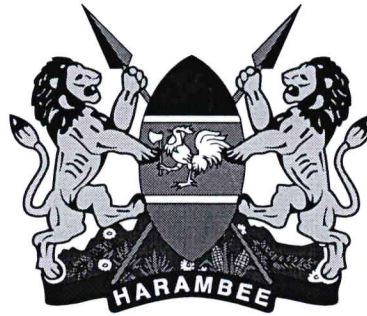


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*Approved  
SAA  
4/11/25*

**THE NATIONAL ASSEMBLY**

**THIRTEENTH PARLIAMENT- FOURTH SESSION - 2025**

**DIRECTORATE OF DEPARTMENTAL COMMITTEES**


**DEPARTMENTAL COMMITTEE ON LABOUR**

**REPORT ON THE APPROVAL HEARING (VETTING) OF HON. ENG. MICHAEL  
THOYAH KINGI, NOMINEE FOR APPOINTMENT AS A MEMBER OF THE  
SALARIES AND REMUNERATION COMMISSION (SRC)**

**VOLUME I**

**CLERK'S CHAMBERS  
DIRECTORATE OF DEPARTMENTAL COMMITTEES  
PARLIAMENT BUILDINGS  
NAIROBI**

**NOVEMBER, 2025**

 <b>THE NATIONAL ASSEMBLY PAPERS LAID</b>	
<b>DATE:</b> 04 NOV 2025	<b>DAY:</b> TUESDAY
<b>TABLED BY:</b> 04 NOV 2025	Hon. KEN CATANEA (CHAIRPERSON)
<b>CLERK-AT-THE-TABLE:</b> INZPV	MWALE

## LIST OF ABBREVIATIONS

SRC	Salaries and Remuneration Commission
HELB	Higher Education Loans Board
KRA	Kenya Revenue Authority
ORPP	Office of the Registrar of Political Parties
SAGAs.	Semi-Autonomous Government Agencies
MDAs.	Ministries, Departments, and Agencies
EACC.	Ethics and Anti-Corruption Commission
DCI	Directorate of Criminal Investigations
ODPP.	Office of Director of Public Prosecutions



## CHAIRPERSON'S FOREWORD

In line with the constitutional and statutory requirements governing the appointment of Members of the Salaries and Remuneration Commission, His Excellency the President, through a letter by the Head of Public Service, Reference No. EOP/CAB.26/4A VOL.VII/ (13) dated 30<sup>th</sup> September 2025, forwarded to the Speaker of the National Assembly a notification of presidential action, nominating Hon. Eng. Michael Thoyah Kingi for appointment as a Member of the Salaries and Remuneration Commission (SRC).

The nominee has been nominated to represent the Public Service Commission in the Salaries and Remuneration Commission, pursuant to Article 230(2)(b)(ii) of the Constitution.

**On 7<sup>th</sup> October 2025**, the Speaker of the National Assembly relayed the Message from His Excellency the President to the Members and referred the nominee's name together with the curriculum vitae to the Departmental Committee on Labour for Approval Hearing (Vetting) and reporting to the House on **Tuesday, 4<sup>th</sup> November 2025**.

Consequently, and in fulfilment of the provisions of Article 118(1)(b) of the Constitution, Section 6(4) of the Public Appointments (Parliamentary Approval) Act, Cap.7F and National Assembly Standing Order 45(3), the Clerk of the National Assembly on **9<sup>th</sup> October, 2025** facilitated placement of an advert in the print media notifying the public on the date, time and place of the Approval Hearing of the nominee.

In compliance with Section 6(9) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F, the Clerk invited the public to submit memoranda by way of written statements on oath (*affidavits*) on the suitability or otherwise of the nominee. The Memoranda were to be received by **Thursday, 16<sup>th</sup> October 2025** by **5.00 pm**. By the close of the deadline, the Committee had not received any Memorandum in support or in contestation of the suitability of Hon. Eng. Michael Thoyah Kingi, nominee for appointment as a Member of the Salaries and Remuneration Commission.

Further, on **9<sup>th</sup> October 2025**, Clerk wrote to the nominee notifying him of the date, time and place of the Approval Hearing which was scheduled to be conducted on **Tuesday, 21<sup>st</sup> October 2025**, in the **Mini-Chamber, First Floor, County Hall, Parliament Buildings** at **11.00am**.

