



PARLIAMENT OF KENYA



THE KENYA NATIONAL ASSEMBLY – 11<sup>TH</sup> PARLIAMENT

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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

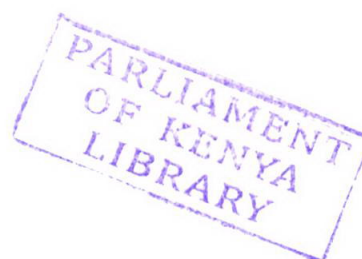
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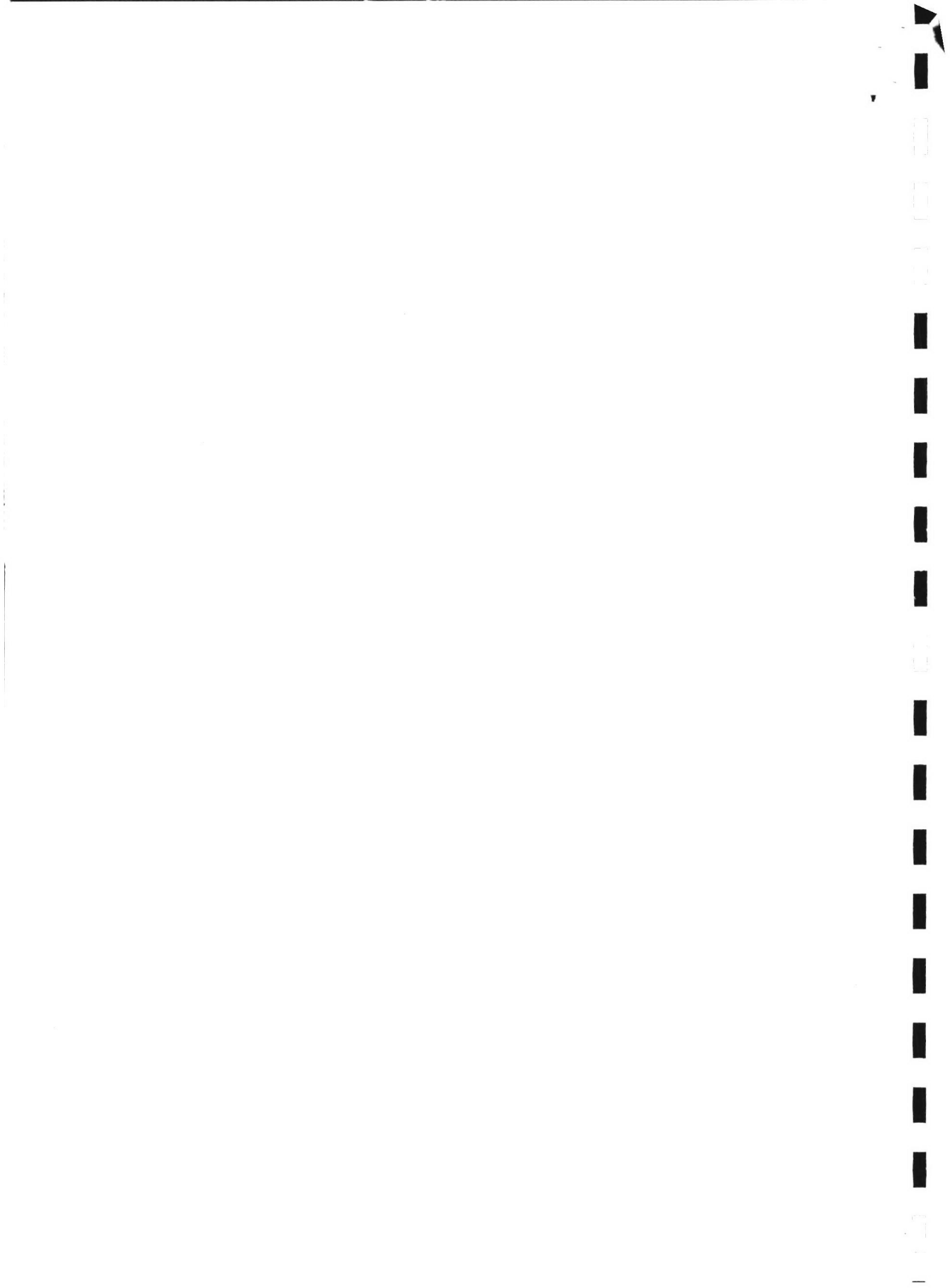
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FEBRUARY, 2015



## Table of Contents: -

1	PREFACE .....	4
1.1	COMMITTEE MEMBERSHIP .....	4
1.2	COMMITTEE MANDATE.....	5
2	BACKGROUND .....	6
3	CONSIDERATION OF THE NOMINEE FOR CHAIRPERSON OF THE TEACHERS SERVICE COMMISSION .....	8
3.1	ESTABLISHMENT OF THE COMMITTEE .....	8
3.2	VETTING PROCESS OF THE CHAIRPERSON OF THE TEACHERS SERVICE COMMISSION.....	8
4	VETTING PROCESS .....	9
4.1	MR. MBARAK SAID TWAHIR (PERSON WITH DISABILITY) .....	9
4.1.1	<i>Personal Profile, Educational and Professional Qualifications</i> .....	9
4.1.2	<i>General and Specific Thematic Areas</i> .....	11
4.1.3	<i>Committee's Observation</i> .....	14
4.2	MR. KINOTI IMANYARA .....	17
4.2.1	<i>Personal Profile, Educational and Professional Qualifications</i> .....	17
4.2.2	<i>General and Specific Thematic Areas</i> .....	18
4.2.3	<i>Committee's Observation</i> .....	21
4.3	MR. TACHE BONSA GOLLO .....	23
4.3.1	<i>Personal profile, educational and professional qualifications</i> .....	23
4.3.2	<i>General and Specific Thematic Areas</i> .....	24
4.3.3	<i>Committee's Observation</i> .....	25
4.4	MRS. BEATRICE MAREBO ADU.....	27
4.4.1	<i>Personal Profile and Educational Background</i> .....	27
4.4.2	<i>General and Specific Thematic Areas</i> .....	27
4.4.3	<i>Committee's Observation</i> .....	31
4.5	MR. ALBERT FRED EKIRAPA.....	32
4.5.1	<i>Personal Profile, Education and Professional Qualifications</i> .....	32
4.5.2	<i>General and Specific Thematic Areas</i> .....	33
4.5.3	<i>Committee's Observation</i> .....	34
5	GENERAL OBSERVATIONS .....	37
6	RECOMMENDATION .....	38

Annexure

Minutes

Message from the H.E the President

Report of the Selection Panel

Communication from the Speaker of the National Assembly

Curriculum Vitae

Public Appointment (Parliamentary Approval) Schedule

Teachers Service Commission Act Section 8

Academic Certificates and Testimonials

Letters of Clearance from KRA, HELB and EACC

Public Appointment (Parliamentary Approval) Act

Committee Adoption Schedule

## 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, 16<sup>th</sup> May, 2013 pursuant to the provisions of Standing Order No. 216 comprising of the following Members: -

1. The Hon. Sabina Chege, M.P. **(Chairperson)**
2. The Hon. Julius Melly, M.P. **(Vice 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 Kisoi, 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, 10<sup>th</sup> 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 Bansa 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 30<sup>th</sup> December, 2014 for vetting and approval for appointment by the National Assembly.
- II. On Tuesday, 10<sup>th</sup> 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, 11<sup>th</sup> 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 18<sup>th</sup> 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, 19<sup>th</sup> 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 10<sup>th</sup> 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 14<sup>th</sup> 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 service 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 Bansa 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 Bansa Gollo, Mrs. Beatrice Marengo Adu and Mr. Albert Fred Ekirapa for appointment by H.E. the President as members of the Teachers Service Commission.

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# MINUTES

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**MINUTES OF THE 11<sup>TH</sup> SITTING OF THE DEPARTMENTAL COMMITTEE ON EDUCATION, RESEARCH AND TECHNOLOGY HELD ON SATURDAY, 21<sup>ST</sup> 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 Bansa 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 Bansa 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

**MINUTES OF THE 10TH SITTING OF THE DEPARTMENTAL COMMITTEE ON EDUCATION, RESEARCH AND TECHNOLOGY HELD ON TUESDAY, 19TH FEBRUARY, 2015 IN COMMITTEE ROOM, 4<sup>TH</sup> 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 Kiso 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 20<sup>th</sup> 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 9<sup>TH</sup> SITTING OF THE DEPARTMENTAL COMMITTEE ON EDUCATION, RESEARCH AND TECHNOLOGY HELD ON THURSDAY, 19<sup>TH</sup> FEBRUARY, 2015 IN COMMITTEE ROOM, 4<sup>TH</sup> 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 Kiso, 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 Imanyara, Mr. Tache Bonsa Gollo, Mrs. Beatrice Marembo 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 10<sup>th</sup> 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 Changanwe 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

**MESSAGE FROM HIS EXCELLENCY THE  
PRESIDENT.**



NATIONAL ASSEMBLY  
RECEIVED  
05 JAN 2015  
SPEAKER'S OFFICE  
P. O. Box 41842, NAIROBI.

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

30<sup>th</sup> 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. Beat SNA 5/1/15*

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.

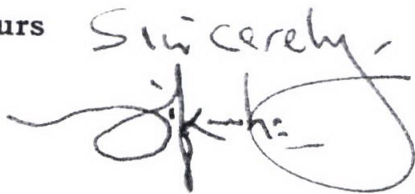
Section 8 of the Teachers Service Commission Act, 2012 requires that His Excellency the President nominates members and forward the names to the National Assembly for approval for appointment.

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

28<sup>th</sup> 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.

#### 1.0 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 25<sup>th</sup> July, 2014 with a closing date of 8<sup>th</sup> 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 14<sup>th</sup> and 15<sup>th</sup> 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 18<sup>th</sup> 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 25<sup>th</sup>, 26<sup>th</sup> and 27<sup>th</sup> 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 Ogol	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
<b>COAST</b>							
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
<b>EASTERN</b>							
3.	Kinoti Imanyara	M	Meru	Eastern	85.3	Meru ✓	Teaching and Education Administration
4.	Tache Bansa Gollo	M	Isiolo	Eastern	80.7	Boran ✓	Teaching and Education Administration
<b>NYANZA</b>							
5.	Prof. Okwach Abagi	M	Siaya	Nyanza	83.4	Luo	Teaching and Education Administration
6.	Beatrice Marenbo Adu	F	Kisumu	Nyanza	64.0	Pokomo – Luo by marriage ✓	Teaching and Education Administration
<b>WESTERN</b>							
7.	Albert Fred Ekirapa	M	Busia	Western	86.9	Teso ✓	Teaching and Education Administration
8.	Geofrey Muneria Cherongis	M	Bungoma	Western	71.0	Sabaot	Teaching and Education Administration

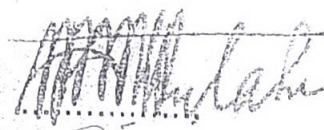
It is noted that the Constitution and the Act requires that there is the inclusion of persons living with disability (PWD) and the observance of the 2/3 gender rule. The panel recommends that these considerations be taken into account when making the appointments.

