings on the Harmonization of Research - Dakar, Senegal
 - 1983-1991 Africa representative: Steering Committee Member- International Co-ordinating Committee of Development Associations (ICCDA), Information Development Institutes Network (IDIN) Steering Committee Member. Financed by OECD -Development Centre, Paris, France.
 - 1990 Chairperson, Women and Development Committee, International Preparatory Committee; International Congress on Human Rights, Chairperson, Women and Development Committee, New Delhi, India.
 - 1990: 3rd World Congress on Human Rights, New Delhi, India.
 - 1990 - Associate Member, International Committee for Social Science Information and Documentation, Paris, France.
- 1989 Steering Group Member- International Documentation (INTERDOC) Rome, Italy.
- 1989 - Editor and Contributor, CODESRIA Index of African Social Science Periodical Articles. Dakar, Senegal. Financed by IDRC, Canada.
 - 1988 - Committee Member and Contributor Multi-lingual Thesaurus Working Group, UNHCR, Geneva
 - 1987 Contributor, Directories of Research Institutes, Directories of Research Projects, Directories of Specialists, with CODESRIA/OECD -Development Centre, Paris.
 - 1987- Contributor: IDIN Manual on Computer Data Entry and Retrieval
 - 1986 International Steering Committee Member (For the Preparation of the International Refugee Thesaurus), Centre for Documentation on Refugees, Geneva, Switzerland
 - 1986: Joint Conference; Human Rights Information and Documentation systems, HURIDOCS; INTERDOC, Interprets Service (IPS), SID, Rome.
 - 1986-90: INTERDOC Steering Committee Meetings- Rome: Follow-up (1985, 1986, 1987), Niegemen, Holland.
 - 1985-91: Annual ICCDA (IDIN) Steering Committee, Information Officers Meetings Dakar (1991); Bergen and Stockholm (1990), Ljubljana (1989) Geneva (1988) Paris and Amsterdam (1987), Sussex (1986), Paris (1985)

ICT

Computer proficiency, use of database and interactive softwares. Office management softwares, Microsoft Office.

LANGUAGES

KIKUYU: Read, Write, and Speak fluently- Excellent

ENGLISH: Read, Write, and Speak Fluently-Very good

FRENCH: Read, and Speak Well, Writing -Fair

KISWAHILI: Read and Speak, Fair

REFERENCES

Professional references

- Prof. Grace Bunyi,
Kenyatta University
Nairobi.
Email: gracebunyi@yahoo.com Mobile: 0722525759
- Prof. Kabiru Kinyanjui
Former Chancellor, Chuka University.
Embu, Kenya
Mobile: 0722525759
- Mrs. Irene Wanjiku Njonjo Email: Mobile: 0722672402

Character references

- Prof. Joseph Kieyah
Chairman Coffee Sub-Sector Reforms Implementation Standing Committee
Executive office of the President,
Email: Jkieyah@gmail.com : Mobile 725526530
- Dr. David Muthaka
Deputy Director
Research and Compliance Salaries and Remuneration Commission
Email: dimuthaka@yahoo.com Mobile: 0722609560

Annexure 14: Nominee's testimonials



MOI UNIVERSITY

Upon the recommendation of Senate
and on authority of the Council
hereby confers upon

.....**Magacha Phyllis N. Wambui**.....

the degree of

**Doctor of Philosophy
in Library and Information Studies**


with all the rights and privileges
thereunto appertaining in witness whereof
we have hereunto affixed our signatures
and the seal of the University

on the 13th day of August 2021

I CERTIFY THAT THIS IS A TRUE
COPY OF THE ORIGINAL DOCUMENT
WHICH I HAVE EXAMINED




VICE-CHANCELLOR


DEPUTY VICE-CHANCELLOR
(ACADEMICS, RESEARCH AND EXTENSION)



Tel: 254 790940508
 254 736138770
 254 771336911
 Fax: (053) 43047
 Email: exams@mu.ac.ke
 Website://www.mu.ac.ke

P.O Box 3900
 Eldoret
 Kenya

MOI UNIVERSITY

OFFICE OF THE DEPUTY VICE CHANCELLOR
(Academics, Research & Extension)
 POST-GRADUATE ACADEMIC TRANSCRIPT

NAME OF STUDENT: WAGACHA PHYLLIS WAMBUI N

REG NO.: IS/DPHIL/011/09

SCHOOL: SCHOOL OF INFORMATION SCIENCES

DEGREE PROGRAMME: DOCTOR OF PHILOSOPHY IN LIBRARY AND INFORMATION STUDIES

Academic Year: 2020/2021

YEAR OF STUDY: 2

COURSE CODE	DESCRIPTIVE TITLE OF COURSE	UNITS	MARKS	GRADES
INS999	THESIS (FIELD WORK)	30	60	C

TOTAL NUMBER OF COURSES TAKEN [1]

TOTAL NUMBER OF UNITS [30]

RESULT: GRADUATED WITH DOCTOR OF PHILOSOPHY IN LIBRARY AND INFORMATION STUDIES

KEY TO GRADING SYSTEM

75 and above	A (Excellent)
65 - 74	B (Good)
50 - 64	C (Average)
50 and Below	D (Fail)

EXPLANATION OF COURSES

100 - 600 Undergraduate Courses
 700 - 900 Post-graduate Courses

OTHER KEYS

* - Pass after Supplementary Examination
 E - Elective Course

NOTE: A Semester is a period of 16 Weeks.
 1 unit is equivalent to 1 contact hour per week



Wednesday, May 4, 2022
 DATE

 DEPUTY VICE CHANCELLOR
 (Academics, Research & Extension)

I CERTIFY THAT THIS IS A TRUE
 COPY OF THE ORIGINAL DOCUMENT
 WHICH I HAVE EXAMINED







Tel:- 254 790940508
 254 736138770
 254 771336911
 Fax: (053) 43047
 Email: exams@mu.ac.ke
 Website://www.mu.ac.ke