To fulfil the requirement on personal integrity, the Clerk on **8<sup>th</sup> October, 2025** wrote to the Kenya Revenue Authority, the Ethics and Anti-Corruption Commission, the Directorate of Criminal Investigations, the Higher Education Loans Board, the Director of Public Prosecutions and the Registrar of Political Parties to ascertain the nominee's integrity and good standing with the said government institutions. The nominee was also required to submit clearance certificates from the said institutions.

The nominee appeared before the Committee on **Tuesday, 21<sup>st</sup> October 2025** and was orally interviewed under Oath having been nominated pursuant to Article 230(2)(b)(ii) and 250 of the Constitution, the Public Appointments (Parliamentary Approval) Act, (Cap.7F), the Salaries and Remuneration Commission Act, Cap.412D and the National Assembly Standing Orders.

The Committee observed that the nominee met the integrity threshold; demonstrated knowledge of topical, administrative and technical issues touching on the position to which he had been nominated; and had the requisite abilities, academic qualifications and professional

## **I.0 PREFACE**

### **I.1 Introduction**

1. Pursuant to Articles 230 and 250 of the Constitution and section 7(10) of the Salaries and Remuneration Commission Act, Cap.412D, as read together with sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act, Cap.7F, His Excellency the President, through a letter by the Head of the Public Service, Reference No. EOP/CAB.26/4A VOL.VII/ (13) dated 30<sup>th</sup> September 2025, forwarded to the Speaker of the National Assembly a notification of presidential action, nominating Hon. Eng. Michael Thoyah Kingi for appointment as a Member of the Salaries and Remuneration Commission.
2. Article 124(4)(a) of the Constitution provides that when a House of Parliament considers any appointment for which its approval is required under the Constitution or an Act of Parliament, the appointment shall be considered by a Committee of the relevant House.
3. This report details the proceedings of the Departmental Committee on Labour during the approval hearing of Hon. Eng. Michael Thoyah Kingi, nominee for appointment as a Member of the Salaries and Remuneration Commission.

### **I.2 Establishment and Mandate of the Committee**

4. The Departmental Committee on Labour is established under Standing Order 216 and is mandated to, among others, “to vet and report on all appointments where the Constitution or any other law requires the National Assembly to approve, except those under Standing Order 204.

### **I.3 Committee Subjects**

5. The subject matter of the Departmental Committee on Labour is stated in the Second Schedule of the National Assembly Standing Orders and includes, among others, “labour, human capital and remuneration, trade union relations and public service”.
6. In line with the assigned subject matter, and in executing this mandate, the Committee oversees the following Ministries, Departments, and Agencies (MDAs):
  - i) The State Department for Public Service and Human Capital Development (Under Ministry of Public Service, Human Capital Development and Special Programmes) and its Autonomous and Semi-Autonomous Government Agencies which include;
    - a) Kenya School of Government; and
    - b) Institute of Human Resource Management
  - ii) The State Department for Labour and Skills Development (Under the Ministry of Labour and Social Protection) and its Autonomous and Semi-Autonomous Government Agencies, which include;
    - a) National Industrial Training Authority (NITA);
    - b) National Productivity and Competitiveness Centre (NPCC);
    - c) Kenya National Labour Board and the Wages Council;
    - d) National Employment Authority (NEA);
  - iii) Public Service Commission; and
  - iv) Salaries and Remuneration Commission.

Mr. Abenayo Wasike  
**Principal Clerk Assistant I/HOD / Head of Secretariat**

Mr. Joseph Ndirangu  
**Fiscal Analyst I**

Ms. Colletah Sigilai  
**Senior Legal Counsel**

Ms. Wambui Nyachae  
**Research Officer III**

Ms. Yasmin Hassan  
**Assistant Serjeant-At-Arms II**

Mr. Ambrose Nguti  
**Media Relations Officer III.**

Mr. Samuel Wanjiru  
**Clerk Assistant III**

Ms. Josephine Osiba  
**Hansard reporter III**

Mr. Timothy C. Tsungulah  
**Research Officer III**

Ms. Mercylyn Kerubo  
**Audio Officer III**

Ms. Michelle Wanjau  
**Intern**

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

13. Section 6 (7) to (10) of The Public Appointments (Parliamentary Approval) Act, Cap.7F provides as follows-

- i) An approval hearing shall focus on a candidate's academic credentials, professional training and experience, personal integrity and background);
- ii) The criteria specified in the Schedule shall be used by a Committee during an approval hearing for the purposes of vetting a candidate
- iii) Any person may, prior to the approval hearing, and by written statement on oath, provide the Clerk with evidence contesting the suitability of a candidate to hold the office to which the candidate has been nominated; and
- iv) A candidate may, at any time, by notice in writing addressed to the Clerk, withdraw from the approval process and the candidate's nomination shall end.