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.

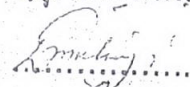
In conclusion, the Selection Panel underscores the need to consider the appointment of at least one female candidate in order to meet the 2/3 gender rule and one PWD for inclusion of persons living with disability.

**Signed:**

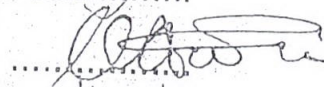
Prof. Karega Mutahi - Chairperson



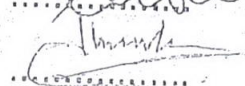
Esther Muhanji - Vice Chairperson



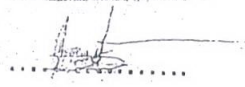
Prof. George Godia - Member



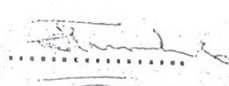
John Kipkorir - Member



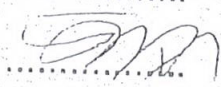
Joseph Chirchir - Member



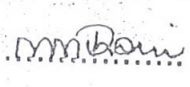
Jean Muhoho - Member



Leah K. Rotich - Member



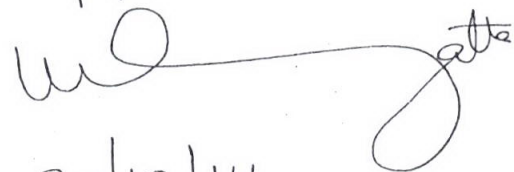
Maryann Njau Kimani - Member



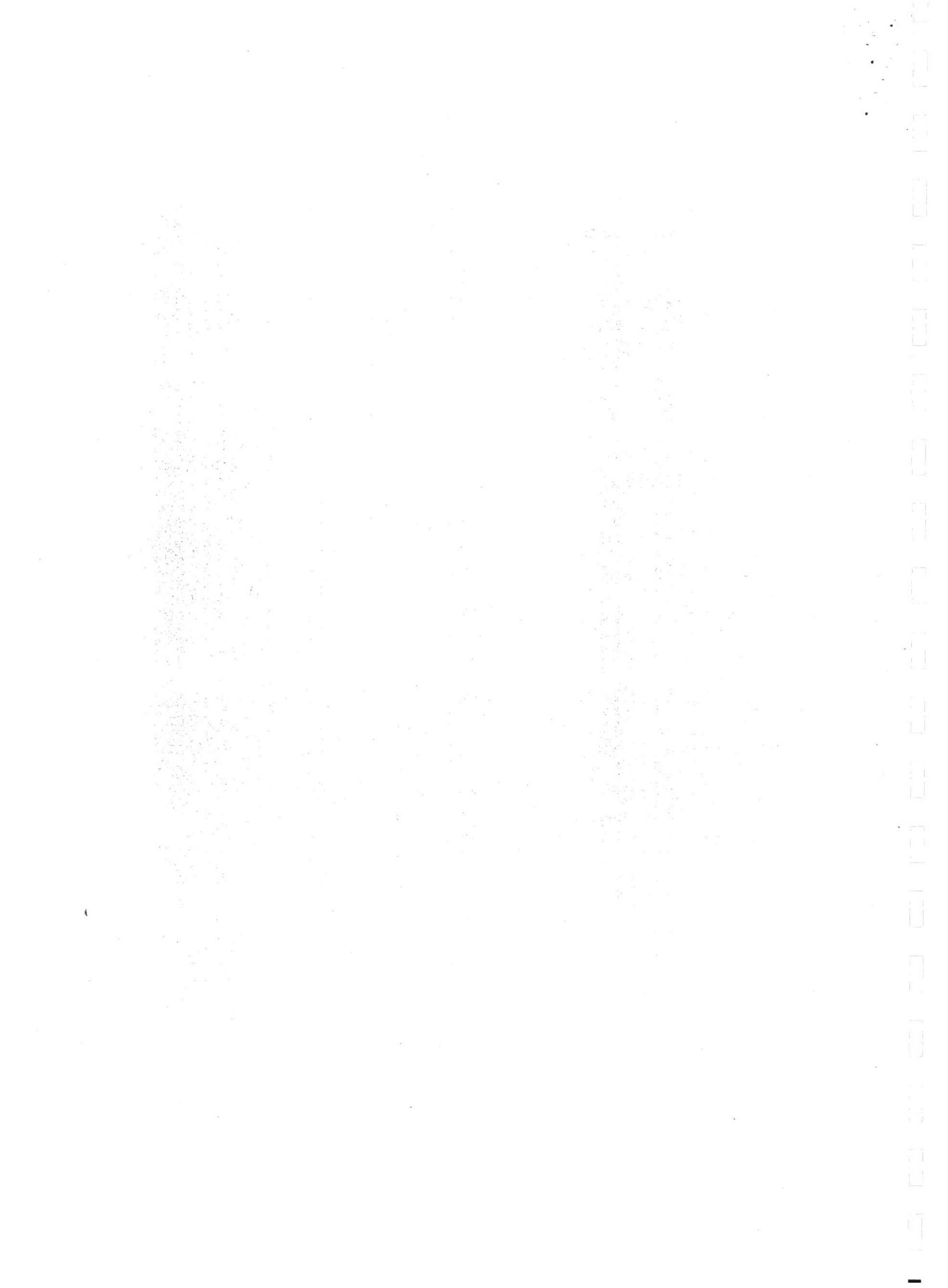
Juster Nkoroi - Member



approved.



30/12/14.



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



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 Bonsa 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 2<sup>ND</sup> 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](mailto:mbaraktwahir@live.com) OR [mstwahir.mst@gmail.com](mailto:mstwahir.mst@gmail.com)

### PERSONAL DETAILS

DATE OF BIRTH: 10<sup>TH</sup> 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 22<sup>nd</sup> 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 <sup>rd</sup> 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 <sup>th</sup> March 2012	21 <sup>st</sup> 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 <sup>th</sup> 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 <sup>st</sup> June 2007	30 <sup>th</sup> 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 <sup>st</sup> January, 1994	31 <sup>st</sup> 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 <sup>st</sup> June, 1992	31 <sup>st</sup> 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 21<sup>st</sup> 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.

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

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

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

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

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

14<sup>th</sup> to 17<sup>th</sup> March 2006: Trained in the New Performance Appraisal System.

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

12<sup>th</sup> to 15<sup>th</sup> 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 3<sup>rd</sup> 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 14<sup>th</sup> November 2014.

**FOR REFERENCES PLEASE GET IN TOUCH WITH:-**

- (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

By Mbarak Said Twahir  
Tuesday, February 17, 2015

# CURRICULUM VITAE

KINOTI IMANYARA,  
P.O.BOX 526-10100,  
NYERI, KENYA.

EMAIL - [imanyarak@cinast.com](mailto:imanyarak@cinast.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"> <li>❖ General county teacher management including:               <ul style="list-style-type: none"> <li>- Registration</li> <li>- Placement</li> <li>- Promotions</li> <li>- Recruitment</li> <li>- Deployments</li> <li>- Discipline etc</li> </ul> </li> </ul>
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"> <li>- Selection and admission of teacher trainees</li> <li>- Induction</li> <li>- Supervision of the P.T.E curriculum implementation</li> <li>- Financial management</li> <li>- Personnel management</li> <li>- Implementation of performance contracts</li> </ul>
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"> <li>- Deputizing the Principal in the management functions of the college.</li> <li>- In-charge of the student's discipline.</li> <li>- In-charge of the curriculum implementation.</li> <li>- In-charge of all the support staff.</li> </ul>
2001-2002	T.S.C	Principal Lecturer JG 'N' HOD Science Meru T.T.C	<ul style="list-style-type: none"> <li>- Receive P.T.E syllabus.</li> <li>- Ensure schemes of work are prepared.</li> <li>- Have regular departmental meetings.</li> <li>- Regular briefing to the Principal.</li> </ul>
1995-2001	T.S.C	Headteacher JG 'M' Siakago Boys Secondary School	<ul style="list-style-type: none"> <li>❖ Overall management of the school including:               <ul style="list-style-type: none"> <li>- Financial</li> <li>- Human resource</li> <li>- Discipline</li> <li>- Public relations</li> </ul> </li> </ul>
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"> <li>- Discipline.</li> <li>- Assisting and deputizing the Principal.</li> </ul>
1984-1987	T.S.C	Head of department JG 'L' St. Paul's High School, Kevote Embu	<ul style="list-style-type: none"> <li>- Receive syllabus.</li> <li>- Prepare schemes of work.</li> <li>- Ensure effective curriculum implementation</li> <li>- Ensure effective and regular evaluation</li> </ul>
1983-1984	T.S.C	Karaba Secondary School J.G. 'K'	<ul style="list-style-type: none"> <li>- Classroom teacher</li> <li>- In-charge of scouts in the school</li> </ul>

### 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 <b>MERU</b>	My Bishop	0722220568	bishop@dioceseofmeru.org
Mr. Peter N. Kirigua Managing Director, Pewin Enterprises P.O.BOX 30160, <b>NAIROBI.</b>	B.O.G chairman Egoji T.T.C (my former B.O.G chairman)	<del>0722372703</del>	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 : 26<sup>TH</sup> September, 1993 – 30<sup>th</sup> 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 – 17<sup>th</sup> January 2014  
Course : Corporate Governance Training

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

Year : 27<sup>th</sup> October – 9<sup>th</sup> November 2008

Institution : Sololo Moyale District.

Year : 25-27<sup>th</sup> 2004

Course : Workshop on corporate governance

Institution : AFC Training Institute, Karen Nairobi – Kenya

Year : 22<sup>nd</sup> – 26<sup>th</sup> April 2002

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

Institution : Mombasa Beach Hotel.

Year : 19<sup>th</sup> – 25<sup>th</sup> 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 : 21<sup>st</sup> – 25<sup>th</sup> 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).
- Guidance and counselling

Year : 12<sup>th</sup> April 1993 – 23<sup>rd</sup> 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.

1<sup>st</sup> Sep 2011 – 31<sup>st</sup> 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.

1<sup>st</sup> April 2010 to 30<sup>th</sup> 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.

19<sup>th</sup> Sep 2011 – 10<sup>th</sup> 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

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.

18<sup>th</sup>-June 2003-20<sup>th</sup> 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.

