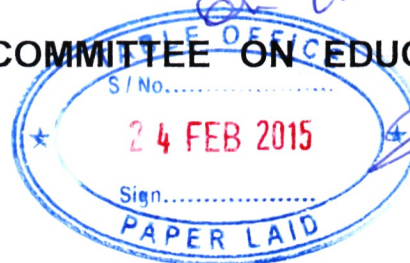




PARLIAMENT OF KENYA

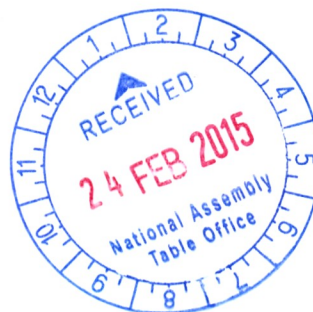
THE KENYA NATIONAL ASSEMBLY – 11TH PARLIAMENT

REPORT OF THE DEPARTMENTAL COMMITTEE ON EDUCATION,
RESEARCH AND TECHNOLOGY



REPORT ON VETTING OF NOMINEES FOR THE POSITION OF
MEMBERS OF THE TEACHERS SERVICE COMMISSION

1. MR. MBARAK SAID TWAHIR (PWD)
2. MR. KINOTI IMANYARA
3. MR. TACHE BONSA GOLLO
4. MRS. BEATRICE MAREMBO ADU
5. MR. ALBERT FRED EKIRAPA



CLERK'S CHAMBER
PARLIAMENT BUILDINGS
NAIROBI

FEBRUARY, 2015

Approved for tabling.

SWA

24/2/15

Paper laid

*By the chairperson
Departmental
Committee on
Education 11th
Session Chagg
on Tuesday 24/2/2015*

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1 PREFACE

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

1.1 COMMITTEE MEMBERSHIP

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

1. The Hon. Sabina Chege, M.P. **(Chairperson)**
2. The Hon. Julius Melly, M.P. **(Vice Chairperson)**
3. The Hon. (Prof.) Hellen Sambili, M.P.
4. The Hon. (Dr.) Wilber Ottichilo, M.P.
5. The Hon. Harrison Kombe, M.P.
6. The Hon. Yusuf Chanzu, M.P.
7. The Hon. Joseph Manje, M.P.
8. The Hon. Rose Mitaru, M.P.
9. The Hon. Anthony Kimaru, M.P.
10. The Hon. Jacob Macharia, M.P.
11. The Hon. Mary Seneta, M.P.
12. The Hon. Joseph M'eruaki, M.P.
13. The Hon. Dr. Susan Chebet, M.P.
14. The Hon. Eric Keter, M.P.
15. The Hon. Cecilian Ng'etich, M.P.
16. The Hon. Mohamed Huka, M.P.
17. The Hon. Moses Injendi, M.P.
18. The Hon. Muriuki Njagagua, M.P.
19. The Hon. Kenneth Okoth, M.P.
20. The Hon. Geoffrey Odanga, M.P.
21. The Hon. (Dr.) Christine Ombaka, M.P.
22. The Hon. Jared Opiyo, M.P.
23. The Hon. Michael Kiso, M.P.

24. The Hon. Halima Ware Duri, M.P.
25. The Hon. Dorcas Kedogo, M.P.
26. The Hon. Ibren Nasra , M.P.
27. The Hon. Richard Makenga, M.P.
28. The Hon. Silverse Anami , M.P
29. The Hon. Steven Kariuki, M.P

1.2 COMMITTEE MANDATE

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

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

2 BACKGROUND

The Teachers Service Commission (TSC) is an independent constitutional commission established pursuant to the provisions of Article 237 of the Constitution. The appointment of the members of the Commission is provided for under Sections 5 and 8 of the Teachers Service Commission Act No.20 of 2012.

The Selection Panel chaired by Prof. Karega Mutahi (constituted pursuant to the Teachers Service Commission Act No. 20 of 2012) conducted interviews on the twenty seven (27) persons shortlisted for the position of member of Teachers Service Commission. The report indicating how each of the candidates performed during the interview is herewith annexed. Subsequently, the selection panel forwarded a list of eight (8) persons for H.E the President to nominate five (5) persons. Several factors were put into consideration before arriving at the final list that was submitted to the National Assembly for vetting and approval as contained in Section 8(7) of the Teachers Service Commission which states that the President shall-

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

On Tuesday, 10th February, 2015, the Speaker of the National Assembly made a communication regarding the message from His Excellency The President, nominating five (5) persons to serve as members of the Teachers Service Commission, as follows: -

- 1. Mr. Mbarak Said Twahir (PWD)**
- 2. Mr. Kinoti Imanyara**
- 3. Mr. Tache Bonsa Gollo**

4. Mrs. Beatrice Marembo Adu

5. Mr. Albert Fred Ekirapa

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

“I hereby refer the message from His Excellency The President to the Departmental Committee on Education, Research and Technology to undertake the necessary approval hearings”

While considering the above nominee, the Committee held five (5) sittings where members examined the suitability of each of the nominees by conducting oral interview. The Committee was guided by the Constitution (chapter 6 on the integrity chapter), the Public Appointments (Parliamentary Approval) Act No. 33 of 2011, the Teachers Service Commission Act No. 20 of 2012 and the Standing Orders of the National Assembly.

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

May I take this opportunity to thank all Members of the Committee for their input and valuable contributions during the deliberations and vetting of the five (5) nominees.

Thank you.



.....HON. SABINA CHEGE , M.P.....
(CHAIRPERSON)

Date 24/2/15

3 CONSIDERATION OF THE NOMINEE FOR CHAIRPERSON OF THE TEACHERS SERVICE COMMISSION

3.1 ESTABLISHMENT OF THE COMMITTEE

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

3.2 VETTING PROCESS OF THE CHAIRPERSON OF THE TEACHERS SERVICE COMMISSION

- I. H.E. the President, in accordance with the provisions of section 8 (7) of Teachers Service Commission Act No. 20 of 2012, forwarded to the Speaker of the National Assembly, the names of the five (5) nominees for the position of member of the TSC vide a letter dated 30th December, 2014 for vetting and approval for appointment by the National Assembly.
- II. On Tuesday, 10th February, 2015, the Honourable Speaker in a communication referred the name of the nominee to the Departmental Committee on Education, Research and Technology for vetting and reporting to the House.
- III. On Thursday, 11th February, 2015, an advertisement was placed in the print media inviting the public to submit memoranda by way of affidavit on the suitability or otherwise of the nominee in conformity with Section 6(9) of the Public Appointments (Parliamentary Approval) Act 2011. The submissions were to be received latest by Wednesday 18th February, 2015 at 5.00 p.m. By the expiry of the

said period the Committee had not received any memoranda on any of the nominees.

4 VETTING PROCESS

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

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

During its Sittings held on Tuesday, 19th February, 2015 the Committee conducted vetting of the nominees where each of the nominee was given an opportunity to demonstrate their suitability for the position they had been nominated to serve.

4.1 MR. MBARAK SAID TWAHIR (PERSON WITH DISABILITY)

4.1.1 Personal Profile, Educational and Professional Qualifications

Mr. Mbarak Said Twahir was born on 10th March, 1955 in Mombasa County. He is currently the Director Performance Management, in the Division of Performance Contracting, Directorate of Public Service

Management in the Ministry of Devolution and Planning, a Member of the Kenya Institute of Management and sits in the council of Kenya Institute of Management.

He holds a Masters of Education (Science Education) and a Bachelors of Education degree (B.Ed. Science) from Leeds University and University of Nairobi respectively. He also has an Advanced Diploma in Science Education from University of Leeds. He is also undertaking a Ph.D. programme at Kenyatta University. He has taken trainings, workshops and Conferences including Strategic and Change Management Programme for Directors of State Corporations at Kenya Institute of Administration, Human Rights, Education Management Information System(EMIS), Capacity Building for Decentralized Education Reform in Kenya, Sensitization Workshop to TSC Agents (PDEs, DEOs and MEOs) on Delegated Teacher Management Functions, New Performance Appraisal System, seven habits of highly effective people, Capacity Development for KESSP Implementation Workshop Programme at Kenya Institute of Administration.

He was first employed by the Teachers Service Commission as a graduate teacher, where he started his teaching career at Agha Khan Secondary in Mombasa. He rose through the ranks to become the Dean of Curriculum at Muranga Teachers Training College. He has also worked as a Director of Field and Other Services, at the Ministry of Education Headquarters where he was in charge of identifying Education Officers for deployment and transfer at the headquarters and

field offices, capacity building of field officers and coordinating of Primary and Secondary INSET, among other functions.

He has undertaken both international and local courses and seminars including Special Education in Diploma from County of Copenhagen and Management and Administration Courses at Leeds University in Britain and Strategic Leadership Programme at Kenya School of Government.

He has never been dismissed from office for contravention of the provisions of Article 75 of the constitution which deals with conduct of state officers that are adversely mentioned in any investigatory report of parliament or any commission of inquiry. The selection panel ranked him position 8 with a score of 73.6%.

4.1.2 General and Specific Thematic Areas

In order to assess his overall suitability on the position, the Committee examined the nominee on general and specific thematic areas which the nominee responded as follows:-

(i) Lack of Synergy between TSC and Ministry Of Education Science & Technology at County Level

Mr. Mbarak Twahir stated that Teachers Service Commission had been for a very long term operating without a substantive Chairperson until recently when the Chairperson was appointed. This had contributed to several challenges within the teaching fraternity. He also stated that once the Commission is fully constituted, it will be able to fully execute effectively especially in matters relating to recruitment, transfer and discipline cases. He also stated that if he is appointed, he would seek to promote complementarism between the Ministry and TSC Officers at the

County. He further stated there was need for a concerted effort between the Ministry of Education Science & Technology and TSC in order to resolve the challenges facing the education sector.

(ii) Teachers in Northern Kenya and general distribution of teachers in the Country

On the above issue, Mr. Mbarak stated that TSC Policy stipulate that once a teacher is posted in a station he or she must work in that station for five years before a transfer is effected. He stated that it would impossible for TSC to effect en masse transfer for all teachers as per their current demand. He stated that doing so would set a bad precedence and lead to the balkanization of the region. He further stated that if appointed he will recommend the review of the transfer policy for teachers working in high hardship areas to allow them to serve them for three years with automatic transfers upon completion of the term. Concerning the particular challenges affecting teachers from North Eastern region, he stated that there was need to isolate cases as the matter touched only on teachers from Mandera Counties. He further emphasized on the need for the Government to continuously beef up security in the region for all civil servants to feel secure. He also stated that the teachers should be taken through a trauma care treatment.

On distribution of Teachers, he stated that the Ministry of Science and Technology and the TSC ought to work closely in order to ensure that registration of schools is done upon the verification of economic viability. He further stated that schools with less than two streams should be merged to ensure that the teachers are fully utilized and also address the problem of teacher distribution.

(iii) Disciplinary action against teachers

The nominee stated that the delay in the constitution of the full commission had resulted in a backlog in the conclusion of disciplinary

cases. He further stated that once the Commission is fully constituted, the disciplinary cases will be fast tracked.

(iv) Inclusion of Young People into Leadership positions

He stated that young people should be given opportunities to serve the nation. He further stated that his age would not be a limitation to effectively deliver as member of the commission. He stated that his age brings along the experience needed to serve as commissioner. He also stated the need to blend both young and old minds to ensure that the old people provide mentorship to young people.

(v) On how to resolve the issues affecting Education in the Country

The nominee stated that the Ministry of Education Science and Technology should seek for the services of officers who have a vast experience in the education sector in order to address the myriad of challenges facing the sector.

(vi) Performance Contracting

The nominee stated that if appointed, he will institutionalize performance contracting so as to improve the standards of teaching and quality of education in the Country. His experience as a director in performance contracting would be instrumental in the implementation of performance contracting on the teachers serving in TSC, similar to those in the TSC Secretariat.

He stated that if appointed to serve in the commission he will engage all stakeholders to ensure that performance contracting is piloted in a few selected schools before rolling out across all teachers. He stated that some schools like Pangani Girls have adopted performance contracting.

(vii) Innovative ideas to reduce teacher shortage

The nominee stated that the shortage of teachers in the Country had been mainly contributed by the haphazard registration of schools. He further stated the need to establish the demand for schools before embarking on registration. He further stated the need to rationalize the distribution of teachers by determining the economic viability of schools so that the schools can enjoy economies of scale.

(viii) Performance in public primary schools

The nominee stated Members the poor performance in public primary had eroded the public's confidence in them. He stated that the Ministry of Education, Science and Technology should strengthen its quality assurance department to ensure that quality of education is monitored effectively. On the other hand, TSC should implement performance contracting to ensure that performance of teachers is monitored. He stated that following the introduction of Free Primary Education, most public schools have congested classrooms resulting in a high teacher pupil ratio which in turn has affected overall school performance.

4.1.3 Committee's Observation

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

(i) Academic Qualifications

The nominee holds a Masters of Education (Science Education) and a Bachelors of Education degree (B.Ed. Science) from Leeds University and University of Nairobi respectively. He is currently undertaking a Ph.D. programme at Kenyatta University. He holds an Advanced Diploma in Educational Studies from University of Leeds. He also has a diploma in Special Education from County of Copenhagen, Denmark.

(ii) Employment Records

He is currently the Director Performance Management, in the Division of Performance Contracting, Directorate of Public Service Management in the Ministry of Devolution and Planning where he is in charge of advising the authorized officer on the implementation of Performance Contracting activities by Ministries, Departments and Agencies (MDAs), co-ordinating and supporting all Performance Management activities through Performance Contracting units, overseeing implementation and evaluation of Sector Performance Management standards in the public service and assisting in reviewing and updating the Performance Contracting instruments as appropriate, among other duties.

(iii) Professional Affiliation

He is a member of the Kenya Institute of Management and has also served in its council. His membership to Kenya Institute of Management was upgraded to a Fellow Member on 14th November 2014. The skills acquired will be instrumental in his position of member of TSC.

(iv) Knowledge of the relevant subject

Mr. Mbarak Twahir exhibited good knowledge of the subject content and he has a wealth of experience having worked in Education sector for over 30 years. He demonstrates hard work having risen from being a graduate teacher to being a Director of Field and other Services in the Ministry of Education, Science and Technology.

(v) **Integrity**

The nominee had been cleared by relevant bodies namely the Ethics and Anticorruption Commission (EACC), the Kenya Revenue Authority (KRA), the Higher Education Loans Board (HELB) and the Credit Reference Bureau (CRB).

(vi) **Other Trainings and Seminars and workshops**

He has undertaken both international and local courses and seminars including Strategic and Change Management Programme for Directors of State Corporations at Kenya School of Government formerly Kenya Institute of Administration, and Strategic Leadership Programme at Kenya School of Government.

(ix) **Overall Suitability**

The Committee found him qualified for the position of member of the TSC due to his vast academic and management experience. He was articulate and demonstrated wealth of experience in the educator sector. His knowledge and experience as the director in performance contracting in the Directorate of Public Service Management will be instrumental in the implementation of performance contracting for all the teachers under the TSC.

He has never been dismissed from office for contravention of the provisions of Article 75 of the constitution which deals with conduct of state officers that are adversely mentioned in any investigatory report of parliament or any commission of inquiry.

The Committee found the nominee suitable for appointment to serve as a member of TSC.

4.2 MR. KINOTI IMANYARA

4.2.1 Personal Profile, Educational and Professional Qualifications

Mr. Kinoti Imanyara was born in 1956 in Meru County and later moved to Marsabit where he attended his early school years. He is currently working as a TSC County Director in Nyeri County and he is currently the National Chairman of all the 47 Teachers Service Commission County Directors. He has worked as a professional teacher and a manager in public educational institutions since 1983.

He holds a Bachelors Degree in Education (Science) from the University of Nairobi and is currently pursuing a Masters degree in Education and Administration in Kenya Methodist University. He is currently working as a TSC County Director in Nyeri County and he is currently the National Chairman of all the 47 Teachers Service Commission County Directors. He has worked as a professional teacher and a manager in public educational institutions since 1983. He has risen through the ranks from a classroom teacher to a Deputy Principal and thereafter to a Principal. He has also worked as a Principal Lecturer in a Teachers' Training College. He progressed to become a Deputy Principal, Principal, Senior Principal and finally to a Chief Principal. In most of his working career, he has mainly been involved in teacher management and acquired experience, skills and competencies that are relevant and useful to the Teachers Service Commission whose core mandate is teacher management in Kenya. He also started the first operational Voluntary Counseling & Testing unit in a Teachers Training College to combat the spread of HIV and AIDS at Egoji Teachers' College in Meru County. The college students, teachers, non-teaching staff and the community near the college got sensitized and tested for HIV and AIDS. Those infected or affected got medication and information on how to live positively while those found negative were taught how to stay negative. He positively embraced and effectively implemented the concept of performance

contracting in Egoji Teachers' Training College. This proved to be a very effective management tool. He practiced prudent financial management and cost reduction strategies at Egoji Teachers' Training College without compromising the quality of services provided. He started the process of ISO certification for Egoji Teachers College. He successfully managed it until the College became the first primary Teachers Training College in Kenya to be ISO certified.

4.2.2 General and Specific Thematic Areas

In order to assess his overall suitability on the position, the Committee examined the nominee on general and specific thematic areas which the nominee responded as follows:-

(i) Lack of Synergy between the Ministry of Education, Science and Technology and TSC

Mr. Kinoti Imanyara stated that if appointed to serve as Commissioner at TSC, he would work closely with the Ministry of Education, Science and Technology and that his experience would help in fostering good working relationship between the two institutions. He pointed out that he will ensure County Directors of Education and the TSC Directors work in harmony in order to improve the delivery of quality education.

He further stated that he would ensure that the TSC officers at the counties were properly guided on their respective mandate to avoid jurisdictional conflict with the other officers from the Ministry. He noted that the lack of clarity in mandate emanated after TSC was made an independent Commission following promulgation of the constitution.

(ii) Interface between Kenya Institute of Curriculum Development (KICD) and Teachers Service Commission

Mr. Kinoti stated that KICD was mandated that they develop the curriculum, which would provide guidelines on the requirements for teacher training. On the other hand TSC is responsible in ensuring that there is professional development for teachers. He stated that for teachers' professional development, the two institutions ought to work closely.

(iii) Corruption

Mr. Kinoti Imanyara stated that in order to curb cases of corruption especially in the recruitment and distribution of teachers as well as transfers and promotions, field officers should regularly undergo training of Integrity for them to be sensitized on their code of conduct. If appointed to serve in the Commission, he would ensure that the corrupt practices are ended by ensuring smooth flow in all the systems including recruitment, transfer and interdiction.

(iv) Discipline Cases

He stated that delays in disciplinary cases have contributed to the current teachers' shortage in the country as most of these teachers remain interdicted for a long time instead of being in class. He stated that if he is appointed to serve as a member of the TSC he would ensure that all disciplinary cases are handled at the County level to ease work at the Head Quarters. He would ensure that TSC services are decentralized to the counties in order to ensure that there is no back log in disciplinary cases.

(v) Teachers from North Eastern Region

The nominee stated on the issue of teachers protesting to go back to North Eastern region for insecurity and mistreatment, that government position was that it beefed up security in the region and urged the teachers to go back and teach the child of NE region. He further stated that the leadership in North eastern be engaged so as to sensitize the Community on the importance of teachers and work harmoniously with other non-local civil servants working in the area .

He further noted that teachers who refuted adamantly would undergo disciplinary action and those with genuine reasons are transferred.

(vi) Alcohol and drug abuse by Teachers

Mr. Kinoti stated that in order to deal with teachers who abscond duties due to alcohol and drug abuse are dealt with according to TSC Code of Conduct. He further stated that cases of teachers engaging in alcohol abuse should be monitored and reported by having more officers on the ground. If appointed, he would ensure that more officers are sent to the counties to deal with these indiscipline cases.

(vii) Performance Contracting

He stated performance contracting was useful tool for the management of teachers to keep them under supervision and be held accountable. If appointed, he would ensure that the same is effected as one way of ensuring that teachers performance is monitored.

(viii) Registration of schools

The nominee stated that on the issue of schools registration that he would ensure surveys were carried to advice the Ministry of Education, Science and Technology that schools be registered with availability of teachers. He further recommended that some schools be merged to cut the cost on government. He stated that only economic viable are registered.

4.2.3 Committee's Observation

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

(i) **Academic Qualifications**

He holds a Bachelors Degree in Education (Science) from the University of Nairobi and is currently pursuing a Masters degree in Education and Administration in Kenya Methodist University.

(ii) **Employment Records / experience**

He is currently working as a TSC County Director in Nyeri County where he is in charge of the general county teacher management. This position has given him the experience needed for policy formulation at the commission. His position as a National Chairman of all the 47 Teachers Service Commission County Directors implies that he has excellent leadership skills.

(iii) **Knowledge on the Subject Matter**

He started his teaching career as a classroom teacher, rising through the ranks to his current position as a TSC County Director of Education, Nyeri County. His experience has given him a wealth of experience in education matters having worked with the TSC for over thirty (30) years. He therefore understands the challenges facing the commission.

(iv) **Other Trainings, Seminars and Workshops**

He has undertaken training on Educational management in Teacher Training Colleges at the National Institute of Education in Singapore. He

has Certificate on In-service Education and Training Management For Anglophone Countries from Hiroshima University.

(v) **Integrity**

The nominee had been cleared by relevant bodies namely the Ethics and Anticorruption Commission (EACC), the Kenya Revenue Authority (KRA), the Higher Education Loans Board (HELB) and the Credit Reference Bureau (CRB).

(vi) **Overall Suitability**

The Committee found him qualified for the position of member of the TSC due to his vast academic and management experience. In most of his working career, he has mainly been involved in teacher management. He has therefore acquired experience, skills and competencies that are relevant and useful to the Teachers Service Commission whose core mandate is teacher management. In addition, his experience as a TSC county director has prepared him for the position of member of TSC where he will be able to formulate policies to guide the service. He has never been dismissed from office for contravention of the provisions of Article 75 of the constitution which deals with conduct of state officers that are adversely mentioned in any investigatory report of parliament or any commission of inquiry

The Committee found the nominee suitable for appointment to serve as a member of TSC.

4.3 MR. TACHE BONSA GOLLO

4.3.1 Personal profile, educational and professional qualifications

Mr. Tache Bonsa Gollo was born in 1959 in Isiolo County. He holds a Bachelor of Education degree (Geography and CRE) from Catholic University. He has undergone a training as a P1 teacher, rising through the ranks to become a deputy head teacher and has undertaken a course in school management. He resigned from teaching to contest for a parliamentary seat and lost. After losing he was requested by the management of Mecci Primary (catholic sponsored) to be the Principal. He was the vice chairperson national gender and equality. He was the chairperson of selection panel of the independent policing oversight authority. He was appointed as the Chairman Board of Directors, Ewaso Nyiro River Basin Development Authority and was supervisor in the Kenya national census. He joined Red Cross as a volunteer where he started the Isiolo branch and became chair of the branch for 5 years, and he later became the chair of the Upper Eastern Region which included 6 districts for four years. After the four years he vied for National Executive Council.

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

4.3.2 General and Specific Thematic Areas

(i) Previous work experience and Contributions to the TSC

Mr. Tache Bonso Gollo stated that his performance as a senior KNUT official enabled him to acquire skills that he will use to ensure that TSC and the unions resolve teachers' disputes effectively.

(ii) TSC Reforms

He stated if appointed to serve in TSC he will ensure that teachers' quality of education and training is improved, the minimum entry requirement to train as a teacher is raised to ensure that teaching remains a profession of choice and not a place of last resort. He also stated that he will work closely with the Ministry of Education, Science and Technology to introduce key reforms are introduced ranging from putting the head teachers under performance contracts for them to also be accountable to the Ministry in management of finances. He also hope to recommend that a head teacher can only serve in one school for a maximum number of years after which he or she would be transferred to another school.

(iii) Incentives for teachers working in hardship areas

The nominee stated that he would propose the improvement of the working conditions for teachers working in high hardship areas. For instance he will propose the introduction of enhanced house allowance and a risk allowance to cushion them from challenges facing them. He also stated that he will recommend the introduction of a free ticket every year for the non local teachers.

(iv) Policies on Teacher Distribution

The nominee stated the skewed teacher distribution can be cured by providing more incentives for teachers working in these high hardship areas. He stated that it would be fair for the teachers to be offered risk, commuter and house allowances so as to encourage the teachers to work in these hardship areas. He also stated that he would work in earnest to ensure more funds are allocated to training of teachers.

(v) Increase teachers' salary

The nominee stated that if appointed to serve in TSC , he will work closely with the Committee to ensure that teachers' salaries is enhanced.

4.3.3 Committee's Observation

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

(i) Academic Qualifications

He holds a Bachelor of Education degree (Geography and CRE) from Catholic University. He has also training as a P1 teacher at HighRidge teachers College.

(ii) Employment Records

Mr. Tacho Bonso Gollo started his profession in teaching as an assistant teacher where he rose through the ranks to become a school deputy headmaster and thereafter a school principal. The experienced gained has helped to equip him with the necessary skills to serve in the Commission. His experience as a vice chairperson of Gender and

Equality Commission has also equipped him with skills needed in serving in constitutional commissions.

(iii) Knowledge of the relevant subject

The nominee exhibited knowledge on education matters having trained as a p1 teacher and also worked as classroom teacher in high hardship areas. He therefore understands the challenges facing teachers in these regions.

(iv) Integrity

The nominee had been cleared by relevant bodies namely the Ethics and Anticorruption Commission (EACC), the Kenya Revenue Authority (KRA), the Higher Education Loans Board (HELB) and the Credit Reference Bureau (CRB).

(v) Overall Suitability

The Committee found him qualified for the position of member of the TSC due to his knowledge on matters of education and especially teacher management. He demonstrated sheer determination having worked as a classroom teacher and taking up a position of vice chairperson of the Gender and Equality Commission. Although his path in the teaching profession is intermittent, he brings diversity in the commission which is essential for team dynamism.

He has never been dismissed from office for contravention of the provisions of Article 75 of the constitution which deals with conduct of state officers that are adversely mentioned in any investigatory report of parliament or any commission of inquiry

The Committee found the nominee suitable for appointment to serve as a member of TSC.

4.4 MRS. BEATRICE MAREBO ADU

4.4.1 Personal Profile and Educational Background

Ms. Beatrice Marebo Adu was born in 1953 in Tana River County. She holds a Bachelor's degree in Education (Arts) from University of Nairobi. She has undertaken several professional courses including Educational Reforms and Management among others as contained in her Curriculum Vitae. She had previously worked at the Teachers Service Commission (TSC) for eight (8) years as a graduate teacher in different schools within the country and later moved to Public Service Commission, having started as a education officer II and rising through the ranks to become a Provincial Director of Education and lastly County Director of Education in Kisumu where he retired. After retirement she became the Director of Adu Blossom Education Centre.

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

4.4.2 General and Specific Thematic Areas

(i) Suitability for the position

Ms. Beatrice Marebo Adu informed the Committee that given her education background and having worked previously worked with the TSC and Ministry of Education, Science and Technology she understands better the operations and challenges facing the Education sector. She noted that if appointed to serve as a member of TSC, her knowledge and skills would help steer the Commission to improve in its service delivery.

(ii) Registration of new schools

The nominee stated that persons seeking to establish new schools should work closely with the Ministry officials to ensure that they meet the minimum requirements for registration. On the particular case of Bridge International Academy, she noted that all the school under this framework had not been registered. After she started working as a consultant, she assisted in the registration of thirty seven(37) schools

(iii) Lack of Synergy between the Ministry of Education, Science and Technology and TSC

She informed Members that if appointed to serve as Commissioner, she would work closely with the Ministry of Education, Science and Technology and KNUT to ensure that the County Directors of Education, the TSC Directors and KNUT officials work in harmony for the good of the country. She also noted that as a commissioner she will advise Teachers Service Commission to organize and encourage meetings for all the three main stakeholders to encourage dialogue and foster good working relationship.

(iv) Regulation of secondary School Fees

On occasions where the ministry has gave direction and were not being implemented by the Head teachers, she stated that if appointed she would ensure that the school Head teachers sign performance contracts with the Ministry of Education to ensure they are accountable to the Ministry.

(v) Teachers serving in North Eastern Region

Mrs. Beatrice Marebo Adu noted that the children of North Eastern have constitutional right to education just like any other child in the country and are the biggest losers in the current circumstance. She also noted that whereas all teachers have signed to serve anywhere in the country, the North Eastern teachers are raising genuine grievances and they should be heard. She further observed that the government has since beefed up security and if appointed she would convince the teacher to resume work. She proposed that TSC provide trauma counseling to the affected teachers and that each teacher be given one air ticket per year to enable them visit their families. She also noted that TSC should change its policy on transfers and that those teachers who have served for at least three years be eligible for transfer instead of the current five years.

She further noted that she would encourage local leaders to address the teachers and assure them of a conducive working environment.

(vi) Teachers' professional development

The nominee noted that it is important that teachers be encouraged to enhance their education to ensure continuous professional development. However, it would be wrong for a teacher to pursue their education at the expense of the children. She further noted that there are school based programmes where teachers attend classes during holidays which should be encouraged. She further noted that the notion that most primary school teaches upon graduation expect to transit to high school is discouraged and that all graduate teachers serving in primary level would be promoted in accordance to the Commissions guidelines.

(vii) Corruption

Ms. Beatrice Marebo Adu noted that corruption is a disease rampant in the country and stated that in order to curb cases of corruption especially in the recruitment and transfer of teachers, her track record speaks for itself but she can however not handle it singlehandedly. She noted that she would mobilize other commissioners to ensure that staffing officers are sensitized on the evils of corruption and efficiency at the commission is enhanced. She also noted that she will ensure that teachers are equally sensitized that services offered to them at the commission are free and they do not need to pay for any service.

(viii) Roles of a TSC Commissioner

Ms. Beatrice Marebo Adu elaborated the role of a commissioner as entailing teacher management and specifically to include registration and recruitment of trained teachers; assignment of teachers to public schools; promotion of teachers; reviewing of standards; dealing with demand and supply of teachers and advising the government on matters relating to teaching profession.

(ix) Decentralization of the office of the Commissioner

She stated that if appointed to serve as member of TSC, she will ensure that she spends time with the teachers at the grass root level. This, she stated can be done through use of technology including mobile phones and email. She also informed the Committee that if appointed to serve as a Commissioner of the TSC, she would recommend use of survey and appraisals to check performance of teachers.

4.4.3 Committee's Observation

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

(i) Academic Qualifications

She holds a Bachelor's degree in Education (Arts) from University of Nairobi. She has also undertaken several trainings including, Education Reforms and Management and strategic leadership management.

(ii) Employment Records

The nominee started working as graduate teacher where he rose through the ranks to become a County Director of Education. She has experience in the education sector of 35 years therefore she possesses great wealth of experience in matters relating to education sector. She was a TSC agent for fourteen years where she handled teacher management issues.

(iii) Knowledge of the relevant subject

The Nominee exhibited knowledge on education matters having worked with both the Ministry of Education, Science and Technology and TSC. Her experience in both institutions will be instrumental in promoting synergy between the two institutions.

(iv) Integrity

The nominee had been cleared by relevant bodies namely the Ethics and Anticorruption Commission (EACC), the Kenya Revenue Authority (KRA), the Higher Education Loans Board (HELB) and the Credit Reference Bureau (CRB).

(v) Overall Suitability

The Committee found her qualified for the position of member of the TSC due to his knowledge on matters of education. She was articulate, eloquent and understood well what was expected of her as a member of the TSC.