### **The Salaries and Remuneration Commission Act, Cap. 412D**

14. Section 5 (2) provides that a person shall be qualified for appointment as a member if the person—

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

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

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

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

16. Article 10(2) of the Constitution provides for the national values and principles of governance which include patriotism, national unity, sharing and devolution of power, the rule of law, democracy and participation of the people; human dignity, equity, social justice, inclusiveness,

### **2.3 Notification to the House and Referral to the Committee**

23. Pursuant to the provisions of Standing Order 42(1), on 7<sup>th</sup> October 2025, the Speaker of the National Assembly relayed the Message from H.E. the President to the House and referred the nominee's name together with the curriculum vitae to the Departmental Committee on Labour for Approval Hearing (Vetting) and reporting to the House on 4<sup>th</sup> November 2025.

### **2.4 Notification to the Public**

24. Article 118 of the Constitution provides that Parliament shall facilitate public participation and involvement in the legislative business and other business of Parliament and its Committees. Further, Section 6(4) of the Public Appointments (Parliamentary Approval) Act, Cap.7F provides that the Clerk shall notify the public of the time and place for holding approval hearings at least seven days prior to the hearings.
25. Further, Section 6(9) of the Public Appointments (Parliamentary Approval) Act, Cap.7F provides that "any person may, prior to the approval hearings and by written statement on oath, provide the Clerk with evidence contesting the suitability of a candidate to hold the office to which the candidate has been nominated".
26. In compliance with the above provisions, the Clerk of the National Assembly on 9<sup>th</sup> October 2025 placed of an advert (**Annexure 3**), in the print media notifying the public on the date, time and place of the Approval Hearing of the nominee.
27. In compliance with Section 6(9) of the Public Appointments (Parliamentary Approval) Act, Cap.7F the Clerk invited the public to submit memoranda by way of written statements on oath (affidavits) on the suitability or otherwise of the nominee.
28. The Memoranda were to be received by Thursday, 16<sup>th</sup> October 2025 by 5.00 pm. By close of the deadline, the Committee had not received Memoranda in support or contestation of the suitability of the nominee.

### **2.5 Notification to the Nominee**

29. On 9<sup>th</sup> October, 2025 the Clerk wrote to the nominee notifying him of the date, time and place of the Approval Hearing which was scheduled to be conducted on Tuesday, 21<sup>st</sup> October 2025, in the Mini-Chamber, First Floor, County Hall, Parliament Buildings starting at 11.00am.

### **2.6 Clearance and Compliance Requirements**

30. Section 6(7) of the Public Appointments (Parliamentary Approval) Act, Cap.7F provides that an Approval Hearing shall focus on a candidate's academic credentials, professional training and experience, personal integrity and background.
31. To fulfill the requirement on personal integrity, the Clerk on 8<sup>th</sup> October, 2025 wrote to the Kenya Revenue Authority, the Ethics and Anti-Corruption Commission, the Directorate of Criminal Investigations, the Higher Education Loans Board and the Registrar of Political Parties to ascertain the nominee's integrity and good standing with the said government institutions.

### **3.0 APPROVAL HEARING (VETTING) OF HON. ENG. MICHAEL THOYAH KINGI, NOMINEE FOR APPOINTMENT AS MEMBER OF THE SALARIES AND REMUNERATION COMMISSION (SRC)**

41. Hon. Eng. Michael Thoyah Kingi, nominee for appointment as a Member of the Salaries and Remuneration Commission, appeared before the Committee on Tuesday, 21<sup>st</sup> October 2025 and was orally interviewed under oath pursuant to Article 230 (2) (b)(ii) of the Constitution, the Public Appointments (Parliamentary Approval Act, Cap.7F, Salaries and Remuneration Commission Act, Cap.412D and the National Assembly Standing Orders.

42. The Committee noted the following:

#### **Citizenship, Date and Place of Birth**

43. The nominee is a Kenyan Citizen of ID Number 22598903 and was born in Kilifi County in 1980.

#### **Academic and Professional Qualifications**

44. The nominee holds a Diploma in Civil Engineering from the Kenya Institute of Highways and Buildings Technology. He also has a Bachelor of Science in Civil Engineering from the Jomo Kenyatta University of Agriculture and Technology (JKUAT), where he graduated with Second Class Honors – Upper Division.