20<sup>th</sup> 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 Marcumbo Adu  
 Address : P.O Box 16, Katito  
 Date of Birth : 4<sup>th</sup> 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 <sup>nd</sup> 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 <sup>st</sup> 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 <sup>th</sup> -16 <sup>th</sup> May 2008	Workshop on EMIS	K.I.A
30 <sup>th</sup> Sep-7 <sup>th</sup> 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 2<sup>nd</sup> 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 Koianya 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).**

10<sup>TH</sup> MARCH 1955. MOMBASA. -----

5. **Marital Status:**

MARRIED-----

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

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

8. **Email Address: [mbaraktwahir@live.com](mailto: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 <sup>rd</sup> 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	<b>Director Performance Management</b> , 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 <sup>nd</sup> 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	<b>Director of Field and Other Services</b> , 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 <sup>th</sup> March 2012	21 <sup>st</sup> June 2012	Initiated the end of provincial education offices and the beginning of county education offices. <b>I personally deployed the first County Directors of Education across the country (47 counties).</b>

		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.			
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 <sup>th</sup> 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 NAIROBI	Senior Deputy Director	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.	1 <sup>st</sup> June 2007	30 <sup>th</sup> June 2008	On matters of access to secondary schools and improving primary to secondary school transition, I <b>managed to turn extra space found in primary schools into secondary schools</b> , e.g. Highridge High School, etc.
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 <sup>st</sup> January, 1994	31 <sup>st</sup> May 2007	As a result of persistent poor KCPE performance I <b>initiated Mombasa School Improvement Project</b> . 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 <sup>st</sup> June, 1992	31 <sup>st</sup> 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	Senior Headmaster Grade II at Changamwe Secondary	School administration. Teaching physics and	1985	1987	

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 14<sup>th</sup> 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 3<sup>rd</sup> 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 14<sup>th</sup> 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-----  
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21. **Public Office, Political Activities and Affiliations:**

-NONE-----  
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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-----  
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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-----  
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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).

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

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

Employer (Vote): X

Employer's Tax-PIN: X

INCOME TAX DEPARTMENTS COPY

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
<b>Subtotals</b>	<b>285,700.00</b>	<b>-</b>	<b>34,642.40</b>	<b>1,162.00</b>	<b>10605</b>
Arrears =	-	-	Manual PAYE =	-	Note 12 month's data in Ksh.
Total PAYE =					34,642.40

CHECKED BY .....

AUTHORIZED BY .....

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

Employer (Vote): X

Employer's Tax-PIN: X

INCOME TAX DEPARTMENTS COPY

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
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	-	-	-	10605
09/2014	302,270.00	-	-	-	10605
10/2014	302,270.00	-	-	-	10605
11/2014	302,270.00	-	-	-	10605
12/2014	303,717.75	-	40,047.75	1,162.00	10605
<b>Subtotals</b>	<b>3,561,516.00</b>	<b>-</b>	<b>198,501.35</b>	<b>5,810.00</b>	<b>10605</b>
Arrears =	-	-	Manual PAYE =	-	Note 12 month's data in Ksh.
Total PAYE =					395,348.75

CHECKED BY .....

AUTHORIZED BY .....

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

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NO-----  
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30. Have you any objection to the making of enquiries with your present employer/referees in the course of consideration of your nomination?

NO-----  
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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

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**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).

28<sup>TH</sup> 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 3<sup>rd</sup> 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 mounts 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).**

1<sup>st</sup> 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:** tachebona@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)1<sup>ST</sup> JULY 2007 -31<sup>ST</sup> 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. 25<sup>TH</sup> 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](mailto: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) 9<sup>th</sup> 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 6<sup>th</sup> 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 mounts 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) 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.

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

-----MEMBER, TEACHERS' SERVICE COMMISSION-----  
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3. **Sex: MALE** -----

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

5<sup>TH</sup> JUNE 1960 , KOLANYA, TESO NORTH SUB-COUNTY, BUSIA COUNTY ---  
-----  
-----

5. **Marital Status:**

MARRIED -----  
-----  
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-----

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

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

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

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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.-----  
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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

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

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

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

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**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](http://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: 25<sup>th</sup> 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 6<sup>th</sup> 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. W. Walsh*

REGISTRAR





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*

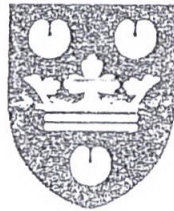
VICE-CHANCELLOR

*T. P. 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.

A handwritten signature in cursive script, reading "Lynda Chalker".

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  
Date.....

Ref.....

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

<u>KEY TO GRADES</u>		
A	-	70% and above
B+	-	60% - 69%
B	-	50% - 59%
C	-	40% - 49%
A	-	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  
**Iftbarak 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. Lumfri*

VICE CHANCELLOR

*For Registrar*

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

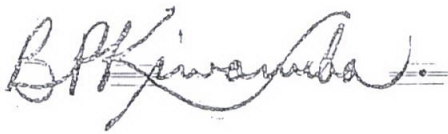
K1603 553

SHIMOLATEWA SECONDARY SCHOOL

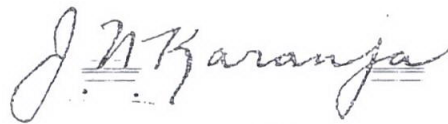
	E. A. A. C. E.	GRADE
PHYSICS	STANDARD	
CHEMISTRY	PRINCIPAL	E
MODERN MATHEMATICS	SUBSIDIARY	
	PRINCIPAL	E

SUBJECTS RECORDED THREE

EXAMINATION OF NOVEMBER/DECEMBER 1974



Secretary  
East African Examinations Council



Chairman  
East African Examinations Council

(See overleaf)

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

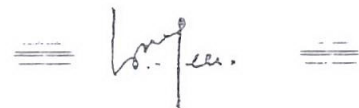
G.C.E. PASSES SIX



Chairman

East African Examinations Council

(See overleaf)



Vice-Chancellor

University of Cambridge



## 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

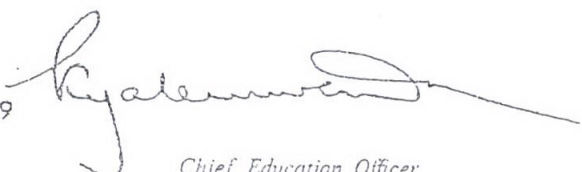
ENGLISH B+

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

*Charles M. Mwangi*

*1st 18/18*  
76423224

OFFICIAL RECEIPT A

Station *Car 179* Date *14/8 1960*  
Received from *Mbonani*

Shillings *one hundred*

cents *thirteen*

on account of *Police* *Chavara*

Vote Head *2*

Sub-Head *4*

Item *DR*

Cash

Cheque No

KSh.	<i>1000/-</i>
Ac	
No.	<i>1405/60</i>

CRIMINAL INVESTIGATION DEPARTMENT  
*P.O. Box 30036*  
*Officer in Charge*  
*Nairobi*

Form 6  
PKS/P/7063 50m Bks - 02/2010

*7525161*

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.



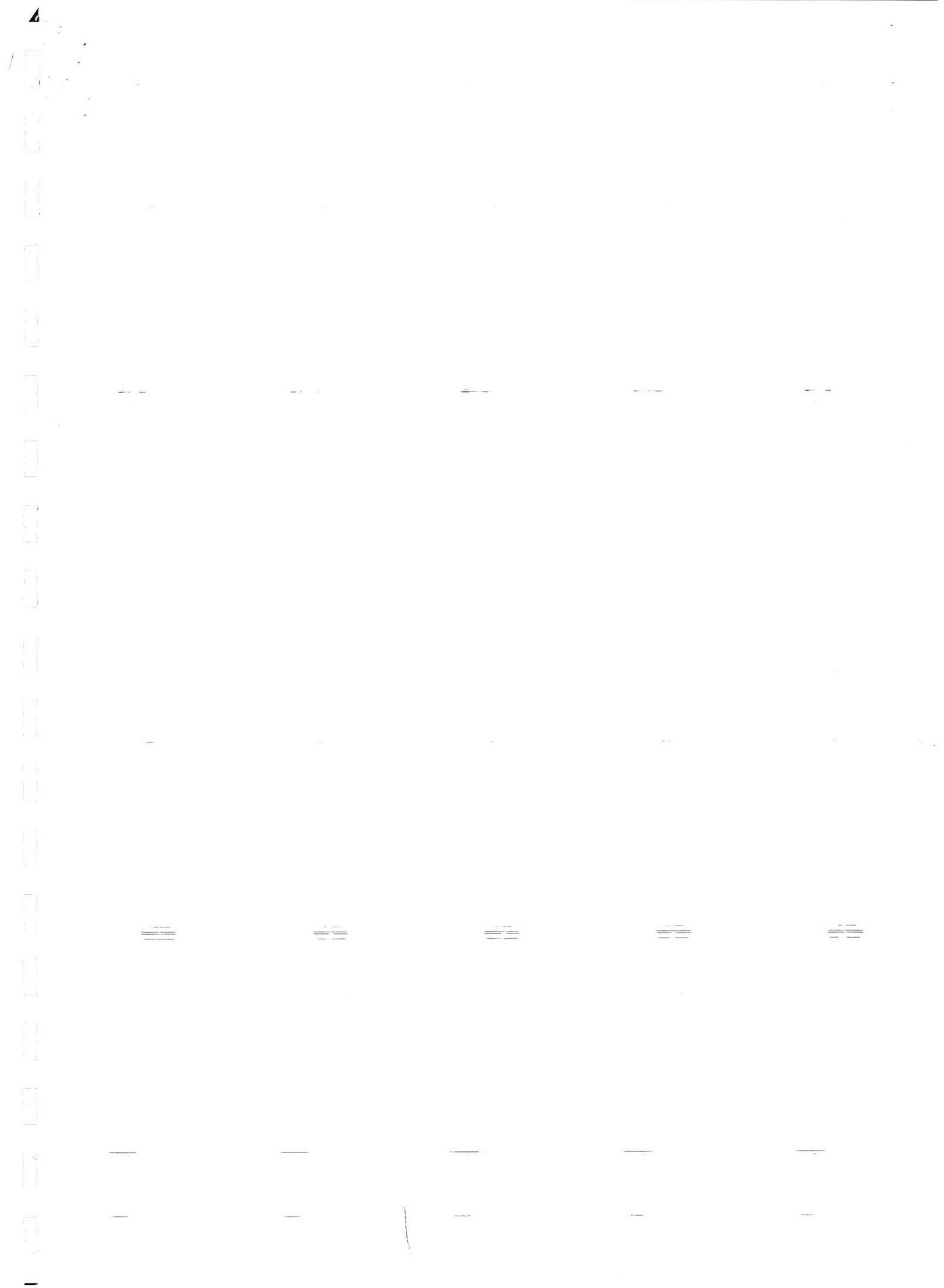
TransUnion Authorised Signatory

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



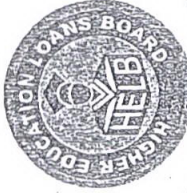
TransUnion Authorised Signatory

Tel: +254203751799/3713603(2/4)  
Mobile: 0722205072/0724253296



No. 041048

# THE HIGHER EDUCATION LOANS BOARD



## Certificate of Clearance

UNIVERSITY STUDENT LOAN

TWAHIR MBARAK S.