P.O Box 3900
 Eldoret
 Kenya

MOI UNIVERSITY
 OFFICE OF THE DEPUTY VICE CHANCELLOR
 (Academics, Research & Extension)
 POST-GRADUATE ACADEMIC TRANSCRIPT

NAME OF STUDENT: WAGACHA PHYLLIS WAMBUI N

REG NO.: IS/DPHIL/011/09

SCHOOL: SCHOOL OF INFORMATION SCIENCES

DEGREE PROGRAMME: DOCTOR OF PHILOSOPHY IN LIBRARY AND INFORMATION STUDIES

Academic Year: 2018/2019

YEAR OF STUDY: 1

COURSE CODE	DESCRIPTIVE TITLE OF COURSE	UNITS	MARKS	GRADES
LIS800	RESEARCH METHODS	3	50	C
LIS802	INFORMATION AND COMMUNICATION THEORY	3	61	C
LIS815E	ECONOMICS AND MARKETING OF INFORMATION	3	59	C
LIS901	CONTEPORARY ISSUES IN INFORMATION MANAGEMENT	3	66	B
LIS902	ADVANCED STRATEGIC MANAGEMENT FOR INFORMATION PROFESSIONALS	3	72	B
LIS903	INFORMATION CONSULTANCY BROKERAGE AND ENTREPRENUERSHIP	3	76	A
LIS904	SEMINARS	3	64	C
LIS920	TOTAL QUALITY MANAGEMENT IN LIBRARIES	3	59	C
LIS999A	THESIS (PROPOSAL DEVELOPMENT)	6	60	C

TOTAL NUMBER OF COURSES TAKEN [9]

TOTAL NUMBER OF UNITS [30]

RESULT: PASSED - PROCEED TO SECOND YEAR OF STUDY

KEY TO GRADING SYSTEM

75 and above A (Excellent)
 65 - 74 B (Good)
 50 - 64 C (Average)
 50 and Below D (Fail)

EXPLANATION OF COURSES

100 - 600 Undergraduate Courses
 700 - 900 Post-graduate Courses

OTHER KEYS

* - Pass after Supplementary Examination
 E - Elective Course

NOTE: A Semester is a period of 16 Weeks.
 1 unit is equivalent to 1 contact hour per week

For: _____

DEPUTY VICE CHANCELLOR
 (Academics, Research & Extension)

DEPUTY VICE-CHANCELLOR
 (Academic, Research & Extension)
 MOI UNIVERSITY

 04 MAY 2022
 EXAMINATIONS
 P. O. Box 3900 - 30100,
 ELDORET

Wednesday, May 4, 2022
 DATE

ICERTIFY THAT THIS IS A TRUE
 COPY OF THE ORIGINAL DOCUMENT
 WHICH I HAVE EXAMINED





KENYATTA UNIVERSITY

This is to certify that

Phyllis Wambui Wagacha

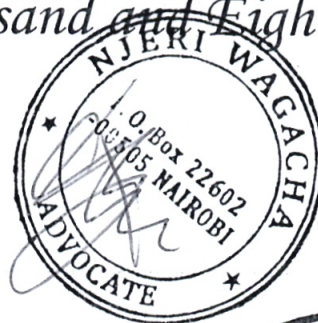
*having satisfied all the requirements was
awarded the Degree of*

**MASTER OF LIBRARY AND INFORMATION
SCIENCE**

*at a congregation held at this University
Nineteenth Day Of December
in the Year*

Two Thousand and Eight

I CERTIFY THAT THIS IS A TRUE
COPY OF THE ORIGINAL DOCUMENT
WHICH I HAVE EXAMINED



Mugenda

[Signature]

Vice Chancellor

Ag. Registrar (Academic)

Certificate Number

200825500978

UNIVERSITY of NAIROBI



This is to certify that

Phyllis W. Ngoima

having satisfied the requirements
for the Award of the degree of

BACHELOR OF ARTS

Second Class Honours - Lower Division

was admitted to the degree

at a Congregation held at

this University on the

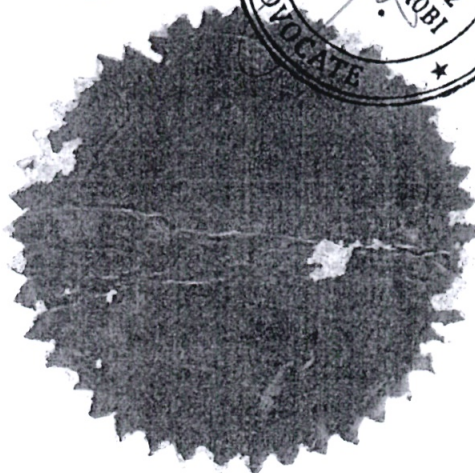
TWENTY SIXTH DAY OF OCTOBER IN THE YEAR

1973

I CERTIFY THAT THIS IS A TRUE
COPY OF THE ORIGINAL DOCUMENT
WHICH I HAVE EXAMINED



J.N. Karanja
VICE CHANCELLOR



[Signature]
REGISTRAR

UNIVERSITY OF LONDON
UNIVERSITY COLLEGE

FACULTY OF ARTS
SCHOOL OF LIBRARY, ARCHIVE AND
INFORMATION STUDIES

It is hereby certified that

PHYLLIS WAMBUI NGOIMA

having completed the postgraduate course
of study laid down in the regulations
for this DIPLOMA and passed the prescribed
examinations has been awarded

this DIPLOMA in

LIBRARY AND INFORMATION STUDIES

I CERTIFY THAT THIS IS A TRUE
COPY OF THE ORIGINAL DOCUMENT
WHICH I HAVE EXAMINED




REGISTRAR

Given at University College

this ninth *day of* August *in the year* 1976

UNIVERSITY OF CAMBRIDGE



LOCAL EXAMINATIONS SYNDICATE

This is to certify that the candidate named below sat for a Joint Examination for the School Certificate and General Certificate of Education and qualified for the award of a

SCHOOL CERTIFICATE

IN DIVISION TWO

Incorporating a GENERAL CERTIFICATE OF EDUCATION. The candidate reached at least Grade B in the subjects named and attained the standard of the G.C.E. Ordinary Level pass where this is indicated.