She has never been dismissed from office for contravention of the provisions of Article 75 of the constitution which deals with conduct of state officers that are adversely mentioned in any investigatory report of parliament or any commission of inquiry

The Committee found the nominee suitable for appointment to serve as a member of TSC

4.5 MR. ALBERT FRED EKIRAPA

4.5.1 Personal Profile, Education and Professional Qualifications

He is 54 years old and was born in Busia County. He holds Masters degree in Education (Education Administration) from the University of Nairobi and a Bachelor of Education Science degree (B. Ed Science) from Kenyatta University. He is currently working with the Ministry of Education Science and Technology as a senior Deputy Director of Education (Directorate of Secondary and Tertiary Education). He has a vast knowledge in the education sector having started his teaching profession as a classroom in Lodwar High School. He rose through the ranks to become the headmaster in Kolanya High School.

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

4.5.2 General and Specific Thematic Areas

(i) Quality Assurance and Education Policies

The nominee noted that MOEST already has existing structures including Quality Assurance Council and therefore TSC should deal with quality and development of teachers as the Ministry deals with quality of education and structures.

He further noted that stakeholders should be sensitized on various government policies so that they can own and implement them.

(ii) Secondary School fees

Mr. Ekirapa noted that fee charged by National Schools is very high and the recommendations of the Stakeholders report should be implemented once the stakeholders meet and agree on the way forward. Schools are on and learning shouldn't be interrupted since most schools have signed contracts with suppliers.

Education is a large sector and it is therefore paramount to meet all stakeholders and solve issue ailing the sector including school fees.

(iii) On Perennial Teachers Strikes

The nominee informed Members that most conditions that teachers demanded for were met for example harmonization of allowances. Teachers should be sensitized on the consequences of bloated wage bill which can't be sensitized

(iv) Lack of Synergy between the Ministry of Education, Science and Technology and TSC

Mr. Ekirapa stated that since TSC became an autonomous Government agency, there had been several challenges relating to lack of harmony between the TSC and the Ministry Officers working at the Counties. He stated that if he is appointed to serve in the Commission he would implore upon the respective heads of the Ministry and the TSC to work closely in order to foster good working relationships between the officials from the two institutions at the grass root. He stated that the National Education Board had sought advice from the Commission of implementation of the Constitution on the respective mandates of the Ministry and the TSC as far as quality assurance. He noted that TSC was mandated to look into the quality of teachers and their professional development while the Ministry had a mandate to ensure quality of education is improved. He also stated that the Ministry and the TSC ought to complement each other to be able to improve the quality of education.

(v) Policy Implementation

Mr. Ekirapa stated that if he is appointed to serve in the TSC, he will ensure that all stakeholders are sensitized on the existing policies within TSC especially on the distribution of teachers. He further stated that if the policy on teacher distribution is implemented effectively there would be adequate teachers in the country. He also stated that he will work closely with the Committee to ensure that policies are implemented and the bottlenecks to implementation are eliminated.

4.5.3 Committee's Observation

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

(i) Academic Qualifications

Mr. Ekirapa holds Masters Degree in Education (Education Administration) from the University of Nairobi and a Bachelor of Education Science degree (B. Ed Science) from Kenyatta University.

(ii) Employment records

He is currently works at the Ministry of Education Science and Technology as senior Deputy Director in the Directorate of Secondary and Tertiary Education. His appointment will bring along synergy needed between the Ministry of Education, Science and Technology and Teachers Service Commission.

(iii) Knowledge on subject matter

He has wide knowledge on education matters having worked at the Ministry of Education, Science and Technology and also as a classroom teacher. He understands the education sector and displayed leadership qualities and would play good role in ensuring the fulfillment of the Commission's mandate. He has authored different books and presented different papers on different topics on education in various institutions.

(iv) Integrity

The nominee had been cleared by relevant bodies namely the Ethics and Anticorruption Commission (EACC), the Kenya Revenue Authority (KRA), the Higher Education Loans Board (HELB) and the Credit Reference Bureau (CRB).

(v) Overall Suitability

The Committee found him qualified for the position of member of the TSC due to his knowledge on matters of education. He was articulate, eloquent and understood well what was expected of him as a member of the TSC.

He has never been dismissed from office for contravention of the provisions of Article 75 of the constitution which deals with conduct of state officers that are adversely mentioned in any investigatory report of parliament or any commission of inquiry

The Committee found the nominee suitable for appointment to serve as a member of TSC.

5 GENERAL OBSERVATIONS

Having considered the academic, professional qualifications of all the nominees, the Committee observed that,

- (i) The nominees had wide knowledge on education matters having worked at the Ministry of Education, Science and Technology and also as classroom teachers.
- (ii) All the nominees were cleared by the Ethics and Anticorruption Commission, the Kenya Revenue Authority, the Credit Reference Bureau and the Higher Education Loans Board.
- (iii) In future other professionals should be included in the Commission, as provided
- (iv) The Committee recommended that regions that were not represented should be considered when the next nomination is done.
- (v) All the nominees were qualified and demonstrated confidence during the vetting process. The Committee commends the Selection Panel Chaired by Prof. Karega Mutahi .

6 RECOMMENDATION

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

This House approves Mr. Mbarak Said Twahir, Mr. Kinoti Imanyara, Mr. Tache Bonsa Gollo, Mrs. Beatrice Marembo Adu and Mr. Albert Fred Ekirapa for appointment by H.E. the President as members of the Teachers Service Commission.

MINUTES

MINUTES OF THE 9TH SITTING OF THE DEPARTMENTAL COMMITTEE ON EDUCATION, RESEARCH AND TECHNOLOGY HELD ON THURSDAY, 19TH FEBRUARY, 2015 IN COMMITTEE ROOM, 4TH FLOOR CONTINENTAL HOUSE, PARLIAMENT BUILDINGS AT 9.00AM

PRESENT

- | | | |
|---|---|-------------------------|
| 1. Hon. Sabina Chege, M.P. | - | Chairperson |
| 2. Hon. Julius Melly, M.P | - | Vice Chairperson |
| 3. Hon. Yusuf Chanzu, M.P | | |
| 4. Hon. (Prof.) Hellen Sambili, EGH, M.P | | |
| 5. Hon. (Dr.) Wilber Ottichillo, M.P | | |
| 6. Hon. (Dr.) Susan Chebet, M.P | | |
| 7. Hon. (Dr.) Christine Ombaka, M.P | | |
| 8. Hon. Jared Opiyo Odhiambo, M.P | | |
| 9. Hon. Dorcas Kedogo Luvalitsa, M.P | | |
| 10. Hon. Muriuki Njagagua, M.P | | |
| 11. Hon. Moses Injendi, M.P. | | |
| 12. Hon. Rose Mitaru, M.P | | |
| 13. Hon. Geoffrey Makokha Odanga, M.P. | | |
| 14. Hon. Mohamed Huka, M.P. | | |
| 15. Hon. Joseph M'eruaki, M.P | | |
| 16. Hon. Cecilia Ng'etich, M.P | | |
| 17. Hon. Makenga Richard Katemi, M.P. | | |
| 18. Hon. Michael Kisoi, M.P | | |
| 19. Hon. Harrison Kombe, M.P | | |
| 20. Hon. Halima Ware Duri, M.P | | |
| 21. Hon. Kenneth Okoth, M.P | | |
| 22. Hon. Jacob Macharia, M.P | | |
| 23. Hon. Ibren Nasra Ibrahim, M.P | | |
| 24. Hon. Eric Keter, M.P | | |
| 25. Hon. Steven Kariuki, M.P. | | |

APOLOGY WITH APOLOGY

1. Hon. Joseph Manje, M.P.

ABSENT

1. Hon. Anthony Kimaru, M.P
2. Hon. Mary Seneta, M.P
3. Hon. Silverse Anami, M.P

IN ATTENDANCE

National Assembly Secretariat

- | | | |
|------------------------|---|-----------------------|
| 1. Ms. Leah Wanjiru | - | First Clerk Assistant |
| 2. Mr. John Mugoma | - | Third Clerk Assistant |
| 3. Mr. Jimale Mohamed | - | Third Clerk Assistant |
| 4. Ms. Colleta Sigilai | - | Legal Counsel |
| 5. Ms. Caroline Njue | - | Research Officer |

MIN.NO.DC.D/041 /2015: PRELIMINARIES

The Chairperson called the meeting to order at 9.20 am. Thereafter, a prayer was said by Hon. Mohamed Huka, M.P. In his opening remarks, the Chairperson then proceeded to welcome Members present to the meeting and the first nominee for the position of Commissioner to Teachers Service Commission, Mr. Mbarak Said Twahir to the meeting. She thereafter conveyed the Speaker's communication with regards to the vetting of nominees to the TSC submitted by H.E the President to National Assembly for approval. She further reiterated the Committees mandate on vetting as contained in the Standing Orders of the National Assembly. She noted that five namely Mr. Mbarak Said Twahir (Person With Disability), Mr. Kinoti Manyara, Mr. Tache Bansa Gollo, Mrs. Beatrice Marengo Adu and Mr. Alfred Ekirapa had been scheduled for vetting that day. She also noted that the five nominees had been cleared by the relevant bodies namely EACC, HELB, CRB except KRA who had written to National Assembly asking that the two candidates present themselves to KRA Offices. The Chairperson informed the members that as at the close of business the previous no memoranda had been submitted on the five nominees.

MIN.NO.DC.D/042/2015: VETTING OF THE NOMINEE TO THE MEMBERSHIP OF TEACHERS SERVICE COMMISSION- MR. MBARAK SAID TWAHIR (PERSON WITH DISABILITY)

Mr. Mbarak Twahir took Members through his education and professional background and stated as follows: -

- I. He was born on 10th March, 1955 in Mombasa County.
- II. He is currently undertaking a Ph.D course at Kenyatta University. He holds a Masters of Education Degree in Science from Leeds University, a Bachelors of

Education Degree (B.Ed. Science) from University of Nairobi and Advanced Diploma in Science Education from University of Leeds.

- III. He has taken trainings, workshops and Conferences including Strategic and Change Management Programme for Directors of State Corporations at Kenya Institute of Administration, Human Rights, Education Management Information System(EMIS), Capacity Building for Decentralized Education Reform in Kenya, Sensitization Workshop to TSC Agents (PDEs, DEOs and MEOs) on Delegated Teacher Management Functions, New Performance Appraisal System, seven habits of highly effective people, Capacity Development for KESSP Implementation Workshop Programme at Kenya Institute of Administration.
- IV. He is currently the Director Performance Management, in the Division of Performance Contracting, Directorate of Public Service Management in the Ministry of Devolution and Planning, a Member of the Kenya Institute of Management and sits in the council of Kenya Institute of Management.
- V. He started Chagamwe Secondary School and worked there as a Head Teacher. He has taught in many schools and rose from the position of classroom teacher to Managerial level.
- VI. He has undertaken both international and local courses and seminars including Special Education in Diploma from County of Copenhagen and Management and Administration Courses at Leeds University in Britain and Strategic Leadership Programme at Kenya School of Government.

The Committee further examined the nominees knowledge on the following areas and her responses are as contained in the main body of the report.

- (i) Lack of Synergy between TSC and Ministry Of Education Science & Technology at County Level;
- (ii) Teachers in Northern Kenya and general distribution of teachers in the Country;
- (iii) Disciplinary action against teachers;
- (iv) Inclusion of Young People into Leadership positions;
- (v) On how to resolve the issues affecting Education in the Country;
- (vi) Performance Contracting;
- (vii) Innovative ideas to reduce teacher shortage;
- (viii) Performance in public primary schools.

MIN.NO.DC.D/043/2015: VETTING OF THE NOMINEE TO THE MEMBERSHIP OF TEACHERS SERVICE COMMISSION- MR. KINOTI IMANYARA

Mr. Kinoti Imanyara took Members through his education and professional background and stated as follows: -

- (i) He was born in 1956 in Meru County and later moved to Marsabit where he attended his early school years.
- (ii) He holds a Bachelors Degree in Education (Science) from the University of Nairobi and is currently pursuing a Masters degree in Education and Administration in Kenya Methodist University.
- (iii) He is currently working as a TSC County Director in Nyeri County and he is currently the National Chairman of all the 47 Teachers Service Commission County Directors.
- (iv) He has worked as a professional teacher and a manager in public educational institutions since 1983.
- (v) He has risen through the ranks from a classroom teacher to a Deputy Principal and thereafter to a Principal. He has also worked as a Principal Lecturer in a Teachers' Training College. He progressed to become a Deputy Principal, Principal, Senior Principal and finally to a Chief Principal. In most of his working career, he has mainly been involved in teacher management and acquired experience, skills and competencies that are relevant and useful to the Teachers Service Commission whose core mandate is teacher management in Kenya.
- (vi) He also started the first operational Voluntary Counseling & Testing unit in a Teachers Training College to combat the spread of HIV and AIDS at Egoji Teachers' College in Meru County. The college students, teachers, non-teaching staff and the community near the college got sensitized and tested for HIV and AIDS. Those infected or affected got medication and information on how to live positively while those found negative were taught how to stay negative.
- (vii) He positively embraced and effectively implemented the concept of performance contracting in Egoji Teachers' Training College. This proved to be a very effective management tool. It spells out very clearly who is to do what, by what time and to what standards. It is specific and holds all accountable.
- (viii) He practiced prudent financial management and cost reduction strategies at Egoji Teachers' Training College without compromising the quality of services provided.
- (ix) He started the process of ISO certification for Egoji Teachers College. He successfully managed it that the College became the first primary Teachers Training College in Kenya to be ISO certified.

The Committee further examined the nominees knowledge on the following areas and her responses are as contained in the main body of the report.

- (i) Lack of Synergy between the Ministry of Education, Science and Technology and TSC;
- (ii) Interface between Kenya Institute of Curriculum Development (KICD) and Teachers Service Commission;
- (iii) Corruption;
- (iv) Discipline Cases;
- (v) Teachers from North Eastern Region;

- (vi) Alcohol and drug abuse by Teachers;
- (vii) Performance Contracting; and

- (viii) Registration of new schools.

MIN.NO.DC.D/044/2015: VETTING OF THE NOMINEE TO THE MEMBERSHIP OF TEACHERS SERVICE COMMISSION- MR. TACHO BANSO GOLLO

Mr. Tacho Gollo took Members through his education and professional background and stated as follows: -

- (i) He was born in 1959 in Isiolo County.
- (ii) He holds a Bachelor of Education degree (Geography and CRE) from Catholic University.
- (iii) He has undergone training as a P1 teacher, rising through the ranks to become a deputy head teacher and has undertaken a course in school management.
- (iv) He resigned from teaching to contest for a parliamentary seat and lost. After losing he was requested by the management of Mecci Primary (catholic sponsored) to be the Principal.
- (v) He was the vice chairperson national gender and equality.
- (vi) He was the chairperson of selection panel of the independent policing oversight authority.
- (vii) He was appointed as the Chairman Board of Directors, Ewaso Nyiro River Basin Development Authority and was supervisor in the Kenya national census.
- (viii) He joined Red Cross as a volunteer where he started the Isiolo branch and became chair of the branch for 5 years, and he later became the chair of the Upper Eastern Region which included 6 districts for four years. After the four years he vied for National Executive Council.

The Committee further examined the nominees knowledge on the following areas and her responses are as contained in the main body of the report.

- (i) Contributions to the TSC
- (ii) TSC Reforms
- (iii) Policies on Teacher Distribution
- (iv) Achievements and Challenges at Ewaso Nyiro River Basin Development Authority.
- (v) Enhancement of teachers' salary.

Committee's General Observations and Recommendations

The Committee's made their general observations on each of the candidates and noted that each of the nominees exhibited knowledge of the subject matter due to their wealth of experience and their education background.

MIN.NO.DC.D/044/2015: ADJOURNMENT

The Chairperson adjourned the meeting at 1.15pm till 2.30 p.m.

Signed.....

HON. SABINA CHEGE, M.P

(CHAIRPERSON)

Date..... 24/2/15

MINUTES OF THE 10TH SITTING OF THE DEPARTMENTAL COMMITTEE ON EDUCATION, RESEARCH AND TECHNOLOGY HELD ON TUESDAY, 19TH FEBRUARY, 2015 IN COMMITTEE ROOM, 4TH FLOOR, CONTINENTAL HOUSE, PARLIAMENT BUILDINGS AT 2:30 PM

PRESENT

- | | | |
|---------------------------------------|---|--------------------|
| 1. Hon. Sabina Chege, M.P | - | Chairperson |
| 2. Hon. (Dr.) Wilber Ottichilo, M.P | | |
| 3. Hon. Yusuf Chanzu, M.P | | |
| 4. Hon. (Dr.) Christine Ombaka, M.P | | |
| 5. Hon. (Prof.) Helen Sambili, M.P | | |
| 6. Hon. (Dr.) Susan Chebet, M.P | | |
| 7. Hon. Mohamed Adan Huka, M.P | | |
| 8. Hon. Cecilia Ng'etich, M.P | | |
| 9. Hon. Jacob Macharia, M.P | | |
| 10. Hon. Joseph Manje, M.P | | |
| 11. Hon. Halima Ware Duri, M.P | | |
| 12. Hon. Opiyo Jared Odhiambo, M.P | | |
| 13. Hon. Geoffrey Makokha Odanga, M.P | | |
| 14. Hon. Kedogo Dorcas Luvalitsa, M.P | | |
| 15. Hon. Eric Keter, M.P | | |
| 16. Hon. Richard Makenga, M.P | | |
| 17. Hon. Joseph Meruaki, M.P | | |
| 18. Hon. Ibren Nasra Ibrahim, M.P | | |
| 19. Hon. Steven Kariuki, M.P. | | |

ABSENT WITH APOLOGY

- | | | |
|-----------------------|---|-------------------------|
| Hon. Julius Melly, MP | - | Vice Chairperson |
|-----------------------|---|-------------------------|

ABSENT

1. Hon. Anthony Kimaru, M.P
2. Hon. Harrison Kombe, M.P
3. Hon. Rose Rwamba Mitaru, M.P
4. Hon. Muriuki Njagagua, M.P
5. Hon. Mary Seneta, M.P
6. Hon. Silverse Lisamula Anami, M.P
7. Hon. Moses Injendi, M.P
8. Hon. Kenneth Okoth, M.P
9. Hon. Michael Kisoi Munyao, M.P

NATIONAL ASSEMBLY

- | | |
|-----------------------|-------------------------|
| 1. Ms. Leah Wanjiru | - First Clerk Assistant |
| 2. Mr. Jimale Mohamed | - Third Clerk Assistant |
| 3. Mr. Mugoma John | - Third Clerk Assistant |

4. Ms. Caroline Njue - Principal Legal Counsel
5. Ms. Colletah Sigilai - Legal Counsel

MIN.NO.DC.D/045/2015: PRELIMINARIES

The Chairperson called the meeting to order at 2.30 pm and was followed by a word of prayer. The Chairperson then proceeded to welcome the nominee to the vetting exercise and thereafter the Clerk administered oath on the nominee. The Chairperson informed the meeting that the nominee had been cleared by the relevant bodies namely, EACC, KRA, HELB and CRB. The Chairperson informed the Committee that no memoranda had been forwarded on the nominee.

MIN.NO.DC.D/ 046/2014: VETTING OF NOMINEES FOR APPOINTMENT AS MEMBERS OF TEACHERS SERVICE COMMISSION - MRS. BEATRICE MAREMBO ADU

Mrs. Beatrice Marembo Adu took members through her educational and professional background and stated as follows: -

- (i) She was born in 1953 in Tana River County;
- (ii) She holds a Bachelor's degree in Education (Arts) from University of Nairobi;
- (iii) She has undertaken several professional courses including Educational Reforms and Management among others as contained in her Curriculum Vitae;
- (iv) She had previously worked at the Teachers Service Commission (TSC) for eight (8) years as a graduate teacher in different schools within the country and later moved to Public Service Commission, having started as a education officer II and rising through the ranks to become a Provincial Director of Education and lastly County Director of Education in Kisumu where he retired; and
- (v) After retirement she became the Director of Adu Blossom Education Centre.

The Committee further examined the nominees knowledge on the following areas and her responses are as contained in the main body of the report.

- (i) Suitability for the position
- (ii) Registration of new schools
- (iii) Lack of Synergy between the Ministry of Education, Science and Technology and TSC
- (iv) Regulation of secondary School Fees
- (v) Teachers serving in North Eastern Region
- (vi) Teachers' professional development
- (vii) Corruption
- (viii) Roles of a TSC Commissioner
- (ix) Decentralization of the office of the Commissioner

MIN.NO.DC.D/ 047/2014: VETTING OF NOMINEES FOR APPOINTMENT AS MEMBERS OF TEACHERS SERVICE COMMISSION - MR. ALBERT FRED EKIRAPA

- (i) He is 54 years old and was born in Busia County.
- (ii) He holds Masters degree in Education (Education Administration) from the University of Nairobi and a Bachelor of Education Science degree (B. Ed Science) from Kenyatta University.
- (iii) He is currently working with the Ministry of Education Science and Technology as a senior Deputy Director of Education (Directorate of Secondary and Tertiary Education).
- (iv) He has a vast knowledge in the education sector having started his teaching profession as a classroom in Lodwar High School. He rose through the ranks to become the headmaster in Kolanya High School.

The Committee further examined the nominees knowledge on the following areas and her responses are as contained in the main body of the report.

- (i) Quality Assurance and Education Policies;
- (ii) Secondary School fees;
- (iii) On Perennial Teachers Strikes;
- (iv) Lack of Synergy between the Ministry of Education, Science and Technology and TSC; and
- (v) Policy Implementation.

Committee's General Observations and Recommendations

The Committee further made general observations on the two candidates and noted that both candidates exhibited knowledge and wealth of experience.

MIN.NO.DC.D/048/2014: ANY OTHER BUSINESS

The Chair thanked the Members for their commitment during the entire exercise and informed Member that the report writing retreat was scheduled to start the following day Friday 20th February at the Windsor Golf Hotel and Country Club.

MIN.NO.DC.D/049/2014: ADJOURNMENT

There being no other business, the Chairperson adjourned the meeting at 4.50 p.m.

SIGNED.....

**HON. SABINA CHEGE, M.P
CHAIRPERSON)**

Date 24/2/15

MINUTES OF THE 11TH SITTING OF THE DEPARTMENTAL COMMITTEE ON EDUCATION, RESEARCH AND TECHNOLOGY HELD ON SATURDAY, 21ST FEBRUARY, 2015 AT WINDSOR GOLF HOTEL AND COUNTRY CLUB, NAIROBI

PRESENT

1. **Hon. Sabina Chege, M.P.** - **Chairperson**
2. Hon. Cecilia Ng'etich, M.P
3. Hon. Makenga Richard Katemi, M.P.
4. Hon. Dorcas Kedogo Luvalitsa, M.P
5. Hon. (Dr.) Christine Ombaka, M.P
6. Hon. Yusuf Chanzu, M.P
7. Hon. (Dr.) Susan Chebet, M.P
8. Hon. Jared Opiyo Odhiambo, M.P
9. Hon. Muriuki Njagagua, M.P
10. Hon. Rose Mitaru, M.P
11. Hon. Geoffrey Makokha Odanga, M.P.
12. Hon. Mohamed Huka, M.P.
13. Hon. Joseph M'eruaki, M.P
14. Hon. Jacob Macharia, M.P
15. Hon. Eric Keter, M.P
16. Hon. (Prof.) Hellen Sambili, EGH, M.P
17. Hon. Halima Ware Duri, M.P
18. Hon. Ibren Nasra Ibrahim, M.P
19. Hon. Joseph Manje, M.P.
20. Hon. Steven Kariuki, M.P.

ABSENT WITH APOLOGY

1. **Hon. Julius Melly, M.P** - **Vice Chairperson**

ABSENT WITHOUT APOLOGY

1. Hon. Mary Seneta, M.P
2. Hon. (Dr.) Wilber Ottichillo, M.P
3. Hon. Harrison Kombe, M.P
4. Hon. Anthony Kimaru, M.P
5. Hon. Silverse Anami, M.P
6. Hon. Michael Kisoi, M.P
7. Hon. Kenneth Okoth, M.P
8. Hon. Moses Injendi, M.P.

IN ATTENDANCE

National Assembly Secretariat

- | | | |
|------------------------|---|-----------------------|
| 1. Ms. Leah Wanjiru | - | First Clerk Assistant |
| 2. Mr. John Mugoma | - | Third Clerk Assistant |
| 3. Mr. Jimale Mohamed | - | Third Clerk Assistant |
| 4. Ms. Colleta Sigilai | - | Legal Counsel |
| 5. Ms. Caroline Njue | - | Research Officer |
| 6. Mr. Stanley Lagat | - | Sergeant - At -Arms |

MIN.NO.DC.D/050/2015: PRELIMINARIES

The Chairperson called the meeting to order at 10.20am. Thereafter, prayer was said by Hon. (Dr.) Susan Chebet. Then Chairperson then proceeded to welcome Members present to the meeting and informed them that the two nominees who had not been cleared by Kenya Revenue Authority had already presented their documentation on clearance by KRA

MIN.NO.DC.D/051/2015: ADOPTION OF THE REPORT ON THE VETTING OF THE NOMINEES

Members unanimously adopted the Committee's report on the vetting of Mr. Mbarak Said Twahir, Mr. Kinoti Imanyara, Mr. Tache Bonsa Gollo, Mrs. Beatrice Marembo Adu and Mr. Albert Fred Ekirapa for appointment by H.E the President as the Members Of the Teachers Service Commission.

MIN.NO.DC.D/052/2015: COMMITTEE'S RECOMMENDATION ON THE VETTING OF THE NOMINEE FOR THE POSITION OF MEMBER OF THE TEACHERS SERVICE COMMISSION

From the observations made during the vetting, the Committee recommended that pursuant to Section 8(7) of the Teachers Service Commission Act No. 20 Of 2012 and Standing Order No. 45, the Committee recommended the approval for appointment

- (i) Mr. Mbarak Said Twahir
- (ii) Mr. Kinoti Imanyara
- (iii) Mr. Tache Bonsa Gollo,
- (iv) Mrs. Beatrice Marembo Adu
- (v) Mr. Albert Fred Ekirapa.

MIN.NO.DC.D/53/2015: ANY OTHER BUSINESS

Closure of Eldoret University

Members raised concerns on the closure of Eldoret University and resolved to look into the matter in the subsequent meeting with a view to summoning the Management of the University so that the issue affecting the University can be solved and normalcy restored in the University.

MIN.NO.DC.D/54/2015: ADJOURNMENT /DATE OF THE NEXT SITTING

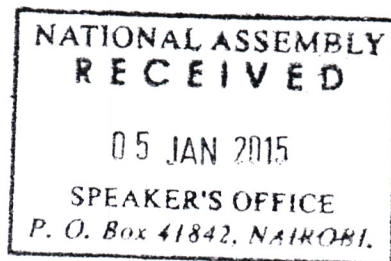
The Chairperson adjourned the meeting at 11.50 a. m.

Signed.....

HON. SABINA CHEGE, M.P
(CHAIRPERSON)

Date.....24/2/15

**MESSAGE FROM HIS EXCELLENCY THE
PRESIDENT.**



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

Telegraphic Address
Telephone: +254-20-2227436
When replying please quote
OP/CAB.1/38A
Ref. No.
and date

STATE HOUSE
P.O. Box 40530-00100
NAIROBI, KENYA
30th December, 2014
....., 20.....

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

Noted: CNA to prepare the appropriate communication to the House. [Signature] SNA 5/11/15

Dear *Mr Muturi,*

RE: NOMINEES FOR APPOINTMENT AS MEMBERS OF THE TEACHERS SERVICE COMMISSION

The Selection Panel for the appointment of Members of the Teachers Service Commission submitted their report after a competitive selection of posts that fell vacant following expiry of the contract terms of previous members.

Section 8 of the Teachers Service Commission Act, 2012 requires that His Excellency the President nominates members and forward the names to the National Assembly for approval for appointment.

This letter therefore, is to forward the following five names for review and approval as required by the Law.

- 1. Mbarak Said Twahir (PWD)
- 2. Kinoti Imanyara
- 3. Tache Bonsa Gollo
- 4. Beatrice Marembo Adu
- 5. Albert Fred Ekirapa

Attached, please find copies of Curriculum Vitae for the nominees and the report by the Selection Panel for your ease of reference.

Yours

Sincerely,



JOSEPH K. KINYUA, CBS
CHIEF OF STAFF AND HEAD OF THE PUBLIC SERVICE

Copy to:

Mr. Justin Bundi, CBS
Clerk to the National Assembly
NAIROBI

Prof. Jacob Kaimenyi
Cabinet Secretary
Ministry of Education, Science and Technology
NAIROBI.

Dr. Belio Kipsang
Principal Secretary/Education
Ministry of Education
NAIROBI

Encls

REPORT OF THE SELECTION PANEL.



SELECTION PANEL FOR THE APPOINTMENT OF CHAIRPERSON AND MEMBERS OF THE TEACHERS SERVICE COMMISSION

Telegraphic address: "Personnel", Nairobi
Telephone: Nairobi 227411
Fax 243620 *When replying please quote*

P.O. Box 30050-00100
NAIROBI
Kenya

28th August, 2014

REPORT ON THE SELECTION OF CANDIDATES QUALIFIED FOR APPOINTMENT AS MEMBERS OF THE TEACHERS SERVICE COMMISSION

1.0 Introduction

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

(i)	Prof. Karega Mutahi	Chairperson *
(ii)	Esther Muhangi	Vice Chairperson *
(iii)	Prof. George Godia	Member
(iv)	John Kipkorir	Member
(v)	Joseph Chirchir	Member
(vi)	Jean Muhoho	Member
(vii)	Leah K. Rotich	Member
(viii)	Maryann Njau Kimani	Member
(ix)	Juster Nkoroi	Member

The Ministry of Devolution and Planning (Directorate of Public Service Management) provided facilitation and support to the Selection Panel. These included provision of an interview venue at Harambee House, the Secretariat and facilitating advertisements. The National Treasury was required to provide funds for the exercise.

2.0 Vacant Positions

The positions of five (5) members fell vacant following expiry of the contract terms of the previous members.

2.1 Advertisement of Positions

Advertisement of the positions of Five (5) Members of the Teachers Service Commission was published in the Daily Nation and Standard Newspaper editions of 25th July, 2014 with a closing date of 8th August, 2014. This was in accordance with the Constitution and the Teachers Service Commission Act, 2012.

3.0 Applications

The Selection Panel received a total of three hundred and seventy three (373) applications for the positions of members.

3.1 Shortlisting of Candidates

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

- (i) Minimum requirements as provided in law and the advertisement;
- (ii) Quality/relevance and level of experience;
- (iii) The principal of regional and ethnic balance; and
- (iv) Principal of fair representation for women, persons with disabilities and persons from marginalized communities.

Shortlisting of candidates was carried on 14th and 15th August, 2014. Twenty Seven (27) applicants were shortlisted for the five (5) positions of Member. Names of all applicants and shortlisted candidates were published in the Daily Nation and Standard Newspaper editions of 18th August, 2014. The Selection Panel requested the Ethics and Anti-corruption Commission, Criminal Investigation Department and Kenya Revenue Authority to vet all the shortlisted candidates.