This Certificate is awarded to

IP No. 3462536

University Registration No. E35/709/75

University attended

UNIVERSITY OF NAIROBI

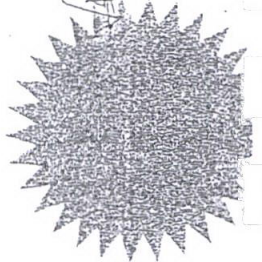
For having repaid in full the Principal Loan and interest thereon.

Signature  CEO/BOARD SECRETARY

Date 09 Oct 2012

Signature  HEAD OF OPERATIONS

Date 09 Oct 2012





# Kenya National Commission On Human Rights

Certificate of Training  
*is hereby granted to*

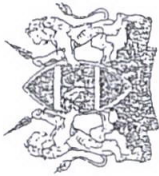
*Mbarak Said*

---

During the Human Rights  
Training for Ministry of Education Officers  
on 23rd to 25th April 2009  
in Nyeri

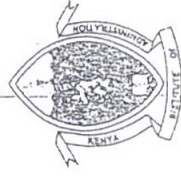
*Florence Simbiri - Jaoko*

Florence Simbiri - Jaoko  
Chairperson  
Kenya National Commission on Human Rights



Certificate No. 29338

**KENYA INSTITUTE OF ADMINISTRATION**



*This is to certify that*

*Mbarak Said Tushir*

*attended the*

*Strategic Leadership Development Program No. 14/2008*

*held on*

*30 June—8 August 2008*

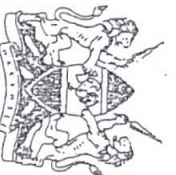
*and is hereby awarded  
this certificate*

Deputy Director  
Business Development

*[Signature]*

Director and Chief Executive

*[Signature]*



REPUBLIC OF KENYA  
MINISTRY OF EDUCATION

KENYA EDUCATION STAFF INSTITUTE

# Certificate of Attendance

This is to certify that

MBARAK S. TWAHIR

PE/NO. 8184

NATIONAL COURSE FOR DISTRICT AND MUNICIPAL EDUCATION OFFICERS  
has satisfactorily attended IN EDUCATIONAL MANAGEMENT AND ADMINISTRATION.

held at KENYA INSTITUTE OF SPECIAL EDUCATION from 14TH to 25TH AUGUST 1995

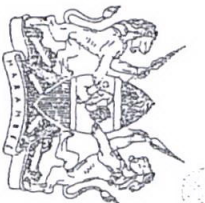
The topics covered are:

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

*[Signature]*  
Director of Education

*[Signature]*  
Director, Kenya Education Staff Institute

Date 24TH AUGUST 1995



REPUBLIC OF KENYA

No. 6243

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
- PLANNING & DEVELOPMENT IN SCHOOLS
- CURRICULUM ADMINISTRATION & SUPERVISION
- LEGAL PROVISION FOR EDUCATION
- FINANCIAL CONTROL & MANAGEMENT
- BOOKS OF ACCOUNT, PURCHASES & STORES
- HUMAN RELATINGS & COUNSELLING
- STAFF DEVELOPMENT

*[Signature]*  
Director of Higher Education/Director of Basic Education

*[Signature]*  
Director Kenya Education Staff Institute

Date..... 19th August, 1983



# Institute of Advanced Technology

*Certificate*

*This is to certify that*

***Kinoti Imanyara***

*has successfully completed*

***Basic Computer Skills***

*Course*

*Start Date: 21 Nov 2005 End Date: 02 Dec 2005*

*and has obtained grade 'A'*

Certificate No.  
P 15615

Test Centre Administrator

This Certificate is not valid

# Course Coverage

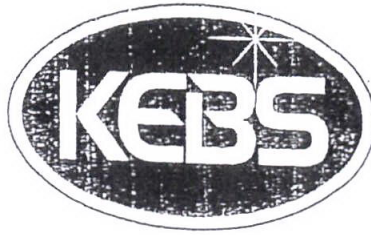
## Basic Computer Skills

This 35-hour, instructor-led course helps students gain knowledge and skills covering the following area:

- ☞ 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
- ☞ 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



*Certificate*  
QUALITY MANAGEMENT

SYSTEMS

This is to certify that

Kinoti Imanyara

has successfully completed the course, assessment  
and examination for the

Internal Quality Auditing Course

conducted in EGOJI - KENYA

from 18th August 2010 to 20th August 2010

Date 20th August 2010

A handwritten signature in dark ink, appearing to read 'A. Ndlovu', is written over a horizontal line.

MANAGING DIRECTOR  
Kenya Bureau of Standards



**USAID**

FROM THE AMERICAN PEOPLE



Ministry of Education

Kenya Teacher Education & Professional Development Program  
(TEPD)

This is to certify that

*Xinoti Ombanya*

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)

# PENN FOSTER CAREER SCHOOL

*Upon the recommendation of the Faculty  
and Administration*

**KINOTI IMANYARA**

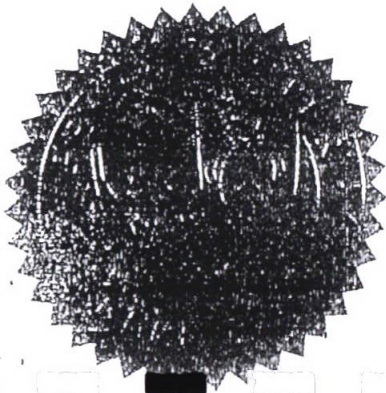
*is hereby awarded a*

**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*

Stuart J. Udell  
President, Penn Foster Career School

*Connie C. Dempsey*

Connie C. Dempsey  
Administrative Officer

## Certificate


This is to certify that

イマニヤラ・キノティ

Mr. IMANYARA Kinoti

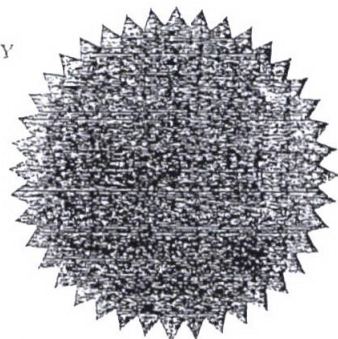
has successfully completed the Region Focused Training and Dialogue Program on INSET Management for Anglophone Countries in Africa at Graduate School for International Development and Cooperation, Hiroshima University and Hiroshima Prefectural Education Center

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





MINISTRY OF FOREIGN AFFAIRS  
SINGAPORE



COMMONWEALTH OF LEARNING

## SINGAPORE-COMMONWEALTH OF LEARNING JOINT TRAINING PROGRAMME

This is to certify that

*Alex Kinoti Imanyara*

has attended the

Management Development Workshop

conducted by the

National Institute of Education, Singapore

from 18 to 29 October 2004

jointly sponsored by the

MINISTRY OF FOREIGN AFFAIRS, SINGAPORE

and the

COMMONWEALTH OF LEARNING

ROBERT CHUA  
DIRECTOR  
TECHNICAL COOPERATION  
MINISTRY OF FOREIGN AFFAIRS

MOHAN MENON  
EDUCATION SPECIALIST  
TEACHER TRAINING  
THE COMMONWEALTH OF LEARNING



**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

*B. Mwangi*

ACADEMIC REGISTRAR

*M. Lodge*

DIRECTOR

Certificate No 1004856

Date of issue November 3, 2005

# 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

### DIVISION I

THE CANDIDATE REACHED THE GRADE SHOWN IN THE SUBJECTS NAMED.

ALEX. E. AWYAKA

3501 811

MASABIT BOYS' SECONDARY SCHOOL

	GRADE
ENGLISH LANGUAGE	3
LITERATURE IN ENGLISH	7
GEOGRAPHY	2
LUGHA YA KISWAHILI	6
MATHEMATICS PART 1	3
AGRICULTURE PRINCIPLE & PRACTICE	3
BIOLOGY	3
PHYSICAL SCIENCE	2

SUBJECTS NAMED EIGHT

SUBJECTS PASSED EIGHT

EXAMINATION OF NOVEMBER/DECEMBER 1976

Secretary  
East African Examinations Council

Chairman  
East African Examinations Council

(See overleaf)

# 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.

ALEX K. NANYARA

K3301 588

KANGARI SCHOOL EMBU

	E.A.A.C.E.	GRADE
GENERAL PAPER	STANDARD	
MATHEMATICS ALT S	SUBSIDIARY	
PHYSICS	SUBSIDIARY	
CHEMISTRY	PRINCIPAL	D
	PRINCIPAL	D

SUBJECTS RECORDED FOUR

EXAMINATION OF NOVEMBER/DECEMBER 1978

Secretary  
East African Examinations Council

Chairman  
East African Examinations Council

(See overleaf)



REPUBLIC OF KENYA

OFFICE OF THE PRIME MINISTER

*Certificate of Excellence in Performance*

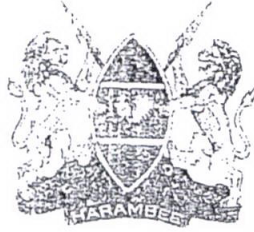
*This Certificate is Awarded to—*

*Igani 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 *4-12-2009*



**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

18<sup>th</sup> October, 2010

**The Principal,**  
St. Lawrence Egoji Training College,  
Private Bag,  
**EGOJI, MERU.**

**CERTIFICATE OF EXCELLENCE IN PERFORMANCE**

On 26<sup>th</sup> 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. Ndubai, CBS.,  
**PERMANENT SECRETARY**

# TEACHERS SERVICE COMMISSION

Telephone: Nairobi  
312067/8/78/89/93/96 & 312123  
Telegrams: "MWALIMU".  
Nairobi.  
When replying please quote

Ref.Nº:  
TSC/198771/200



THE BAZAAR  
MOI AVENUE/BIASHARA  
STREET  
PRIVATE BAG  
NAIROBI, KENYA

15<sup>th</sup> JULY 2009.

**Kinoti Imanyara**

Principal  
Egoji Teachers College  
P.O. Private Bag,  
**EGOJI.**

Dear *Kinoti*,

## APPOINTMENT CHIEF PRINCIPAL GRADUATE TEACHER

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 10<sup>th</sup> July 2009.

It has also been decided that you be retained at your current station as **Chief Principal Graduate Teacher**.

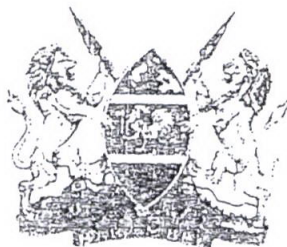
Please accept my sincere congratulations upon this appointment and my best wishes in the performance of your duties.

Yours

*Sincerely*  
*[Signature]*  
GABRIEL K. LENGOIBONI, EBS  
SECRETARY/CHIEF EXECUTIVE  
TEACHERS SERVICE COMMISSION.

Copy to: The Provincial Director of Education  
Eastern Province  
P.O. Box 123,  
EMBU.