45. The nominee has received professional training on Public Procurement and Asset Disposal Act (2015) and Labour Laws and Industrial Relations, as well as a Senior Management Course and Strategic Leadership program by the Kenya School of Government.

#### **Employment Record and Work Experience**

46. The nominee has recently served as the Personal Assistant to the Speaker of the Senate, following his term as a Member of the National Assembly for Magarini Constituency from 2017 to 2022.

47. Prior to this, the nominee held the positions of the Managing Director at Malindi Water & Sewerage Co. Ltd from 2015 to 2017, Technical & Operations Manager at Kilifi Mariakani Water and Sewerage Co. between 2014 and 2015, and Superintendent at the same company from 2012 to 2014. The nominee also has experience as a water technician at the Coast Development Authority (2011-2012), Project Supervisor at Maritech Engineering (K) Ltd and Private General Buildings and Civil Works (2010-2011 and 2005 to 2007).

#### **Professional Association and Memberships**

48. The nominee has been a member of the Engineers Board of Kenya (EBK) as a registered graduate engineer since 2015.

#### **Public Office, Political Activities and Affiliations**

49. The nominee is not an official of any Political Party, but has served as both a Member of Parliament in 2017 under ODM and a Personal Assistant in the office of the Speaker of the Senate.

***On his academic background in civil engineering and related technical fields and its relevance to understanding complex remuneration structures and economic data at the Salaries and Remuneration Commission***

58. The nominee informed the Committee that engineering involves evidence-based decision-making guided by data analysis. In Comparison, the Salaries and Remuneration Commission (SRC) uses data analysis for tasks including conducting labour market surveys and job evaluations. The commission uses data analysis to guide remuneration and benefits packages.

***On his plans for the Salaries and Remuneration Commission, if approved for appointment.***

59. The nominee submitted that he would seek to offer correct advice to the Commission on remuneration and benefits, noting the need to strike a balance between government austerity measures and fair remuneration.

60. The nominee further stressed on the need to lower the wage bill to revenue ratio to the recommended and sustainable 35% threshold.

***On his tenure as a Member of Parliament and view on the strained relationship between the Commission and Parliament.***

61. The nominee submitted that the Salaries and Remuneration Commission is guided by law in executing its mandate and there's need to adhere to the same. The nominee further reiterated the need for consultations and engagement with the relevant stakeholders to enhance inter-institutional relations.

***On Public Servants being underpaid and the need to enhance the same***

62. The nominee submitted that, upon establishment, the Salaries and Remuneration Commission inherited salary disparities. Over the years, the Commission has worked towards harmonization and balancing of remuneration and benefits, albeit with limited implementation mandate. There is therefore a need to enact legislation to grant the Commission powers to enforce its guidelines and recommendations.

63. The nominee further indicated that harmonisation and balancing of remuneration and benefits would save and avail more resources to cushion the low-paid cadres in the public service.

***On the menace of ghost workers in the public service and the mechanisms to address the problem***

64. The nominee stressed on the need for cooperation with the Public Service Commission to ensure automation and integration of data relating to public sector human resources. Further, there is a need for regular payroll audits to weed out ghost workers.

### **3.2 Committee observations**

65. The Committee, having considered the nominee's filled questionnaire pursuant to section 6(8) of the Public Appointments (Parliamentary Approval) Act, Cap.7F, his curriculum vitae and having heard his oral submission during the approval hearing, made the following observations on his suitability for appointment as a Member of the Salaries and Remuneration Commission:

- i) **THAT**, he is a Kenyan Citizen of ID 22598903 and was born in Kilifi County in 1980 and does not hold dual citizenship;

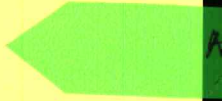


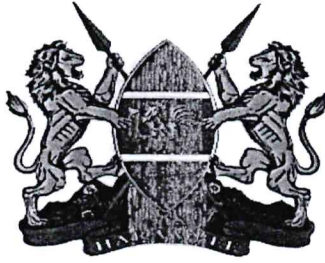
#### **4.0 COMMITTEE FINDINGS ON THE SUITABILITY OF HON. ENG. MICHAEL THOYAH KINGI, NOMINEE FOR APPOINTMENT AS A MEMBER OF THE SALARIES AND REMUNERATION COMMISSION.**