4.0 Interviews and Ranking

The Selection Panel conducted interviews of the shortlisted twenty seven (27) candidates for the position of Member, Teachers Service Commission on 25th, 26th and 27th August, 2014. On completion of the interviews, the twenty seven (27) candidates were ranked as follows:

Rank	Name	Gender	County	Average Score	Remarks
1.	Albert Fred Ekirapa	M	Busia	86.9	
2.	Kinoti Imanyara	M	Meru	85.3	
3.	Pro. Okwach Abagi	M	Siaya	83.4	
4.	Tache Bonsa Gollo	M	Isiolo	80.7	
5.	Robert Momanyi Masese	M	Trans Nzoia	76.9	
6.	John Murithi Muriuki	M	Kirinyaga	75.7	

7.	Bahati K. Keranga Mwita	F	Migori	74.4	Not cleared by EACC
8.	Mbarak Said Twahir	M	Mombasa	73.6	PWD
9.	Anne Joram Nkwama	F	Narok	72.9	
10.	Patrick Ogecha Nyagosia	M	Kisii	72.7	Not cleared by EACC
11.	Bishop James Kahindi Ziro	M	Kilifi	72.6	
12.	Francis Letaip Lemarkat	M	Samburu	71.4	
13.	Murithi J. Chomba Munyi	M	Embu	71.1	PWD
14.	Geofrey Muneria Cherongis	M	Bungoma	71.0	
15.	Austin Mlawi mwaghogho	M	Taita Teveta	71.0	
16.	Beatrice A. Lukalo	F	Vihiga	69.6	PWD
17.	Anne Wangombe Njoki	F	Nyeri	68.3	Not cleared by EACC
18.	Ayub Macharia Ndaruga	M	Muranga	65.6	
19.	Dr. Cecilia Mbinya Mutuku	F	Machakos	64.6	
20.	Prof Hussein S. A. Golicha	M	Marsabit	64.0	
21.	Beatrice Marembo Adu	F	Kisumu	64.0	
22.	Agnes Kalondu Sila	F	Kwale	63.5	
23.	Rosemary Cheruto Saina	F	Nandi	61.9	
24.	Lucy Achieng Ogot	F	Migori	57.0	
25.	Charles I. Imbali, OGW	M	Kakamega	55.6	
26.	Enow Gulia Alio	M	Mandera	48.1	Not cleared by EACC
27.	Esther Wanjiru M. Kairani	F	Nyeri	47.5	

Recommendations

Following consultations with the Chief Executive/Secretary, Teachers Service Commission, the Selection Panel was informed that there are three Commissioners in office. These are as follows:-

	Name	Gender	Ethnic Background	Region
1	Dr. Salome Gichura	Female	Kikuyu	Central
2	Cleophas Tirop	Male	Kalenjin	Rift Valley
3	Saadia Kontoma	Female	Somali	North Eastern

In view of the above, the Selection Panel took cognizance of the following considerations while recommending the eight candidates for appointment to the five positions of Members, Teachers Service Commission:

- (i) Ethnic diversity;
- (ii) Gender representation of at least three members to be of either gender;
- (iii) Persons with disabilities and persons from the marginalized communities;
- (iv) Representation of non-teaching members; and
- (v) Representation of regions not currently covered at the Commission.

The table below represents the recommended candidates in order of merit

Rank	Name	Gender	County	Region	Average Score	Ethnic Background	Professional Background
COAST							
1.	Bishop James Kahindi Ziro	M	Kilifi	Coast	72.6	Mijikenda	Teaching and Education Administration
2.	Mbarak Said Twahir (PWD)	M	Mombasa	Coast	73.6	Swahili ✓	Teaching and Administration
EASTERN							
3.	Kinoti Imanyara	M	Meru	Eastern	85.3	Meru ✓	Teaching and Education Administration
4.	Tache Bonsa Gollo	M	Isiolo	Eastern	80.7	Boran ✓	Teaching and Education Administration
NYANZA							
5.	Prof. Okwach Abagi	M	Siaya	Nyanza	83.4	Luo	Teaching and Education Administration
6.	Beatrice Marembo Adu	F	Kisumu	Nyanza	64.0	Pokomo – Luo by marriage ✓	Teaching and Education Administration
WESTERN							
7.	Albert Fred Ekirapa	M	Busia	Western	86.9	Teso ✓	Teaching and Education Administration
8.	Geoffrey Muneria Cherongis	M	Bungoma	Western	71.0	Sabaot	Teaching and Education Administration


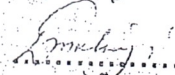

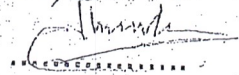

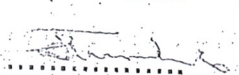

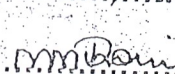
It is noted that the Constitution and the Act requires that there is the inclusion of persons living with disability (PWD) and the observance of the 2/3 gender rule. The panel recommends that these considerations be taken into account when making the appointments.

The list of the recommended candidates has taken cognizance of Section 6(2)(b) and 6(3) of the Teachers Service Commission Act, 2012 which stipulates that at least two thirds (2/3) of the members should have experience in education. In addition, in accordance with Article 27(8) of the Constitution at least not more than two thirds of the members shall be of the same gender.

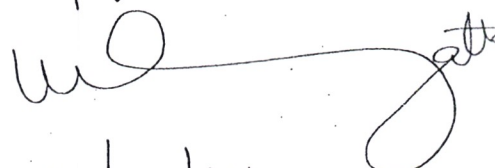
In conclusion, the Selection Panel underscores the need to consider the appointment of at least one female candidate in order to meet the 2/3 gender rule and one PWD for inclusion of persons living with disability.

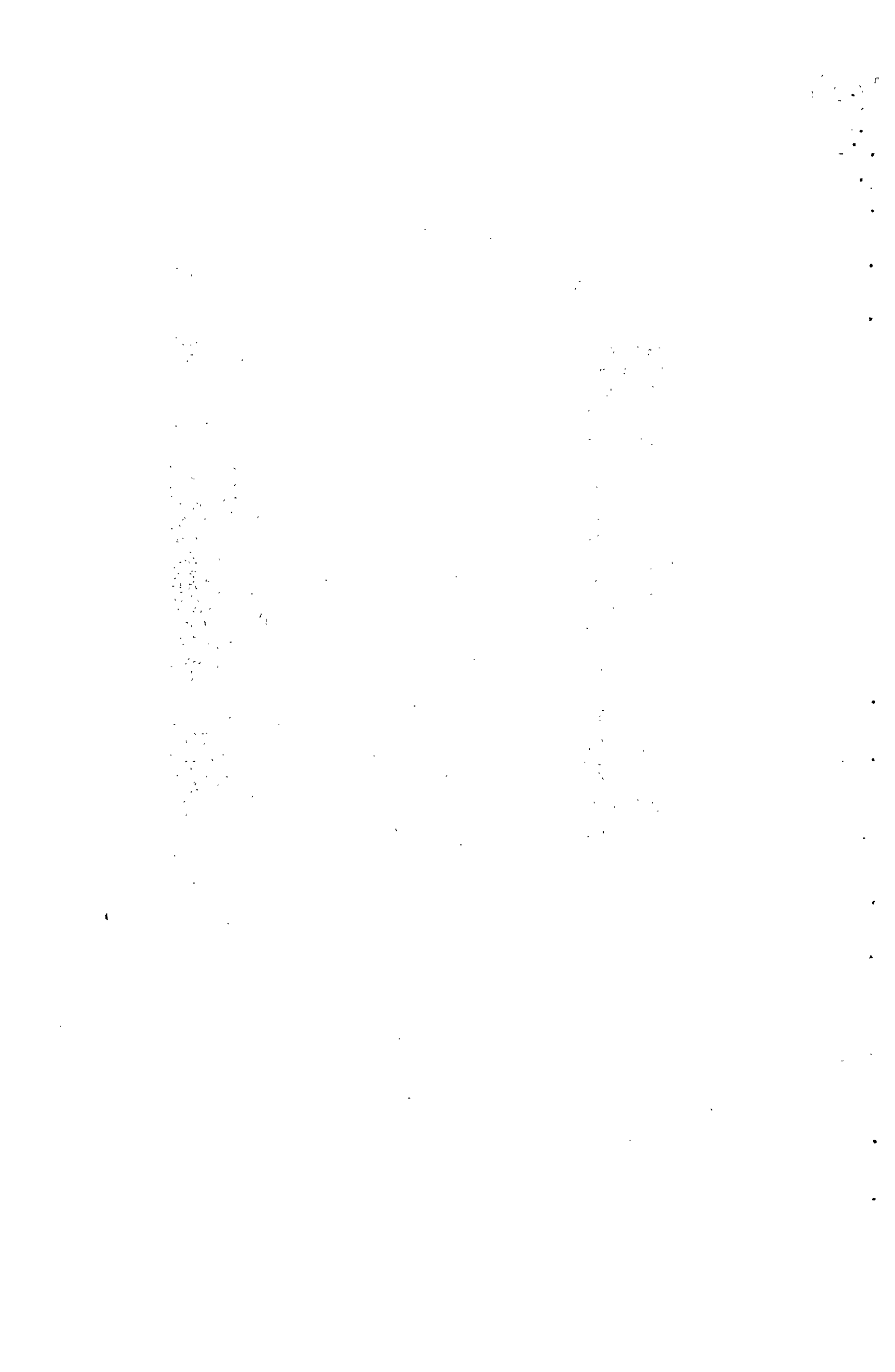
Signed:

Prof. Karega Mutahi	-	Chairperson
Esther Muhanji	-	Vice Chairperson
Prof. George Godia	-	Member
John Kipkorir	-	Member
Joseph Chirchir	-	Member
Jean Muhoho	-	Member
Leah K. Rotich	-	Member
Maryann Njau Kimani	-	Member
Juster Nkoroi	-	Member


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approved.


30/12/14.



**COMMUNICATION FROM THE SPEAKER
OF THE NATIONAL ASSEMBLY**

REPUBLIC OF KENYA



ELEVENTH PARLIAMENT (THIRD SESSION)
THE NATIONAL ASSEMBLY
MESSAGES

MESSAGE FROM THE PRESIDENT
(No. 01 of 2015)

ON THE NOMINATION OF PERSONS FOR APPOINTMENT AS
MEMBERS OF THE TEACHERS SERVICE COMMISSION

Honourable Members,

Pursuant to Standing Order 42 of the National Assembly Standing Orders, I wish to convey a Message from His Excellency the President. The Message was submitted by way of a letter dated December 30, 2014 for presentation to the House in accordance with Section 8 of the Teachers Service Commission Act, 2012.

Hon. Members, Section 8 (7) of the Teachers Service Commission Act, 2012 requires that, and I quote;

“The President shall, within seven days of receipt of the names forwarded under sub-section (6), nominate (persons)... for appointment as ... members of the Commission and forward the names to the National Assembly for approval.”

In the Message, His Excellency the President has nominated the following to serve as members of the Teachers Service Commission:-

- (i) Mbarak Said Twahir (*a Person With Disability*);
- (ii) Kinoti Imanyara;
- (iii) Tache Bansa Gollo;
- (iv) Beatrice Marembo Adu; and
- (v) Albert Fred Ekirapa.

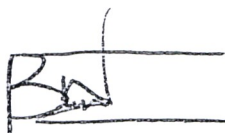
H.E. the President therefore seeks the approval of the National Assembly on the nominees for appointment as members of the Commission.

Hon. Members,

Standing Order 45 requires that upon receipt of notification of nomination for appointments, such nominations shall stand committed to the relevant committee of the House. This notification therefore is hereby referred to the Departmental Committee on Education, Research and Technology for consideration. It is important that the Committee immediately seizes itself of the matter aware that *Section 8(8)* of the Act requires the National Assembly to consider the nominations received within twenty one (21) days and approve or reject any or all of them as the case may be. In this regard, I wish to guide the Committee and the House as follows:-

- (i) The Committee should notify the nominees and the general public of the time and place of holding the approval hearings in good time to ensure commencement of the necessary hearings for the expeditious disposal of the matter; and
- (ii) The Committee is expected to submit its report to the House on or before February 25, 2015 to enable the House to consider the report and the nominees thereafter.

Thank you!



THE HON. JUSTIN B.N. MUTURI, EGH, MP
SPEAKER OF THE NATIONAL ASSEMBLY

February 10, 2014

CURRICULUM VITAE OF THE NOMINEES

CURRICULUM VITAE

of

MBARAK SAID TWAHIR

PRESENT ADDRESS

OFFICE

DIRECTOR PERFORMANCE MANAGEMENT
DIVISION OF PERFORMANCE CONTRACTING
DIRECTORATE OF PUBLIC SERVICE MANAGEMENT
MINISTRY OF DEVOLUTION AND PLANNING
TELEPOSTA TOWERS 2ND FLOOR
P.O. BOX 30050 - 00100
NAIROBI

PERSONAL ADDRESSES

P.O. BOX 23044 -00100
NAIROBI.

P.O. BOX 89246 - 80100
MOMBASA

Telephone Numbers: Office 020 – 2353923
Mobile 0723 337207

e-mail address: mbaraktwahir@live.com OR mstwahir.mst@gmail.com

PERSONAL DETAILS

DATE OF BIRTH: 10TH MARCH 1955

AGE: 59 YEARS

MARITAL STATUS: Married and with four children.

NAME OF NEXT OF KIN: Mrs. Anisa Mbarak Twahir (Maiden Name: Anisa Sood Mohamed Mzee)

PHYSICALLY CHALLENGED:

My right leg is paralyzed as a result of polio suffered when I was a child. I walk with the aid of calipers on my right leg and 2 elbow crutches.

PRESENT STATUS

I am the Director Performance Management, in the Division of Performance Contracting, Directorate of Public Service Management, in the Ministry of Devolution and Planning. I have been in this position since 22nd June, 2012. I am currently at Job Group 'S'. My duties include:-

1. Advising the Authorised Officer on the implementation of Performance Contracting activities by Ministries, Departments and Agencies (MDAs);
2. co-ordinating and supporting all Performance Management activities through Performance Contracting units;
3. overseeing implementation and evaluation of Sector Performance Management standards in the public service;
4. assisting in reviewing and updating the Performance Contracting instruments as appropriate; and
5. any other duties as may be assigned by the Principal Administrative Secretary, Public Service Management, Ministry of Devolution and Planning.

TARGET: CEO /COMMISSIONER/CONSULTANCY

ACADEMIC AND PROFESSIONAL AND TRAINING ACHIEVEMENT

YEAR/PERIOD	INSTITUTION	QUALIFICATION	GRADE	SUBJECTS	REMARKS
August 2010	Kenyatta University	Undertaking Ph.D. studies	Teaching Effectiveness: "Teaching Science for Promoting Pupils' Achievement in Learning Science In Mombasa Primary Schools		On going
Feb. 1998 to Sep. 2001	University of Leeds	Undertaken a PhD study	"Teaching Science for Promoting Pupils' Achievement in Learning Science In Mombasa Primary Schools		Not completed because of inability of my sponsor/employer to pay my 3 rd year tuition fees at the university.
October 1997	County of Copenhagen, Denmark.	Special Diploma	Special Education		A 3 weeks Induction Course
14.8.95 to 25.8.95	Kenya Institute of Special Education	Certificate	National Course for District and Municipal Education Officers on Management and Administration		Organized by the Kenya Education Staff Institute.
1990 to 1991	University of Leeds	Master of Education (M.Ed.)	Pass	Science Education	Full time
1989 to 1990	University of Leeds	Advanced Diploma in Educational Studies	Pass	Science Education	Full time. Academic transcript available.
1983	Kenya Education Staff Institute.	Certificate	N/A	Educational Administration for Secondary School Heads	
1975 to 1979	University of Nairobi and Kenyatta University	Degree of Bachelor of Education. (B.Ed. Science)	Pass	Education, Physics and Mathematics	Full time. An excellent academic transcript is available
1973 to 1974	Shimo La Tewa High School in Mombasa	East African Advanced Certificate of Education (E.A.A.C.E)	A-Levels	2 principle passes and 1 subsidiary pass	

1969 to 1972	Allidina Visram High School in Mombasa	East African Certificate of Education (E.A.C.E) and a pass in Oral English Test (6 GCEs)	Division 1 in O-Levels		
1962-1968	Serani Primary School in Mombasa	Certificate of Primary Education (C.P.E)	Pass	Mathematics A- English Language B+ General Paper B	

WORKING EXPERIENCE:

Name and Address of employer	Position/Designation	Responsibilities	Start date	End date	MILESTONES (These are personal efforts)
Ministry of Education, Nairobi. P.O.Box 30040 – 00100 NAIROBI	Director of Field and Other Services, at Ministry of Education Headquarters at Jogoo House, at Job Group 'R'	Duties include:- 1. Identifying Education Officers for deployment and transfer at the headquarters and field offices; 2. Capacity Building of Field Officers; 3. Co-ordinating of Primary and Secondary INSET; 4. ICT training of field officers; 5. Guidance and counseling services; 6. Management of Voluntary Services; 7. Organizations Management of Emergency response in Education; 8. Maintaining data bank and statistics for Education Officers; 9. Monitoring and evaluation of performance of field officers; 10. Liaison with HRM on field officers matters; 11. Monitoring Performance contracts of and District Education Officers.	27 th March 2012	21 st June 2012	Initiated the end of provincial education offices and the beginning of county education offices. I personally deployed the first County Directors of Education across the country (47 counties).
Ministry of Education, Nairobi. P.O.Box 30040 – 00100 NAIROBI	Senior Deputy Director of Education, Directorate Of Basic Education, at Ministry of Education Headquarters at Jogoo House, In Job Group 'R'.	Apart from deputizing for the Director, duties included 12. Approving and signing Registration Certificates, 13. Overall coordination of the following programmes 14. School Instructional Materials, 15. Primary Infrastructure, 16. Primary Teacher Education, 17. Special Needs Education 18. In-charge of budgets, work plans and procurement plans of above programmes. 19. In-charge of Monitoring and Evaluation of above programmes in Basic Education. 20. Ensuring activities in PS's Performance Contract are on course. 21. Alternate AIE holder.	July 2008	26 th March 2012	I helped develop a Scheme of Service for ECDE teachers in preparation for ECDE to be part of public service under TSC/MOE. I represented MOE in the National Council for Persons with Disabilities. I brought more awareness on mainstreaming matters of disability to MOE and to schools. Resulting in the building of the ramp at MOE entrance.
Ministry of Education, Nairobi. P.O.Box 30040 – 00100	Senior Deputy Director	Deployed as Provincial Director of Education, Nairobi. In charge of education administration matters in the province.	1 st June 2007	30 th June 2008	On matters of access to secondary schools and improving primary to secondary school transition, I managed to turn extra space found in primary schools into

NAIROBI					
Municipal Council of Mombasa P.O.Box 90440 – 80100 MOMBASA	Municipal Education Officer.	Incharge of basic education in Mombasa Municipality. Incharge of the supervision of 1600 primary school teachers and 200 departmental support staff.	1 st January, 1994	31 st May 2007	secondary schools, e.g. Highridge High School, etc. As a result of persistent poor KCPE performance I initiated Mombasa School Improvement Project. This was a teachers in-service programme funded by ODA through Aga Khan Foundation. This programme turned into Kenya School Improvement Project that served the whole of Coast Province.
Municipal Council of Mombasa P.O.Box 90440 – 80100 MOMBASA	Deputy Municipal Education Officer	I was the officer in charge in the implementation of curriculum in Mombasa Municipality. I organized in-service courses in the teaching of science and mathematics.	1 st June, 1992	31 st Dec. 1993	
Teachers Service Commission, Private Bag, Nairobi.	Dean of Curriculum at Muranga Teachers Training College.	Trained primary school teacher trainees in science and mathematics. Coordinated all curriculum matters.	January 1992	June, 1992	Starting programmes at a completely new teacher training college.
Teachers Service Commission, Private Bag, Nairobi.	Deputy Principal Grade I at Highridge Teachers Training College, Nairobi.	Deputize for the Principal. I trained primary school teacher trainees in science and mathematics and the teaching of science and mathematics.	1987	1991	I got my masters degree (M. Ed) while serving here.
Teachers Service Commission, Private Bag, Nairobi.	Senior Headmaster Grade II at Changamwe Secondary School	School administration. Teaching physics and mathematics	1985	1987	
Teachers Service Commission, Private Bag, Nairobi.	Headmaster, Changamwe Secondary School.	School administration. Teaching physics and mathematics	1981	1985	I started this school from the beginning. I was the first head master and I am very proud of the successes of this school.
Teachers Service Commission, Private Bag, Nairobi.	Graduate teacher, deployed at Aga Khan High School in Mombasa.	Taught physics and mathematics.	1979	Dec. 1980	I organized student's Science Congress for the whole of Coast Province at Aga Khan High School, Mombasa in 1979 and continued doing so until 1987.

Other Milestones

- (i) I was appointed an examiner by the Kenya National Examinations Council in 1979 and worked as:-
 - (a) A Team Leader in C.P.E English Composition.
 - (b) An Examiner in Kenya Junior Secondary Examination (K.J.S.E), Mathematics.
- (ii) In 1983 I was appointed and worked for Kenya National Examinations Council as
 - (c) Assistant Chief Examiner in C.P.E English Compositions
 - (d) Team Leader in K.J.S.E, Mathematics.
- (iii) In 1985 I was appointed and worked for the Kenya National Examinations Council as an examiner in O-Levels physics.
- (iv) I participated in the African Regional Conference on "Curriculum Reforms for the 21st Century Africa" from 12.4.93 to 16.4.93

RECENT SHORT COURSES AND WORKSHOPS

21/22 January 2011: Attended a Workshop in Strategic and Change Management Programme for Directors of State Corporations at KIA.

23rd to 25th April, 2009. Trained in Human Rights by Kenya National Commission on Human Rights in Nyeri.

30th June to 8th August 2008. Attended "Strategic Leadership Development Program No. 14/2008" at Kenya Institute of Administration

21st to 25th April 2008 Attended a workshop on "Education Management Information System (EMIS)" at Kenya School of Monetary Studies.

12th to 16th June 2006. Capacity Building for Decentralised Education Reform in Kenya: District Education Officers by World Bank Institute at KCB Management Centre, Karen.

5th to 9th June 2006: Sensitization Workshop to TSC Agents (PDEs, DEOs and MEOs) on Delegated Teacher Management Functions (held at KCCT, Mbagathi, Nairobi).

14th to 17th March 2006: Trained in the New Performance Appraisal System.

12th to 17th December 2005: Trained in the 7 habits of highly effective people.

12th to 15th Sept. 2005: Capacity Development for KESSP Implementation Workshop Programme at KIA.

ADDITIONAL SKILLS

I am competent with MSWord, Excel, Access, Internet, E-mail, SPSS, Games, Success Maker and many other Microsoft and mathematical packages.

I have an excellent working knowledge of both written and spoken English language and Kiswahili language.

PROFESSIONAL ORGANISATION

I am a Member of the Kenya Institute of Management since 3rd December, 1996.

I have been elected as Kenya Institute of Management Council member for 2014-2016 period.

My membership of Kenya Institute of Management was upgraded to a Fellow Member on 14th November 2014.

FOR REFERENCES PLEASE GET IN TOUCH WITH:-

- (1) MR. Michael Mutege Mugo
Secretary,
Public Service Transformation Division,
Ministry of Devolution and Planning,
Day time telephone contact: 020 2227411 Mob: 0714782606
Email address; mmmugo@yahoo.com
(currently on official visit to Malawi for 6 days as from 15/2/15)
- (2) Ms. Juster Nkoroi
Principal Administrative Secretary,
Kenya International Boundaries Office,
Executive Office of the President.
Mob: 0720787809
Email address; mwalimnkoroi@yahoo.com
- (3) Eng. Peter O. Mangiti,
Principal Secretary, Planning,
Ministry of Devolution and Planning,
Day time telephone contact: 020 2250246 Mob: 0722522584
- (4) Mr. Bashir Ahmed Bachani,
Management Consultant,
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By Mbarak Said Twahir
Tuesday, February 17, 2015

CURRICULUM VITAE

KINOTI IMANYARA,
P.O.BOX 526-10100,
NYERI, KENYA.
[EMAIL- imanyarak@gmail.com](mailto:imanyarak@gmail.com)

TEL- 0725782363

PROFILE

I have worked as a professional teacher and a manager in public educational institutions since 1983 when I graduated from Nairobi University with a B.Ed degree. I grew professionally from a classroom teacher to a Deputy Principal and thereafter to a Principal. In 2001, I crossed over to Teachers' Training College as a Principal Lecturer. I progressed to become a Deputy Principal, Principal, Senior Principal and finally to a Chief Principal at Job Group 'R'. In December 2011, I applied for the post of Teachers Service Commission County Director. I was interviewed and appointed to the post with effect from 1/5/2012. I am currently the National Chairman of all the 47 Teachers Service Commission County Directors. In most of my working career, I have mainly been involved in teacher management. I have therefore acquired experience, skills and competencies that are relevant and useful to the Teachers Service Commission whose core mandate is teacher management in Kenya.

KEY ACHIEVEMENTS

- ❖ Started the first operational Voluntary Counseling & Testing unit in a Teachers Training College to combat the spread of HIV and AIDS at Egoji Teachers' College in Meru County. The college students, teachers, non-teaching staff and the community near the college got sensitized and tested for HIV and AIDS. Those infected or affected got medication and information on how to live positively while those found negative were taught how to stay negative.
- ❖ In order to overcome the negative impact of stigma and discrimination in the assistance and management of those infected with HIV virus, I studied and received a diploma in pharmaceutical technology. I used to collect ARV and other drugs from the General Hospital and dispense them to patients – mainly students and teachers who were afraid to go to collect them.
- ❖ Positively embraced and effectively implemented the concept of performance contracting in Egoji Teachers' Training College. This proved to be a very effective management tool. It spells out very clearly who is to do what, by what time and to what standards. It is specific and holds all accountable. This made the general management of the college easy, effective and efficient. As a result of this the college was ranked number one nationally for three consecutive years and we were given a certificate and a commendation letter from the office of the Prime Minister who was in-charge of performance contracting nationally.
- ❖ Practiced prudent financial management and cost reduction strategies at Egoji Teachers' Training College without compromising the quality of services provided. From the savings realized, the Board of Governors bought one 51 seater bus and a Nissan van both at a cost of Ksh.6.5 million.
- ❖ Started the process of ISO certification for Egoji Teachers College. I so successfully managed it that the College became the first primary Teachers Training College in Kenya to be ISO certified on 14/5/2013.

EMPLOYMENT EXPERIENCE

DATE	EMPLOYER	TITLE HELD	DUTIES AND RESPONSIBILITIES
May 2012 to date	T.S.C	T.S.C County Director - Nyeri county JG 'R'	<ul style="list-style-type: none"> ❖ General county teacher management including: <ul style="list-style-type: none"> - Registration - Placement - Promotions - Recruitment - Deployments - Discipline etc
2009-2012	T.S.C	Chief principal JG 'R' Egoji T.T.C	Overall management of all the functions of a T.T.C which include: <ul style="list-style-type: none"> - Selection and admission of teacher trainees - Induction - Supervision of the P.T.E curriculum implementation - Financial management - Personnel management - Implementation of performance contracts
2006-2009	T.S.C	Senior Principal JG 'Q' Egoji T.T.C	"
2004-2006	T.S.C	Principal JG 'P' Egoji T.T.C	"
2002-2004	T.S.C	Deputy Principal JG 'P' Meru T.T.C	<ul style="list-style-type: none"> - Deputizing the Principal in the management functions of the college. - In-charge of the student's discipline. - In-charge of the curriculum implementation. - In-charge of all the support staff.
2001-2002	T.S.C	Principal Lecturer JG 'N' HOD Science Meru T.T.C	<ul style="list-style-type: none"> - Receive P.T.E syllabus. - Ensure schemes of work are prepared. - Have regular departmental meetings. - Regular briefing to the Principal.
1995-2001	T.S.C	Headteacher JG 'M' Siakago Boys Secondary School	<ul style="list-style-type: none"> ❖ Overall management of the school including: <ul style="list-style-type: none"> - Financial - Human resource - Discipline - Public relations
1991-1995	T.S.C	Headteacher JG 'L' St. Paul's High School, Kevote Embu	"

1987-1991	T.S.C	Deputy headteacher JG 'L' St. Paul's High School, Kevote Embu	<ul style="list-style-type: none"> - Discipline. - Assisting and deputizing the Principal.
1984-1987	T.S.C	Head of department JG 'L' St. Paul's High School, Kevote Embu	<ul style="list-style-type: none"> - Receive syllabus. - Prepare schemes of work. - Ensure effective curriculum implementation - Ensure effective and regular evaluation
1983-1984	T.S.C	Karaba Secondary School J.G. 'K'	<ul style="list-style-type: none"> - Classroom teacher - In-charge of scouts in the school

EDUCATION AND TRAINING

DATE	INSTITUTION	QUALIFICATION GAINED
2012- To date	Kenya Methodist University- Meru	Pursuing a Masters Degree in Educational Administration.
2005-2007	Penn Forster Career School- U.S.A	Diploma in Pharmaceutical Technology, to help me assist and manage those infected and affected by HIV& AIDS.
2005	Strathmore University	The art of leadership in educational institutions.
2004	National Institute of Education- Singapore	Educational management in Teacher Training Colleges.
1979-1983	Nairobi University	Bachelor of Education, Science option.
1977-1978	Kangaru High school Embu	'A' levels
1973-1976	Marsabit Secondary School	'O' levels
1966-1972	Marsabit D.E.B. Primary school	C.P.E

INTERESTS

Serving the youth and teachers of this country on matters of education and the fight against the HIV and AIDs pandemic.

REFERENCES

REFERENCE	RELATION	PHONE	EMAIL
Rev. Bishop Salesius Mugambi Meru Catholic Diocese P. O. Box 42 MERU	My Bishop	0722220568	bishop@dioceseofmeru.org
Mr. Peter N. Kirigua Managing Director, Pewin Enterprises P.O.BOX 30160, NAIROBI.	B.O.G chairman Egoji T.T.C (my former B.O.G chairman)	0722572763	Peter.kirigua@pewin.co.ke

CURRICULUM VITAE

NAME : TACHE BONSA GOLLO
ADDRESS : P.O. BOX 443 ISIOLO
MOBILE : 0721 820 284
EMAIL : tachebonsa@yahoo.com

PERSONAL INFORMATION

DATE OF BIRTH : 1959
ID NO. : 0008854
PASSPORT NO. : A1757220
MARITAL STATUS : MARRIED
NATIONALITY : KENYAN
LANGUAGES : Boran, Kiswahili, English, speaks and write well

EDUCATION BACKGROUND

University : Catholic University of Eastern Africa
Year : 26TH September, 1993 – 30th June 1996
Degree : Bachelor of Education Second Class Honours
(Upper Division) B/ED/Geography and CRE
College : High Ridge Teachers College - Nairobi.
Year : May 1984 – March 1986
Qualification : P1 Teacher
Secondary : Isiolo Boys High School
Year : 1979 – 1982
Certificate : Kenya Certificate of Education (KCE) Division III
Primary : Merti Boarding Primary School.
Year : 1972 – 1978
Certificate : Certificate of Primary Education (CPE) 29 points

OTHER COURSES

Year : 16 – 17th January 2014
Course : Corporate Governance Training
Institution : Boma Hotel, Nairobi.

Course : Training on Emergency Livestock Interventions for the Kenya
Red Cross Society

Year : 27th October – 9th November 2008

Institution : Sololo Moyale District.

Year : 25-27th 2004

Course : Workshop on corporate governance

Institution : AFC Training Institute, Karen Nairobi – Kenya

Year : 22nd – 26th April 2002

Course : Kusco course on co-operative Education and Training
Programmes

Institution : Mombasa Beach Hotel.

Year : 19th – 25th November, 2000.

Course : K.E.S.I Course on school Administration and management
for heads/Deputy/Tac tutor/A.P.S.I and AEO

Training on the following topics.