037049



Republic of Kenya  
MINISTRY OF EDUCATION  
Kenya Education Staff Management (KEMI)

## 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

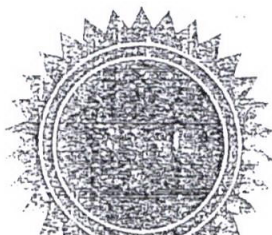
*from 21<sup>st</sup> to 24<sup>th</sup> Feb 2012*

*Topics covered:*

- Corporate Governance
- Strategic Planning
- Performance Contracting
- Leadership in Public Service
- Building Top Performing Teams
- Procurement and Supplies Management
- Financial Management

A handwritten signature in black ink, appearing to read "George I. Godia".

Prof. George I. Godia  
Education Secretary



A handwritten signature in black ink, appearing to read "Wanjiru Kariuki".

Dr. Wanjiru Kariuki

# TEACHERS SERVICE COMMISSION

Telephone: 2892000/0722-208552

Email: [info@tsc.go.ke](mailto:info@tsc.go.ke)

Web: [www.tsc.go.ke](http://www.tsc.go.ke)

When replying please quote

Our Ref: TSC/198771/208



TSC HOUSE  
KILIMANJARO ROAD  
UPPER HILL  
PRIVATE BAG- 00100  
NAIROBI, KENYA

Date: 16<sup>th</sup> April, 2008

Imanyara Kinoti

Thro'

Provincial Director of Education

Eastern Province

P. O. Box 1233 - 60100

EMBU

Dear *Imanyara,*

## APPOINTMENT AS TSC COUNTY DIRECTOR

Following your application and subsequent interview to the post of TSC County Director, Job Group 'R', TSC Scale 15, I am pleased to inform you that you have been successful.

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.

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.



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 1<sup>st</sup> May, 2012.

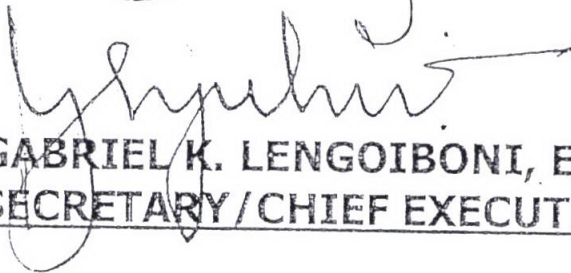
You will be expected to under-go an induction course, details of which will be communicated to you in due course.

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**

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

JACHE BONSA GOLLO

36001/012

ISTOLO SECONDARY SCHOOL

	Grade
ENGLISH LANGUAGE	7
LITERATURE IN ENGLISH	6
CHRISTIAN REL. EDUCATION	3
GEOGRAPHY	6
LUHA YA KISWAHILI	8
MATHEMATICS	7
PHYSICAL SCIENCE	8
ETIOLOGY	8

SUBJECTS NAMED EIGHT

SUBJECTS PASSED EIGHT

EXAMINATION OF NOVEMBER/DECEMBER 1982



Secretary

Kenya National Examinations Council



Chairman

Kenya National Examinations Council



Ed. 100 (Rev.)

REPUBLIC OF KENYA

MINISTRY OF HIGHER EDUCATION

SCHOOL LEAVING CERTIFICATE

ISILOLO SECONDARY SCHOOL

P.O. Box 54 ISILOLO PHONE 34

Admission/Serial No. 459/82

THIS IS TO CERTIFY THAT FACHE BONSA entered this school on 29th January 1979 and was enrolled in Form I and left on 19th November 1982 from Form IV having satisfactorily completed the approved course for Form IV

Date of Birth (in Admission Register) 1959

Headteacher's report on the pupil's ability, industry and conduct

A well behaved boy of above average ability and good conduct.

Pupil's signature

Date of Issue 19th November 1982

William N. Wamae

Signature HEADMASTER ISILOLO SECONDARY SCHOOL Headmaster/Headmistress

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.  
41184/082                      TACHE BONSA GOLLO                      41184/082

HIGHRIDGE TEACHERS TRAINING COLLEGE

	GRADE
PROFESSIONAL STUDIES	2
ENGLISH	3
KISWAHILI	4
MATHEMATICS	3
SCIENCE	3
CHRISTIAN RELIGIOUS EDUCATION	1
PHYSICAL EDUCATION	1
GEOGRAPHY	3
ART	3
AGRICULTURE	3
PRACTICAL TEACHING	2

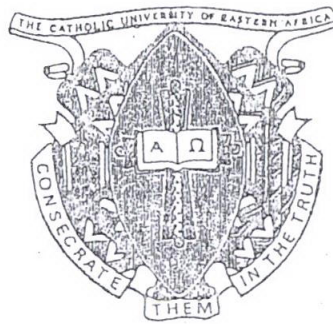
\*SUBJECT PASSED (ELEVEN)

  
SECRETARY  
KENYA NATIONAL EXAMINATIONS COUNCIL

  
CHAIRMAN  
KENYA NATIONAL EXAMINATIONS COUNCIL

— (see overleaf) —

PTC 038107



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

*Tache Bonga Gollo*

The degree of **BACHELOR OF EDUCATION (ARTS)**  
*Second Class Honours (Upper Division)*  
In the Faculty of **ARTS AND SOCIAL SCIENCES**

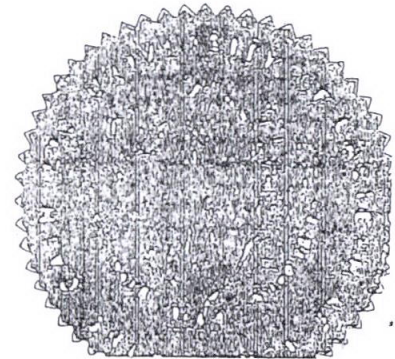
Together with all the honours, rights and privileges pertaining thereto in recognition of the fulfillment of all requirements for this degree. In witness whereof we have caused this degree to be signed by the duly authorised officers of the University and have authorised the seal of the University to be affixed on the same.

Given at Nairobi, Kenya on *8th November*, in the year, *1996*

*Sukudubasa*  
Rector

*[Signature]*  
Chancellor

*[Signature]*  
Dean



AFRICA CORPORATE GOVERNANCE  
ADVISORY SERVICES LTD

# Certificate

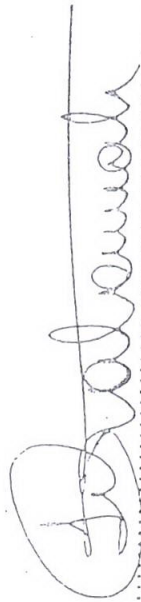
This is to certify that

*Tache Bonsa Gollo*

Successfully attended and completed the  
*Corporate Governance Training*

Held at *Boma Hotel, Nairobi*

on *January 16th to 17th 2014*

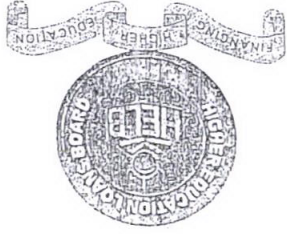


Chief Executive Officer



Program Manager

# HIGHER EDUCATION LOANS BOARD



## Compliance Certificate

This is to confirm that:  
TACHE BONSA GOLLO

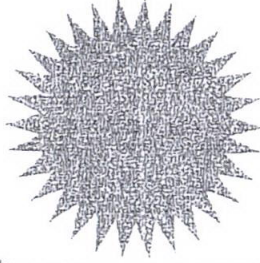
Holder of National ID No. 0008854 is not a beneficiary of the University Loans Scheme.

Signed by: Head Of Operations

Caveat

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

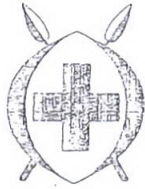
Date of Issue: 01-08-2014



This certificate is valid until: August 2015

Manager, Loan Repayment and Recovery

Serial No: 31560



Kenya  
Red Cross


# KENYA RED CROSS SOCIETY

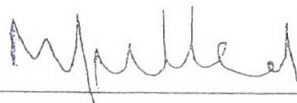
## Life Membership Certificate

This is to Certify that

**TACHE BONSA GOLLO**

has been enrolled a life member of the  
Kenya Red Cross Society.

  
\_\_\_\_\_  
THE GOVERNOR  
KENYA RED CROSS SOCIETY

  
\_\_\_\_\_  
SECRETARY GENERAL  
KENYA RED CROSS SOCIETY

Dated at Nairobi this 13<sup>TH</sup> day of OCTOBER 20 09

THE BASIC RED CROSS PRINCIPLES:

**HUMANITY:-**  
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.

**IMPARTIALITY:-**  
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.

**NEUTRALITY:-**  
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 CONTROVERSIES OR A POLITICAL, RACIAL, RELIGIOUS OR IDEOLOGICAL NATURE.

**INDEPENDENCE:-**  
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.

**VOLUNTARY SERVICE:-**  
5. THE RED CROSS IS A VOLUNTARY RELIEF ORGANISATION NOT PROMOTED IN ANY MANNER BY DESIRE FOR GAIN.

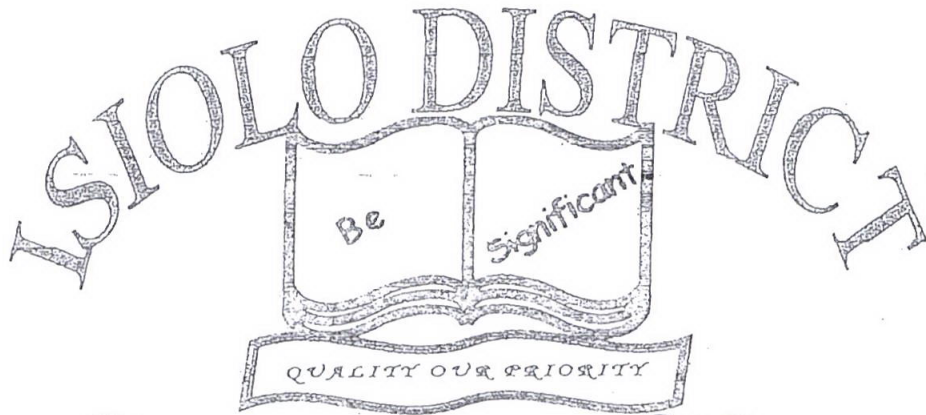
**UNITY:-**  
6. THERE CAN ONLY BE ONE RED CROSS SOCIETY IN ANY ONE COUNTRY. IT MUST BE OPEN TO ALL, IT MUST CARRY ON ITS HUMANITARIAN WORK THROUGHOUT ITS TERRITORY.