66. The Committee, having considered the nominee's filled questionnaire pursuant to Section 6(8) of the Public Appointments (Parliamentary Approval) Act, CAP.7F, the curriculum vitae and having heard his oral submissions during the approval hearing, made the following findings:

- i) The nominee is a Kenyan citizen and do not hold dual citizenship. Thus, he satisfies the requirements of Article 78(1) and (2) of the Constitution which bars state officers from holding dual citizenship.
- ii) The nominee presented his academic credentials and professional certificates and, during the approval hearings, demonstrated his suitability in accordance with the provisions of Section 6(7) of the Public Appointments (Parliamentary Approval) Act, Cap.7F.
- iii) The nominee does not hold office in any political party, a requirement under Article 77(2) of the Constitution and the Schedule to the Public Appointment (Parliamentary Approval) Cap.7F
- iv) In line with the provisions governing personal integrity, the Committee exercised due diligence and contacted the clearing agencies to ascertain the nominee's integrity and good standing with the said institutions. According to the information availed to the Committee by the Nominee and the various clearing agencies, the nominee meets the requirements of Chapter Six of the Constitution on leadership and integrity.
- v) Further, the nominee has not been charged in a court of law in the last three years and has not been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years.
- vi) The nominee demonstrated extensive knowledge and experience in public management and administration and topical issues such as the status of remuneration in the public service sector including the menace of ghost workers and sustainability of the public wage bill.
- vii) Pursuant to Section 6(9) of the Public Appointments (Parliamentary Approval) Act Cap.7F, the Committee did not receive any written statement on oath contesting the suitability of the nominee.
- viii) Noting the findings of the Report of the Selection Panel for the recruitment of a Member of the Salaries and Remuneration Commission, the nomination of Hon. Eng. Michael Thoyah Kingi was in compliance with the Constitution and the Public Appointments (Parliamentary Approval) Act (Cap.7F).

**Annexure II**  
**Committee's Report Adoption Schedule**





REPUBLIC OF KENYA  
THE NATIONAL ASSEMBLY  
THIRTEENTH PARLIAMENT-FOURTH SESSION -2025  
DEPARTMENTAL COMMITTEE ON LABOUR

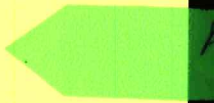
REPORT ADOPTION LIST

We, the members of the Departmental Committee on Labour, have pursuant to Standing Orders 216(5) (f) and 199, adopted this report on the Approval Hearing/Vetting of Hon. Eng. Michael Thoyah Kingi, nominee for appointment as a Member of the Salaries and Remuneration Commission (SRC), and affix our signatures to affirm our approval and confirm its accuracy, validity and authenticity.

	NAMES	SIGNATURE
1.	Hon. Kiti, Richard Ken Chonga, M.P.- Chairperson	
2.	Hon. Muli Fabian Kyule, MP- Vice Chairperson	
3.	Hon. Omboko Milemba, CBS, M.P.	
4.	Hon. K'Oyoo James Onyango, M.P.	
5.	Hon. Kagesi Kivai Ernest Ogesi, M.P.	
6.	Hon. Lomwa Joseph Samal, M.P.	
7.	Hon. Omwera George Aladwa, M. P.	
8.	Hon. Wambilianga Catherine Nanjala, MP	
9.	Hon. Abdullahi Amina Dika, M.P.	
10.	Hon. Aburi Donya Dorice, M.P.	
11.	Hon. Njoroge Mary Wamaua, M.P	
12.	Hon. Wachira, Rahab Mukami, M.P.	
13.	Hon. Barasa Patrick Simiyu, M.P.	
14.	Hon. Kihungi Peter Irungu, M. P.	
15.	Hon. Siyoi Lillian Chebet, M.P.	

for SIGN..... ..... DATE 28/10/2021  
Mr. Abenayo Wasike, Principal Clerk Assistant II HOD

**Annexure 12**  
**Minutes of Committee Sittings**



**MINUTES OF THE 36<sup>TH</sup> SITTING OF THE FOURTH SESSION OF THE DEPARTMENTAL COMMITTEE ON LABOUR HELD ON TUESDAY, 28<sup>TH</sup> OCTOBER 2025 IN THE COMMITTEE ROOM 16 ON THIRD FLOOR, BUNGE TOWER, PARLIAMENT BUILDINGS AT 12:00 PM.**