- An overview of HIV/AIDs in Kenya.
- Life skills
- Communications skills
- Method of teaching AIDs education content
- Youth and sexuality

Year : 21st – 25th August 1995

Institution : Macci Pry School

The training covered the following topics.

- Management in education
- Partnership in education development.
- Heads as internal inspectors.
- Communication as a tool of management
- Delegation
- Legal aspects of education.
- Public and human relation.
- Decision making
- Curriculum implementation, supervision and evaluation (continuous Assessment).
- Guiding and counseling.

Year : 12th April 1993 – 23rd April 1993
Course : Refresher course on School management and Administration
Institution : Meru Teachers College
The following subjects were also covered: languages, mathematics, science, home science, music, Art & Craft.

EMPLOYMENT HISTORY

July 2013 to date : Member of National Executive committee of Kenya Red Cross Society

Responsibilities.

- Give guidance and direction on all policy issues of the society, approves the annual budget of the society and appoint the external auditors for the society among other functions.

1st Sep 2011 – 31st March 2013: Vice Chairperson National Gender & Equality Commission

Responsibility:

Deputies the Chairperson and exercise the power of the Chairperson or performs those functions in her/his absence. These functions include:-

- Preside over all meetings of the commission.
- Be the spoke person of the commission.
- Supervise and direct the work of the commission.

1st April 2010 to 30th Sep 2011: commissioner for National commission on Gender and development.

Responsibility

Along with other commissioners supervise and direct the work of the commission particularly on the matter of policy.

19th Sep 2011 – 10th Dec 2011: Member of selection panel for Recruitment of the chairperson and members of Ethics and Anticorruption Commission representing National Gender and Equality Commission.

Responsibility:

It includes interviewing, short listing and finally recommending the names of qualified candidates for both chairperson and members to H.E. the president for appointment.

Dec. 2011 – Feb. 2012: chairperson of selection panel for the recruitment of the chairperson and members of independent policing oversight authority representing National Gender and Equality Commission.

Responsibility:

- Chair all panel meetings, supervised and guided the panel during the recruitment process which included:-
 - (a) Advertising in two main daily papers for the vacant positions.
 - (b) Short Listing of the qualified candidates
 - (c) Recommending and forwarding the names of qualified candidates to the H.E. President to appoint.

18th-June 2003-20th July, 2006: Chairman Board of Directors, Ewaso Ngiro Development Authority.

Responsibility:

- Chair all Board meetings.
- Give guidance and direction on policy issues.
- Approve annual budget.
- Ensure the Authority performs its mandate in line with state corporation acts and rules.

August 2009: Senior Supervisor – Kenya National Census in charge of Yamicha Division of Merti District.

Responsibility

Ensures that all households in the Yamicha Division are counted within the given time.

August 1999: Supervisor in the Kenya National Census incharge Malka Galla location.

Responsibility:

- Supervise the work of Enumerators during the counting exercise.
- Ensure that all households in the area are counted.

December 1997: Deputy presiding Officer Kenyan General Election for President, Parliamentary and Civics Yamicha Location.

Responsibility:-

- Ensure that the polling station is prepared at least a day before Election Day.
- Ensures that all election materials such as ballot box and ballot papers are available and sufficient for all voters etc.

August 1989: Participated in Kenya National census as enumerator.

20th Sept. 1996 – Sept 1999: Principal Macci Boys Secondary School.

Responsibility:

- Incharge of the day today running of the school.
- Ensure the implementation of the recommended school curriculum.
- Supervise both teachers and students work on daily basis.
- Ensure that teaching and learning materials are available and up to the recommended standard.

October 1999 – August 2002: Assistant Teacher at Marti Sec. School

Responsibility:

- Taught Geography and C.R.E

January 1988 to Sept 1993: Deputy Head Teacher at Macci Pry Sch

Responsibility:

- Incharge of the discipline of the whole school.
- Secretary to the staff and take minutes during staff meeting.
- Class teacher Std 8 throughout the six years.
- Taught Std 8 English and GHC among other classes.

May 1986 – Jan 1988: Assistant teacher at Omara Pry. School – Modogashe.

Responsibility:

Std 8 Class Teacher and taught English language Std 8 and GHC Std 7 among other subjects in other classes.

FIELD EXPERIENCE

June 1996: Resources Endowment and management of Merti area of Isiolo District. In this paper various natural resources in the area were highlighted. They include wildlife, Ewaso Ngiro River, minerals, vast land, vegetation etc.

June 1996: A paper on Environmental impact on the Education of pastoral Nomads of Northern Kenya with special reference to Isiolo District. In this paper, various determinants of education such as social economic, insecurity, cultural, poverty, aridity and infrastructure were discussed.

April 2000: Educational tour across Western Kenya to study FOSA (Front Office Service) operation among Teacher Sacco Societies.

April 2001: Educational tours across Kenyan and Tanzanian Coasts to study FOSA operation among teachers Sacco societies.

PERSONAL INTERESTS

- Volleyballs
- Table tennis
- Football
- Guidance and counseling Youth
- Participation in traditional dances.
- Reading magazines, newspapers and books and politics.

REFEREES.

1. Mr. Guyo Tuke Dabelo
TEL: 0729215698

2. Commissioner Naomi Wangai
TEL: 0720797994

3. Eng. Abul Razah Adan Ali
Tel: 0721676444

CURRICULUM VITAE

Personal Data:

Full Name : Beatrice Marembo Adu
 Address : P.O Box 16, Katito
 Date of Birth : 4th December 1953
 Marital Status : Married
 Cell phone Number : 0722-758492

Education Background

1975-1978	University of Nairobi Kenyatta Campus	Bachelor of Education (Arts) Honour History, Kiswahili and Education
1973-1974-	Matuga Girls High	"A" Level Two principles one Subsidiary
1969-1972	Murray High School	"O" level-2 nd Division
1962-1968	Ngao Full Primary School	CPE-B.A.A

Record of public Service

1978-1979	Graduate Teacher (Kiswahili and History)	Loreto Kiambu Secondary
1979-1985	Graduate Teacher (Kiswahili and History)	St. Mary's School, Yala
1985-1988	Education Officer II	Kisumu District
1989-1994	Education Officer I	Kisumu District
1994-1995	Senior Education Officer	Kisumu District
1995-1998	Deputy District Education Officer	Kisumu District
1998-2001	District Education Officer	Homabay District
2001-2003	Municipal Education Officer	Kisumu Municipality
April 2003-Aug 05 —	Senior Assistant Director of Education and District education Officer	Migori District
September 05-2009	Provincial Director of education	Eastern Province
June 2009-July 2012	Provincial Director of Education	Rift Valley Province
1 st July 2012-Dec. 2013	County Director of Education	Kisumu County

1st Jan 2014 Director Adu Blossom Education Centre

Courses attended:

February 1989	Course of Financial Management	Kisumu Boys
September 2001	Workshop on Best Practices in Public Service delivery	Kenya College of Accountancy
April 2003	Kenya Education staff Institute Course	Stem Hotel
March 2004	Induction/efficiency Seminar for Education Officer	K.I.A
June 2004	Workshop on HIV/AIDS at the Work place	Amboseli
August 2005	KESSP Workshop	K.I.A
July-august 07	Strategic Leadership Development	K.I.A
12 th -16 th May 2008	Workshop on EMIS	K.I.A
30 th Sep-7 th Oct.2012	Workshop on education Reforms and Management	Great Rift Valley Lodge

Special Interests:

- Promoter of the 'Girl Child Education'
- Involvement in Community Development Projects through affiliation to the following
 - Treasurer of Agoro Women Group
 - Patron of Magunga Primary and Secondary Schools
 - Deaconess A.I.C Church Magunga

Referees:

1. Prof. Karega Mutahi
2. Prof. George Godia

CURRICULUM VITAE

NAME: ALBERT FRED EKIRAPA
MARITAL STATUS: MARRIED WITH FOUR CHILDREN
SEX: MALE
NATIONALITY: KENYAN
RELIGION: CHRISTIAN
ADDRESS: MINISTRY OF EDUCATION, SCIENCE AND
TECHNOLOGY, JOGOO HOUSE "B",
P.O. BOX 30040 - 00100, NAIROBI
Telephone/Mobile Contacts: 0722 229 719
E-Mail Address: ekirapaa@gmail.com

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

PRESENT DUTIES

1. Deputize Director of Secondary and Tertiary Education (DSTE).
 - Overall supervision of staff, and management and administration of programmes and services
 - Preparing of estimates for DSTE programmes
 - Coordinating the various sections and activities
 - Policy formulation and Implementation
 - Monitoring and evaluation of programmes/projects
 - Supervising and motivating staff
 - Oversee implementation of Directorate Work Plan, Performance contract and staff appraisal
 - Oversee management of finances in the Directorate
2. Alternate AIE Holder and Alternate member of Ministerial Tender Committee.
3. Consolidating responses to parliamentary questions and audit queries
4. Controlling and coordinating the calendar of activities and departmental work plans

5. Receiving and taking action on monitoring and evaluation reports
6. Responding to complaints related to the directorate from schools and colleges and other stakeholders
7. Coordination, supervision and administration of Education Programmes in the Directorate of Secondary and Tertiary Education.
8. Coordination and Administration of Education III Project as Project Coordinator.
9. Performing any other duties assigned by the Principal Secretary, Education Secretary and Director Secondary and Tertiary Education.

EDUCATIONAL BACKGROUND

UNIVERSITY

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

HIGH SCHOOL

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

SECONDARY EDUCATION

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

PRIMARY SCHOOL

- 1974 - Kolanya Mixed Primary School- KCPE 24 Points

WORKING EXPERIENCE:

- 2011 November-Present –Senior Deputy Director of Education, Ministry of Education, Science and Technology HQs.
- 2007 May-2011 November - Deputy Director of Education, Ministry of Education Headquarters. (Acting Director Secondary and Tertiary Education Sept. 2009 – May 2010)
- 2003 May – 2007 May -Senior Assistant Director of Education, Ministry of Education Headquarters.
- 2001 Jan - 2003 May -Employed by Public Service Commission of Kenya- Assistant Director of Education

- 1998 Sept -2000 Dec - Senior Lecturer Kaimosi TTC.
- 1990 May - 1998 Sept. - Headmaster Kolanya High School, Busia.
- 1988 April - 1990 April -Deputy H.M Lodwar High School ,Turkana.
- 1985 July – 1988 April -Classroom teacher, Lodwar H. School, Turkana

MEMBERSHIP OF PROFESSIONAL ORGANIZATIONS

- Member Kenya Association of Public Administration and Management (KAPAM)

RELEVANT COURSES ATTENDED OVER LAST FIVE YEARS

- Transformative Leadership Course, Kenya School of Government, Nairobi, 2014
- Certificate in Computer Applications, Beam International Training Centre, Nairobi, 2014
- Strategic Leadership Development Programme, Kenya School of Government, Nairobi, 2011

HOBBIES AND INTERESTS:

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

RESPONSIBILITIES IN THE COMMUNITY:

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

REFEREES:

1. Mrs. Leah Rotich,
Ag. Education Secretary,
State Department of Education,
Ministry of Education, Science and Technology,
P.O.Box 30040 – 00100
NAIROBI
2. Mr. Robert Masese,
Director of Secondary and Tertiary Education,
Ministry of Education, Science and Technology,
P.O.Box 30040 – 00100
NAIROBI

**PUBLIC APPOINTMENT
(PARLIAMENTARY APPROVAL
SCHEDULE)**

PUBLIC APPOINTMENTS (PARLIAMENTARY APPROVAL) SCHEDULE

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

Notes:

1. (a) This questionnaire applies to appointments to public office arising by or under the Constitution or any other law where parliamentary approval is required.
2. (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.
3. (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.
4. (d) The submission of false information in the questionnaire is an offence and may result in prosecution.
5. (e) Any form of canvassing by a nominee shall lead to disqualification.
6. (f) The nominee must answer all the questions.

1. Name: (State full name).

MBARAK SAID TWAHIR-----

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

MEMBER OF TEACHERS SERVICE COMMISSION-----

3. Sex: MALE-----

4. Date of Birth: (State year and place of birth).

10TH MARCH 1955. MOMBASA.-----

5. Marital Status:

MARRIED-----

6. Daytime phone number: 020 - 2220078-----

7. Mobile phone number: 0723337207-----

8. Email Address: mbaraktwahir@live.com-----

9. ID Number: 3462536-----

10. PIN Number: A001130266A-----

11. Nationality: KENYAN-----

12. Postal Address: P.O. BOX 23044 - 00100-----

13. Town/City: NAIROBI-----

14. Knowledge of Languages: (Specify Languages).

KISWAHILI AND ENGLISH-----

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).

ACADEMIC AND PROFESSIONAL AND TRAINING ACHIEVEMENT

YEAR/PERIOD	INSTITUTION	QUALIFICATION	GRADE	SUBJECTS	REMARKS
August 2010	Kenyatta University	Undertaking Ph.D. studies	Teaching Effectiveness: "Teaching Science for Promoting Pupils' Achievement in Learning Science In Mombasa Primary Schools		On going
Feb. 1998 to Sep. 2001	University of Leeds	Undertaken a PhD study	"Teaching Science for Promoting Pupils' Achievement in Learning Science In Mombasa Primary Schools		Not completed because of inability of my sponsor/employer to pay my 3 rd year tuition fees at the university.
October 1997	County of Copenhagen, Denmark.	Special Diploma	Special Education		A 3 weeks Induction Course
14.8.95 to 25.8.95	Kenya Institute of Special Education	Certificate	National Course for District and Municipal Education Officers on Management and Administration		Organized by the Kenya Education Staff Institute.
1990 to 1991	University of Leeds	Master of Education (M.Ed.)	Pass	Science Education	Full time
1989 to 1990	University of Leeds	Advanced Diploma in Educational Studies	Pass	Science Education	Full time. Academic transcript available.
1983	Kenya Education Staff Institute.	Certificate	N/A	Educational Administration for Secondary School Heads	

1975 to 1979	University of Nairobi and Kenyatta University	Degree of Bachelor of Education. (B.Ed. Science)	Pass	Education, Physics and Mathematics	Full time. An excellent academic transcript is available
1973 to 1974	Shimo La Tewa High School in Mombasa	East African Advanced Certificate of Education (E.A.A.C.E)	A-Levels	2 principle passes and 1 subsidiary pass	

1969 to 1972	Allidina Visram High School in Mombasa	East African Certificate of Education (E.A.C.E) and a pass in Oral English Test (6 GCEs)	Division 1 in O-Levels		
1962-1968	Serani Primary School in Mombasa	Certificate of Primary Education (C.P.E)	Pass	Mathmatics A-English Language B+ General Paper B	

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

WORKING EXPERIENCE:

Name and Address of employer	Position/Designation	Responsibilities	Start date	End date	MILESTONES (These are personal efforts)
Ministry of Devolution and Planning, Nairobi. P.O.Box 30050 – 00100 NAIROBI	Director Performance Management , in the Division of Performance Contracting, Directorate of Public Service Management, in the Ministry of Devolution and Planning; at Job Group 'S'	My duties include:- 1. Advising the Authorised Officer on the implementation of Performance Contracting activities by Ministries, Departments and Agencies (MDAs); 2. co-ordinating and supporting all Performance Management activities through Performance Contracting units; 3. overseeing implementation and evaluation of Sector Performance Management standards in the public service; 4. assisting in reviewing and updating the Performance Contracting instruments as appropriate; and 5. capacity building in Performance Management in county government. 6. any other duties as may be assigned by the Principal Administrative Secretary, Public Service Management, Ministry of Devolution and Planning.	22 nd June, 2012	To date	Putting MDAs on Performance Contracts. Offering capacity building services on Performance Management/Contracting to County Governments.
Ministry of Education, Nairobi. P.O.Box 30040 – 00100 NAIROBI	Director of Field and Other Services , at Ministry of Education Headquarters at Jogoo House, at Job Group 'R'	Duties include:- 1. Identifying Education Officers for deployment and transfer at the headquarters and field offices; 2. Capacity Building of Field Officers; 3. Co-ordinating of Primary and Secondary INSET; 4. ICT training of field officers;	27 th March 2012	21 st June 2012	Initiated the end of provincial education offices and the beginning of county education offices. I personally deployed the first County Directors of Education across the country (47 counties).

		<p>5.Guidance and counseling services;</p> <p>6.Management of Voluntary Services;</p> <p>7.Organizations Management of Emergency response in Education;</p> <p>8.Maintaining data bank and statistics for Education Officers;</p> <p>9.Monitoring and evaluation of performance of field officers;</p> <p>10.Liaison with HRM on field officers matters;</p> <p>11.Monitoring Performance contracts of and District Education Officers.</p>			
<p>Ministry of Education, Nairobi. P.O.Box 30040 – 00100 NAIROBI</p>	<p>Senior Deputy Director of Education, Directorate Of Basic Education, at Ministry of Education Headquarters at Jogoo House, In Job Group 'R'.</p>	<p>Apart from deputizing for the Director, duties included</p> <p>12.Approving and signing Registration Certificates,</p> <p>13.Overall coordination of the following programmes</p> <p>14.School Instructional Materials,</p> <p>15.Primary Infrastructure,</p> <p>16.Primary Teacher Education,</p> <p>17.Special Needs Education</p> <p>18.In-charge of budgets, work plans and procurement plans of above programmes.</p> <p>19.In-charge of Monitoring and Evaluation of above programmes in Basic Education.</p> <p>20.Ensuring activities in PS's Performance Contract are on course.</p> <p>21.Alternate AIE holder.</p>	<p>July 2008</p>	<p>26th March 2012</p>	<p>I helped develop a Scheme of Service for ECDE teachers in preparation for ECDE to be part of public service under TSC/MOE.</p> <p>I represented MOE in the National Council for Persons with Disabilities.</p> <p>I brought more awareness on mainstreaming matters of disability to MOE and to schools.</p> <p>Resulting in the building of the ramp at MOE entrance.</p>
<p>Ministry of Education, Nairobi. P.O.Box 30040 – 00100 NAIROBI</p>	<p>Senior Deputy Director</p>	<p>Deployed as Provincial Director of Education, Nairobi. In charge of education administration matters in the province. This included overall administration of all secondary school teachers.</p>	<p>1st June 2007</p>	<p>30th June 2008</p>	<p>On matters of access to secondary schools and improving primary to secondary school transition, I managed to turn extra space found in primary schools into secondary schools, e.g. Highridge High School, etc.</p>
<p>Municipal Council of Mombasa P.O.Box 90440 – 80100 MOMBASA</p>	<p>Municipal Education Officer.</p>	<p>Incharge of basic education in Mombasa Municipality. Incharge of the supervision of 1600 primary school teachers and 200 departmental support staff.</p>	<p>1st January, 1994</p>	<p>31st May 2007</p>	<p>As a result of persistent poor KCPE performance I initiated Mombasa School Improvement Project. This was a teachers in-service programme funded by ODA through Aga Khan Foundation. This programme turned into Kenya School Improvement Project that served the whole of Coast Province.</p>
<p>Municipal Council of Mombasa P.O.Box 90440 – 80100 MOMBASA</p>	<p>Deputy Municipal Education Officer</p>	<p>I was the officer in charge in the implementation of curriculum in Mombasa Municipality. I organized in-service courses in the teaching of science and mathematics.</p>	<p>1st June, 1992</p>	<p>31st Dec. 1993</p>	
<p>Teachers Service Commission, Private Bag, Nairobi.</p>	<p>Dean of Curriculum at Muranga Teachers Training College.</p>	<p>Trained primary school teacher trainees in science and mathematics. Coordinated all curriculum matters.</p>	<p>January 1992</p>	<p>June, 1992</p>	<p>Starting programmes at a completely new teacher training college.</p>
<p>Teachers Service Commission, Private Bag, Nairobi.</p>	<p>Deputy Principal Grade I at Highridge Teachers Training College, Nairobi.</p>	<p>Deputize for the Principal. I trained primary school teacher trainees in science and mathematics and the teaching of science and mathematics.</p>	<p>1987</p>	<p>1991</p>	<p>I got my masters degree (M. Ed) while serving here.</p>
<p>Teachers Service</p>	<p>Senior Headmaster Grade II at Changamwe Secondary</p>	<p>School administration. Teaching physics and</p>	<p>1985</p>	<p>1987</p>	

Commission, Private Bag, Nairobi.	School	mathematics			
Teachers Service Commission, Private Bag, Nairobi.	Headmaster, Changamwe Secondary School.	School administration. Teaching physics and mathematics	1981	1985	I started this school from the beginning. I was the first head master and I am very proud of the successes of this school.
Teachers Service Commission, Private Bag, Nairobi.	Graduate teacher, deployed at Aga Khan High School in Mombasa.	Taught physics and mathematics.	1979	Dec. 1980	I organized student's Science Congress for the whole of Coast Province at Aga Khan High School, Mombasa in 1979 and continued doing so until 1987.

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

My membership of Kenya Institute of Management was upgraded to a Fellow Member on 14th November 2014.-----

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

I am a Member of the Kenya Institute of Management since 3rd December, 1996.
I have been elected as Kenya Institute of Management Council member for 2014-2016 period.
My membership of Kenya Institute of Management was upgraded to a Fellow Member on 14th November 2014.-----

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

AS ABOVE-----

20. **Published Writings:**

1. (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.
2. (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.

NIL-----

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

-NONE-----

1. (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.
2. (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.
3. (c) Have you ever been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution?
4. (d) Have you ever been adversely associated with practices that depict bias, favouritism or nepotism in the discharge of public duties?

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

NONE-----

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

NONE-----

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

MY ONLY SOURCE OF INCOME IS FROM MY SALARY EARNED FROM CURRENT EMPLOYMENT-----

Devolution and Planning - DPSM

Pay Slip (Jan-2015)	
PF-Num:	1978132546 MR MBARAK SAID TWAHIR
Station:	Nairobi: Performance Contracting St. Committee 0106-101-0013 Incr: JUN RoD: 09-MAR-2015
Desig:	C15AS Director - Programme Management
ID-Num:	3462536 Tax-PIN: A001130266A 59 Yrs (P&P)
NIC - Mombasa Moi Avenue	
Basic Salary	165,700.00
Rental House Allowance	60,000.00
Commuter Allowance	20,000.00
Extraneous Duty Allowance	40,000.00
TOTAL Earnings	285,700.00
WCPS Contribution	-3,314.00
PAYE Auto (MPR=1162)	-34,642.40
NHIF Contribution	-320.00
Civil Servants Housing Fund Scheme (193352)	-48,338.00
TOTAL Deductions	-86,614.40
NET Pay: Jan-2015	199,085.60

GOVERNMENT OF KENYA - CIVIL SERVICE
End-of-Year Tax Returns (P9-FORM)

Employer (Vote): 00301 Ministry of Public Service

Employer's Tax-PIN: P051098564Z

INCOME TAX DEPARTMENT'S COPY

Tax-Year: 2013

Tax Payer's Name: MR MBARAK SAID TWAHIR

P-NUM: 1978132546

ID-NO: 3462536

PIN: A001130266A

Station: 0048-101-0005

Tax-Date	Taxable Pay	Pension	PAYE Auto	MPR Value	Vote
01/2013	264,928.00	-	-	-	04801
02/2013	264,928.00	-	-	-	04801
03/2013	264,928.00	-	-	-	04801
04/2013	264,928.00	-	-	-	04801
05/2013	264,928.00	-	-	-	04801
06/2013	272,060.00	-	-	-	04801
07/2013	272,060.00	-	-	-	04801
08/2013	272,060.00	-	-	-	04801
09/2013	272,060.00	-	-	-	00301
10/2013	272,060.00	-	-	-	00301
11/2013	272,060.00	-	-	-	00301
12/2013	282,060.00	-	-	-	00301
Subtotals	3,239,060.00	-	-	-	

Arrears = - Manual PAYE = 230,368.00 Note 12 month's data in Ksh.

Total PAYE = 230,368.00

AUTHORIZED BY:..... CHECKED BY

www.ghris.go.ke Tuesday, February 17, 2015

GOVERNMENT OF KENYA - CIVIL SERVICE
End-of-Year Tax Returns (P9-FORM)

Employer (Vote): 10605 Devolution and Planning - DPSM

Employer's Tax-PIN: X

INCOME TAX DEPARTMENT'S COPY

Tax-Year: 2014

Tax Payer's Name: MR MBARAK SAID TWAHIR

P-NUM: 1978132546

ID-NO: 3462536

PIN: A001130266A

Station: 0103-101-0013

Tax-Date	Taxable Pay	Pension	PAYE Auto	MPR Value	Vote
01/2014	272,060.00	-	-	-	10301

02/2014	272,060.00	-	-	-	10301
03/2014	272,060.00	-	-	-	10605
04/2014	340,732.25	-	-	-	10605
05/2014	287,266.00	-	-	-	10605
06/2014	302,270.00	-	-	-	10605
07/2014	302,270.00	-	-	-	10605
08/2014	302,270.00	-	39,613.40	1,162.00	10605
09/2014	302,270.00	-	39,613.40	1,162.00	10605
10/2014	302,270.00	-	39,613.40	1,162.00	10605
11/2014	302,270.00	-	39,613.40	1,162.00	10605
12/2014	303,717.75	-	40,047.75	1,162.00	10605
Subtotals	3,561,516.00		198,501.35	5,810.00	
Arrears =	-	Manual PAYE =	196,847.40	Note 12 month's data in Ksh.	
Total PAYE =			395,348.75		
AUTHORIZED BY:.....			CHECKED BY		

www.ghris.go.ke Tuesday, February 17, 2015

GOVERNMENT OF KENYA - CIVIL SERVICE
End-of-Year Tax Returns (P9-FORM)

Employer (Vote): X

Employer's Tax-PIN: X

INCOME TAX DEPARTMENT'S COPY

Tax-Year: 2015

Tax Payer's Name: MR MBARAK SAID TWAHIR

P-NUM: 1978132546

ID-NO: 3462536

PIN: A001130266A

Station: 0106-101-0013

Tax-Date	Taxable Pay	Pension	PAYE Auto	MPR Value	Vote
01/2015	285,700.00	-	34,642.40	1,162.00	10605
Subtotals	285,700.00	-	34,642.40	1,162.00	
Arrears =	-	Manual PAYE =	-	Note 12 month's data in Ksh.	
Total PAYE =			34,642.40		
AUTHORIZED BY:.....			CHECKED BY		

www.ghris.go.ke Tuesday, February 17, 201

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

I AM UPTO DATE WITH TAX PAYMENTS-----

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

I OWN A HOUSE AT KILELESHWA PURCHASED THROUGH CIVIL SERVANTS HOUSING FUND SCHEME WITH A PURCHASE PRICE OF KSH. 3.5 MILLION IN 2008. I AM STILL PAYING.

I HAVE A HOUSE I AM YET TO COMPLETE BUILDING IN MOMBASA. I PUT ITS CURRENT VALUE AT KSH. 4 MILLION.

I OWN 2 MOTOR VEHICLES WITH A COMBINED VALUE OF APPROXIMATELY KSH 1.5 MILLION

I HAVE A BANK BALANCE OF KSH. 2.0 MILLION -----

26. **Potential Conflicts of Interest:**

1. (a) Identify the family members or other persons, parties, categories of litigation or financial arrangements that are likely to present potential conflicts-of-interest when you first assume the position to which you have been nominated. Explain how you would address any such conflict if it were to rise.
2. (b) Explain how you will resolve any potential conflict of interest, including the procedure you will follow in determining these areas of concern.

MY WIFE WORKS AS A HUMAN RESOURCE OFFICER AT TSC HQS. I WILL REQUEST FOR HER TRANSFER TO A FEILD OFFICE IF IT WILL INTERFERE WITH MY DUTIES. -----

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

NONE-----

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

NO-----

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

NO-----

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

NO-----

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

(1) MR. Michael Mutegi Mugo
Secretary,
Public Service Transformation Division,
Ministry of Devolution and Planning,
Day time telephone contact: 020 2227411 Mob: 0714782606
Email address: mmmugo@yahoo.com
(currently on official visit to Malawi for 6 days as from 15/2/15)

(2) Ms. Juster Nkoroi
Principal Administrative Secretary,
Kenya International Boundaries Office,
Executive Office of the President.
Mob: 0720787809
Email address: mwalimnkoroi@yahoo.com

(3) Eng. Peter O. Mangiti,
Principal Secretary, Planning,
Ministry of Devolution and Planning,
Day time telephone contact: 020 2250246 Mob: 0722522584

(4) Mr. Bashir Ahmed Bachani,
Management Consultant,
Mob: 0733514301
E-mail address: bashirbachani@gmail.com

PUBLIC APPOINTMENTS (PARLIAMENTARY APPROVAL) SCHEDULE
CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR APPOINTMENT
TO PUBLIC OFFICE BY PARLIAMENT QUESTIONNAIRE

Notes:

1. (a) This questionnaire applies to appointments to public office arising by or under the Constitution or any other law where parliamentary approval is required.
2. (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.
3. (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.
4. (d) The submission of false information in the questionnaire is an offence and may result in prosecution.
5. (e) Any form of canvassing by a nominee shall lead to disqualification.
6. (f) The nominee must answer all the questions.

1. Name: (State full name).

(MR) KINOTI IMANYARA

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

COMMISSIONER TEACHERS SERVICE COMMISSION

3. Sex: MALE

4. Date of Birth: (State year and place of birth).

28TH SEPTEMBER, 1956 - MERU HOSPITAL IN MERU COUNTY

5. Marital Status:

MARRIED

6. Daytime phone number: 0725782363

7. Mobile phone number: 0725782363

8. Email Address: imanyarak@gmail.com

9. ID Number: 0266060

10. PIN Number: A001625938B

11. Nationality: KENYAN

12. Postal Address: P.O BOX 526 -10100 NYERI

13. Town/City: NYERI

14. Knowledge of Languages: (Specify Languages).

ENGLISH, KISWAHILI, KIMERU

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).

NO	UNIVERSITY/COLLEGE	DATES	ACADEMIC AWARDS	DATE OF ISSUE
1.	Hiroshima University	15/11/2011 – 15/12/2011	Certificate on In-service Education and Training of teachers Management for Anglophone Countries	14/12/2011
2.	Penn Foster Career School - USA	2005-2007	Diploma in Pharmacy Technician	8/8/2007
3.	Strathmore University	31/10/2005 – 3/11/2005	Certificate in the Art of Leadership	3/11/2005
4.	National Institute of Education - Singapore	18/10/2004 – 29/10/2004	Certificate in Management Development in teachers training	29/10/2004
5.	University of Nairobi	1979 - 1983	B. Ed (Sc)	7/12/1983

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

DATE	EMPLOYER	TITLE HELD	DUTIES AND RESPONSIBILITIES
May 2012 to date	T.S.C	T.S.C County Director - Nyeri County JG 'R'	General County teacher management
2009-2012	T.S.C	Chief Principal JG 'R' Egoji T.T.C	Overall management of all the functions of a T.T.C
2006-2009	T.S.C	Senior Principal JG 'Q' Egoji T.T.C	Overall management of all the functions of a T.T.C
2004-2006	T.S.C	Principal JG 'P' Egoji T.T.C	Overall management of all the functions of a T.T.C
2002-2004	T.S.C	Deputy Principal JG 'P' Meru T.T.C	Deputizing the Principal in the management functions of the college.