**UNIVERSALITY:-**  
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.





REPUBLIC OF KENYA  
MINISTRY OF EDUCATION



*Certificate of Merit*

AWARDED TO

*Tache Bansa*

OF

*Mauri Boys S.S.*

FOR EXEMPLARY PERFORMANCE

TITLE/SUBJECT

*Best 3 K.C.S.E Schools*

Done in the year

*2009*

and

achieving

*1st*

*4.333*

*3rd*

position in the District

DATE

*14<sup>th</sup>*

day of

*May*

20 *09*

*Newton E. Okwatsa*

NEWTON E. OKWATSA  
D.E.O - SEC DEB



*Kimani Waweru*

KIMANI WAWERU  
CHAIRMAN - DEB

REPUBLIC OF KENYA



OFFICE OF THE VICE-PRESIDENT  
AND MINISTRY OF NATIONAL RECONSTRUCTION  
OFFICE OF THE PERMANENT SECRETARY

Telegraphic Address "Makamu"  
Telephone: Nairobi 227411  
When replying please quote:

**CONFIDENTIAL**

P.O. Box 10280-00100  
NAIROBI, GPO

Ref. No. OVP&MNR/ENNDA/B.13.2/(36)

Date. 26<sup>th</sup> June 2003

Mr. Tache Bansa,  
C/o Ewaso Ng'iro North Development Authority,  
P. O. Box 203  
ISILOLO

Dear *Tache,*

APPOINTMENT AS CHAIRMAN OF EWASO NG'IRO NORTH  
DEVELOPMENT AUTHORITY

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 18<sup>th</sup> June 2003.

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.

As this is not a full time position you will only be entitled to a monthly honoraria and other allowances as stipulated in Government circulars.

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) (a) 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

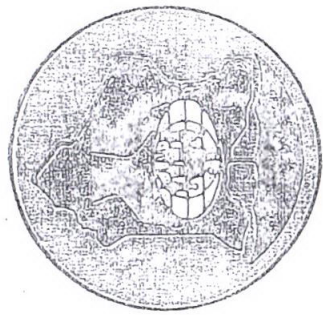
to be chairman of the Ewaso Ng'iro North River Basin Development Authority, for a period of three (3) years. The appointment of Charfano Mokku\*, is revoked.

Dated the 18th June, 2003.

MWAI KIBAKI,  
*President.*

\*G.N. 8185/2002.

Certificate of Attendance



KENYA UNION OF SAVINGS & CREDIT CO-OPERATIVES LTD.  
CO-OPERATIVE EDUCATION AND TRAINING PROGRAMMES

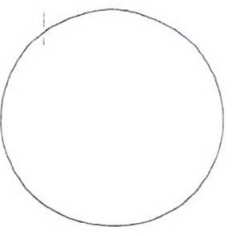
This is to certify that TACHE BONSA GOILLO  
of ISILOLO TEACHERS SACCO

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



Managing Director

26-04-2002

Date

# TEACHERS SERVICE COMMISSION

Telegrams: "MWAALIMU", Nairobi  
Telephone: Nairobi 331144/5/6, 7/8/9 & 331150

When Replying please quote

Ref. No. TSC/236333/113  
and date



THE BAZAAR  
MCH AVENUE/BIASHARA  
STREET  
PRIVATE BAG  
NAIROBI, KENYA

Date: 10/12/ 2001

Mr/Mrs/Miss GOLLO BONSA TACHE

Thro'

The HEADTEACHER

MERTI SECONDARY SCHOOL

P. O. BOX 177

ISIOLO

Dear Sir/Madam

## P R O M O T I O N

I am pleased to inform you that following the implementation of TSC Circular 5/97 dated 3rd February, 1997 you have been promoted to GRADUATE TEACHER I Job Group 'L'

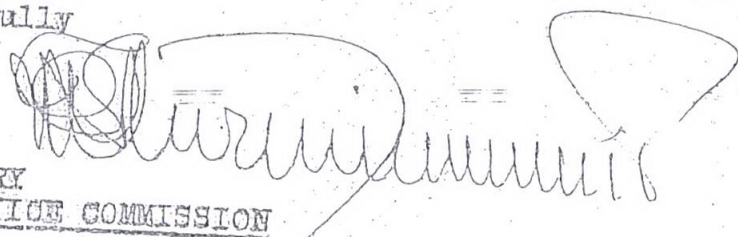
with effect from 8/11/1999

The salary scale attached to this grade is KSh 7278x222 - 8166x276 - 9270x318 - 10860x375 - 11235 per annum.

You will enter the scale at KSh 7278 per annum and your incremental date will be JULY

Please accept my sincere congratulations upon this promotion and best wishes as you continue to serve the Commission.

Yours faithfully

  
J. N. MURIU  
FOR: SECRETARY  
TEACHERS SERVICE COMMISSION

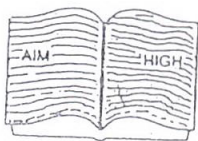
CC: THE PDE - EASTERN

DEO - ISIOLO



REPUBLIC OF KENYA  
MINISTRY OF EDUCATION

DISTRICT EDUCATION BOARD - ISIOLO



Academic Award

# Certificate of Merit

AWARDED TO

Mr. Tache Bansa  
OF Macci Boys Sec. School

FOR EXEMPLARY PERFORMANCE

TITLE / ~~SUBJECT~~ Best KISE School

Done in the year 1997 CT 6-5135 and

achieving 1<sup>st</sup> position in the District

DATE 27<sup>th</sup> day of March 19 98

  
SECRETARY DEB

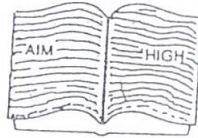


  
CHAIRMAN



REPUBLIC OF KENYA  
MINISTRY OF EDUCATION

DISTRICT EDUCATION BOARD - ISIOLO



Academic Award

Certificate of Merit

AWARDED TO

Mr. Tache Bonsa

OF Macci Boys Secondary School

FOR EXEMPLARY PERFORMANCE

TITLE / SUBJECT C. R. E.

Done in the year 1997 and

achieving 1st ( B- 7.7297 ) position in the District

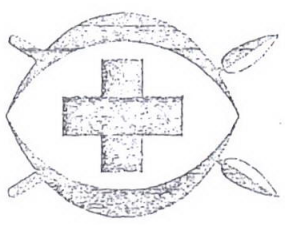
DATE 27th day of March 19 98



DEO/SECRETARY DEB

CHAIRMAN

# Declaration Certificate



Kenya  
Red Cross

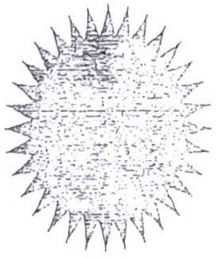
We, the undersigned, hereby declare that

*Jacobs Bonaka Balle*

is the duly elected Committee Member of the Kenya Red Cross Society  
for the period July 2013 to May 2016

*[Signature]*

Col. Sherril Amadi  
Chairperson, Election Committee



*[Signature]*

Nancy Iyadi  
Returning Officer, IEBC

# UNIVERSITY OF NAIROBI



This is to certify that

*Beatrice Marenbo Buya*

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/C*  
*W. W. W. W.*

31.7.78

*J. N. Karanja*  
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.

BEATRICE MAREMBO BUYA

K1502 502

MATUGA GIRLS' SECONDARY SCHOOL

HISTORY  
KISWAHILI  
GENERAL PAPER

E.A.A.C.E.E. STANDARD	GRADE
PRINCIPAL	C
PRINCIPAL	B
SUBSIDIARY	

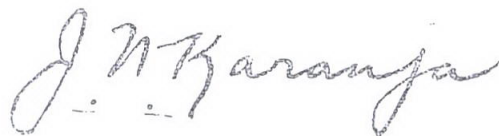
SUBJECTS RECORDED THREE

EXAMINATION OF NOVEMBER/DECEMBER 1974



Secretary

East African Examinations Council



Chairman

East African Examinations Council

(See overleaf)

*CFC*  
*W. J. Priddy*  
31.7.74

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 MAREMBO BUYA

K112 4

MURRAY HIGH SCHOOL MWATATE

	GRADE	G.C.E. STANDARD
ENGLISH LANGUAGE	5	ORDINARY
LITERATURE IN ENGLISH	3	ORDINARY
BIBLE KNOWLEDGE	4	ORDINARY
HISTORY	6	ORDINARY
LUGHA YA KISWAHILI	3	ORDINARY
MATHEMATICS	9	
BIOLOGY	7	
NEEDLEWRK/DRESSMAKING	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

*M. M. M. M.*  
Chairman

East African Examinations Council

(See overleaf)

*L. J. J.*  
Vice-Chancellor

University of Cambridge

# TEACHERS SERVICE COMMISSION

Telephone: Nairobi  
312067/8 &  
312078/89 &  
312091/3  
Telegrams:  
"MWALIMU". Nairobi  
When replying please  
quote  
Ref: TSC/CONF/361/190



THE BAZAAR  
MOI  
AVENUE/BIASHARA  
STREET  
PRIVATE BAG  
NAIROBI, KENYA

20<sup>th</sup> February 2006

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.C. Wanjau*  
31.2

DISTRICT EDUCATION OFFICER  
MIDORI DISTRICT  
P.O. Box 374-4100, SUNA MIDORI  
Date: 14

# TEACHERS SERVICE COMMISSION

Telephone: Nairobi  
331144/5/6/7/8/9 & 331150  
Telegrams: "MWALIMU".  
Nairobi  
When replying please quote



THE BAZAAR  
MOI AVENUE/BIASHARA  
STREET  
PRIVATE BAG  
NAIROBI, KENYA

Ref. N°:  
TSC/CONF/361/103 and  
date

2<sup>nd</sup> May, 2002

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,

*C/O*  
*W. J. M. M. M.*  
*31.7.02*  
DISTRICT EDUCATION OFFICER  
KISUMU DISTRICT  
P. O. Box 374-10401 KISUMU

CONFIDENTIAL

MINISTRY OF EDUCATION

Telegrams: "EDUCATION", Nairobi  
Telephone: Nairobi 318581  
Fax: 214287  
E-mail: [minister@education.go.ke](mailto:minister@education.go.ke)



JOGOO HOUSE "B"  
HARAMBEE AVENUE  
P. O. BOX 30040-00100  
NAIROBI

When replying please quote  
Ref.: MOE. CONF/G1/45Vol.II (163)

14<sup>th</sup> May, 2009

✓ Mrs Beatrice Adu

DEPLOYMENT

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.

*M. O. Olo*  
GRACE OMOLO (MRS.)  
FOR: PERMANENT SECRETARY

*C.C. Wipwidi*  
*31.7.14*

DISTRICT EDUCATION OFFICER  
Nairobi District  
P. Box 178-45400 SUNWAY MICRO

C.C. Education Secretary  
Ministry of Education Hqs  
NAIROBI

Provincial Director of Education  
Nairobi Province

P/No.78130667

CONFIDENTIAL

# MINISTRY OF EDUCATION, SCIENCE AND TECHNOLOGY

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



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

When replying please quote

REPUBLIC OF KENYA

Ref: C/78/Vol.XV/290

9<sup>th</sup> August, 2005

Mrs. Beatrice Adu  
P/No.1978130667

Thro'

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

*Forwarded with Congratulations*

*[Signature]* 14/08/05  
PROVINCIAL DIRECTOR OF EDUCATION  
NYANZA PROVINCE

## 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.

*[Signature]*

**PROF. GEORGE I. GODIA**  
**EDUCATION SECRETARY**

- Secretary, TSC
- Provincial Commissioner, Eastern Province.
- SPPO

*CIC*  
*[Signature]*

21.7.14

MINISTRY OF EDUCATION, SCIENCE & TECHNOLOGY

Telegrams: "EDUCATION", Nairobi

FAX No.  
Telephone: 334411  
When replying please quote



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

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

March 21, 2003

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

Thro'

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

*Forwarded*  
*Shell*  
PROVINCIAL DIRECTOR OF EDUCATION  
NYANZA PROVINCE  
25<sup>th</sup> 3/2003

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.