PHYLLIS WAMBUI NGOIMA

K147 57

ALLIANCE GIRLS' HIGH SCHOOL KIKUYU

	Grade	G.C.E. Standard
ENGLISH LANGUAGE	7	
ENGLISH LITERATURE	5	ORDINARY
HISTORY	5	ORDINARY
GEOGRAPHY	6	ORDINARY
ART	4	ORDINARY
GENERAL HOUSECRAFT	4	ORDINARY
HEALTH SCIENCE	7	

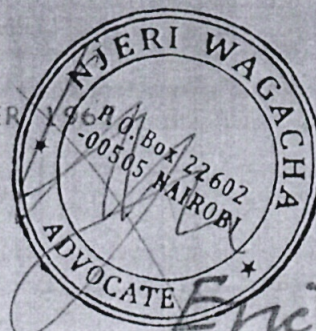
SUBJECTS RECORDED SEVEN

G.C.E. PASSES FIVE

EXAMINATION OF NOVEMBER/DECEMBER 1968

I CERTIFY THAT THIS IS A TRUE
COPY OF THE ORIGINAL DOCUMENT
WHICH I HAVE EXAMINED

(See overleaf)



Eric Ashby
Vice-Chancellor





REPUBLIC OF
KENYA

MINISTRY OF STATE FOR PLANNING,
NATIONAL DEVELOPMENT AND VISION 2030

CERTIFICATE OF RECOGNITION

This Certificate is awarded to

Ms. Wambui W. WAGACHA

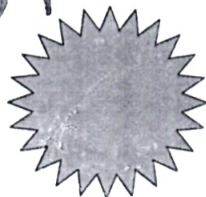
I CERTIFY THAT THIS IS A TRUE
COPY OF THE ORIGINAL DOCUMENT
WHICH I HAVE EXAMINED



For organizing and participating in the Public
Service Week: 13th – 15th October 2009,
where the Ministry was awarded two trophies,
1st Prize in Information and Knowledge
Management and Runners-up in Show Casing

EDWARD SAMBILI, CBS
PERMANENT SECRETARY

DATE: 30th April 2010

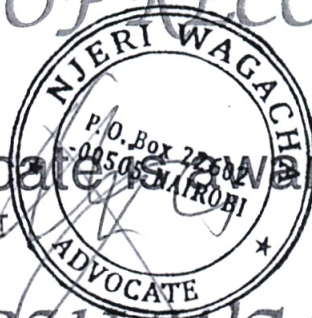




MINISTRY OF STATE FOR PLANNING,
NATIONAL DEVELOPMENT AND VISION 2030

CERTIFICATE OF RECOGNITION

I CERTIFY THAT THIS IS A TRUE
COPY OF THE ORIGINAL DOCUMENT
WHICH I HAVE EXAMINED



This Certificate is awarded to

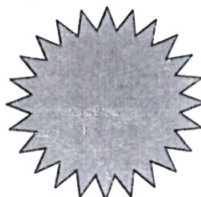
MS. WAMBUI WAGACHA

For organizing and participating in the Public Service
Week: 20th – 22nd August 2008,
where the Ministry was awarded two trophies,
1st Prize for Show Casing and 1st Prize for
Automation in Service Delivery.