2001-2002	T.S.C	Principal Lecturer JG 'N' HOD Science Meru T.T.C	In charge of curriculum implementation
1995-2001	T.S.C	Headteacher JG 'M' Siakago Boys Secondary School	Overall management of the school.
1991-1995	T.S.C	Headteacher JG 'L' St. Paul's High School, Kevote Embu	Overall management of the school.
1987-1991	T.S.C	Deputy headteacher JG 'L' St. Paul's High School, Kevote Embu	Deputizing the Principal.
1984-1987	T.S.C	Head of department JG 'L' St. Paul's High School, Kevote Embu	In charge of curriculum implementation
1983-1984	T.S.C	Karaba Secondary School J.G. 'K'	Classroom teacher

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

Certificate of excellence in performance issued on 4/10/2010 by Rt. Hon Raila A. Odinga, E.G.H, M.P, Prime Minister

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

NONE

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

NONE

20. **Published Writings:**

1. (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.
2. (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.

BREAKING THE SILENCE - A Teachers Service Commission HIV and AIDs Magazine 3rd Edition February, 2008.

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

1. (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.

TSC County Director, Chief Principal, Senior Principal, Principal, Deputy Principal teacher. All on appointment and permanent basis.

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

NONE

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

NO

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

NO

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

NONE

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

NO

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

Salary and allowances - Ksh. 2, 558,796.00

House rent - Ksh. 728,000.00

TOTAL - KSh. 3,286,796.00

NB: This is gross income for 2014 and January 2015

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

Yes I have fully complied.

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

Approximately Ksh.3,350,000.00

26. **Potential Conflicts of Interest:**

1. (a) Identify the family members or other persons, parties, categories of litigation or financial arrangements that are likely to present potential conflicts-of-interest when you first assume the

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

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

1. None

2. The potential conflict of interest may arise when friends and relatives want my assistance in my official capacity. If and when this arises, I will adhere to the laid down procedures of operations and make all understand the same.

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

I have done a lot of charity work in churches and among the destitute children homes but I have no evidence or documentation to prove the same.

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?

NOT AT ALL

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

1. Rev. Bishop Salesius Mugambi
Meru Catholic Diocese
P. O. Box 42
MERU

Tel. 0722220568

2. Mr. Peter N. Kirigua
Managing Director,
Pewin Enterprises
P.O.Box 30160,
NAIROBI

Tel. 0722572963

3. Mr. Harrison Kiburu Irungu
County Director of Education
Nyeri County
P O Box 80
NYERI
Tel. 0727465689

PUBLIC APPOINTMENTS (PARLIAMENTARY APPROVAL) SCHEDULE

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

Notes:

1. (a) This questionnaire applies to appointments to public office arising by or under the Constitution or any other law where parliamentary approval is required.
2. (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.
3. (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.
4. (d) The submission of false information in the questionnaire is an offence and may result in prosecution.
5. (e) Any form of canvassing by a nominee shall lead to disqualification.
6. (f) The nominee must answer all the questions.

1. **Name: (State full name).**

TACHE BONSA GOLLO

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

MEMBER OF TEACHER SERVICE COMMISSION (COMMISSIONER)

3. **Sex: -MALE**

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

1st JANUARY 1959 MERTI OF ISIOLO COUNTY

5. **Marital Status:**

MARRIED

6. **Daytime phone number: 0721 820 284**

7. **Mobile phone number: 0721 820 284.**

8. **Email Address:** tachebonsa@yahoo.com

9. **ID Number:** 0008854.

10. **PIN Number:** A002986813D.

11. **Nationality:** KENYAN.

12. **Postal Address:** 443-60300 ISIOLO

13. **Town/City:** ISIOLO.

14. **Knowledge of Languages:** (Specify Languages).

ENGLISH, KISWAHILI AND BORANA

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).

YEAR	SCHOOL	AWARD
SEPTEMBER 1993 -JUNE 1996	CATHOLIC UNIVERSITY OF EASTERN AFRICA	BACHELOR OF EDUCATION.
MAY 1984-MARCH 1986	HIGHRIDGE TEACHERS COLLEGE	P1 CERTIFICATE
1979-1982	ISIOLO BOYS SECONDARY SCHOOL	DIVISION 3
1972 -1978	MERTI BOARDING PRIMARY SCHOOL	CERTIFICATE OF PRIMARY EDUCATION

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

YEAR	INSTITUTION	POSITION
2010-2011	NATIONAL COMMISSION ON GENDER AND DEVELOPMENT	DIRECTOR
2011-2013	NATIONAL GENDER AND EQUALITY COMMISSION	VICE CHAIR PERSON
2003-2006	EWASO NGIRO NORTH DEVELOPMENT AUTHORITY	CHAIR PERSON
1999-2002	MERTI SECONDARY SCHOOL	ASSISTANT TEACHER
1997-1999	MACCI BOYS HIGH SCHOOL	PRINCIPAL
1988-1993	MACCI PRIMARY SCHOOL	DEPUTY H/TEACHER
1986-1988	OMARA PRIMARY SCHOOL	ASSISTANT TEACHER

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

NONE

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

REGISTERED MEMBER OF TEACHERS SERVICE COMMISSION.

19. **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).

LIFE MEMBER KENYA RED CROSS SOCIETY.

20. Published Writings:

1. (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.
2. (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.

NONE

21. Public Office, Political Activities and Affiliations:

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

(1) 1988-1993-DEPUTY HEAD TEACHER MACCI PRIMARY SCHOOL – APPOINTED ON A PERMANENT BASIS.

(2) 2003-2006-CHAIRMAN EWASO NGIRO NORTH DEVELOPMENT AUTHORITY- PRESIDENTIAL APPOINTEE WHICH WAS A THREE YEAR CONTRACT.

(3) APRIL 2010-NOVEMBER 2011- DIRECTOR NATIONAL COMMISSION ON GENDER AND DEVELOPMENT WHICH WAS A MINISTERIAL APPOINTMENT.

(4) NOVEMBER 2011-MARCH 2013- VICE CHAIRPERSON NATIONAL GENDER AND EQUALITY COMMISSION ON PART TIME.

(5) MEMBER OF NATIONAL EXECUTIVE COMMITTEE OF KENYA RED CROSS SOCIETY WHICH IS AUXILIARY TO THE GOVERNMENT ON VOLUNTARY SERVICE.

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

(1)1ST JULY 2007 -31ST DECEMBER 2007- EMPLOYED BY KIBAKI TENA AS A PRESIDENTIAL CAMPAIGNER IN CHARGE OF UPPER EASTERN AS A REGIONAL COORDINATOR.

3. (c) Have you ever been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution? **NO**
4. (d) Have you ever been adversely associated with practices that depict bias, favouritism or nepotism in the discharge of public duties? **NO**

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

NO

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

NO

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

LIVESTOCK TRADING WHICH COULD GENERATE ABOUT KSHS 500,000. --

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

YES

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

ABOUT KSHS FIVE MILLION.

26. **Potential Conflicts of Interest:**

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

-I don't anticipate any such conflict of interest.

2. (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

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

1. WHENEVER I GO TO CHURCH ON SUNDAYS I CONTRIBUTE BETWEEN KSHS 200 TO KSHS 300.
2. 25TH DECEMBER 2014 I DONATED CHILDREN CLOTHES WORTH KSHS 5000 TO ST. JOSEPH ORPHAN CENTRE IN ISIOLO.
3. FROM 2005 TO DATE I HAVE BEEN RENDERING VOLUNTARY SERVICE TO KENYA RED CROSS SOCIETY IN VARIOUS CAPACITIES, AS A VOLUNTEER, BRANCH CHAIRMAN, REGIONAL CHAIRMAN AND CURRENTLY A MEMBER OF NATIONAL EXECUTIVE COMMITTEE. THIS SERVICE CANNOT BE MEASURED IN MONETARY TERMS.

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 on-going, the present status of the matter, or where the matter is concluded, the judgment of the court, or otherwise, how the case was concluded.

NO

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

NO

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

NO

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

1. **ENG. ABDUL RAZAK A. ALI. (FORMER P.S.TRADE) TEL; 0721-676444**
2. **DR. REGINA G.MWATHA VICE CHAIRPERSON COMMISSION ON ADMINISTRATIVE JUSTICE - TEL; 0722651902**
3. **NAOMI WANGAI FORMER COMMISSIONER WITH NATIONAL GENDER AND EQUALITY COMMISSION - TEL; 0720767994**

PUBLIC APPOINTMENTS (PARLIAMENTARY APPROVAL) SCHEDULE

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

Notes:

1. (a) This questionnaire applies to appointments to public office arising by or under the Constitution or any other law where parliamentary approval is required.
2. (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.
3. (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.
4. (d) The submission of false information in the questionnaire is an offence and may result in prosecution.
5. (e) Any form of canvassing by a nominee shall lead to disqualification.
6. (f) The nominee must answer all the questions.

1. **Name: (State full name).**

Beatrice Marembo Adu-

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

Member of Teacher's Service Commission

3. **Sex: Female**

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

1953, Tana-River District

5. **Marital Status:**

Married

6. **Daytime phone number: 0722-758492**

7. **Mobile phone number: -0722-758492**

8. **Email Address: adubeatrice@yahoo.co.uk**

9. ID Number: 1844313

10. PIN Number: A001379686N

11. Nationality: -Kenyan

12. Postal Address: P.o Box 16, Katito. Postal Code 40118

13. Town/City: Kisumu

14. Knowledge of Languages: (Specify Languages).

English, Swahili, Pokomo and Luo.

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).

1975 – 1978: University of Nairobi (Kenyatta campus) Bachelor of Education, Arts (Honours)

Degree awarded in 1978

History, Swahili and Education

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

- | | | |
|----------------------|-----------------------------------|--|
| 1. 09/2014 – 01/2015 | Education Consultant | Bridge International |
| 2. 07/2012 – 12/2013 | County Director of Education | Ministry of Education (MOE), Kisumu County |
| 3. 06/2009 – 06/2012 | Provincial Director of Education | MOE, Rift Valley Province |
| 4. 09/2005 – 05/2009 | Provincial Director of Education | MOE, Eastern Province |
| 5. 04/2003 – 08/2005 | District Education Officer | MOE, Migori District |
| 6. 2001 – 2003 | Municipal Education Officer | MOE, Kisumu Municipality |
| 7. 1998 – 2001 | District Education Officer | MOE, Homabay District |
| 8. 1995 – 1998 | Deputy District Education Officer | MOE, Kisumu District |
| 9. 1985 – 1995 | Education Officer | MOE, Kisumu District |
| 10. 1978 – 1985 | Graduate Teacher | TSC, St. Mary's Yala & Loreto, Kiambu. |

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

- **Head of State Commendation (HSC) 9th December 2011.**

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

-----N/A-----

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

- **Elimu Cooperative Society**
- **Nam Yiech Cooperative Society**
- **Agoro Women Kosalo Group**
- **Agoro Women Group**
- **Amuomo Welfare Group**

20. **Published Writings:**

1. (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.
2. (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.

- Involved in the organization and production of a report on the first County Education Stakeholders forum in September 2012.
- Mobilized stakeholders to develop the Kisumu County Education Strategic Plan launched on 6th December 2013

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

-----N/A-----

1. (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.
2. (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.
3. (c) Have you ever been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution?
4. (d) Have you ever been adversely associated with practices that depict bias, favouritism or nepotism in the discharge of public duties?

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

-----N/A-----

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

---NONE-----

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

- Pension (13 Months)	KES.598,000
- Rental Income (13 Months)	KES.300,500
- Education Consultancy – Bridge International (4 Months)	KES.390,000

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

-----YES I have-----

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

-----KES.10,410,000-----

26. **Potential Conflicts of Interest:**

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

-a)-----NONE-----

b) Where a conflict of interest situation arises, I would refer and be guided by the Code of Regulations for Teachers and the Teachers Service Commission Act of 2012.

-For instance, in disciplinary cases against a relative or friend, I would inform the Chairman and request for it to be reassigned to another member.

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

- Donation towards construction of AIC Magunga Pastor's House	KES.10,000
- Donation towards support of Pastor	KES.15,000

- Donation towards construction of AIC Magunga church KES.48,000
- Purchase of Holy Communion items KES. 3,000
- Tithes to A.I.C Magunga (13 Months) KES.39,000
- Support to widows in Nyakach Time, food and clothe items.

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).**

Mr. Enos Oyaya
 (Retired) Director Quality Assurance & Standards
 Ministry of Education
 Nairobi, Kenya.
 Tel: (254) 722814369

Mrs. Margaret Thiong'o
 (Retired) Director, Field and Other Services
 Ministry of Education
 Nairobi, Kenya.
 Tel: (254) 722404918

Mr. Simon Kachapin
 Governor, West Pokot County
 Tel: (254) 705900410

PUBLIC APPOINTMENTS (PARLIAMENTARY APPROVAL) SCHEDULE
CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR APPOINTMENT
TO PUBLIC OFFICE BY PARLIAMENT QUESTIONNAIRE

Notes:

1. (a) This questionnaire applies to appointments to public office arising by or under the Constitution or any other law where parliamentary approval is required.
2. (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.
3. (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.
4. (d) The submission of false information in the questionnaire is an offence and may result in prosecution.
5. (e) Any form of canvassing by a nominee shall lead to disqualification.
6. (f) The nominee must answer all the questions.

1. **Name: (State full name).**

ALBERT FRED EKIRAPA -----

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

-----MEMBER, TEACHERS' SERVICE COMMISSION-----

3. **Sex: MALE**-----

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

5TH JUNE 1960 , KOLANYA, TESO NORTH SUB-COUNTY, BUSIA COUNTY ---

5. **Marital Status:**

MARRIED-----

6. Daytime phone number: 020-318581 EXT. 30600 -----

7. Mobile phone number: 0722 229 719 -----

8. Email Address: ekirapaa@gmail.com -----

9. ID Number: 1083472-----

10. PIN Number: A 001854901R -----

11. Nationality: KENYAN -----

12. Postal Address: P.O BOX 30040-00100 -----

13. Town/City: NAIROBI -----

14. Knowledge of Languages: (Specify Languages).

ENGLISH, KISWAHILI, ATESO.-----

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

UNIVERSITY OF NAIROBI , 2007-2011, MASTER OF EDUCATION (MED),
2010
UNIV. OF NAIROBI (KENYATTA UNIV. COLLEGE CAMPUS) , 1981-
1985,...B.ED SCIENCE, 1985

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

2011 November-Present -Senior Deputy Director of Education, Ministry of Education, Science and Technology HQs.

2007 May-2011 November- Deputy Director of Education, Ministry of Education Headquarters. (Acting Director Secondary and Tertiary Education Sept. 2009 – May 2010)

2003 May – 2007 May -Senior Assistant Director of Education, Ministry of Education Headquarters.

2001 Jan - 2003 May -Employed by Public Service Commission of Kenya- Assistant Director of Education

1998 Sept -2000 Dec - Senior Lecturer Kaimosi TTC, TSC

1990 May - 1998 Sept. - Headmaster Kolanya High School, Busia, TSC

1988 April - 1990 April -Deputy H.M Lodwar High School ,Turkana, TSC

1985 July – 1988 April -Classroom teacher, Lodwar H. School, Turkana, TSC

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

NA -----

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

MEMBER, KENYA ASSOCIATION OF PUBLIC ADMINISTRATION AND
MANAGEMENT (KAPAM), 2014 TO DATE -----

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

- CHAIR, DEVELOPMENT COMMITTEE, SALVATION ARMY CHURCH,
AMAGORO,
VICE CHAIR, DEVELOPMENT COMMITTEE, SALVATION ARMY CHURCH,
EMBAKASI, NAIROBI
MEMBER, NGARA CIVIL SERVANTS ESTATE WELFARE ASSOCIATION,
NAIROBI

20. **Published Writings:**

1. (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.
2. (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.

- AFRICAN DEVELOPMENT BANK AIDE- MEMOIRE AND PROJECT
COMPLETION REPORT OF THE EDUCATION III PROJECT

AFRICAN DEVELOPMENT BANK AIDE-MEMOIRE FOR SUPERVISION
MISSION OF EDUCATION III PROJECT, APRIL 18-MAY 13, 2011

MASTERS DEGREE PROJECT REPORT ON “ FACTORS AFFECTING
MANAGEMENT OF CONSTITUENCY BURSARY SCHEME IN AMAGORO
CONSTITUENCY” -----

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

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

NONE

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

NONE

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

NO

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

NO

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

SAVINGS WITH MWALIMU NATIONAL SACCO – APPROXIMATELY KSHS.
1,000,000 IN MARCH 2015

LUMP SUM PENSION PAYMENT - APPROXIMATELY KSHS. 5,000,000 IN
MAY 2015 ONCE I RETIRE FROM MIN. OF EDUCATION IF APPOINTED
COMMISSIONER TSC-----

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

NO-----

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

SALARY AND ALLOWANCES: KSHS.200,000 PM X13 MONTHS =KSHS. 2,600,000-----

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

----- YES -----

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

APPROXIMATELY KSHS. 12,000,000.-----

26. **Potential Conflicts of Interest:**

1. (a) Identify the family members or other persons, parties, categories of litigation or financial arrangements that are likely to present potential conflicts-of-interest when you first assume the position to which you have been nominated. Explain how you would address any such conflict if it were to rise. NONE

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

WERE CONFLICT OF INTEREST TO ARISE IN MY WORK, I SHALL HAVE TO DECLARE SUCH INTEREST , AND WHERE NECESSARY, REMOVE MYSELF FROM ADJUDICATING ON THE MATTER AT HAND. AT ALL TIMES, I SHALL BE GUIDED BY THE PUBLIC INTEREST.-----

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

I HAVE CONTRIBUTED VARIOUS AMOUNTS OF MONEY TOWARDS FUNERAL EXPENSES ,MEDICAL EXPENSES,SCHOOL FEES, CONSTRUCTION OF SCHOOLS AND CHURCHES, LEAGUE OF MERCY TO ASSIST NEEDY PEOPLE IN MY SALVATION ARMY CHURCH, ETC. I SPEND VERY LITTLE TIME ON THESE ACTIVITIES, WITH CHURCH MEETINGS BEING HELD ON SUNDAYS.-----

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 OBJECTION -----

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

1. DR. BELLIO KIPSANG, PRINCIPAL SECRETARY, MIN. OF EDUCATION,
SCIENCE AND TECHNOLOGY, JOGOO HOUSE B, NAIROBI, TEL. 020-318581

2. MRS. LEAH ROTICH, ACTING EDUCATION SECRETARY, MIN. OF
EDUCATION, SCIENCE AND TECHNOLOGY, JOGOO HOUSE B, NAIROBI,
TEL. 020-318581

3. MR. ROBERT MASESE, DIRECTOR OF SECONDARY AND
TERTIARY EDUCATION, MIN. OF EDUCATION, SCIENCE AND
TECHNOLOGY, JOGOO HOUSE B, NAIROBI, TEL. 020-318581 -----

**TEACHERS SERVICE COMMISSION ACT
SECTION 8.**



LAWS OF KENYA

TEACHERS SERVICE COMMISSION ACT

No. 20 of 2012

Revised Edition 2012

Published by the National Council for Law Reporting
with the Authority of the Attorney-General

www.kenyalaw.org

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

7. Disqualification from membership

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

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

8. Procedure for nominations and appointment

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

- (2) The selection panel constituted under subsection (1) shall consist of—
- (a) a chairperson not being a public officer appointed by the President;
 - (b) the Cabinet Secretary in the Ministry responsible for matters relating to education or his representative;
 - (c) the Attorney General or his representative;
 - (d) the Cabinet Secretary in the Ministry responsible for public service or his representative;
 - (e) one person nominated by the Federation of Kenya Employers;
 - (f) two persons, one man and one woman, nominated by the registered trade unions representing the interests of registered teachers;
 - (g) one person nominated by a recognised association of private schools; and

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

9. Oath of office

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

10. Vacancy

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

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

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

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

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

11. Functions of the Commission

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

- (a) formulate policies to achieve its mandate;

**ACADEMIC CERTIFICATES AND
TESTIMONIALS.**



The University of Leeds

THIS IS TO CERTIFY

THAT

Mbarak Twahir

WAS SUCCESSFUL IN THE

SPECIAL EXAMINATION IN
ENGLISH FOR MATURE
APPLICANTS

IN SEPTEMBER 2001

Andrew Parkinson

Academic Registrar



KENYATTA UNIVERSITY
OFFICE OF THE REGISTRAR (ACADEMIC)

P. O. Box 43844,
NAIROBI, Kenya.
Tel. 810901/811622
Email: admission@ku.ac.ke.

Our Ref: E83/13591/2009

DATE: 25th January 2010

Twahir Mbarak Said
P.O. Box 23044 - 00100
NAIROBI

Dear Mr. Twahir,

RE: ADMISSION TO DOCTOR OF PHILOSOPHY - Ph.D COURSE
(PROVISIONAL)

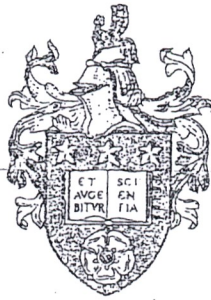
Following your application for admission to Kenyatta University to undertake a Doctor of Philosophy degree course, I am pleased to inform you that your admission for the Doctor of Philosophy in the Department of Educational Communication & Technology has been approved. However your registration is provisional until you develop a proposal and register with Graduate School within eight (8) months after which you will be given a substantive registration.

Your admission number is E83/13591/2009.

The degree course will be offered by thesis and the duration of the degree programme is three (3) years. In special circumstances acceptable to the University, a one (1) year extension may be granted.

You are expected to register during the current semester that commenced on 6th January 2010 subject to payment of fees. Your registration will be governed by the common regulations for Ph.D. degrees in all the Schools. You should therefore ensure that you are familiar with these regulations. The study programme will run as per the schedule in the enclosed document (KU/10).

Also enclosed are detailed joining instructions KU/2, KU/3A/3B, KU/4, KU/6 and KU/7 which you should complete and return to the Registrar (Academic).



The University of Leeds

DEGREE OF MASTER OF EDUCATION

It is hereby certified that

MBARAK SAID TWAHIR

*was admitted to the Degree of Master of Education
in this University*

ON THE TWENTY-SEVENTH DAY OF NOVEMBER, 1991

After following a prescribed scheme of advanced study

SCIENCE EDUCATION

Alan Wilson

VICE-CHANCELLOR

T. J. Walsh

REGISTRAR

The University of Leeds



School of Education

ADVANCED DIPLOMA IN EDUCATIONAL STUDIES SCIENCE EDUCATION

TRANSCRIPT OF COURSES

1989-90

Name: Mbarak S Twahir

Main Coursework: Science Education Curriculum
Science Education Workshop
Science Equipment and Apparatus
Primary Science
Maths and Science
Science Teacher Education (PGCE): Physics
Science
Basic Science

Options: Education and Development
Introduction to Computers
English Educational System
Computers in Administration
Educational Finance
Organisation of Pre-service Teacher Education
Organisation of INSET

Major Assignment: The Kenyan primary science teacher for the
21st century

OEU Activities: Introductory Course
Scargill Conference
Personal Tutor Group

Visits/Attachments: Primary, Middle and High Schools
Centre for Alternative Technology - 1 week course
Association for Science Education Conference

General Comment: Recommended for the M.Ed.

Director of OEU

D.S. Taylor

Date: 4th July 1990



THE UNIVERSITY OF LEEDS

ADVANCED DIPLOMA

IT IS HEREBY CERTIFIED THAT

MBARAK SAID TWAHIR

WAS AWARDED AN ADVANCED DIPLOMA IN THIS UNIVERSITY

ON THE ELEVENTH DAY OF JULY, 1990

AFTER FOLLOWING A PRESCRIBED SCHEME OF STUDY IN

EDUCATIONAL STUDIES

Edward Parkes

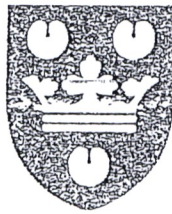
VICE-CHANCELLOR

T. D. W. M. A.

REGISTRAR

Department of Special Education
County of Copenhagen, Denmark

DIPLOMA



This is to certify that MR. M. S. TWAHIR

has successfully completed:

An ORIENTATION Course

in Special Education held at the County of Copenhagen, Denmark

in the period 8-29 AUGUST 1997

Copenhagen, 28 AUGUST 1997

BO BECK
Head
Dept. of Special Education

BODIL JACOBSEN
Psychologist
Dept. of Special Education



This is to certify that

MBARAK SAID TWAHIR

completed a course of instruction in

EDUCATIONAL STUDIES - SCIENCE

from SEPTEMBER 1989 to SEPTEMBER 1991

provided by the British Government
as part of its Technical Co-operation
Programme.

MINISTER OF STATE FOR FOREIGN
AND COMMONWEALTH AFFAIRS
AND MINISTER FOR OVERSEAS DEVELOPMENT

Date

23 OCTOBER 1991



KENYATTA UNIVERSITY

OFFICE OF THE REGISTRAR

P.O. Box 43844
Nairobi, KENYA.
Telephone: 810901-12

00709/75

Ref.....

26th Sept. 1989

Ref.....

Date.....

ACADEMIC TRANSCRIPT - 1978/79

NAME: TWAHIR MBARAK S.

REG. NO. 00709/75

YEAR OF STUDY. II & III

COURSE. BACHELOR OF EDUCATION (SCIENCE)

<u>SUBJECT/COURSE</u>	<u>GRADE</u>
<u>EDUCATION</u>	
Curriculum Development	B
General Methods	B
Special Methods	B+
Foundations	B
Administrations Economics & Planning	B
Psychology	B
<u>PHYSICS</u>	
Electricity & Magnetism III	C
Quantum Physics	B+
Thermo Physics	C-
Solid State Physics	A
Advanced Electronics	B+
Practical Physics III	B+
Electricity & Magnetism II	A
Introductory Electronics	B
Waves & Optics	B
Theoretical & Nuclear	C
Practical Physics II (i)	A
Practical Physics II (ii)	A
<u>MATHEMATICS</u>	
Complex Analysis	B
Numerical Analysis	B
Linear Algebra	C
Ordinary Differential Equations	C

KEY TO GRADES

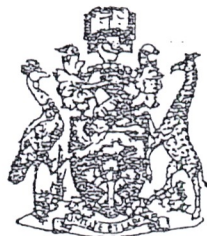
A	-	70% and above
B+	-	60% - 69%
B	-	50% - 59%
C	-	40% - 49%
D	-	35% - 39%
E	-	34 and below

NOTE Pass Mark is 40%

RECOMMENDATION: PASS: Awarded the Bachelor of Education Degree.

G.W.
G.W. WAWERU (MRS)
FOR: REGISTRAR.

UNIVERSITY OF NAIROBI



This is to certify that
Abbarak S. Twahir
having satisfied the requirements
for the award of the degree of the
BACHELOR OF EDUCATION
(SCIENCE)
(Pass)
was admitted to the degree
at a Congregation held at
this University on the
FOURTEENTH DAY OF DECEMBER IN THE YEAR
1979

Joseph O. Lumpa

VICE CHANCELLOR

[Signature]

REGISTRAR

THE EAST AFRICAN EXAMINATIONS COUNCIL

This is to certify that the candidate named below sat for the Examination for the East African Advanced Certificate of Education and qualified for the award of an

EAST AFRICAN ADVANCED CERTIFICATE OF EDUCATION

The candidate passed at the level shown (Principal or Subsidiary) in the subject(s) named and attained the Grade(s) as indicated.

MBARAK S TWAHIR

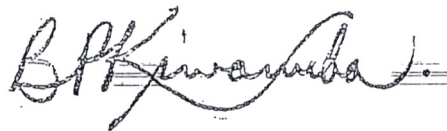
K1603 553.

SHIMOLATEWA SECONDARY SCHOOL

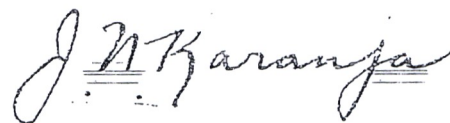
	E. A. A. C. E.	GRADE
PHYSICS	STANDARD	
CHEMISTRY	PRINCIPAL	E
MODERN MATHEMATICS	SUBSIDIARY	
	PRINCIPAL	E

SUBJECTS RECORDED THREE

EXAMINATION OF NOVEMBER/DECEMBER 1974



Secretary
East African Examinations Council



Chairman
East African Examinations Council

(See overleaf)

UNIVERSITY OF CAMBRIDGE
LOCAL EXAMINATIONS SYNDICATE

in collaboration with the

EAST AFRICAN EXAMINATIONS COUNCIL

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

EAST AFRICAN SCHOOL CERTIFICATE

IN DIVISION ONE

INCORPORATING A GENERAL CERTIFICATE OF EDUCATION

THE CANDIDATE REACHED THE GRADE SHOWN IN THE SUBJECTS NAMED AND ATTAINED THE STANDARD OF THE G.C.E. ORDINARY LEVEL PASS WHERE THIS IS INDICATED.

MBARAK S TWAHIR

K121 18

ALLIDINA VISRAM HIGH SCHOOL MOMBASA

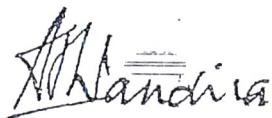
	GRADE	G.C.E. STANDARD
ENGLISH LANGUAGE	7	
GEOGRAPHY	4	ORDINARY
LUGHA YA KISWAHILI	2	ORDINARY
MATHEMATICS	3	ORDINARY
ADDITIONAL MATHS	7	
PHYSICS	4	ORDINARY
CHEMISTRY	4	ORDINARY
BIOLOGY	5	ORDINARY

SUBJECTS NAMED EIGHT SUBJECTS PASSED EIGHT

THE CANDIDATE ALSO REACHED THE PASS STANDARD IN THE ORAL ENGLISH TEST.

EXAMINATION OF NOVEMBER/DECEMBER 1972

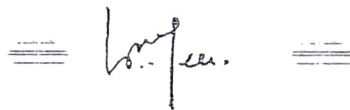
G.C.E. PASSES SIX



Chairman

East African Examinations Council

(See overleaf)



Vice-Chancellor

University of Cambridge

REPUBLIC OF KENYA
MINISTRY OF EDUCATION



Certificate of Primary Education

This is to certify that the candidate named below sat the Examination for C.P.E. in the year 1968 and reached the Grades shown in the Subjects named:- **SERANI**

16018137 **MBARAK TWAHIR**

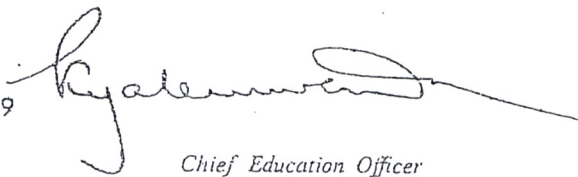
ENGLISH B+

MATHEMATICS A-

GENERAL SUBJECTS B
(History, Civics, Geography,
Natural Science, Agriculture)

A=Very good B=Good C=Satisfactory D=Weak E=Very Weak

Date -- 31 JULY 69



Chief Education Officer

This Certificate was issued without any alteration whatsoever.

ORIGINAL
REPUBLIC OF KENYA
OFFICIAL RECEIPT A
7542324

Edwin A. A. 15/18

Station *Car 114* Date *14/8 1960*
RECEIVED FROM *Mosai* *5* *14/8 1960*
Shillings *one* *14/8 1960*

on account of *Police* cents *1000000*

Vote Head *21*
Sub-Head *1*
Item *DR*
Cash
Cheque No.