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**PRESENT**

1. The Hon. Kiti, Richard Ken Chonga, M.P.- Chairperson
2. The Hon. Muli, Fabian Kyule, M.P.- Vice Chairperson
3. The Hon. K'Oyoo, James Onyango, M.P
4. The Hon. Kagesi Kivai Ernest Ogesi, M.P
5. The Hon. Aburi Donya Dorice, M.P.
6. The Hon. Njoroge Mary Wamaua, M.P
7. The Hon. Barasa, Patrick Simiyu, M.P.
8. The Hon. Kihungi Peter Irungu, M. P.
9. The Hon. Siyoi, Lillian Chebet, M.P

**APOLOGIES**

1. The Hon. Omboko Milemba, CBS, M.P.
2. The Hon. Lomwa, Joseph Samal, M.P.
3. The Hon. Omwera, George Aladwa, M.P.
4. The Hon. Wambilianga, Catherine Nanjala, M.P.
5. The Hon. Amina Dika, M.P.
6. The Hon. Wachira, Rahab Mukami, M.P.

**COMMITTEE SECRETARIAT**

1. Mr. Samuel Wanjiru, Clerk Assistant III
2. Ms. Wambui Nyachae, Research Officer III
3. Mr. Timothy Chiko, Research Officer III
4. Ms. Mercylyn Kerubo, Audio Officer III
5. Ms. Michelle Wanjau, Intern

Hon. Kagesi Kivai Ernest Ogesi, M.P, sessional chair, called the meeting to order at twenty minutes past twelve o'clock and said the Prayer. This was followed by self-introductions by the Members and the Secretariat.

MIN.NO.188 NA/LAB/2025: CONFIRMATION OF MINUTES OF THE PREVIOUS SITTING.

Minutes of the 31<sup>st</sup> Sitting of the Fourth Session, held on 30<sup>th</sup> August 2025, were confirmed as being a true reflection of the proceedings of the meeting as proposed by The Hon. K'Oyoo, James Onyango, M.P and seconded by Hon. Barasa, Patrick Simiyu, M.P.

Minutes of the 33<sup>rd</sup> Sitting of the Fourth Session, held on 9<sup>th</sup> October 2025, were confirmed as being a true reflection of the proceedings of the meeting as proposed by Hon. Aburi Donya Dorice, M.P. and seconded by Hon. K'Oyoo, James Onyango, M.P.

Minutes of the 34<sup>th</sup> Sitting of the Fourth Session, held on 14<sup>th</sup> October 2025, were confirmed as being a true reflection of the proceedings of the meeting as proposed by Hon. Kagesi Kivai Ernest Ogesi, M.P. and seconded by Hon. Njoroge Mary Wamaua, M.P

Minutes of the 35<sup>th</sup> Sitting of the Fourth Session, held on 21<sup>st</sup> October 2025, were confirmed as being a true reflection of the proceedings of the meeting as proposed by Hon. K'Oyoo, James Onyango, M.P and seconded by Hon. Kagesi Kivai Ernest Ogesi, M.P.

Confirmation of the minutes of the 32<sup>nd</sup> Sitting of the Fourth Session, held on 7<sup>th</sup> October 2025, was deferred to a later date.

MIN. NO.189 NA/LAB/2025: BUSINESS BEFORE THE COMMITTEE

**i) Budget Implementation Monitoring for the Financial Year 2023/24**

Pursuant to the National Assembly Standing Order 216(5) (ba), the Committee is mandated to " on a quarterly basis, to monitor and report on the implementation of the national budget in respect of its mandate".

The Committee, at a retreat held in Kisumu County on 14<sup>th</sup> to 17<sup>th</sup> November,2024, met with the MDAs under its purview to discuss the same.

The Committee is scheduled to undertake inspection visits during the 1<sup>st</sup> Quarter to verify the status of the implementation of the projects including the KSG Campuses and National Employment and Opportunities Centre, and thereafter consider and table its report.

**ii) Budget Implementation Monitoring for the Financial Year 2024/25 and Qtr 1 FY 2025/26**

Committee to write to MDAs under its purview to request for the information on the Status of Budget implementation. Thereafter the Committee will schedule meetings with the MDAs to discuss the same.

**i) Statements**

- **Request for a Statement by Hon. Machua Waithaka, (Kiambu Constituency) regards the Insurance compensation to the family of the late Mr. Patrick Gichuru on 22<sup>nd</sup> July 2025**

Committee to undertake stakeholder engagement on the Bill in November 2025.