EDWARD SAMBILI, CBS
PERMANENT SECRETARY

9th October 2008

DATE





Libraries for the future

Progress, Development
& Partnerships

Certificate of Attendance

We have pleasure in confirming the attendance of

Wambui Wagacha

Kenya

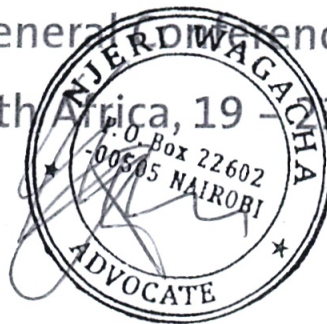
at the

World Library & Information Congress

73rd IFLA General Conference & Council

Durban - South Africa, 19 - 23 August 2007

I CERTIFY THAT THIS IS A TRUE
COPY OF THE ORIGINAL DOCUMENT
WHICH I HAVE EXAMINED



Alex Byrne
IFLA President

Ellen Tise
Chair, National Committee

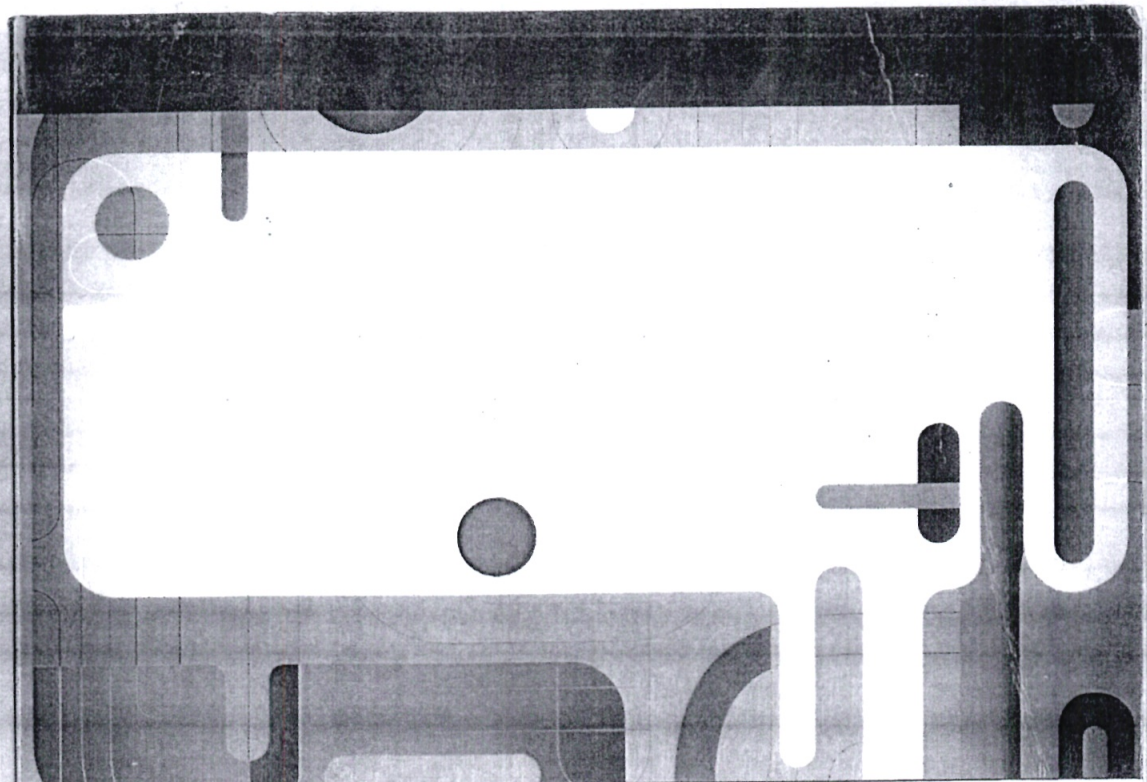
www.ifla.org

2593

WLIC/IFLA Secretariat, Congrex UK/Concorde Services Ltd, 4B, 50 Speirs Wharf, Port Dundas, Glasgow G4 9TH

Tel: +44 (0)141 331 0123 Fax: +44 (0)207 117 4561 Email: wlic2007@congrex.com



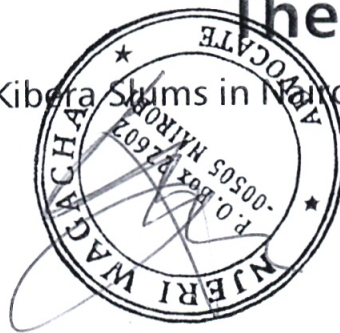


Wambui Ngoima Wagacha

Taking Research Information On The Poor To The Poor

A case study of Kibera Slums in Nairobi, Kenya

I CERTIFY THAT THIS IS A TRUE
COPY OF THE ORIGINAL DOCUMENT
WHICH I HAVE EXAMINED



 **LAMBERT**
Academic Publishing

Since most policy information provides key approaches and imperatives for pro-poor development, the purpose of this study was to examine the different research findings produced by research institutions, to find out whether the information produced is appropriately repackaged, in format and language, to serve the poor people whose plight is addressed. The research was directed at two categories of populations in the Kibera Slums, in Kenya: 1) the unemployed poor, with youth accounting for 45%; 2) another urban group, wherein a substantial proportion of the poor are educated and employed, but do not possess the up-graded skills to attract any but the most basic wages, failing to guarantee livelihoods above the poverty line. The author examined the method and languages through which the poor prefer to access information, how it is used, and whether it makes a difference in their lives, especially in decision making. The materials examined are from KIPPRA, IPAR, IDS and AERC. The study recommends that the government encourage institutions to repackage research information so as to reach as many poor people as possible, including the physically challenged who are among the poorest.

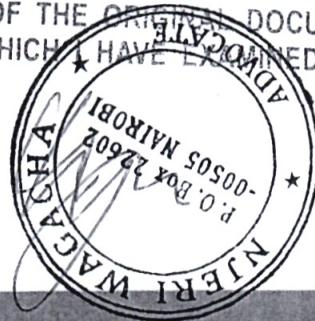


Wambui Wagacha is an information scientist of long standing, and a current doctoral candidate in Information Sciences at Moi University. Her career has involved significant work with institutions such as IDS, Kenya, CODESRIA-Senegal, the ILO in Geneva and Cote d'Ivoire, and KIPPRA. She is currently a Director at Optimum Resources International, Ke



978-3-659-61546-7

I CERTIFY THAT THIS IS A TRUE
COPY OF THE ORIGINAL DOCUMENT
WHICH I HAVE EXAMINED



THE KENYA POLICE

ABSTRACT FROM POLICE RECORDS

A. APPLICATION

NAME PHYLLIS KAMBUI NGOLMA

OF POSTAL ADDRESS 865-00621 NAIROBI

HEREBY APPLY FOR POLICE ABSTRACT WHICH WAS REPORTED AT

EVERGREEN POLICE STATION ON 2ND MAY 2022

INVOLVING LOSS OF GENERAL CERTIFICATE OF

EDUCATION ADVANCED DAMAGES ETC LEVEL (GCE A LEVEL)

DATE 2/5/2022

SERIAL NUMBER 01

ABSTRACT FROM POLICE RECORDS OB: 03/02/05/2022

NAME

ADDRESS

OFFICIAL RECEIPT

REPORTED ALLEGED TO HAVE BEEN RECEIVED ON

SIGNATURE
OF OFFICER IN CHARGE POLICE STATION

RECEIPT FOR CASH Ksh. NIL

I CERTIFY THAT THIS IS A TRUE COPY OF THE ORIGINAL DOCUMENT WHICH I HAVE EXAMINED





REPUBLIC OF KENYA
THE NATIONAL ASSEMBLY
DEPARTMENTAL COMMITTEE ON LABOUR
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) **Phyllis Wambui Wagacha**
2. **Position::** (State office to which you have been nominated).Member, Salaries and Remuneration Commission
3. **Sex:** Female
4. **Date of Birth:** (State year and place of birth) 1948, Kiambu Kenya
5. **Marital Status:** Married
6. **Day time phone number:** N/A
7. **Mobile phone number:** 0726488883
8. **Email Address:** wambuiwagacha@gmail.com
9. **ID Number:** 7276627
10. **PIN Number:** A001544478