KSh.	<i>1000000</i>
Ac.	
No.	<i>14052/60</i>

CRIMINAL INVESTIGATION DEPARTMENT
31/10/60
OFFICE RECEIPT
IN REPLY TO
30036

Form 6
KENYA P. 7063 50m Bks. 02/2010

325797

CRN No. 7062028

Date of issue: 04-Aug-2014

S/No. 1389

Transunion. CRB Certificate

We hereby confirm, having searched Credit Reference Bureau Africa records, that,

MBARAK SAID TWAHIR

of National ID No. 3462536

Has a Credit Report with status as:

- No adverse listing
- Paid
- Paying
- Not paid

This Certificate has been issued without any alteration or erasure. The validity of the information on this certificate is as at the date of issue.

TRANSUNION

Prosperity House,
Westlands Road, Off Museum Hill
P. O. Box 46406 - 00100
Nairobi

Tel: +254208751799/8713603/214
Mobile: 0722205072/0724258296



TransUnion Authorised Signatory



TransUnion Authorised Signatory



No. 041048

HIGHER EDUCATION LOANS BOARD



Certificate of Clearance

UNIVERSITY STUDENT LOAN

This Certificate is awarded to TWAHIR MBARAK S.

ID No. 3462536

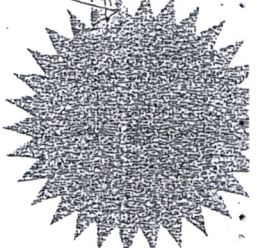
University Registration No. E35/709/75

University attended UNIVERSITY OF NAIROBI

For having repaid in full the Principal Loan and interest thereon.

Signature [Signature]
CEO/BOARD SECRETARY

~~08 Oct 2012~~
Date



Signature [Signature]
HEAD OF OPERATIONS

09 Oct 2012
Date

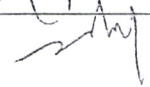
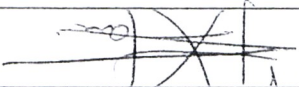
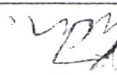
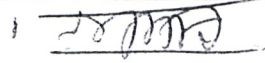
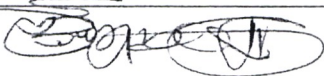
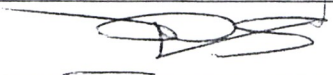

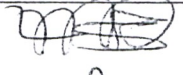



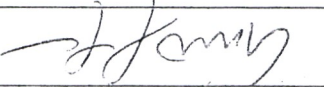
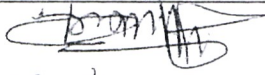
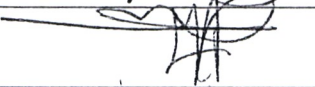
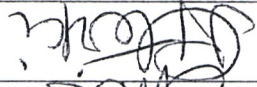
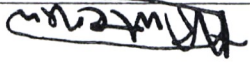
24		
23		
22		
21	Hon Boreas KEDDGO	RD
20	Hon Joseph M'CARNAHAN	RD
19	Hon (Dr) Christine Ombaka Ombaka	
18	Hon Cecilia NGEICH	RD
17	Hon Jared OPIO	RD

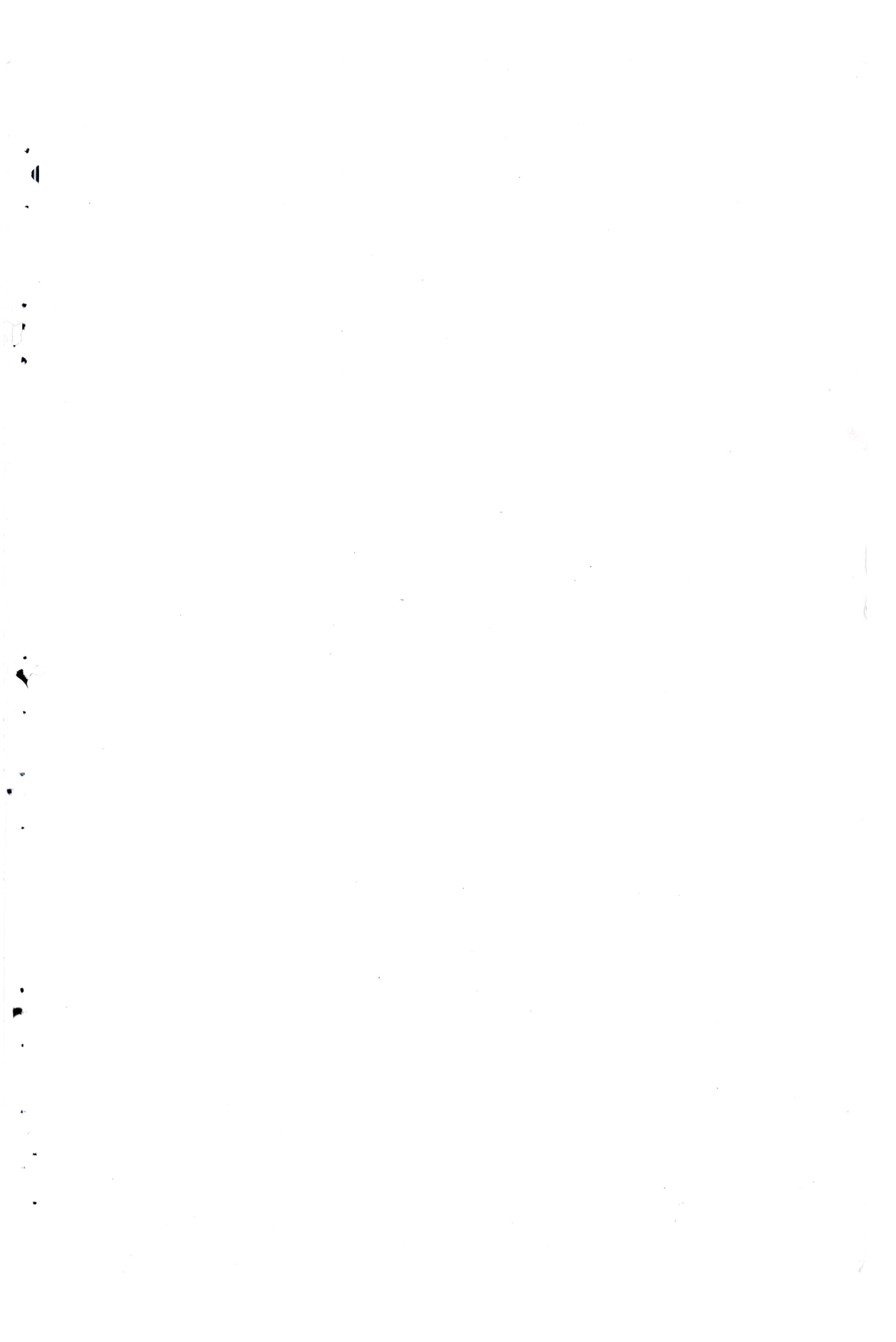
ADOPTION OF THE REPORT ON THE VETTING OF NOMINEES TO THE TEACHERS SERVICE

COMMISSION.

SATURDAY 21ST FEBRUARY, 2015

We the Hon. Members of the Education Committee have pursuant to S.O 199 adopted this report and affix our signature to affirm our approval and confirm its accuracy, validity and authenticity.

	NAME	SIGN
1	HON. SABINA WAHIDA CHEGG	
2	HON JOSEPH MANDE	
3	HON - MOHAMMAD ADHAN	
4	HON. Eric Aap Keler	
5	HON. RICHARD K. MAKEMBA	
6	HON. Steven Konjira	
7	HON Nasa Ibrahim	
8	HON A Susan Chobot	
9	HON DOCATS KEDOGO	
10	HON Rose Kusuma Mitani	
11	HON Munira Nyagaga	
12	HON. Geoffrey M. Odunga	
13	HON. Helena W. Dury	
14	HON. Julius - N. Mally	
15	HON ROJ HELLEN SAMBIT	
16	HON. Mary Sente	



COMMITTEE ADOPTION SCHEDULE

SCHEDULE—*continued*

16. **Honours and Awards:** (List any scholarships, fellowships, honorary degrees, academic or professional honours, honorary society memberships, military awards and any other special recognition for outstanding service or achievement and in respect of each, state the date of award and the institution or organization that made the award).
17. **Professional Association** (where applicable): (List all professional associations of which you are or have a member and give any positions held and the respective dates when each such position was held).
18. **Memberships:** (List all professional, business, fraternal, scholarly, civic, charitable or other organizations, (other than those listed in response to Question 16) to which you belong or have belonged).
19. **Published Writings:**
 - (a) List the titles, publishers and dates of books, articles, reports letters to the editor, editorial pieces or other published materials you have authored or edited.
 - (b) Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of any bar association, committee, conference or organization of which you were a member.
20. **Public Office, Political Activities and Affiliations:**
 - (a) List chronologically any public offices you have held or are currently holding, including the terms of service and whether such positions were elected or appointed.
 - (b) List all memberships and offices held in and services rendered, whether compensated or not, to any political party or election committee. If you have ever held a position or played a role in a political campaign, identify the particulars of the campaign, including the candidate, dates of the campaign, your title and responsibilities. Also include any linkage you have to a political party at present.
 - (c) Have you ever been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution?
 - (d) Have you ever been adversely associated with practices that depict bias, favouritism or nepotism in the discharge of public duties?
21. **Deferred Income/Future Benefits:** (List the sources, amounts and dates of all anticipated receipts from deferred income arrangements, stock, options, uncompleted contracts and other future benefits which you expect to derive from previous business relationships, professional services, firm memberships, etc).
22. **Outside commitment during service in office:** (Do you have any plans, commitments or agreements to pursue outside employment with or without compensation during your service in office? If so explain).
23. **Sources of Income:** (List sources and amounts of all income received during the calendar year preceding your nomination and in the current calendar year).
24. **Tax Status:** (State whether you have fully complied with your tax obligations to the State up to the end of the financial year immediately preceding the nomination for appointment).

8. Period for consideration and report

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

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

9. Failure of Parliament to act on nomination

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

10. Rejection of nomination

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

11. Notification of decision

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

12. Powers of the committee

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

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

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

(3) Any person who—

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

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

NO. 33 OF 2011

PUBLIC APPOINTMENTS (PARLIAMENTARY APPROVAL) ACT

[Date of assent: 11th November, 2011]

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

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

1. Short title

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

2. Interpretation

In this Act, unless the context otherwise requires—

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

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

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

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

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

3. Exercise of powers of appointment

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

4. Notification of vetting requirements

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

5. Notification of nomination

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

NO. 33 OF 2011

PUBLIC APPOINTMENTS (PARLIAMENTARY APPROVAL) ACT

ARRANGEMENT OF SECTIONS

Section

- 1. Short title.
- 2. Interpretation.
- 3. Exercise of powers of appointment.
- 4. Notification of vetting requirements.
- 5. Notification of nomination.
- 6. Approval hearing.
- 7. Issues for consideration.
- 8. Period for consideration and report.
- 9. Failure of Parliament to act on nomination.
- 10. Rejection of nomination.
- 11. Notification of decision.
- 12. Powers of the committee.

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

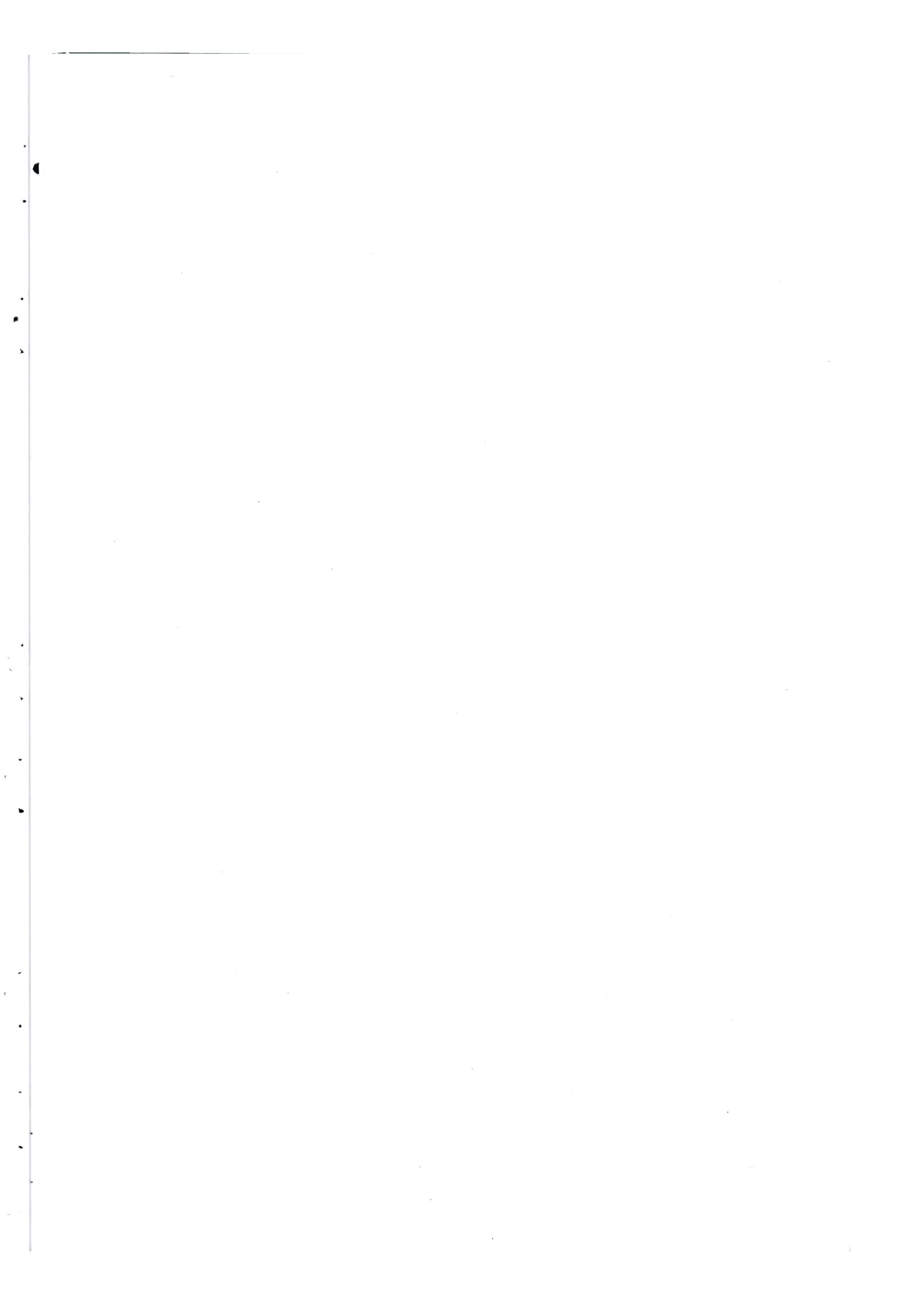
www.kenyalaw.org
Published by the National Council for Law Reporting
with the Authority of the Attorney-General
Revised Edition 2012 [2011]

No. 33 of 2011

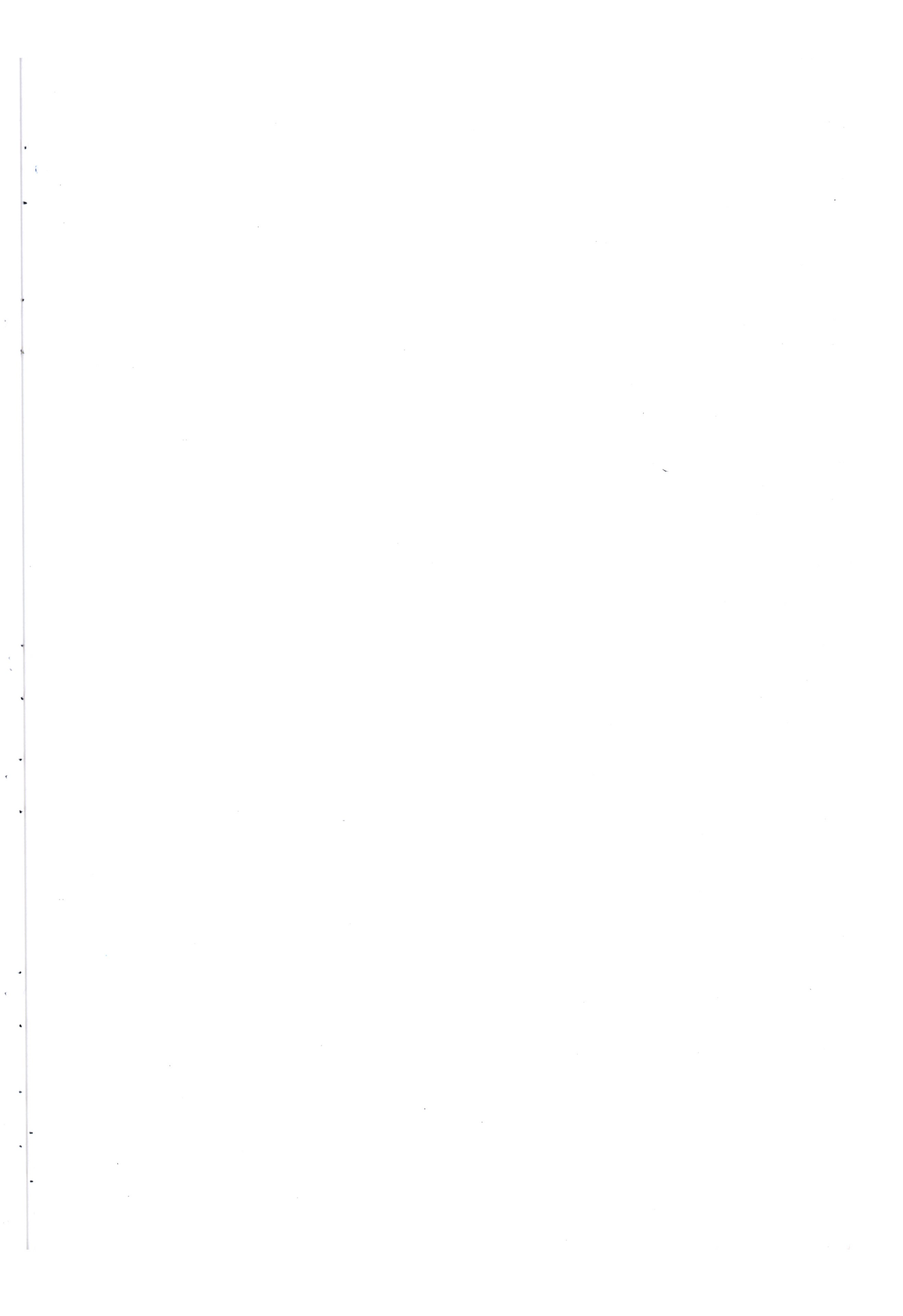
**PUBLIC APPOINTMENTS
(PARLIAMENTARY APPROVAL) ACT**

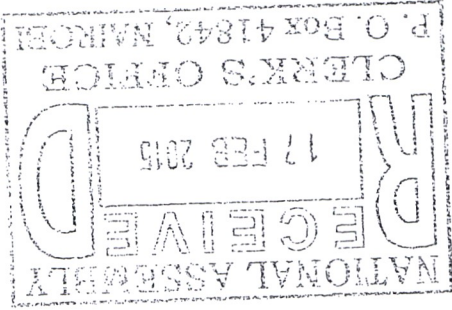
LAWS OF KENYA





**PUBLIC APPOINTMENT
(PARLIAMENTARY APPROVAL) ACT**





Halakhe D. Wago ACIARB
Secretary/Chief Executive Officer

Yours

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

No.	Name	Designation
1.	Mbarak Said Twahir	Nominee
2.	Kinoti Imayara	Nominee
3.	Tache Bansa Gollo	Nominee
4.	Beatrice Marengo Adu	Nominee
5.	Albert Fred Ekirapa	Nominee

We confirm that we have no outstanding issues or ongoing investigation against the nominees for the position of Member of the Teachers' Service Commission (TSC) whose details are given below.

Your letter, **KNA/EDUC./CORR/2015/(006)** dated **11th February, 2015** on the above matter is acknowledged.

VETTING OF NOMINEES FOR APPOINTMENT AS MEMBERS OF THE TEACHERS SERVICE COMMISSION (TSC)

Dear **Mr Bundi**

Mr. Justin Bundi, CBS
 Clerk of the National Assembly
 National Assembly
 P. O. Box 41842 – 00100
NAIROBI

EACC. 6/42 Vol. XX (86)

17th February, 2015

When replying please quote:

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

ETHICS AND ANTI-CORRUPTION COMMISSION



Handwritten note: @D/Commission

Handwritten note: @

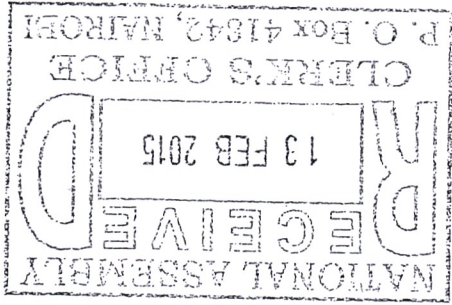
Handwritten note: please do not

Handwritten note: 18/2

Handwritten note: 173 1590



350 9001: 2008 Certified. Working with you to finance Higher Education now and in the future



CHARLES M. RINGERA
CHIEF EXECUTIVE OFFICER & BOARD SECRETARY

Charles M. Ringera
Yours

We urge you to encourage the applicant to seek their compliance certificate from the Board 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.

S/NO	NAME	ID NO.	STATUS	YEAR OF CLEARANCE
1	Mbarak Said Twahir	3462536	Cleared Cert no 41048	Oct 2012
2	Kinoti Manyara	0266060	Cleared Cert no 41080	Oct 2012
3	Tache Bansa Gollo	0008854	Non-Beneficiary	N/A
4	Beatrice Marenbo Adu	1844313	Cleared Cert no 40821	Oct 2012
5	Albert Fred Ekitapa	1083472	Cleared Cert 45690	Mar 2013

Please find a list confirming the loan status of the applicants with the board.
We acknowledge receipt of your letter Ref No. KNA/EDUC/CORR/2015/(005) regarding the clearance of nominee for the appointment as members of the teachers service commission.

CLEARANCE OF NOMINEES FOR APPOINTMENT AS MEMBERS OF THE TEACHERS SERVICE COMMISSION

Dear *J. Mwangi*,
NAIROBI,
P.O Box 41842-00100,
Clerk, National Assembly,
Mr. Justin N. Bundi,
HELB/RD/56593/POV/163

12th February, 2015

Anniversary Towers
18th Floor, University Way
P.O. Box 69489-00400
Nairobi, Kenya

Tel: 2278000, 0722205292, 07333205292
Fax: 2252330
E-mail: ceo@helb.co.ke
Website: www.helb.co.ke

HIGHER EDUCATION LOANS BOARD



① D/Comm floor

② LEAH
As doc
16/2

152 1532

Disclaimer : This certificate is system Generated and therefore does not require signature. You may confirm validity of this certificate on the Tax Portal by using the TCC Checker.

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

**This Certificate will be valid for
twelve (12) months up to 19/02/2016.**

**This is to confirm that Tache Bonga Gollo,
Personal Identification Number A002986813D
has filed relevant tax returns and
paid taxes due as provided by Law.**



KRAMRU09866062015

Certificate Number:

Certificate Date: 19/02/2015

Taxpayer PIN : A002986813D
Name and Address :
Tache Bonga Gollo
-, ISILOLO, Isiolo District,
PO Box:443,
Postal Code:60300

www.kra.go.ke

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

Tax Compliance Certificate



Disclaimer : This certificate is system Generated and therefore does not require signature. You may confirm validity of this certificate on the Tax Portal by using the TCC Checker.

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

This Certificate will be valid for twelve (12) months up to 20/02/2016.

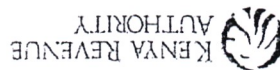
This is to confirm that Albert Fred Ekirapa, Personal Identification Number A001854901R has filed relevant tax returns and paid taxes due as provided by Law.

Taxpayer PIN : A001854901R
Name and Address : Albert Fred Ekirapa
N/A, N/A, Teso North District,
PO Box:30040,
Postal Code:00100
Certificate Date: 20/02/2015
Certificate Number: KRAELD00994622015

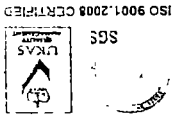


For General Tax Questions
Contact KRA Call Centre
Tel: +254 (020) 4998 888
Call: +254(0711)099 999
Email: callcentre@kra.go.ke

Tax Compliance Certificate



www.kra.go.ke



Tulipe Ushuru, Tufitegemeel

**COMMISSIONER OF DOMESTIC TAXES
MEDIUM AND SMALL TAXPAYERS**

Alice A. Owuor, OGW.

offices.

The applicants not appearing on the list should be referred to KRA

- 1. Mbarak Said Twahir
- 2. Kinti Manyara
- 3. Beatrice Maremba Adu

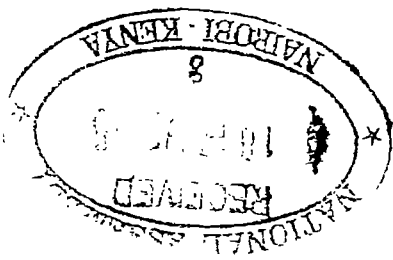
This letter confirms that the following nominees are tax compliant.

Refer to your letter dated 11th February, 2015 under Ref. KNA/EDUC./CORR/2015/(007).

**VETTING OF NOMINEE FOR APPOINTMENT AS
MEMBERS OF THE TEACHERS SERVICE COMMISSION**

The Clerk
National Assembly
Parliament Buildings
P.O Box 41842-00100
NAIROBI

17th February, 2015
Ref: CDT/MST/HQ/73



Handwritten notes: (2) LGTH, pls doof, 19/2

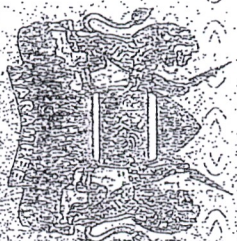
MEDIUM AND SMALL TAXPAYERS

ISO 9001:2008 CERTIFIED

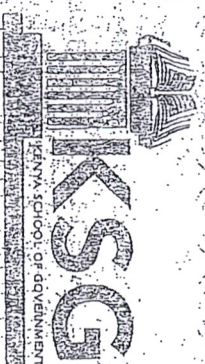


Handwritten notes: (1) D/Caru Hec

**LETTERS OF CLEARANCE FROM KRA,
HELB AND EACC**



KENYA SCHOOL OF GOVERNMENT
KENYA SCHOOL OF GOVERNMENT
KENYA SCHOOL OF GOVERNMENT



KENYA SCHOOL OF GOVERNMENT

By the authority of the Council of the

This Certificate is issued to

Albert Fred Kinyora

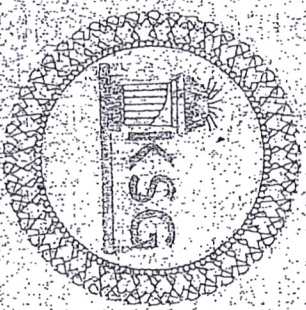
who successfully attended and participated in the

Transformation Leadership Course No. 7/2014

which was held on

04 - 13th June 2014

and is hereby entered into the School's Records



[Signature]

[Signature]

DIRECTOR GENERAL

MWILITA SECONDARY SCHOOL

PRIVATE BAG, KATA KENYA

Key: A - Very Good
 B - Good
 C - Fair
 D - Bad

LEAVING CERTIFICATE AND TESTIMONIAL

MR. ALBERT EKIRAPA son of ZADOCK OKARON

Location: NORTH BUSH DISTRICT BUSIA T.S.O. Embu

DATE: Intermediate School KOTANYA from 1968 to 1974

K.P.F. Number 61027 / 002

Mwila Secondary School

from 1975 to 1978

CLASS WORK

He has completed the work of Form IV

English Language	A-	Mathematics	C+
English Literature	B+	Biology	C+
Religious Knowledge	B	Physics with Chemistry	A-
Geography	B-		
History	-		
Swahili	B		

Above results based on final School Certificate/Average of Term Examinations
 The detailed results of all examinations are given in certificates held by the student

REMARKS

Clubs/Societies: Debating
 General Ability: A

PHYSIQUE

Health: Good
 Practical Work: Good
 Games and Sports: B

CHARACTER

Displays of excellent character. He was a good athlete and gets on well with other people.
 Character: A

GENERAL

An excellent member of the school.

Date: 22 November 1978

THE EAST AFRICAN EXAMINATIONS COUNCIL



This is to certify that the candidate named below sat for the Examination for the East African Certificate of Education and qualified for the award of an

EAST AFRICAN CERTIFICATE OF EDUCATION

SECTION I

THE CANDIDATE REACHED THE GRADE SHOWN IN THE SUBJECTS NAMED:

ALBERT EKIRAPA
K9503 005
MWHILA SECONDARY SCHOOL

GRADE	SUBJECTS NAMED
2	ENGLISH LANGUAGE
2	LITERATURE IN ENGLISH
2	CHRISTIAN RELIGION
2	GEOGRAPHY
2	LOUISIANA HISTORY
2	MATHS
2	BIOLOGY
2	PHYSICAL SCIENCE

EXAMINATION OF NOVEMBER/DECEMBER 1972

[Signature]
Secretary
East African Examinations Council

[Signature]
Chairman
East African Examinations Council

(See overleaf)

This certificate was issued without any change or alteration whatsoever

Kapsabet High School

Headmaster / Headmistress

Signature

G.S. GILL

G.S. Gill

Date of Issue 28.11.59

Pupil's signature

Albert Fred Ekirapa

Headteacher's report on the pupil's ability, industry and conduct
Character and Conduct - Very Good. Obedience and Politeness - Excellent.
Reliability, Loyalty, Cooperation - Good. Initiative - Very Good.
Honesty, Integrity - Good. Punctuality - Very Good.
Industry and Diligence - Excellent. Deportment - Very Good.
Academic Ability - Very much above average. Leadership - A successful
Class Prefect. Activities - Football, Badminton, Debating,
Science Clubs.

Date of Birth (in Admission Register) 1954

course for Standard/Form

Standard/Form 5 having satisfactorily completed the approved

Standard/Form 5 and left on 28.11.59 from

entered this school on 12.3.79 and was enrolled in

THIS IS TO CERTIFY THAT

ALBERT FRED EKIRAPA

Admission/Serial No. 3790

P.O. BOX 10, KAPSABET

SCHOOL KAPSABET BOYS' HIGH

SCHOOL LEAVING CERTIFICATE

MINISTRY OF EDUCATION

REPUBLIC OF KENYA

THE KENYA

NATIONAL EXAMINATIONS COUNCIL

This is to certify that the candidate named below sat for the Examination for the Kenya Advanced Certificate of Education and qualified for the award of a

KENYA

ADVANCED CERTIFICATE OF EDUCATION

The candidate passed at the level shown (Principal or Subsidiary) in the subject(s) named and attained the Grade(s) as indicated.