*Wangai*  
NAOMY W. WANGAI (MRS.)  
DIRECTOR OF EDUCATION

c.c.

SPPO

*CFC*  
*Wangai*

21.7.14

MINISTRY OF EDUCATION, SCIENCE AND TECHNOLOGY

Telegrams: "EDUCATION", Nairobi

Telephone: Nairobi 334411

When replying please quote

Ref. No. **1978130667/146**  
and date



JOGOO HOUSE "B"

HARAMBEE AVENUE

P.O. Box 30040-00100

NAIROBI

24<sup>th</sup> May, 2003



Mrs. Beatrice Marembu Adu

Thro

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

FORWARDING REF... FORWARDED FOR  
INFORMATION / NECESSARY / ACTION / ROUTINE  
Date 3/6/2003  
P. O. BOX 30040 NAIROBI

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 21<sup>st</sup> May, 2003.

The salary scale attached to this grade is KES 10,803 x 372 – 12,663 x 399 – 13,860 per annum. Your entry point into the scale will be KES 11,919 per annum and retain 1<sup>st</sup> 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,

*Signature*

31.7.04

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

MINISTRY OF EDUCATION, SCIENCE & TECHNOLOGY

Telegrams: "EDUCATION", Nairobi  
"B"



REPUBLIC OF KENYA

JOGOO HOUSE

HARAMBEE AVENUE  
P. O. Box 30040  
NAIROBI  
KENYA

FAX No.  
Telephone: 334411  
When replying please quote

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

23<sup>rd</sup> March, 2001

Mrs. Beatrice Adu  
P/NO. 86000101

Thro'

The Provincial Director of Education  
NYANZA PROVINCE

*no/c/s/i/a/vol IV/CIS*

**RE: DEPLOYMENT**

*30/3/2001*

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

*C/C*  
*Wprudai 31.7.14*

Permanent Secretary  
Ministry of Local Government

The Secretary  
Teachers Service Commission

The District Education Officer  
KISUMU

Clerk to Council  
KISUMU

SPPO

MINISTRY OF EDUCATION, SCIENCE & TECHNOLOGY

Telegrams: "EDUCATION", Nairobi

FAX No.

Telephone: 334411

When replying please quote

REF. CON 78/VOL/IX/165

Mrs. B. Adu

P/NO.78130667

Thro'

Provincial Director of Education

Nyanza Province

RE: DEPLOYMENT

Congratulations on your promotion to the post of Assistant Director of Education. It has however, been decided that you be retained in Homa Bay to continue with your assigned duties as a District Education Officer.

You are expected to intensify your efforts as the District education team leader to provide quality education services to the people of Homa Bay.

SAMMY P. M. KYUNGU, SS  
DIRECTOR OF EDUCATION

*[Signature]*

*[Signature]*  
C.T.C

c.c.

Permanent Secretary,

Ministry of Education Science and Technology

SPPO

CONFIDENTIAL

21.7.84

REF. NO. 86001011 (U)  
REPUBLIC OF KENYA  
MINISTRY OF EDUCATION, SCIENCE & TECHNOLOGY  
Nairobi  
Date: 11/12/2000  
M. H. O. NARANJA

CONFIDENTIAL

REPUBLIC OF KENYA



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

17<sup>th</sup> November, 2000

MINISTRY OF EDUCATION, SCIENCE AND TECHNOLOGY

Telegrams: "EDUCATION", Nairobi  
Telephone: Nairobi 334411  
When replying please quote

Ref. No. **1978130667/126**  
and date



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

26<sup>th</sup> September, 2000

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 6<sup>th</sup> 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 1<sup>st</sup> 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. Kibunja  
For: Permanent Secretary

31.7.00

cc: Director of Education

FORWARDING REP  
FORWARDED FOR  
INFORMATION / NECESSARY / ACTION / BILLING  
Date 9/10/2000  
M. G. KIBUNJA

MINISTRY OF EDUCATION

Telegrams: "EDUCATION", Nairobi  
Telephone: Nairobi 334411  
When replying please quote



JOGOO HOUSE  
HARAMBEE AVENUE  
P.O. Box 30040  
NAIROBI

Ref. No. C.78/Vol.IV/287  
and date

7th April 1998

CONFIDENTIAL

✓ Mrs. Beatrice M. Adu

Thro'

The Provincial Director of Education  
Nyanza Province  
P.O. Box 575  
K I S U M U

Noted/No 86000101/C1

29/4/98

Dear Mrs Adu,

D E P L O Y M E N T

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.

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

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

Yours faithfully,

SAMMY P. M. KYUNGU, SS  
DIRECTOR OF EDUCATION

CIC  
Kipwadi

DISTRICT EDUCATION OFFICER  
HOMA BAY DISTRICT  
P.O. BOX 1000  
31.7.14

cc. The District Commissioner  
Homa Bay District

CONFIDENTIAL

# UNIVERSITY OF NAIROBI



This is to certify that

*Albert Fred Okirapa*

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

**MASTER OF EDUCATION  
(IN EDUCATIONAL ADMINISTRATION)**

was admitted to the degree  
at a Congregation held at  
this University on the

Twenty-fourth Day of September in the Year  
2010

A handwritten signature in black ink, appearing to be 'J. N. Njoroge'.

VICE-CHANCELLOR

A handwritten signature in black ink, appearing to be 'K. M. Mwangi'.

DEPUTY VICE-CHANCELLOR (ACADEMIC AFFAIRS)



S/No. 0006376

# UNIVERSITY OF NAIROBI

## POSTGRADUATE ACADEMIC TRANSCRIPT

ACADEMIC YEAR: 2006/2007-2009/2010

STUDENT NAME: EKIRAPA ALBERT FRED

REGISTRATION NO: E55/8641/2006

FAC/SCH/INST: SCHOOL OF EDUCATION

DATE OF ADMISSION 10TH-APR-2007

PROGRAMME: MASTER OF EDUCATION

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
TAP522	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
TAP557	RESEARCH PROJECT	60	B
TAP557_0081	RESEARCH PROJECT: FACTORS AFFECTING MANAGEMENT OF CONSTITUENCY BURSARY SCHEME FOR SECONDARY SCHOOLS IN AMAGORO CONSTITUENCY, KENYA	60	B
***** END *****			

**RECOMMENDATION**

PASS. AWARDED THE DEGREE OF MASTER OF EDUCATION

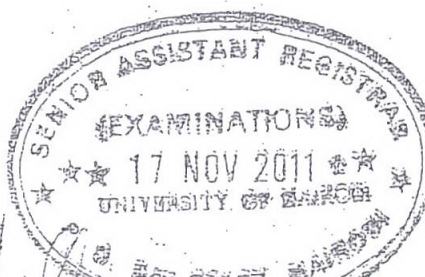
**KEY TO GRADING SYSTEM**

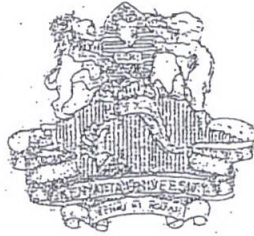
A=70% - 100% - EXCELLENT  
 B=60% - 69% - GOOD  
 C=50% - 59% - SATISFACTORY  
 F=0% - 49% - FAIL

\* - PASS AFTER RESIT

- Thesis/Dissertation is not graded

\* - PASS AFTER RESIT





KENYATTA UNIVERSITY  
OFFICE OF THE REGISTRAR (ACADEMIC)

Our Ref. E37/3466/81

Your Ref.

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

Date: 4<sup>th</sup> October, 1999

TO WHOM IT MAY CONCERN

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

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

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

at a graduation ceremony held on Tuesday 17<sup>th</sup> 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.

*J.F. Koga*  
DR. J.F. KOGA

FOR: AG. REGISTRAR (ACADEMIC)



JFK/twg



# 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)

Registration No: E37/3466/81  
 Date of Admission: 1981  
 Year of Study: 3  
 Academic Year: 1984/85

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

### RECOMMENDATION

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

### 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

### NOTE:

Pass Mark is 40%



*[Signature]*  
 DR. E. KATAMU



**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)

Registration No: E37/3466/81  
 Date of Admission: 1981  
 Year of Study: 2  
 Academic Year: 1983/84

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

**COMMENDATION**

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



NOTE: Pass Mark is 40%



**KENYATTA UNIVERSITY**  
UNDERGRADUATE ACADEMIC TRANSCRIPT

Name of Student: EKIRAPA ALBERT FRÉD  
 Faculty: SCHOOL OF EDUC. AND HUMAN RESOURCE DEV.  
 Programme: BACHELOR OF EDUCATION (SCIENCE)

Registration No: E37/3466/81  
 Date of Admission: 1981  
 Year of Study: 1  
 Academic Year: 1981/82

Subject/Course	Descriptive Title of Course	Academic Hours	Grade
00	GENERAL PSYCHOLOGY AND CHILD DEVELOPMENT.	99	C
	EDUCATIONAL FOUNDATIONS	99	C
	INORGANIC CHEMISTRY I	35	C
1	INORGANIC CHEMISTRY II	35	C
22	PHYSICAL CHEMISTRY I	35	A
3	ORGANIC CHEMISTRY I	35	B
40	CALCULUS I	35	D
1	CALCULUS II	35	B
62	LINEAR ALGEBRA I	35	B
6	PROBABILITY AND STATISTICS I	35	B
67	PROBABILITY AND STATISTICS II	35	B

**COMMENDATION**

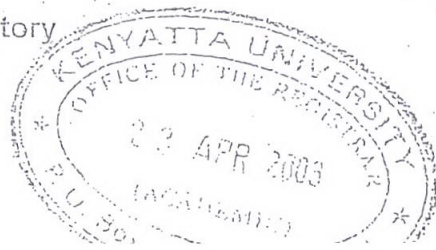
PASS - PROCEED TO SECOND YEAR OF STUDY

**Key to Grading System**

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

**Key to Letters**

- Where there is no Grade
- I - Incomplete
  - W - Withdrawal
  - AS - Audited Successfully
  - \* - Retake



TE: Pass Mark is 40%

*ORIGINA*

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

		<u>Grade</u>
GENERAL PAPER	SUBSIDIARY	F
MATHEMATICS ALT 3	PRINCIPAL	E
PHYSICS	PRINCIPAL	E
CHEMISTRY	PRINCIPAL	E


SUBJECTS RECORDED FOUR

AMINATION OF NOVEMBER/DECEMBER 1980



Secretary

Kenya National Examinations Council



Chairman

Kenya National Examinations Council

A 006623

(See overleaf)

REPUBLIC OF KENYA

MINISTRY OF EDUCATION

SCHOOL LEAVING CERTIFICATE

KAPSABET BOYS' HIGH SCHOOL

P.O. BOX 10, KAPSABET

Admission/Serial No. 3790

THIS IS TO CERTIFY THAT ALBERT FRED EKIRAPA

entered this school on 12.3.79 and was enrolled in

Standard/Form 5 and left on 28.11.80 from

Standard/Form 6 having satisfactorily completed the approved

course for Standard/Form 6

Date of Birth (in Admission Register) 1960

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.