I CERTIFY THAT THIS IS A TRUE
COPY OF THE ORIGINAL DOCUMENT
WHICH I HAVE EXAMINED

11. Nationality: Kenyan

12. Postal Address: Box 865-00621 Village Market, Nairobi

13. Town/City: Nairobi

14. Knowledge of Languages:(Specify Languages):Gikuyu, English,Swahili French,

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

2021-Moi University, PhD Library and Information

“Access to and use of land related Agricultural Information by Farmers in
Kiambu County

2008-Kenyatta University, MLIS; Masters in Library and information Information
Science

1978- United Nations Geneva, SwitzerlandCertificate Advanced Training Course
in International Documentation,

1974-1975: University College London, School of Library Archive and Information
Studies,London,UK. Post Graduate Diploma, Library and InformationScience,

1973: University of Nairobi Kenya, BA (Hon), Sociology and Literature in English

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)

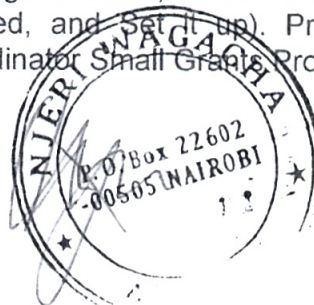
2022- ORI-Optimum Resources International, Director, Nairobi Kenya- Business,
Family Consulting Firm)

1999-2011- KIPPRA Nairobi,Kenya. Manager and Head of KIPPRA
Documentation and Information Center (Founded and Set it up)

1994-1998: K-Rep- Manager and Head of Arifu Center for Documentation and
Information on MSEs,(Founded, and Set it up)

1983-1992: CODESRIA, Dakar, Senegal:Director, Codesria Documentation and
Information Center-CODICE (Founded, and Set it up). Project leader, IDIN;
Project leader IDRC; Associate Co-ordinator Small Grants Program 1986-1992

I CERTIFY THAT THIS IS A TRUE
AND CORRECT COPY OF
THE ORIGINAL DOCUMENT
AND THAT I HAVE EXAMINED



[Handwritten signature]

1992-International Committee for Social Science Information and Documentation
Paris, France- Associate Member

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

2006-2023: Rotary Club of Karura, Nairobi. President of Rotary Club of Karura
2013-14

2009-2014: LISS-Library and Information Support Services- Chairperson of the
Board

2005-2008- Kenya Bureau of Standards, Information and Documentation Services,
Industry Standards Committee, Kenya- Chairperson.

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

Wambui W..Access to and use of land related agricultural indormation by farmers
in Kiambu County. PhD Information and Library and Information
Studies, Moi University, 2021.

Wambui W. .Access to and use of information on credit facilities by farmers in
Kiambu County. July 2020

Wambui W. Taking research information on the poor to the poor. A case study of
Kibera Slums in Nairobi, Kenya. Saabrucken: LAP Lambert
Academy Publishing, 2014

Wambui W. How has access to information contributed to the closure of the
gender equality gap and the empowering of women within their local
community. Paper presented at IFLA Women's Issue Section(WIS),
World Library and Information Congress, 73rd IFLA General
Conference and Council , 19- 23 August, Durban, South Africa 2007.

Wambui W. The information managers and librarians can make a difference
. Paper presented at IFLA Women's Issues Section (WIS) Women
and World Peace, World Library and Information Congress,
71st IFLA General Conference and Council, 14-18 August
, Oslo, Norway, 2005



I CERTIFY THAT THIS IS A TRUE
COPY OF THE ORIGINAL DOCUMENT
WHICH I HAVE EXAMINED

A handwritten signature in black ink, appearing to read "Njeri Wagacha".

Wambui W. Assessment of information demand for Micro and Small enterprises. contributor with Tool Consult, Netherland 1997

Wambui W. Needs assessment for Human Rights Information and Documentation Centres in Kenya. Consultant, HURIDOCS (Human Rights Documentation), Geneva, Switzerland 1994

Wagacha W.. Directories of 1. Institutes 2.Specialists 3. Projects. CODESRIA/OECD-Development Center, Paris, 1984-1992
.Contributor,

Wagacha W. Multi-Lingual Thesaurus Working Group UNHCR Committee Member and Contributor, Geneva, 1986

Wagacha W. IDIN Manual on Computer Data Entry and Retrieval.OECD-Development net PARIS,1985

(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.

N/A

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.

N/A

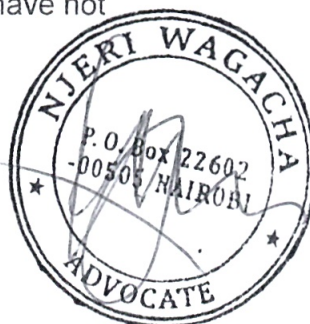
(b)List all memberships and offices held in and services rendered, whether compensated or not, to any political party or election committee. If you have ever held a position or played a role in a political campaign, identify the particulars of the campaign, including the candidate, dates of the campaign,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

I am not a member of any Political party

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

No, I have not

I CERTIFY THAT THIS IS A TRUE
COPY OF THE ORIGINAL DOCUMENT
WHICH I HAVE EXAMINED



Njeri Wagacha

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

No, I have not

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

NO

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

NO

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

Maize and beans Ksh. 5,000,000 *500,000*

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

Yes I am Tax compliant. Tax Compliance certificate is attached

25 Statement of Net Worth: (State your financial net worth) Ksh 474,930,000

26. Potential Conflict of Interest:

(a) Identity 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.