ALBERT FRED EKIRAPA

K5302/537

KAPSABET BOYS' HIGH SCHOOL

Grade	SUBSIDIARY	PRINCIPAL	PRINCIPAL	PRINCIPAL	PRINCIPAL	GENERAL PAPER	MATHEMATICS ALT 3	PHYSICS	CHEMISTRY
4									
E									
E									
E									
E									

SUBJECTS RECORDED FOUR

EXAMINATION OF NOVEMBER/DECEMBER 1980

Secretary

Kenya National Examinations Council

Chairman

Kenya National Examinations Council

A 006623

(See overleaf)



KENYATTA UNIVERSITY
UNDERGRADUATE ACADEMIC TRANSCRIPT

Name of Student: EKIRAPA ALBERT FRED
 Faculty: SCHOOL OF EDUC. AND HUMAN RESOURCE DEV.
 Degree Programme: BACHELOR OF EDUCATION (SCIENCE)
 Year of Study: 1
 Date of Admission: 1981
 Academic Year: 1981/82
 Registration No.: E37/3466/81

Subject/Course	Descriptive Title of Course	Academic Hours	Grade
60	GENERAL PSYCHOLOGY AND CHILD DEVELOPMENT	99	C
21	INORGANIC CHEMISTRY I	99	C
22	PHYSICAL CHEMISTRY I	35	A
23	ORGANIC CHEMISTRY I	35	B
60	CALCULUS I	35	D
61	CALCULUS II	35	B
62	LINEAR ALGEBRA I	35	B
66	PROBABILITY AND STATISTICS I	35	B
67	PROBABILITY AND STATISTICS II	35	B

RECOMMENDATION

PASS - PROCEED TO SECOND YEAR OF STUDY

Key to Grading System
 - 70% - 100% - Excellent
 - 60% - 69% - Good
 - 50% - 59% - Satisfactory
 - 40% - 49% - Pass
 - 39% & Below - Fail
 OTE:
 Pass Mark is 40%

Key to Letters
 Where there is no Grade
 I - Incomplete
 W - Withdrawal
 AS - Audited Successfully
 * - Retake



22ND APRIL, 2003



KENYATTA UNIVERSITY

UNDERGRADUATE ACADEMIC TRANSCRIPT

Student: EKIRAPA ALBERT FRED
 School: SCHOOL OF EDUC. AND HUMAN RESOURCE DEV.
 Program: BACHELOR OF EDUCATION (SCIENCE)
 Registration No: E37/3466/81
 Date of Admission: 1981
 Year of Study: 2
 Academic Year: 1983/84

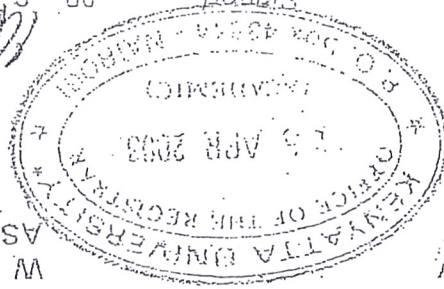
Academic Grade	Hours	Descriptive Title of Course	Subject/Course
A	99	CURRICULUM DEVELOPMENT	GENERAL METHODS
B	99	GENERAL METHODS	SUBJECT METHODS
A	99	PHYSICAL METHODS AND STRUCTURE DETERMINATION	PHYSICAL CHEMISTRY I
B	35	PHYSICAL CHEMISTRY I	S AND P BLOCK ELEMENTS
C	35	S AND P BLOCK ELEMENTS	INTRO. TO CHEMISTRY OF TRANSITIONAL ELEMENTS
C	35	INTRO. TO CHEMISTRY OF TRANSITIONAL ELEMENTS	ORGANIC CHEMISTRY II
A	35	ORGANIC CHEMISTRY II	ORGANIC CHEMISTRY III
C	35	ORGANIC CHEMISTRY III	COMPLEX ANALYSIS
B	35	COMPLEX ANALYSIS	ORDINARY DIFFERENTIAL EQUATIONS
B	35	ORDINARY DIFFERENTIAL EQUATIONS	

RECOMMENDATION

PASS - PROCEED TO THIRD YEAR OF STUDY

Key to Grading System
 - 70% - 100% - Excellent
 - 60% - 69% - Good
 - 50% - 59% - Satisfactory
 - 40% - 49% - Pass
 - 39% & Below - Fail

Key to Letters
 Where there is no Grade
 I - Incomplete
 W - Withdrawal
 AS - Audited Successfully
 - Retake

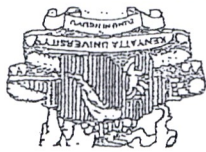


Signed
DR. G. KATANA

Date Issued 22ND APRIL 2003

Pass Mark is 40%

OTE:



KENYATTA UNIVERSITY
UNDERGRADUATE ACADEMIC TRANSCRIPT

Name of Student: EXIRAPA ALBERT FRED
 Faculty: SCHOOL OF EDUC. AND HUMAN RESOURCE DEV.
 Degree Programme: BACHELOR OF EDUCATION (SCIENCE)
 Year of Study: 3
 Date of Admission: 1981
 Registration No: E37/3466/81
 Academic Year: 1984/85

Subject/Course	Descriptive Title of Course	Academic Hours
EDUCATION	EDUCATIONAL PSYCHOLOGY	99
	EDUCATIONAL FOUNDATIONS	99
	EDUC. ADMIN., ECONOMICS AND PLANNING	99
CHEMISTRY	COMPARATIVE STUDY OF TRANSITION ELEMENTS	35
	ELECTROCHEMISTRY	35
	RADIOCHEMISTRY AND RADIATION CHEMISTRY	35
	HETEROCYCLIC CHEMISTRY	35
	ADVANCED STEREOCHEMISTRY & REACTION MECHANISMS	35
	ORGANIC SPECTROSCOPY	35
	INDUSTRIAL CHEMISTRY	35
	QUANTUM CHEMISTRY	35
	ORGANIC CHEMISTRY	35
	ENVIRONMENTAL CHEMISTRY	35
	DIFFERENTIAL GEOMETRY	35
MATHEMATICS	QUALITY CONTROL AND ACCEPTANCE SAMPLING	35

AWARDED THE DEGREE OF BACHELOR OF EDUCATION (SCIENCE)
SECOND CLASS HONOURS (UPPER DIVISION)

RECOMMENDATION

Key to Grading System
 A-70% - 100% - Excellent
 B-60% - 69% - Good
 C-50% - 59% - Satisfactory
 D-40% - 49% - Pass
 E-39% & Below - Fail

Key to Letters
 Where there is no Grade
 I - Incomplete
 W - Withdrawal
 AS - Audited Successfully
 - Retake

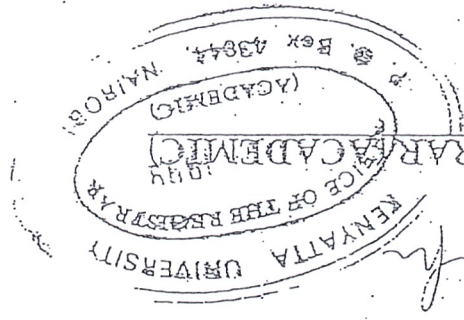


DR. G. KATANA
 Signed

Date issued 22ND APRIL, 2003

REGISTRAR

NOTE:
Pass Mark is 40%



JFK/twg

DR. J.F. KOGA
J.F. KOGA

at a graduation ceremony held on Tuesday 17th December, 1985. He has informed us of the loss of his original degree certificate. Unfortunately the University issues certificates only once. Any assistance accorded to him will be highly appreciated.

BACHELOR OF EDUCATION (SCIENCE)
SECOND CLASS HONOURS (UPPER DIVISION)

This is to confirm that the above named was a bonafide student of this institution. He was registered for a Bachelor of Education (Science) degree programme in the 1981/82 academic year and on completion he was awarded the degree of

RE: FRED ALBERT EKIRAPA - REG. NO. E37/3466/81

TO WHOM IT MAY CONCERN

Date: 4th October, 1999

P.O. Box 43844
Nairobi, Kenya
Telephone: 810901-810912

Your Ref.

Our Ref. E37/3466/81

KENYATTA UNIVERSITY
OFFICE OF THE REGISTRAR (ACADEMIC)





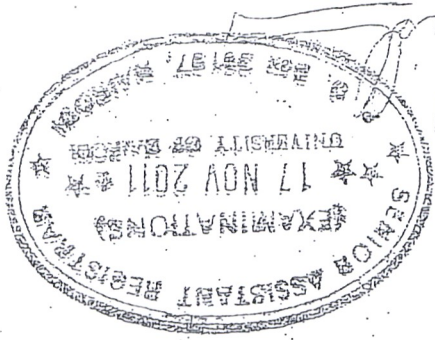
UNIVERSITY OF NAIROBI
POSTGRADUATE ACADEMIC TRANSCRIPT

ACADEMIC YEAR: 2006/2007-2009/2010
 STUDENT NAME: EKIRAPA ALBERT HRED
 FAC/SCH/INST: SCHOOL OF EDUCATION
 PROGRAMME: MASTER OF EDUCATION
 REGISTRATION NO: E55/8641/2006
 DATE OF ADMISSION 10TH APR-2007

COURSE CODE	DESCRIPTIVE TITLE OF COURSE	ACADEMIC HOURS	GRADE
TAP501	STATISTICS FOR EDUCATIONAL RESEARCH	60	A
TAP502	RESEARCH METHODS IN EDUCATION	60	A
TAP503	EDUCATIONAL MANAGEMENT	60	A
TAP505	CURRICULUM THEORY AND PRACTICE	60	A
TAP507	EDUCATION POLICY FORMATION AND PLANNING	60	C
TAP508	CURRICULUM EVALUATION	60	A
TAP512	POLICY STUDIES IN EDUCATIONAL ADMINISTRATION	60	A
TAP524	THEORIES OF EDUCATIONAL ADMINISTRATION	60	B
TAP526	EDUCATIONAL FINANCE	60	A
TAP530	PERSONNEL MANAGEMENT IN EDUCATION	60	A
TAP532	ORGANISATIONAL BEHAVIOUR IN EDUCATION	60	C
TAP536	SECONDARY SCHOOL ADMINISTRATION	60	A
TAP538	HIGHER EDUCATION ADMINISTRATION	60	C
TAP537	RESEARCH PROJECT	60	B
TAP537-0081	RESEARCH PROJECT: FACTORS AFFECTING MANAGEMENT OF CONSTITUENCY BURSARY SCHEME FOR SECONDARY SCHOOLS IN AMAGORO CONSTITUENCY, KENYA	60	B

RECOMMENDATION
 PASS AWARDED THE DEGREE OF MASTER OF EDUCATION

KEY TO GRADING SYSTEM
 A=70% - EXCELLENT
 B=60% - GOOD
 C=50% - SATISFACTORY
 F=0% - FAIL
 * PASS AFTER RESIT
 - Thesis/Dissertation is not graded
 - PASS AFTER RESIT



16-11-2011



[Signature]

[Signature]

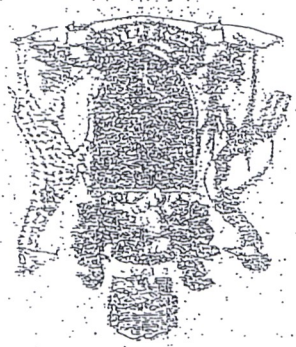
Twenty-fourth Day of September in the Year
2010
this University on the
at a Congregation held at
was admitted to the degree

MASTER OF EDUCATION
(IN EDUCATIONAL ADMINISTRATION)

having satisfied the requirements
for the award of the degree of the

Albert Fred Ekirapa

This is to certify that



UNIVERSITY OF NAIROBI

CONFIDENTIAL

cc. The District Commissioner
Homa Bay District

SAMMY P. M. KYUNGU, SS
DIRECTOR OF EDUCATION

31.7.84

Handwritten signature and initials
CSC
M. P. M. Kyungu

Yours faithfully,

I take this opportunity to wish you luck and success in
your new job.

By copy of this letter the Provincial Director of Education - Nyanza
is requested to inform me the exact date you report for duty.

This is to inform you that it has been decided you be
posted to Homa Bay District as the District Education Officer
with immediate effect.

DEPLOYMENT

Dear Mrs. Adu,

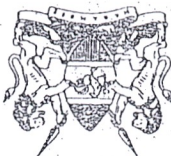
K I S U M U
P.O. Box 575
Nyanza Province

The Provincial Director of Education

Thro'

✓ Mrs. Beatrice M. Adu

CONFIDENTIAL



MINISTRY OF EDUCATION

JOOO HOUSE
HARAMBEE AVENUE
P.O. Box 30040
NAIROBI

7th April 19 98

and date

Ref. No. C.78/VOL.IV/287

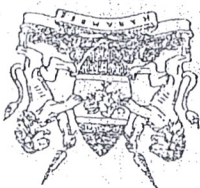
When replying please quote

Telephone: Nairobi 334411

Telegrams: "EDUCATION", Nairobi

Handwritten note: N/A/CP No 560001 (1)

JOGOO HOUSE "B"
HARAMBEE AVENUE
P.O. Box 30040
NAIROBI
26th September, 2000



Telegram: "Education", Nairobi
Telephone: Nairobi 334411
When replying please quote
Ref. No. **978130667/126**
and date

Mrs. B. M. Adu

Thro'

Provincial Director of Education,

P. O. Box 8,

KISUMU.

Dear Madam,

PROMOTION

I am pleased to convey the decision of the Public Service Commission that you be promoted to the grade of Assistant Director of Education job group 'N' with effect from 6th September, 2000.

The salary scale attached to this grade is KE9,714 x 330 - 10,044 x 99 - 10,143 x 330 - 10,803 x 372 - 12,663 x 399 - 13,062 per annum and your entry point into the scale will be KE10,803 per annum. You will retain 1st July as your future incremental date.

Arrangements are therefore underway to adjust your salary accordingly.

Please accept our congratulations on this promotion.

Yours faithfully,

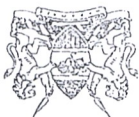
M. G. Kibumja

For: Permanent Secretary

cc: Director of Education

31.2.14

FORWARDING
FORWARDED FOR
INFORMATION / INFORMATION / INFORMATION
9/10/2000
M. G. KIBUMJA



JOGO O HOUSE
HARAMBEE AVENUE
P. O. Box 30040
NAIROBI
KENYA

23rd March, 2001

Telegrams: "EDUCATION", Nairobi
"B"

FAX No.
Telephone: 334411
When replying please quote

RBF: No. CON/78/VOL.X/87

Mrs. Beatrice Adu
P/NO. 86000101

Thro

The Provincial Director of Education
NYANZA PROVINCE

RE: DEPLOYMENT

This is to inform you that it has been decided that you be deployed to Kisumu as the Municipal
Education Officer with immediate effect.

By a copy of this letter the Provincial Director of Education Nyanza Province is requested to
inform me when you report to your new duty station.

Wish you success in your new station.

SAMMY P M KYUNG U SS
DIRECTOR FOR EDUCATION

cc
Permanent Secretary
Ministry of Education, Science & Technology

Permanent Secretary
Ministry of Local Government

The Secretary
Teachers Service Commission

The District Education Officer
KISUMU

Clerk to Council
KISUMU

Sppo

Handwritten notes:
cc
Permanent Secretary
Ministry of Education, Science & Technology
31.7.14
SPP

Telegrams: "Education", Nairobi
Telephone: Nairobi 334411
When replying please quote
1978130667/146
Ref. No. and date

JOGO HOUSE "B"
HARAMBEE AVENUE
P.O. Box 30040-00100
NAIROBI
24th May, 2003



MINISTRY OF EDUCATION, SCIENCE AND TECHNOLOGY

Mrs. Beatrice Marembu Adu

Thru

The Provincial Director of Education

Nyanza Province
P.O. Box 575
KISUMU

Dear Madam,

PROMOTION

I am pleased to convey the decision of the Public Service Commission that you be appointed to the grade of Senior Assistant Director of Education Job Group 'P' with effect from 21st May, 2003.

The salary scale attached to this grade is KE 10,803 x 372 - 12,663 x 399 - 13,860 per annum. Your entry point into the scale will be KE 11,919 per annum and retain 1st July as your future incremental date.

I take this opportunity to congratulate you upon this promotion and hope you will continue to work as a team with the same commitment.

Your faithfully,

Mrs. M. Ngonze (Mrs)
For: Permanent Secretary

[Handwritten signature]

31.7.14

FORWARDING INFORMATION / REGISTRY / ACTION / RETURN
REF: ...
31/7/03
Nyanza Province
3 - JUN 2003
20...DK DE L

MINISTRY OF EDUCATION, SCIENCE & TECHNOLOGY

JOGOO HOUSE "B"
HARAMBEE AVENUE
P. O. Box 30040
NAIROBI
KENYA

REPUBLIC OF KENYA



March 21, 2003

Ref.No. C/78/Vol.XII/159

FAX No.
Telephone: 33411
When replying please quote

Telegrams: "EDUCATION", Nairobi

Mrs. B.M. Adu
P/No. 78130667 - MEO Kisumu

The Provincial Director of Education

Nyanza Province

P.O. Box 575

KISUMU

RE: TRANSFER

This is to inform you that it has been decided that you be transferred to Migori District as District Education Officer with immediate effect.

By copy of this letter the Provincial Director of Education - Nyanza Province is requested to inform me when you report for assignment.

NAOMY W. WANGAI (MRS.)
DIRECTOR OF EDUCATION

Naomy Wangai

SPO

c.c.

21-7-14

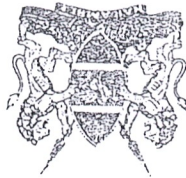
C/O
Wangai

PROVINCIAL DIRECTOR OF EDUCATION
NYANZA PROVINCE
25/3/2003

Forwarded
Stella

MINISTRY OF EDUCATION, SCIENCE AND TECHNOLOGY

Jogoo House "B"
Harabee Avenue
P. O. Box 30040
NAIROBI



REPUBLIC OF KENYA

9th August, 2005

Forwarded with congratulations
MS 14/08/05
PROVINCIAL DIRECTOR OF EDUCATION
NYANZA PROVINCE

Mrs. Beatrice Adu
P/No.1978130667

Ref: C/78/Vol.XV/290

When replying please quote

Telegrams: EDUCATION-NAIROBI
Telephone: Nairobi 318581
Fax: 214287

Thro'
Provincial Director of Education
Nyanza Province
P. O. Box 575
KISUMU

RE: APPOINTMENT

This is to inform you that it has been decided that you be appointed Provincial Director of Education, Eastern Province

Provincial Director of Education, Nyanza Province is requested to ensure that handing/taking over takes place before you leave and to inform this office of the date this is done.

May I take this opportunity to congratulate you on the appointment and to wish you all the best in your new assignments.

Please write and inform me of the date you assume your new duties.

PROF. GEORGE I. GODIA
EDUCATION SECRETARY

- > Secretary, TSC
- > Provincial Commissioner, Eastern Province.
- > SPO

CIC
Supervisor

21.7.14

CONFIDENTIAL

P/No. 78130667

Provincial Director of Education
Nairobi Province

NAIROBI
Ministry of Education Hqs
Education Secretary

FOR: PERMANENT SECRETARY
GRACE OMOLO (MRS.)

Handwritten signature

Handwritten notes:
31.7.14
CSC
Wp
CSC

MINISTRY OF EDUCATION
Nairobi District
P. O. Box 178-49000 SUN-MIDWAY

Following the decision of the Ministerial Deployment Committee, it has been decided that you be deployed as Provincial Director of Education, Rift Valley Province with immediate effect. You will handover your current duties to Mr. Boniface Gitau who has been informed in a separate communication. You should inform the Education Secretary the date you takeover duties in your new station. I wish you all the best in your duties.

DEPLOYMENT

✓ Mrs Beatrice Adu

Ref: MOE CONF/G1/45V0111 (163)

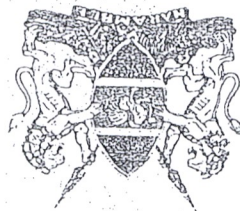
When replying please quote

E-mail: minister@education.go.ke

Fax: 214287

Telephone: Nairobi 318581

Telegrams: "EDUCATION", Nairobi



MINISTRY OF EDUCATION

CONFIDENTIAL

14th May, 2009
NAIROBI
P. O. BOX 30040-00100
HARAMBEE AVENUE
JOGOO HOUSE "B"

UNIVERSITY OF CAMBRIDGE
LOCAL EXAMINATIONS SYNDICATE

in collaboration with the

EAST AFRICAN EXAMINATIONS COUNCIL

This is to certify that the candidate named below sat for the joint Examination for the East African Certificate of Education and School Certificate and qualified for the award of an

EAST AFRICAN SCHOOL CERTIFICATE

IN DIVISION TWO

INCORPORATING A GENERAL CERTIFICATE OF EDUCATION

THE CANDIDATE REACHED THE GRADE SHOWN IN THE SUBJECTS NAMED AND ATTAINED THE STANDARD OF THE G.C.E. ORDINARY LEVEL PASS WHERE THIS IS INDICATED.

BEATRICE WAREMBU BUYA

K112 4

MURRAY HIGH SCHOOL MWATATE

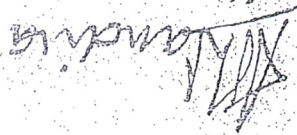
GRADE	STANDARD	5	3	4	6	3	9	7	7
ENGLISH LANGUAGE	ORDINARY	5							
LITERATURE IN ENGLISH	ORDINARY	3							
BIBLE KNOWLEDGE	ORDINARY	4							
HISTORY	ORDINARY	6							
LUGHA YA KISWAHILI	ORDINARY	3							
MATHEMATICS	ORDINARY	9							
BIOLOGY	ORDINARY	7							
NEEDLEWORK/DRESSMAKING	ORDINARY	7							

SUBJECTS NAMED EIGHT SUBJECTS PASSED SEVEN

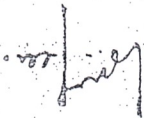
THE CANDIDATE ALSO REACHED THE PASS STANDARD IN THE ORAL ENGLISH TEST.

EXAMINATION OF NOVEMBER/DECEMBER 1972 G.C.E. PASSES FIVE

Chairman



Vice-Chancellor

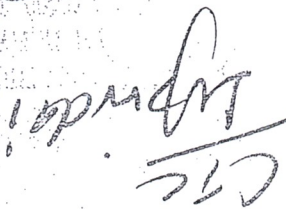


East African Examinations Council

(See overleaf)

University of Cambridge

21.7.74



TEACHERS SERVICE COMMISSION

THE BAZAAR
MOI
AVENUE/BIASHARA
STREET
PRIVATE BAG
NAIROBI, KENYA

20th February 2006



Telephone: Nairobi
312067/8 &
312078/89 &
312091/3
Telegrams:
"MWALIMU", Nairobi
When replying please
quote
Ref: TSC/CONF/361/190

Mrs. Beatrice Adu,
Provincial Director of Education,
Eastern Province,
P.O. Box 123,
EMBU.
Dear Mrs. Adu,

**APPOINTMENT AS AN AGENT OF THE TEACHERS SERVICE
COMMISSION IN EASTERN PROVINCE**

In accordance with the terms of Section 4(1)(b) of the Teachers Service Commission Act (Cap 212 of the Laws of Kenya) and Legal Notice No. 95 of 1971, the Teachers Service Commission hereby appoints you as its agent in your Province with effect from the date of your posting by the Education Secretary, Ministry of Education, Science and Technology.

As an agent you will be required to perform the following duties within your area of jurisdiction: -

- i) Assignment and transfer of teachers in secondary schools,
- ii) Identification and deployment of secondary school teachers to positions of responsibility,
- iii) Discipline of teachers in post-primary institutions
- iv) Any other related duties that the commission may assign to you from time to time.

C.E. Mwangi
31.2.2006
DISTRICT EDUCATION OFFICER
EASTERN DISTRICT
P.O. BOX 375
NAIROBI

TEACHERS SERVICE COMMISSION

THE BAZAAR
MOI AVENUE/BIASHARA
STREET
PRIVATE BAG
NAIROBI, KENYA



2nd May, 2002

Telephone: Nairobi
331144/5/6/7/8/9 & 331150
Telegrams: "MWALIMU".
Nairobi
When replying please quote
Ref. No: TSC/CONF/361/103
and
date

Mrs. B. Adu,
Municipal Education Officer,
Kisumu City,
P.O. Box 105,
KISUMU

Dear
Mrs Adu

APPOINTMENT AS AN AGENT OF THE TEACHERS
SERVICE COMMISSION IN KISUMU CITY

In accordance with the terms of section 4 (1)(b) of the Teachers Service Commission Act (Cap 212 of the Laws of Kenya) and Legal Notice No.95 of 1971, the Teachers Service Commission hereby appoints you as its Agent in Kisumu City with effect from the date of your posting letter by the Director of Education for:

- (i) assignment and transfer of teachers in primary schools,
- (ii) the discipline and the interdiction of teachers in primary schools,

This appointment is subject to the conditions that:

- (i) the Commission shall not thereby be prevented from the exercise of any power delegated to you,

DISTRICT EDUCATION OFFICER
MURURI DISTRICT
P.O. Box 125-14000, KISUMU

Mrs Adu
31.5.02

THE EAST AFRICAN EXAMINATIONS COUNCIL

This is to certify that the candidate named below sat for the Examination for the East African Advanced Certificate of Education and qualified for the award of an

EAST AFRICAN

ADVANCED CERTIFICATE OF EDUCATION

The candidate passed at the level shown (Principal or Subsidiary) in the subject(s)

named and attained the Grade(s) as indicated.

BEATRICE MAREMBO BUVA

K1502 502

MATUGA GIRLS' SECONDARY SCHOOL

E.A.A. GRADE	STANDARD	PRINCIPAL	C	PRINCIPAL	0	SUBSIDIARY
	HISTORY					
	KISWAHILI					
	GENERAL PAPER					

SUBJECTS RECORDED THREE

EXAMINATION OF NOVEMBER/DECEMBER 1974

31.7.74

C/C
Mphahlele

Secretary

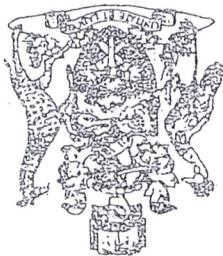
East African Examinations Council

Chairman

East African Examinations Council

(See overleaf)

UNIVERSITY OF NAIROBI



This is to certify that

Beatrice Mwendu Bura

having satisfied the requirements

for the award of the degree of the

BACHELOR OF EDUCATION

(ARTS)

Second Class Honours (Lower Division)

was admitted to the degree

at a Congregation held at

this University on the

TWENTY FOURTH DAY OF NOVEMBER IN THE YEAR

1978

*C/O
Superior*

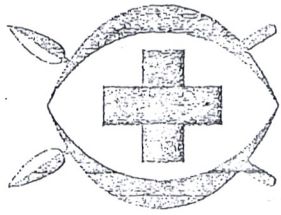
[Signature]

REGISTRAR

31.7.78

[Signature]
VICE CHANCELLOR

Declaration Certificate



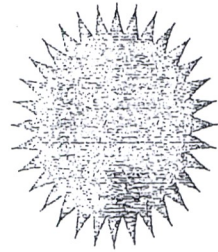
Kenya
Red Cross

We, the undersigned, hereby declare that

Tache Bansa Golo

is the duly elected Committee Member of the Kenya Red Cross Society
for the period July 2013 to May 2016

Col. Shem Amadi
Chairperson, Election Committee



Nancy Iyadi
Returning Officer, IEBC

CHAIRMAN

[Signature]

NEO/SECRETARY DEB

[Signature]



DATE 27th day of March 19 98

achieving 1st (B-7.7297) position in the District

Done in the year 1997 and

TITLE / SUBJECT C. R. E.

FOR EXEMPLARY PERFORMANCE

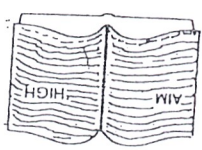
OF Maccl Boys Secondary School

Mr. Tache Bansa

AWARDED TO

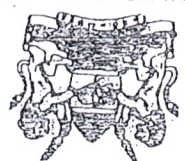
Certificate of Merit

Academic Award



DISTRICT EDUCATION BOARD - ISIOLO

MINISTRY OF EDUCATION
REPUBLIC OF KENYA



CHAIRMAN

[Signature]

SECRETARY

[Signature]



DATE 27th day of March 1998

achieving position in the District

Done in the year 1997 at 6-5135 and 1st

TITLE / ~~ISSUE~~ Best K12 School

FOR EXEMPLARY PERFORMANCE

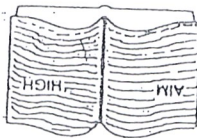
OF Moses Boys Sec. School

Mr. Tebo Benson

AWARDED TO

Certificate of Merit

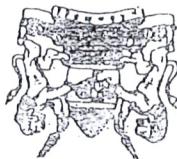
Academic Award



DISTRICT EDUCATION BOARD - ISIOLO

MINISTRY OF EDUCATION

REPUBLIC OF KENYA



TEACHERS SERVICE COMMISSION

THE BAZAAR
MCI AVENUE/BINSHARA
STREET
PRIMATE BAG
NAIROBI, KENYA

Date: 10/12/2001



Telegrams: "Mwajimu", Nairobi
Telephone: Nairobi 331144/5/6/7/8/9 & 331150
When Replying please quote
Ref No. TSC/236333/113
and date

Mr/Mrs/Ms GILLO BONSA, TEACHER

Thru:

The HEADTEACHER

MERTI SECONDARY SCHOOL

P. O. BOX 477

ISIOLO

Dear Sir/Madam

P R O M O T I O N

I am pleased to inform you that following the final selection of TSC Circular 5/97 dated 3rd February, 1997 you have been promoted to GRADUATE TEACHER I

job group 1.

with effect from 8/11/1999

The salary scale attached to this grade is KSh 7278x122 - 8166x276 - 9210x378 - 10860x375 - 11235 per annum

per annum and

You will enter the scale at KSh 7278

Your incremental date will be JULY

Please accept my sincere congratulations upon this promotion and best wishes as you continue to serve the community.

Yours faithfully

J. N. MURIU

FOR: SECRETARY

TEACHERS SERVICE COMMISSION

THE PDE - EASTERN

DPO - ISIOLO

Certificate of Attendance



KENYA UNION OF SAVINGS & CREDIT CO-OPERATIVES LTD.
CO-OPERATIVE EDUCATION AND TRAINING PROGRAMMES

This is to certify that TACHE BONSA GOILO

of ISILOLO TEACHERS SACCO

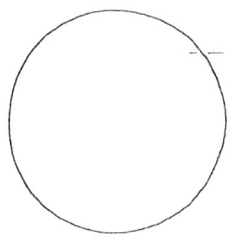
Attended CREDIT MANAGEMENT SEMINAR

Held at MOMBASA BEACH HOTEL

From 22ND to 26TH APRIL, 2002

Main Subjects taught:

- EFFECTIVE CREDIT MANAGEMENT
- LOAN PROCESSING AND APPRAISAL
- TEAM-BUILDING MAINTENANCE
- ROLE OF CREDIT COMMITTEE
- PEARLS PERFORMANCE STANDARDS
- MANAGEMENT OF STRESS
- EFFECTIVE MEMBER PARTICIPATION
- PRODUCT DIVERSIFICATION
- ROLES OF THE CO-OPERATIVE TRIBUNAL IN RELATION TO
- DEFAULTING
- INDICATORS OF A HEALTHY SACCO
- CO-OPERATIVE SOCIETIES ACT, RULES AND BY-LAWS



National Chairman
[Signature]

Managing Director
[Signature]

Date
26-04-2002

GAZETTE NOTICE NO. 4188

THE EWASO NG'IRO NORTH RIVER BASIN DEVELOPMENT
AUTHORITY ACT

(Cap. 448)

APPOINTMENT OF CHAIRMAN

IN EXERCISE of the powers conferred by section 4 (1) (ii) of the Ewaso Ng'iro North River Basin Development Authority Act, I, Mwai Kibaki, President and Commander-in-Chief of the Armed Forces of the Republic of Kenya, appoint—

TACHE BONSA

to be chairman of the Ewaso Ng'iro North River Basin Development Authority, for a period of three (3) years. The appointment of Chafano Mokku*, is revoked.

Dated the 18th June, 2003.

MWAI KIBAKI,

President.

*G.N. 8185/2002.