Pupil's signature Albert Fred Ekirapa

Date of Issue 20.11.80

Signature G.S. GILL
Headmaster/Headmistress

Kapsabet High School
P.O. Box 10, Kapsabet

This certificate was issued without any erasure or alteration whatsoever

# 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

DIVISION I

THE CANDIDATE REACHED THE GRADE SHOWN IN THE SUBJECTS NAMED:

ALBERT EKIDADA

K6503 005

MUHILA SECONDARY SCHOOL

	GRADE
ENGLISH LANGUAGE	2
LITERATURE IN ENGLISH	3
CHRISTIAN REL EDUC	5
GEOGRAPHY	4
USHAH YA BISHAHILI	2
MATHEMATICS A1 T S	3
BIOLOGY	2
PHYSICAL SCIENCE	2

SUBJECTS NAMED EIGHT      SUBJECTS PASSED EIGHT

EXAMINATION OF NOVEMBER/DECEMBER 1972

Handwritten signature of the Secretary in cursive script.

Secretary  
East African Examinations Council

Handwritten signature of the Chairman in cursive script.

Chairman  
East African Examinations Council

(See overleaf)

# MWIHILA SECONDARY SCHOOL

PRIVATE BAG YALA KENYA

Key: A Very Good  
B Good  
C Fair  
D Bad

## LEAVING CERTIFICATE AND TESTIMONIAL

MR. ALBERT EKIRAPA son of ZADOCK OKARON

Location: NORTH TESO District: BUSTIA Tribe: TESO Date of Birth: 1960

DATES: Intermediate School KOTANYA from 1968 to 1974

K.P.E. Number 61024 / 002

Mwihila 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

B-

Swahili

B

Average Position in Class: 3

Above results based on trial 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:

Ekirapa is of excellent character. He was a good athlete and gets on well with other people.

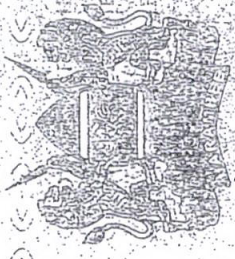
Character

A

### GENERAL:

An excellent member of the school.

Date: 22 November 1978



By the authority of the Council of the

# KENYA SCHOOL OF GOVERNMENT

this Certificate is issued to

*Albert Fred Ekuapa*

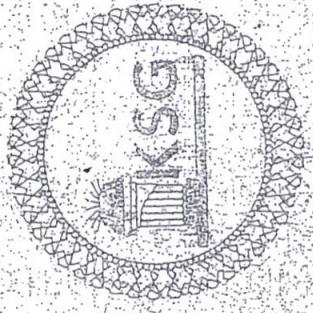
who successfully attended and participated in the

*Transformative Leadership Course No. 7/2014*

which was held on

*9th - 13th June 2014*

and is hereby entered into the School's Records



*[Signature]*

SERIAL NO. *1012*

DIRECTOR

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



# KENYA REVENUE AUTHORITY

ISO 9001:2008 CERTIFIED  
ISO 9001:2008 CERTIFIED

MEDIUM AND SMALL TAXPAYERS

①  
D/Comm Hees



17<sup>th</sup> February, 2015

Ref: CDT/MST/HQ/73

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

② LGAH  
pls deaf  
FA 19/2

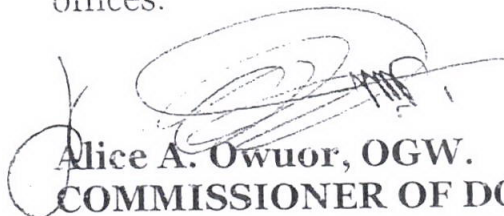
## VETTING OF NOMINEE FOR APPOINTMENT AS MEMBERS OF THE TEACHERS SERVICE COMMISSION

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

This letter confirms that the following nominees are tax compliant.

1. Mbarak Said Twahir
2. Kinti Imanyara
3. Beatrice Marembo Adu

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

  
Alice A. Owuor, OGW.

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

*Tulipe Ushuru, Tujitegeme!*





KENYA REVENUE  
AUTHORITY

## Tax Compliance Certificate

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

[www.kra.go.ke](http://www.kra.go.ke)

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:

KRAELD0994622015



**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.**

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

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

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

www.kra.go.ke

**Taxpayer PIN :** A002986813D

**Name and Address :**

Tache Bonsa Gollo  
-, ISIOLO, Isiolo District,  
PO Box:443,  
Postal Code:60300

**Certificate Date:** 19/02/2015

**Certificate Number:**

KRAMRU0986062015



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

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

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

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

① D/Committee



② LEAH  
pls deaf  
FA

13 C 1332  
16/2

# HIGHER EDUCATION LOANS BOARD

Tel: 2278000, 0722205292, 0733205292  
Fax: 2252330  
E-mail: ceo@helb.co.ke  
Website: www.helb.co.ke

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

HELB/RD/56593/POV/163

12<sup>th</sup> February, 2015

Mr. Justin N. Bundi,  
Clerk, National Assembly,  
P.O Box 41842-00100,  
NAIROBI.

Dear *Justin,*

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

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.

Please find a list confirming the loan status of the applicants with the board.

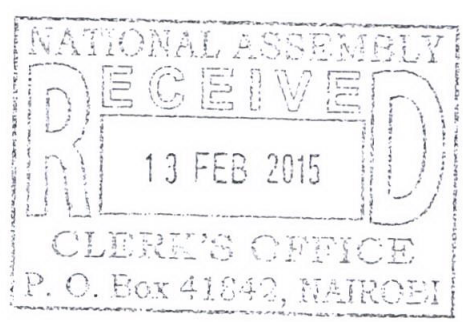
S/NO	NAME	ID NO.	STATUS	YEAR OF CLEARANCE
1	Mbarak Said Twahir	3462536	Cleared Cert no 41048	Oct 2012
2	Kinoti Imanyara	0266060	Cleared Cert no 41080	Oct 2012
3	Tache Bonsa Gollo	0008854	Non- Beneficiary	N/A
4	Beatrice Marembo Adu	1844313	Cleared Cert no 40821	Oct 2012
5	Albert Fred Ekirapa	1083472	Cleared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

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.

Yours *Sincerely*  
*Charles M. Ringera*

**CHARLES M. RINGERA**  
**CHIEF EXECUTIVE OFFICER & BOARD SECRETARY**



① D/Committees



② LEAH  
pls deaf  
FA  
18/2

## ETHICS AND ANTI-CORRUPTION COMMISSION

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

When replying please quote:

**EACC. 6/42 Vol. XX (86)**

**17<sup>th</sup> February, 2015**

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

Dear *Mr Bundi*

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

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

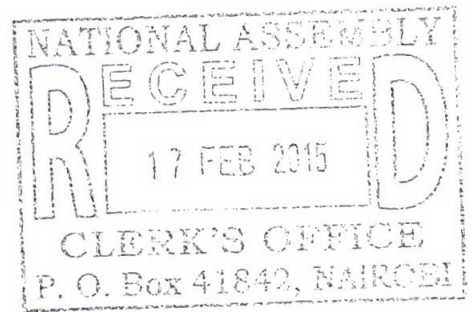
We confirm that we have no outstanding issues or ongoing investigation against the nominees for the position of Member of the Teachers' Service Commission (TSC) whose details are given below.

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

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

Yours *Sincerely*

**Halakhe D. Waqo ACI Arb**  
**Secretary/Chief Executive Officer**



**PUBLIC APPOINTMENT  
(PARLIAMENTARY APPROVAL) ACT**



LAWS OF KENYA

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PUBLIC APPOINTMENTS  
(PARLIAMENTARY APPROVAL) ACT

No. 33 of 2011

Revised Edition 2012 [2011]

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

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

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

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.

#### 8. Period for consideration and report

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

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

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

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

#### 10. Rejection of nomination

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

#### 11. Notification of decision

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

#### 12. Powers of the committee

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

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

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

(3) Any person who—

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

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

SCHEDULE—*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).

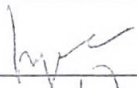
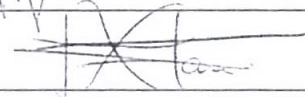
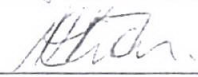
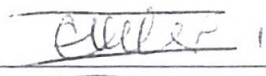
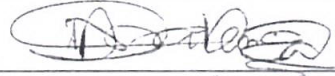

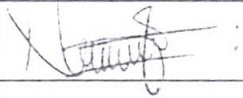

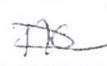


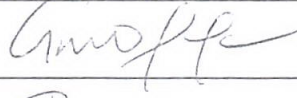
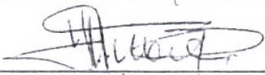
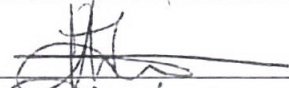
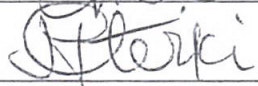
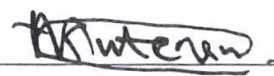
# **COMMITTEE ADOPTION SCHEDULE**



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 WANSIRU CHEGE	
2	HON. JOSEPH NANTJE	
3	HON. MEHAMMED ADAN	
4	HON. ERIC ARAPI KETER	
5	HON. RICHARD K. NTAKENGA	
6	HON. STEVEN KANUKU	
7	HON. NASSA IBRAHIM	
8	HON. DR. SUSAN CHOBET	
9	HON. DORCAS KEDIGO	
10	HON. ROSE RWAMBA MITANI	
11	HON. MURUKI NJAGAGA	
12	HON. GEOFFREY M. ODONGO	
13	HON. HADIMA W. DANI	
14	HON. JULIUS K. MULLY	
15	HON. PROF. HELLEN SAMBILI	
16	HON. MARY SARETA	

17	HON JARED OPIHO	<del>Signature</del>
18	HON CECILIA NGETICH	<del>Signature</del>
19	HON (Dr) Christine Ombaka	Ombaka.
20	HON JOSEPH M'ORUTAI	<del>Signature</del>
21	HON DOUGLAS KEDOGO	<del>Signature</del>
22		
23		
24		