N/A

THIS IS A TRUE
COPY OF THE ORIGINAL DOCUMENT
WHICH I HAVE EXAMINED

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

N/A

THIS IS A TRUE
ORIGINAL DOCUMENT
I HAVE EXAMINED



Njeri Wagacha

27. Pro-Bono/Charity Work/donation 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).

Rotary Club of Karura 2006-2023: Rotary Club of Karura, Nairobi. President of Rotary Club of Karura 2013-14 -Membership Ksh 20,000 per year, Weekly Meetings Ksh 30,000 per year, plus other requests Ksh 20,000 per year Total Ksh 70,000

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

NO

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

NO

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

NO

31. References

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

- Prof. Grace Wangary Bunyi
Kenya University,
Mobile no: 0722525759.
- Prof. Joseph Kieyah
Chairman of National Task force on Coffee
Mobile no: 0725526530
- Prof. Kabiru Kinyanjui
Former Chancellor Chuka University, Embu
Mobile no: 0724462892

I CERTIFY THAT THIS IS A TRUE
COPY OF THE ORIGINAL DOCUMENT
WHICH I HAVE EXAMINED



A handwritten signature in black ink, appearing to read 'Njeri Wagacha', located in the bottom right corner of the page.

d. Liabilities (as of the statement date)

PSC.2b

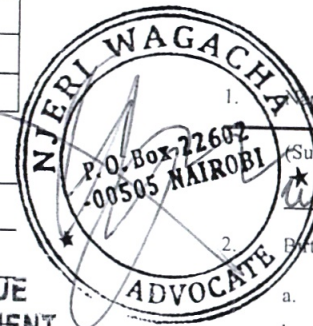
Description	Approximate Amount
N/A	



REPUBLIC OF KENYA

PUBLIC SERVICE COMMISSION OF KENYA

Declaration of Income, Assets & Liabilities
(The Public Officer Ethics Act, 2003)



9. Other information that may be useful or relevant:

N/A

CERTIFY THAT THIS IS A TRUE COPY OF THE ORIGINAL DOCUMENT WHICH I HAVE EXAMINED

1. Name of the Public Officer

(Surname) (First Name) (Other Names)

WAGACHA PHYLLIS WAMBUI

2. Birth Information

a. Date of Birth: 28 DEC 1948

b. Place of Birth: KIAMBU, KENYA

3. Marital Status:

MARRIED

4. Address

a. Postal Address: Box 865-00621, NAIROBI

b. Physical Address: 59 RUNDIA

5. Employment Information

a. Employment No. N/A

b. Designation N/A

c. Name of Employer N/A

d. Nature of Employment (Permanent, Temporary, Contract, etc) N/A

I solemnly declare that the information I have given in this declaration is, to the best of my knowledge, true and complete:

Signature of officer: [Signature]
Date: 14th June 2023

Witness:
Signature: [Signature]
Name: Dr. Mvui Wagacha
Address: Box 865, Village Mkt, Nairobi

[Signature]

6. Name of Spouse or Spouses
 (Surname) (First Name) (Other Names)
Da. MBUCI WAGACHA

(i) (Surname) (First Name) (Other Names)
 (ii) (Surname) (First Name) (Other Names)
 (iii) (Surname) (First Name) (Other Names)
 (iv) (Surname) (First Name) (Other Names)
 (v) (Surname) (First Name) (Other Names)

7. Names of dependent children under the age of 18 years
 (Surname) (First Name) (Other Names)
N/A

(i) (Surname) (First Name) (Other Names)
 (ii) (Surname) (First Name) (Other Names)
 (iii) (Surname) (First Name) (Other Names)
 (iv) (Surname) (First Name) (Other Names)
 (v) (Surname) (First Name) (Other Names)
 (vi) (Surname) (First Name) (Other Names)
 (vii) (Surname) (First Name) (Other Names)
 (viii) (Surname) (First Name) (Other Names)
 (ix) (Surname) (First Name) (Other Names)
 (x) (Surname) (First Name) (Other Names)

8. Financial Statement for: 2022-2023
 (A separate statement is required for the officer and each spouse and dependent child under the age of 18 years. Additional sheets should be added as required)

a. Statement Date: 18.6.2023
 b. Income, including emoluments, for period from JUNE 2022 to JUNE 2023
 (including, but not limited to, salary and emoluments and income from investments. The period is from the previous statement date to the current statement date. For an initial declaration, the period is the year ending on the statement date.)

Description	Approximate Amount
<u>Buying Mixed Beans</u>	<u>50000 P/=</u>
<u>WAGACHA</u>	



Description (include location of assets where applicable)	Approximate Amount
<u>1. Lawington RR No 3784/894</u>	<u>20500000</u>
<u>2. RUMDA/HOME, HARAR BLK 99/59</u>	<u>105,000,000</u>
<u>3. Plainsview NRB. Block 93/571</u>	<u>20,000,000</u>
<u>4. Diani, Kwana, Kinondo 1643</u>	<u>35,000,000</u>
<u>5. " " 1643</u>	<u>1000,000</u>
<u>6. Mwimeto each/8 Ave Kibete/Kibichiko/ 3351</u>	
<u>3352, 3353, 3354, 3355</u>	
<u>3356, 3357, 3358, 3359, 3360</u>	
<u>@ 5 million each</u>	<u>50,000,000</u>
<u>7. KTD/KAPUTIE NORTH 44118</u>	<u>3000000</u>

Wagacha

Description	Approximate Amount
8. Mauoko LR 20604/68	Sh 3,000,000
9. Mauoko LR 20604/69	3,000,000
10. Mauoko LR 20604/134	3,000,000
11. Naivasha/Mwisihigiri Block 4/2380 3 Acres	2,800,000
12. Naivasha/Mwisihigiri Block 4/2375	(702,000) Part Shd
13. Mercedes E350 Bluelec	1,000,000
14. Pajero	450,000
15. Mercedes 300D	400,000
16. BAIC ABRAC (EG. ALL Household	800,000
FURNITURE/MONABLE ASSETS	Total K74,930,000



I CERTIFY THAT THIS IS A TRUE COPY OF THE ORIGINAL DOCUMENT WHICH I HAVE EXAMINED

[Handwritten signature]