CONFIDENTIAL

Government circulars.
As this is not a full time position you will only be entitled to a monthly honoraria and other allowances as stipulated in Ewaso Ng'iro North Development Authority Act Cap 448.
As the Chairman of the Authority, you will be responsible for guiding the Board of Management of the Authority and its Chief Executive. You will be required to chair all Boards of Management meetings and be available for consultations with the Managing Director as and when necessary to enable the Authority operate smoothly in line with the State Corporations Act Cap 446 and Ewaso Ng'iro North Development Authority Act Cap 448.

I am pleased to formally inform you that in accordance with section 4(1)(a) of the Ewaso Ng'iro North River Basin Development Authority Act (Cap 448), His Excellency the President has appointed you to be the Chairman of the Authority for a period of three years with effect from 18th June 2003.

APPOINTMENT AS CHAIRMAN OF EWASO NG'IRO NORTH DEVELOPMENT AUTHORITY

Dear *Tache*,

ISIOLO
P. O. Box 203
C/o Ewaso Ng'iro North Development Authority,
Mr. Tache Bansa,

Ref No. OVP&MNR/ENNDA/B.13.2/(36) Date 26th June 2003

Telegraphic Address "Makamu"
Telephone: Nairobi 227411
When replying please quote:
P.O. Box 10280-00100 NAIROBI, GPO

**OFFICE OF THE VICE-PRESIDENT
AND MINISTRY OF NATIONAL RECONSTRUCTION
OFFICE OF THE PERMANENT SECRETARY**



NEWTON E. OKWATSA
D.E.O - SEC DEB

KIMANI WAWERU
CHAIRMAN - DEB



Newton E. Okwatsa

Kimani Waweru

DATE _____ day of *May* 20*09*

achieving *M44 4,333* position in the District

Done in the year *2008* and

TITLE/SUBJECT *Best 3 K.C.S.E Schools*

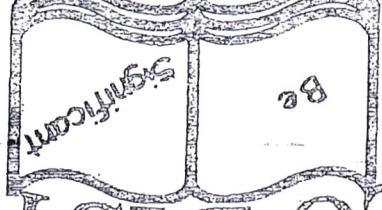
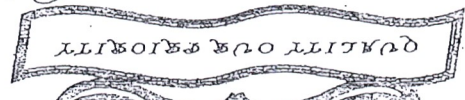
FOR EXEMPLARY PERFORMANCE

OF *Masa Boys S.S.*

Saine Boma

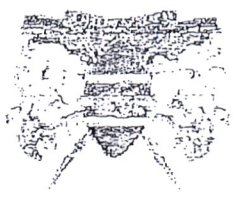
AWARDED TO

Certificate of Merit



ISIYOLO DISTRICT

REPUBLIC OF KENYA
MINISTRY OF EDUCATION





7. THE RED CROSS IS A WORLD-WIDE INSTITUTION IN WHICH ALL SOCIETIES HAVE EQUAL STATUS AND SHARE EQUAL RESPONSIBILITIES AND DUTIES IN HELPING EACH OTHER.

6. THERE CAN ONLY BE ONE RED CROSS SOCIETY IN ANY ONE COUNTRY. IT MUST BE OPEN TO ALL. IT MUST CARRY ON ITS HUMANITARIAN WORK THROUGHOUT ITS TERRITORY.

5. THE RED CROSS IS A VOLUNTARY RELIEF ORGANISATION NOT PROMOTED IN ANY MANNER BY DESIRE FOR GAIN.

4. THE RED CROSS IS INDEPENDENT. THE NATIONAL SOCIETIES, WHILE AUXILIARIES IN THE HUMANITARIAN SERVICES OF THEIR GOVERNMENTS AND SUBJECT TO THE LAWS OF THEIR RESPECTIVE COUNTRIES, MUST ALWAYS MAINTAIN THEIR AUTONOMY SO THAT THEY MAY BE ABLE AT ALL TIMES TO ACT IN ACCORDANCE WITH RED CROSS PRINCIPLES.

THE BASIC RED CROSS PRINCIPLES

3. IN ORDER TO CONTINUE TO ENJOY THE CONFIDENCE OF ALL, THE RED CROSS MAY NOT TAKE SIDES IN HOSTILITIES OR ENGAGE AT ANY TIME IN CONTROVERSIALS OR A POLITICAL, RACIAL, RELIGIOUS OR IDEOLOGICAL NATURE.

2. IT MAKES NO DISCRIMINATION AS TO NATIONALITY, RACE, RELIGIOUS BELIEFS, CLASS OR POLITICAL OPINIONS. IT ENDEAVOURS TO RELIEVE THE SUFFERING OF INDIVIDUALS, BEING GUIDED SOLELY BY THEIR NEEDS, AND TO GIVE PRIORITY TO THE MOST URGENT CASES OF DISTRESS.

1. THE RED CROSS, BORN OF A DESIRE TO BRING ASSISTANCE WITHOUT DISCRIMINATION TO THE WOUNDED ON THE BATTLEFIELD, ENDEAVOURS IN ITS INTERNATIONAL AND NATIONAL CAPACITY TO PREVENT AND ALLEVIATE HUMAN SUFFERING WHEREVER IT MAY BE FOUND. ITS PURPOSE IS TO PROTECT LIFE AND HEALTH AND TO ENSURE RESPECT FOR THE HUMAN BEING. IT PROMOTES MUTUAL UNDERSTANDING, FRIENDSHIP, CO-OPERATION AND LASTING PEACE AMONGST ALL PEOPLES.

HUMANITY:

IMPARTIALITY:

NEUTRALITY:

Dated at Nairobi this 13TH day of OCTOBER 20 09

SECRETARY GENERAL
KENYA RED CROSS SOCIETY

THE GOVERNOR
KENYA RED CROSS SOCIETY

M. M. M. M.

[Signature]

has been enrolled a life member of the Kenya Red Cross Society.

TACHE BONSA GOLLO

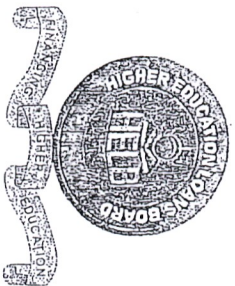
This is to Certify that

Life Membership Certificate

KENYA RED CROSS SOCIETY



HIGHER EDUCATION LOANS BOARD



Serial No: 31560

Guarantee Certificate

This is to confirm that:
TACHE BONSA GOLLO

Holder of National IDNo. 0008854 is not a beneficiary of the University Loans Scheme.

Signed by: Head Of Operations

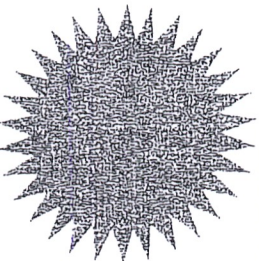
Caveat

Manager, Loan Repayment and Recovery

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

Date of Issue: 01-08-2014

This certificate is valid until: August 2015



AFRICA CORPORATE GOVERNANCE
ADVISORY SERVICES LTD

Certificate

This is to certify that

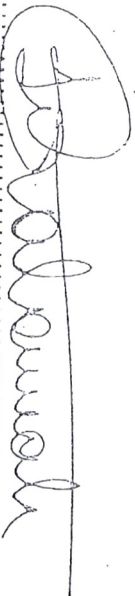
Tache Bonsa Gollo

Successfully attended and completed the
Corporate Governance Training

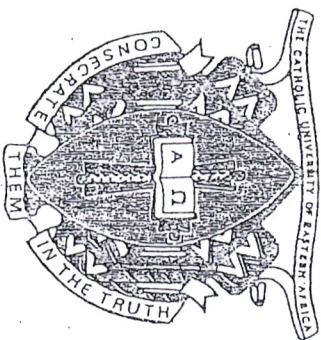
Held at *Boma Hotel, Nairobi*

on *January 16th to 17th 2014*

Chief Executive Officer



A. Mwangi
Program Manager



AMECEA

On the recommendation of the Senate and by virtue of the authority vested in it by University Council, the Trustees of the university have conferred on

SACHE GOMBA GOLO

The degree of **BACHELOR OF EDUCATION (ARTS)**

Second Class Honours (Upper Division)

In the Faculty of **ARTS AND SOCIAL SCIENCES**

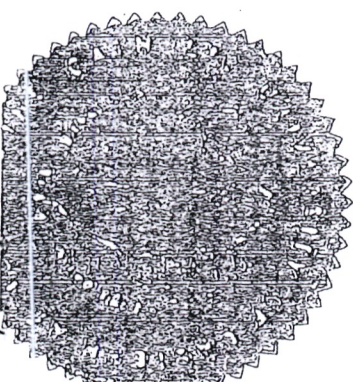
Together with all the honours, rights and privileges pertaining thereto in recognition of the fulfillment of all requirements for this degree. In witness whereof we have caused this degree to be signed by the duly authorised officers of the University and have authorised the seal of the University to be affixed on the same.

Given at Nairobi, Kenya on *8th November,* in the year, *1996*

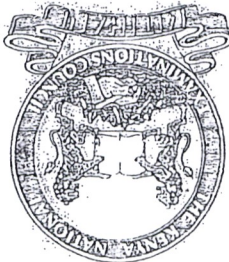
Sukunda Shauri
Rector

B. A. M. M.
Dean

Chancellor
Chancellor



The Kenya National Examinations Council



PRIMARY TEACHERS' CERTIFICATE

MARCH, 1986

This is to certify that the candidate named below sat for the Primary Teachers' Examination and qualified for the award of a Primary Teachers' Certificate and was graded as a P1 teacher.

The candidate attained the grade shown in the Subjects named.
TACHE BONSA GOLLO 41184/082
HISHRIDGE TEACHERS TRAINING COLLEGE

GRADE

P
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PROFESSIONAL STUDIES
ENGLISH
KISWAHILI
MATHEMATICS
SCIENCE
CHRISTIAN RELIGIOUS EDUCATION
PHYSICAL EDUCATION
GEOGRAPHY
ART
AGRICULTURE
PRACTICAL TEACHING

*SUBJECT PASSED (ELEVEN)

[Handwritten signatures]

SECRETARY
KENYA NATIONAL EXAMINATIONS COUNCIL
CHAIRMAN
KENYA NATIONAL EXAMINATIONS COUNCIL

(see overleaf)

PTC 038107

THE KENYA

NATIONAL EXAMINATIONS COUNCIL

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

KENYA CERTIFICATE OF EDUCATION

DIVISION III

THE CANDIDATE REACHED THE GRADE SHOWN IN THE SUBJECTS NAMED
TACHE BONSA GOLLO 36001/002

ISILO SECONDARY SCHOOL

Grade

2	ENGLISH LANGUAGE
6	LITERATURE IN ENGLISH
3	CHRISTIAN RELIGION
6	GEOGRAPHY
8	LUCHA YA KISWAHILI
7	MATHEMATICS
8	PHYSICAL SCIENCE
8	BIOLOGY

SUBJECTS NAMED EIGHT SUBJECTS PASSED EIGHT

EXAMINATION OF NOVEMBER/DECEMBER 1982

Secretary

Kenya National Examinations Council

Chairman

Kenya National Examinations Council

O 156482

(See overleaf)

You will be:-

1. Covered by the Secretariat Comprehensive Medical Scheme and the Organization Group Accident Policy,

2. A contributor to the Teachers Service Commission Superannuation Pension Scheme where your contribution will be 10% of your basic salary and the Commission will contribute 20% of the same on a monthly basis,

3. Eligible for terminal benefits in accordance with the said Pension Scheme.

Your appointment is subject to all regulations, terms and conditions of service for secretariat employees.

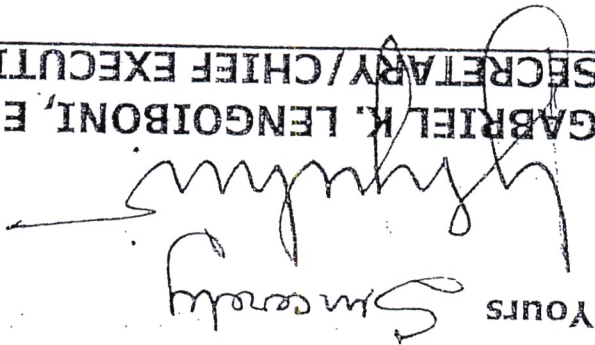
Subject to your acceptance of this offer, you are hereby initially posted to Nyeri County with effect from 1st May, 2012.

You will be expected to under-go an induction course, details of which will be communicated to you in due course.

Further, note that this is a challenging assignment, which will call for your total commitment and diligence.

Please accept my sincere congratulations upon this appointment and my best wishes in performance of your duties.

Yours


Sincerely

GABRIEL K. LENGOBONI, EBS
SECRETARY/CHIEF EXECUTIVE

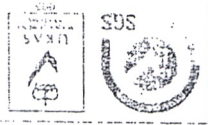
cc: The Permanent Secretary,

Ministry of Education,
P. O. Box 30040-00100,

NAIROBI.

Provincial Commissioner
Central Province





You will enter the scale at Ksh.120,270.00pm. Your incremental date will be July. In addition to the above salary, you will be entitled to House Allowance of Ksh.20,000 pm, Commuter Allowance of Ksh.16,000 pm and Leave allowance of Ksh.10,000 pa.

The Salary Scale attached to this post is Ksh.94,235 x 4,712 - 98,947 x 4,673 - 100,620 x 4,812 x 100,244 x 5,013 - 120,270 pm.

APPOINTMENT AS TSC COUNTY DIRECTOR

Dear *Imanyara*

EMBU
P. O. Box 1233 - 60100
Eastern Province
Provincial Director of Education

Thro,
Imanyara Kinoti

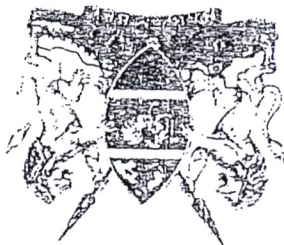
Date: 16th April,

TSC HOUSE
KILIMANJARO ROAD
UPPER HILL
PRIVATE BAG- 00100
NAIROBI, KENYA



Telephone: 2892000/0722-208552
Email: info@tsc.go.ke
Web: www.tsc.go.ke
When replying please quote
Our Ref: TSC/198771/208

TEACHERS SERVICE COMMISSION



Republic of Kenya

MINISTRY OF EDUCATION

Kenya Education Staff Management (KEMIS)

Certificate of Attendance

This is to certify that

KINOTI IMANYARA

TSC NO. 198771 has satisfactorily attended a course on

INTRODUCTION TO FINANCE AND PERFORMANCE
MANAGEMENT

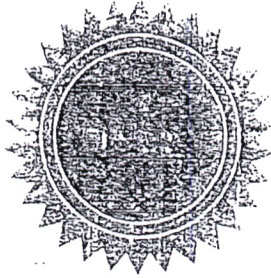
held at Kenya Education Management Institute

from 21st to 24th Feb 2012

Copies covered:

- Building Top Performing Teams
- Procurement and Supplies Management
- Financial Management
- Corporate Governance
- Strategic Planning
- Performance Contracting
- Leadership in Public Service

Prof. George L. Godia
Education Secretary

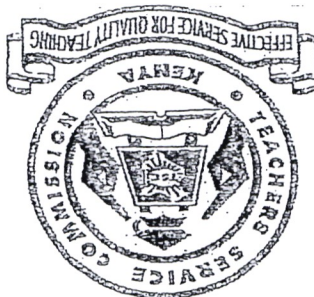


Dr. Wanjiru Karimuki

Director, Kenya Education Management Institute

TEACHERS SERVICE COMMISSION

THE BAZAAR
MOI AVENUE/BIASHARA
STREET
PRIVATE BAG
NAIROBI, KENYA



15th JULY 2009.

Telephone: Nairobi
312067/8/78/89/93/96 & 312123
Telegrams: "MWALIMU".
Nairobi.
When replying please quote
Ref.No:
TSC/198771/200

Kinoti Manyara

Principal

Egoli Teachers College

P.O. Private Bag,

EGOLI.

Dear Kinoti,

A P P O I N T M E N T

C H I E F P R I N C I P A L G R A D U A T E T E A C H E R

I am pleased to convey the decision of the Teachers Service Commission that you be appointed Chief Principal Graduate Teacher, Job Group 'R' in the salary scale of Kshs. 717,216 to Kshs. 901,224 p.a with effect from 10th July 2009.

It has also been decided that you be retained at your current station as Chief Principal Graduate Teacher.

Please accept my sincere congratulations upon this appointment and my best wishes in the performance of your duties.

Yours Sincerely
[Signature]

GABRIEL M LINGOIBONI, EBS
SECRETARY/CHIEF EXECUTIVE
TEACHERS SERVICE COMMISSION.

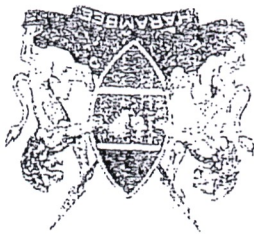
Copy to: The Provincial Director of Education

Eastern Province

P.O. Box 123,

EMBU.

**OFFICE OF THE PRIME MINISTER
PERFORMANCE CONTRACTING DEPARTMENT
OFFICE OF THE PERMANENT SECRETARY**



Telephone: +254-(0)20-2227411 EXT. 22491
Fax No: +254-(0)20-2217698

K.I.C.C. Building
P. O. Box 30050-00100
Harambee Avenue
NAIROBI

When replying please quote:

Our Ref: OPM/PCD/PC/VOL.1

18th October, 2010

The Principal,
St. Lawrence Egaji Training College,
Private Bag,
EGOJI, MERU.

CERTIFICATE OF EXCELLENCE IN PERFORMANCE

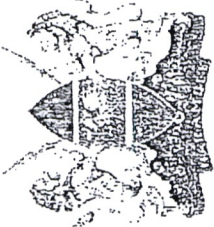
On 26th April 2010, H.E the President and the Rt. Hon. Prime Minister released to the public the performance evaluation results of public institutions on performance contract for the 2008/09 FY. The two principals also awarded trophies to the top 3 institutions in each category, that is Ministries, State Corporations, Local Authorities and Tertiary Institutions.

In keeping with the guidelines, all institutions in the "excellent" and "very good" performance classification are awarded merit certificates signed by the Rt. Hon. Prime Minister.

I have pleasure to submit the merit certificate in recognition for attainment of "Very Good" status in performance during the FY 2010, duly signed by the Rt. Hon. Prime Minister.

Allow me to congratulate you on this sterling achievement and to exhort you to strive to progressively higher grading.

Richard E. Nduba, CBS,
PERMANENT SECRETARY



REPUBLIC OF KENYA

OFFICE OF THE PRIME MINISTER

Certificate of Excellence in Performance

This Certificate is Awarded to

Igigi Teachers Training College

*In Recognition for Attaining "Very Good" Status in Performance
During the Financial Year, 2008/2009*

Rt. Hon. Raila A. Odinga, E.G.H., M.P.

Prime Minister

Date **4-12-2008**

Chairman
East African Examinations Council

(See overleaf)

Secretary
East African Examinations Council

EXAMINATION OF NOVEMBER/DECEMBER 1978

SUBJECTS RECORDED FOUR

GENERAL PAPER
MATHEMATICS ALL S
PHYSICS
CHEMISTRY

E.A.A.C.E. GRADE
STANDARD
SUBSIDIARY
SUBSIDIARY
PRINCIPAL
PRINCIPAL
D

KAMBARU SCHOOL EMBU

K3304 588

ALEX N. NANYAGA

named and attained the Grade(s) as indicated.

The candidate passed at the level shown (Principal or Subsidiary) in the subject(s)

ADVANCED CERTIFICATE OF EDUCATION

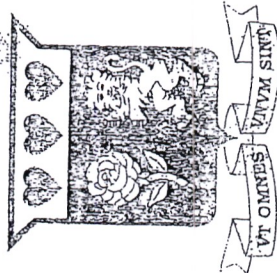
EAST AFRICAN

This is to certify that the candidate named below sat for the Examination for the East African Advanced Certificate of Education and qualified for the award of an



THE EAST AFRICAN EXAMINATIONS COUNCIL

41 #



STRATHMORE UNIVERSITY

IS PLEASED TO AWARD A

Certificate

OF ATTENDANCE TO

KINOTI IMANYARA

for successfully completing a seminar on The Art of Leadership for
Principals of Teacher Training Colleges by
the Institute of Humanities, Education and Development Studies
from 31st October to 3rd November 2005

Bhunya

ACADEMIC REGISTRAR

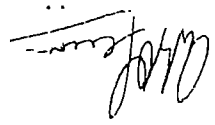
Certificate No 1004856

M. Locke

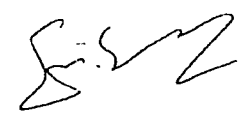
DIRECTOR

Date of issue November 3, 2005

MOHAN MENON
EDUCATION SPECIALIST
TEACHER TRAINING
THE COMMONWEALTH OF LEARNING



ROBERT CHUA
DIRECTOR
TECHNICAL COOPERATION
MINISTRY OF FOREIGN AFFAIRS
SINGAPORE



COMMONWEALTH OF LEARNING

and the

MINISTRY OF FOREIGN AFFAIRS, SINGAPORE

jointly sponsored by the

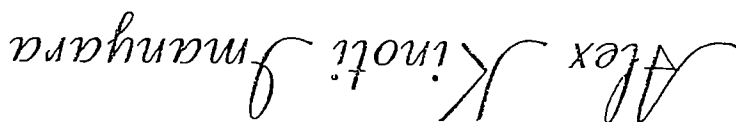
from 18 to 29 October 2004

National Institute of Education, Singapore

conducted by the

Management Development Workshop

has attended the



This is to certify that

**SINGAPORE-COMMONWEALTH OF LEARNING
JOINT TRAINING PROGRAMME**

COMMONWEALTH OF LEARNING



MINISTRY OF FOREIGN AFFAIRS
SINGAPORE



Certificate

This is to certify that

Mr. IMANYARA Kinoti

has successfully completed the Region Focused Training and Dialogue Program on INSET Management for Anglophone Countries in Africa at Graduate School for International Development and Cooperation, Hiroshima University and Hiroshima Prefectural Education Center

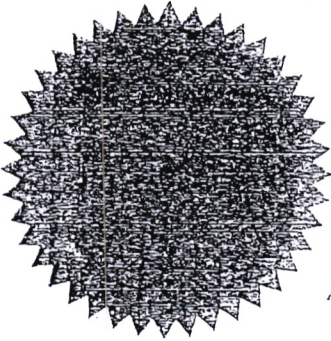
from November 15, 2011 to December 15, 2011

organized by the Japan International Cooperation Agency under the International Cooperation Program of

the Government of Japan.

SADAKO OGATA
PRESIDENT
JAPAN INTERNATIONAL COOPERATION AGENCY
JAPAN

Date: December 14, 2011



Sadako Ogata

42-4-3-7174

PENN FOSTER CAREER SCHOOL

*Upon the recommendation of the Faculty
and Administration*

KINOTI IMANYARA

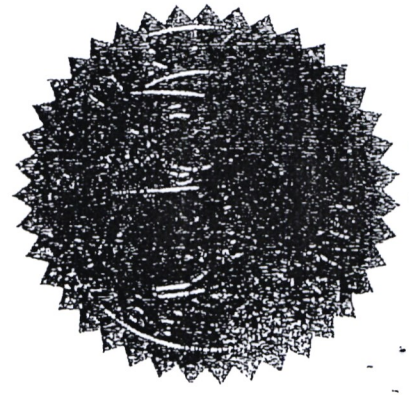
is hereby awarded a
Career Diploma

for the completion of the program

PHARMACY TECHNICIAN

*In testimony whereof, the undersigned have subscribed their names and
affixed the seal of the institution this*

8th Day of August 2007



Stuart J. Udell
President, Penn Foster Career School

Connie C. Dempsey
Connie C. Dempsey
Principal, Penn Foster Career School



USAID

FROM THE AMERICAN PEOPLE



Ministry of Education

Kenya Teacher Education & Professional Development Program (TEPD)

This is to certify that

Kinoti Manyara

has successfully completed training on

ICT Basic Literacy Course

held at Shanzu Teacher Training College between
11th August 2008 - 28th October 2008
conducted by Computers for Schools Kenya

[Signature]
Director Basic Education
Ministry of Education
Kenya

Date: 24-10-08

[Signature]

Chief of Party
Kenya TEPD Program
Academy for Educational Development

Date: 24-10-08

TEPD is an initiative of the Ministry of Education made possible by the generous support of the American people through the United States Agency for International Development (USAID)

MANAGING DIRECTOR
Kenya Bureau of Standards

[Handwritten Signature]

Date 20th August 2010
from 18th August 2010 to 20th August 2010

conducted in EGOJI - KENYA

Internal Quality Auditing Course

and examination for the
has successfully completed the course, assessment

This is to certify that
Kinoti Imanyara

SYSTEMS

QUALITY MANAGEMENT

Certificate



Basic Computer Skills

Course Coverage

This 35-hour, instructor-led course helps students gain knowledge and skills covering the following areas:

- ☞ Change slides layout and timings as well as different transitions and animations.
- ☞ Setting a slide show and other views
- ☞ Load internet explorer and visit different sites
- ☞ Use Go ogle and navigate websites
- ☞ Load out look
- ☞ How to compose, receive and reply to messages
- ☞ Load Excel and enter data in different cells
- ☞ Sort data, adjust column width insert rows and columns
- ☞ Work with formulas
- ☞ Use of Auto sum, Average, Max and Min functions
- ☞ Load publisher and choose publication type and design
- ☞ Select page layout and size and adjust the margins
- ☞ Select colour scheme and Font
- ☞ How to group and ungroup objects
- ☞ How to find picture and add it to your template
- ☞ Print doc and print it to file
- ☞ Save and open a doc form a folder
- ☞ Close the file and exit from the application software.

EVALUATION GUIDE

Marks	Grade	Marks	Grade	Marks	Grade
80-100	A	75-79	A-	70-74	B+
65-69	B	60-64	B-	55-59	C+
50-54	C	45-49	C-	00-44	D

- ☞ Appreciate Basic Computer concepts.
- ☞ Use mouse with comfort and manage your computer.
- ☞ Understand different types of application software and functions.
- ☞ Recognize different computer terminology, commands and Icons.
- ☞ Create, rename, and delete folders then retrieve from recycle bin.
- ☞ Load and run application software.
- ☞ Load and use Ms Word
- ☞ Understand and use menu bar and toolbars.
- ☞ Edit, Spell check and grammar check a document.
- ☞ Format document using alignments, indents, bullets, numbering and different line spacing.
- ☞ Change page layout and page borders.
- ☞ Insert Word Art and Auto shapes.
- ☞ Copy, cut and paste using mouse/keyboard
- ☞ Create and modify tables with variables columns
- ☞ Create doc using wizards and templates
- ☞ How to create a presentation using Auto content wizard
- ☞ How to create a blank presentation and how to add different types of slides

Certificate No. P 15615

Test Centre Administrator

[Signature]

This Certificate is not valid without the IAT Test Centre Seal



and has obtained grade 'A'

Start Date: 21 Nov 2005 End Date: 02 Dec 2005

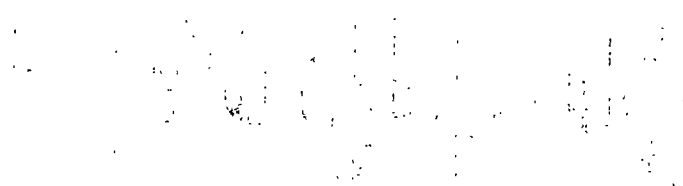
Course

Basic Computer Skills

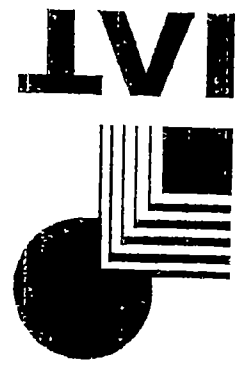
has successfully completed

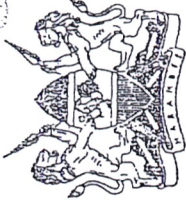
Kinoti Imanyara

This is to certify that



Institute of Advanced Technology





REPUBLIC OF KENYA

Nº 6249

MINISTRY OF HIGHER EDUCATION

KENYA EDUCATION STAFF INSTITUTE
Certificate of Attendance

This is to Certify that MBARAK S. TWAHIR
has satisfactorily attended a course in Educational Administration for
SECONDARY SCHOOL HEADS held at MOMBASA POLYTECHNIC
from 9TH AUGUST, 1983 to 19TH AUGUST, 1983

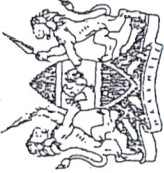
The topics covered during the course were:

- SCHOOL MANAGEMENT & OFFICE ROUTINE
- FINANCIAL CONTROL & MANAGEMENT
- PLANNING & DEVELOPMENT IN SCHOOLS
- BOOKS OF ACCOUNTS, PURCHASES & STORES
- CURRICULUM ADMINISTRATION & SUPERVISION
- HUMAN RELATIONS & COUNSELLING
- LEGAL PROVISION FOR EDUCATION
- STAFF DEVELOPMENT

Amby ambe
Director of Higher Education / Director of Basic Education

Wangari
Director Kenya Education Staff Institute

Date 19th August, 1983



REPUBLIC OF KENYA
MINISTRY OF EDUCATION

KENYA EDUCATION STAFF INSTITUTE
Certificate of Attendance

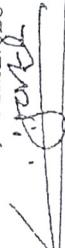
This is to certify that MBARAK S. TWAHIR PE/NO. 8184

has satisfactorily attended NATIONAL COURSE FOR DISTRICT AND MUNICIPAL EDUCATION OFFICERS
IN EDUCATIONAL MANAGEMENT AND ADMINISTRATION.

held at KENYA INSTITUTE OF SPECIAL EDUCATION from 14TH to 25TH AUGUST 1995

The topics covered are:

1. ROLE OF DEO/MEO IN EDUCATION MANAGEMENT AND ADMINISTRATION
2. EDUCATIONAL POLICY FORMULATION & IMPLEMENTATION
3. MOBILISATION AND USE OF RESOURCES FOR EDUCATION (HUMAN, FACILITIES, FINANCES AND TIME)
4. MANAGEMENT INFORMATION SYSTEMS (MIS) AT DISTRICT/MUNICIPALITY LEVEL - COMPUTER AWARENESS
5. RELATIONS, WELFARE AND LINKAGES IN EDUCATION AT DISTRICT/MUNICIPALITY LEVEL


Director of Education

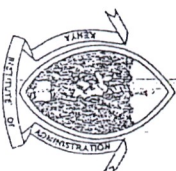

Director, Kenya Education Staff Institute

Date 24TH AUGUST 1995



KENYA INSTITUTE OF ADMINISTRATION

Certificate No. 29338



This is to certify that

Mwaka Said Swahiri

attended the

Strategic Leadership Development Program No. 14/2008

held on 30 June—8 August 2008

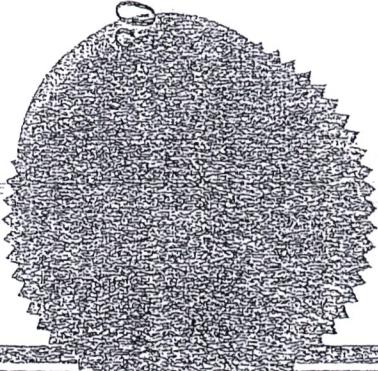
and is hereby awarded this certificate

[Signature]

Deputy Director
Business Development

[Signature]

Director and Chief Executive





Kenya National Commission
On Human Rights

Certificate of Training
is hereby granted to

Mbarak Said

During the Human Rights
Training for Ministry of Education Officers
on 23rd to 25th April 2009
in Nyeri

Florence Simbiri
Florence Simbiri - Jaoko
Chairperson
Kenya National Commission on Human Rights