PROPERTY & NAME	ASSET DESCRIPTION	APPX VALUE	NOTES
LAVINGTON L.R. No 3734/884 (NEW REGISTRATION IN 2021 IS NO. 421)	0.98817 ACRE (0.3999 HA.)-ABSLUTE PROPRIETOR	205,000,000	FAMILY INVESTMENT
RUNDA NRB BLOCK 99/59	LEASE FROM 1981 -99 YEARS	105,000,000	FAMILY HOME
PLAINSVIEW NRB BLOCK 93/571	LEASE FROM 1979 -99 YEARS	20,000,000	FAMILY HOUSE RENTED OUT
DIANI KWALE KINONDO 1642	0.1 ACRE-ABSLUTE PROPRIETOR	35,000,000	BUILT UP WITH SWIMMING POOL
DIANI KWALE KINONDO 1643	0.1 ACRE-ABSLUTE PROPRIETOR	10,000,000	OLD HOUSE TO BE RENOVATED
MWIMUTO-10 PLOTS REGISTERED FROM SUB- DIVISION OF FORMER TITLES LR KABETE/KIBICHIKO/13 AND KABETE/KIBICHIKO/1777	EACH 1/8TH ACRE (PRICE 5 MILLION AS OF 2022)	50,000,000	INHERITANCE FROM LATE FATHER
KABETE/KIBICHIKO/3351			
KABETE/KIBICHIKO/3352			
KABETE/KIBICHIKO/3353			
KABETE/KIBICHIKO/3354			
KABETE/KIBICHIKO/3355			
KABETE/KIBICHIKO/3356			
KABETE/KIBICHIKO/3357			
KABETE/KIBICHIKO/3358			
KABETE/KIBICHIKO/3359			
KABETE/KIBICHIKO/3360			
KJD/KAPUTIE/NORTH/44118	0.9 HA-ABSLUTE PROPRIETOR	3,000,000	DR. PHYLLIS WAMBUI WAGACHA (INVESTMENT)
MAVOKO-LR 20604/68	1/8 ACRE	3,000,000	DITTO

Dr. Phyllis Wambui Wagacha
(Wife) ID 7276626

Tuesday 20 June 2023

I CERTIFY THAT THIS IS A TRUE
COPY OF THE ORIGINAL DOCUMENT
WHICH I HAVE EXAMINED



Phyllis

MAVOKO-LR 20604/69	1/8 ACRE	3,000,000	DITTO
MAVOKO-LR 20604/134	1/8 ACRE	3,000,000	DITTO
NAIVASHA/MWISHIRIGIRI BLOCK4/2380	3 ACRES-ABSLUTE PROPRIETOR	28,080,000	INVESTMENT
NAIVASHA/MWISHIRIGIRI BLOCK4/2375	3 ACRES-ABSLUTE PROPRIETOR	INCL ABOVE-42 PLOTS AT 702,000	SUB-DIVIDED 1/8 & 5 SOLD
SUB-TOTAL		465,080,000	
MERCEDES E350 BLUETEC		400,000 1000000	
PAJERO		450,000	
MERCEDES 300 D		1,000,000 400,000	
BRIC A BRAC (EG, ALL HOUSEHOLD FURNITURE)		8,000,000	
SUB-TOTAL		9,850,000	
GRAND TOTAL (ESTIMATE)		474,930,000	

Dr Mbuvi Wagacha (husband)

☎ 7276626

Tuesday 20 June, 2023

I CERTIFY THAT THIS IS A TRUE
COPY OF THE ORIGINAL DOCUMENT
WHICH I HAVE EXAMINED



[Handwritten signature]

I CERTIFY THAT THIS IS A TRUE
COPY OF THE ORIGINAL DOCUMENT
WHICH I HAVE EXAMINED

LEADERSHIP AND INTEGRITY ACT, 2012 /KIFUNGU CHA SHERIA CHA UONGOZI NA UADILIFU, 2012

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

SELF-DECLARATION FORM / FOMU YA KUJITANGAZA

1. GENERAL INFORMATION / TAARIFA YA JUMLA

Title / Cheo	Surname / Jina la ukoo	First Name / Jina la Kwanza	Middle Name / Jina la Katikati	Other Names / Majina Mengine
Mr/Mrs/Prof/ Miss/Ms/Dr Bw/Bi/Prof/ Binti/Bibi/Dkt	WAGACHA	PAYLUS	WAMBUI	NGOIMA
ID CARD No. Na. ya Kitambulisho	PASSPORT NO. NA. ya PASIPOTI	EXPIRY DATE OF PASSPORT TAREHE YA MUDA WA PASIPOTI KUISHA		PIN NO. NA. ya PIN
7276627	AK0501708	SEPT. 11, 2029		A001544478C
SEX (Tick) JINSIA (Weka Alama)	Occupation: Kazi:			
Male <input type="checkbox"/>	E-Mail Address: <u>mburubyaoka@gmail.com</u>			
Female <input checked="" type="checkbox"/>	Anwani ya Barua pepe:			
	Postal Address: PO Box <u>865-00621</u>		Code: <u>00621</u>	
	Anwani ya Posta: SL Posta:		Msimbo:	
	Other Addresses: Anwani Nyingine: /			
Telephone No. Na. ya Simu	Mobile No. Na. ya Rununu	Other Numbers Nambari Nyingine		
	<u>0726488883</u>			
RESIDENCE MAKAZI	ESTATE/TOWN/LOCATION MTAA/MJI/LOKESHENI			<u>RUNDA</u>
	DISTRICT WILAYA			<u>NAIROBI</u>
	COUNTY KAUNTI			<u>NAIROBI</u>
	TOWN/CITY MJI/JUJI			<u>NAIROBI</u>
	COUNTRY NCHI			<u>KENYA</u>
2. BIRTH INFORMATION / TAARIFA YA KUZALIWA				
DATE OF BIRTH / TAREHE YA KUZALIWA				<u>28.12.1948</u>

I CERTIFY THAT THIS IS A TRUE
COPY OF THE ORIGINAL DOCUMENT
WHICH I HAVE EXAMINED



I CERTIFY THAT THIS IS A TRUE
COPY OF THE ORIGINAL DOCUMENT
WHICH I HAVE EXAMINED



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

3. NATIONALITY / UTAIFA

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

4. MARITAL STATUS / HALI YA NDOA

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

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

DR. WAGACHA BERNARD MBUI

NATIONALITY OF SPOUSE
UTAIFA WA MKE/MUME

KENYAN

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

✓

5. EDUCATIONAL QUALIFICATIONS / KUFUZU KWA KIELIMU

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

I CERTIFY THAT THIS IS A TRUE
COPY OF THE ORIGINAL DOCUMENT
WHICH I HAVE EXAMINED



I CERTIFY THAT THIS IS A TRUE
COPY OF THE ORIGINAL DOCUMENT
WHICH I HAVE EXAMINED

HIGHEST ACADEMIC QUALIFICATION OBTAINED
KUFUZU KWA JUU ZAIDI KWA KIAKADEMIA ULIKOPATA

Qualification / Kufuzu	Institution / Taasisi	Year / Mwaka
DOCTOR OF PHILOSOPHY PHD	MOI UNIVERSITY	2021

6. LANGUAGE SPOKEN / LUGHA UNAZOZUNGUMZA

First Language Lugha ya Kwanza	Second Language Lugha ya Pili	Others Nyingine
ENGLISH	SWAHILI	AIKUYU/FRENCH

**7. MEMBERSHIP OF PROFESSIONAL ORGANISATION(s) (If any)
UANACHAMA WA SHIRIKA(MA) YA KITAALAMU (Kama yapo)**

Name of Organization Jina la Shirika	Date of Admission Tarehe ya Kuandikishwa	Membership No. Na. ya Uanachama

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

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

Election Upigaji kura	<input type="checkbox"/>	Employment Kuajiriwa	<input type="checkbox"/>
Others (Specify) MEMBER OF SALARIES/REMUNERATION COMMISSION Nyingine (Bainisha)			

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

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

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

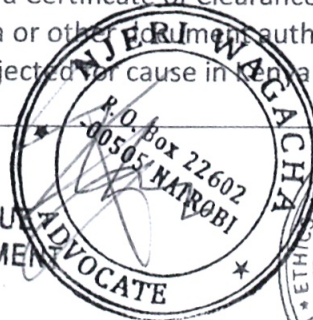
	YES	NO
a) Have you ever engaged in any form of dishonesty in the conduct of public affairs a) Umewahi kujihusisha na hali yoyote ya kutokuwa mwaminifu katika kazi zako na shughuli za umma		<input checked="" type="checkbox"/>
b) Have you ever abused a public office? b) Umewahi kutumia vibaya ofisi ya umma?		<input checked="" type="checkbox"/>
c) Have you ever misrepresented information to the public? c) Umewahi kuwakilisha kwa njia kinyoote taarifa kwa umma?		<input checked="" type="checkbox"/>
d) Have you ever engaged in wrongful conduct whilst in the furtherance of personal benefit?		<input checked="" type="checkbox"/>

I CERTIFY THAT THIS IS A TRUE
COPY OF THE ORIGINAL DOCUMENT
WHICH I HAVE EXAMINED



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

I CERTIFY THAT THIS IS A TRUE AND CORRECT COPY OF THE ORIGINAL DOCUMENT WHICH I HAVE EXAMINED



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

10. EMPLOYMENT INFORMATION / TAARIFA YA KUAJIRIWA

NAME OF EMPLOYER JINA LA MWAJIRI	POSITION/RANK CHEO/WADHIFA	DATE OF FIRST APPOINTMENT TAREHE YA KUAJIRIWA KWA KWANZA	DATE OF PRESENT APPOINTMENT TAREHE YA KUAJIRIWA KWA SASA
NOT			
EMPLOYED			
WORKSTATION KITUO CHA KAZI	NATURE OF EMPLOYMENT (Constitutional/Elective/Permanent/Contractual/Other) AINA YA KUAJIRIWA (Kikatiba/Kuteuliwa/Kudumu/Kikandarasi/Nyingine)		

I CERTIFY THAT THIS IS A TRUE COPY OF THE ORIGINAL DOCUMENT WHICH I HAVE EXAMINED



OATH AND AFFIRMATION / KIAPO NA UTHIBITISHWAJI

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

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

Dated at / Mnamo tarehe 16th Day....., this / kwenye JUNE.....
day of / siku hii ya 2023.....

SIGNATURE OF DECLARANT: [Signature]
AINI YA ANAYEJITANGAZA:

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

This / Mnamo 16th..... day of / siku hii ya JUNE....., 20 23.....
at / katika mahali hapa NAIROBI.....

~~JOMO K. NYARIBO~~
~~Advocate & Commissioner For Oaths~~
~~P.O. Box 8418 - 00200,~~
COMMISSIONER FOR OATH/MAGISTRATE
KAMISHNA WA KIAPO/ HAKIMU

I CERTIFY THAT THIS IS A
COPY OF THE ORIGINAL DOCUMENT
WHICH I HAVE EXAMINED

I CERTIFY THAT THIS IS A TRUE
COPY OF THE ORIGINAL DOCUMENT
WHICH I HAVE EXAMINED



JAMHURI YA KENYA

REPUBLIC OF KENYA

SERIAL NUMBER : 220051342

ID NUMBER : 7276627

FULL NAMES

PHYLLIS WAMBUI WAGACHA

DATE OF BIRTH
28.12.1948

SEX
FEMALE

DISTRICT OF BIRTH
KIAMBU

PLACE OF ISSUE
WESTLANDS

DATE OF ISSUE
25.11.2005

HOLDER'S SIGN
Wagacha



DISTRICT
KIAMBU
DIVISION
KIKUYU
LOCATION
KABETE
SUB-LOCATION
KIBICHIKU

N. B007276627C

PRINCIPAL REGISTRAR'S SIGN

[Signature] 0029164046

IDKYA2200513421<<113<<<<<<<<<<451
4812281F0511254<B007276627C<<1
PHYLLIS<WAMBUI<WAGACHA<<<<<<<<<<<



I CERTIFY THAT THIS IS A TRUE
COPY OF THE ORIGINAL DOCUMENT
WHICH I HAVE EXAMINED