**□ County Assembly Services (Amendment) Bill (Senate Bill No.34 of 2023), sponsored by Sen. Chute Mohamed Said, MP**

The Bill, read a First Time on Tuesday, 27<sup>th</sup> May 2025, seeks to amend the County Assembly Services Act to provide for the procedure for removing a Member of the County Assembly Service Board and to establish a fair process for suspending a Clerk of a County Assembly, among other provisions.

The Committee placed advert requesting for Views and Memoranda from the Public on 24<sup>th</sup> June 2025 to be received on or before 4<sup>th</sup> July 2025. Further, the Committee wrote to key stakeholders on Wednesday, 23<sup>rd</sup> July 2025.

The Committee has received Memoranda from The County Assemblies Forum, The Society of Clerks at the Table in Kenya SOCATT (K), and the Kenya Law Reform Commission.

Briefing on the Bill and consideration of Stakeholders' submissions schedule to take place in the week commencing 3<sup>rd</sup> November 2025.

**iv) Approval Hearing (Vetting) of Eng. Michael Kingi, nominee for appointment as a Member of the Salaries and Remuneration Commission (SRC)**

Committee conducted the approval hearing on Tuesday 21st October 2025, considered and adopted the report on 28th October 2025. Report to be tabled in the House on 4th November 2025

**MIN.NO.190 NA/LAB/2025: CONSIDERATION OF THE REPORT ON THE APPROVAL HEARING (VETTING) OF ENG. MICHAEL KINGI, NOMINEE FOR APPOINTMENT AS A MEMBER OF THE SALARIES AND REMUNERATION COMMISSION (SRC)**

The secretariat guided the Members through the report on the approval hearing of Hon. Eng. Michael Thoyah Kingi, nominee for appointment as a Member of the Salaries and Remuneration Commission.

The Members were briefed on:

- i) Legal Framework
- ii) Notification of Nominations
- iii) Notification to the House and Referral to the Committee
- iv) Notification to the Public
- v) Notification to the Nominee
- vi) Clearance and Compliance Requirements
- vii) Issues for Consideration during the Approval Hearings

The Committee, having considered the nominee's filled questionnaire pursuant to Section 6(8) of the Public Appointments (Parliamentary Approval) Act, CAP.7F, the curriculum vitae and having heard his oral submissions during the approval hearing, made the following findings:

- i. The nominee is a Kenyan citizen and do not hold dual citizenship. Thus, he satisfies the dictates of Article 78(1) and (2) of the Constitution which bars state officers from holding dual citizenship.

**MINUTES OF THE 35<sup>TH</sup> SITTING OF THE FOURTH SESSION OF THE DEPARTMENTAL COMMITTEE ON LABOUR HELD ON TUESDAY, 21<sup>ST</sup> OCTOBER 2025 IN THE MINI-CHAMBER ON FIRST FLOOR, COUNTY HALL, PARLIAMENT BUILDINGS AT 10:00 AM.**

---

**PRESENT**

1. The Hon. Kiti, Richard Ken Chonga, M.P.- Chairperson
2. The Hon. Muli, Fabian Kyule, M.P.- Vice Chairperson
3. The Hon. K'Oyoo, James Onyango, M.P
4. The Hon. Kagesi Kivai Ernest Ogesi, M.P
5. The Hon. Aburi Donya Dorice, M.P.
6. The Hon. Siyoi, Lillian Chebet, M.P.

**APOLOGIES**

1. The Hon. Omboko Milemba, CBS, M.P.
2. The Hon. Lomwa, Joseph Samal, M.P.
3. The Hon. Omwera, George Aladwa, M.P.
4. The Hon. Wambilianga, Catherine Nanjala, M.P.
5. The Hon. Amina Dika, M.P.
6. The Hon. Njoroge Mary Wamaua, M.P
7. The Hon. Wachira, Rahab Mukami, M.P.
8. The Hon. Barasa, Patrick Simiyu, M.P.
9. The Hon. Kihungi Peter Irungu, M. P.

**COMMITTEE SECRETARIAT**

1. Mr. Abenayo Wasike, Principal Clerk Assistant I/HOD
2. Mr. Samuel Wanjiru, Clerk Assistant III
3. Ms. Colletah Sigilai, Senior Legal Counsel
4. Ms. Wambui Nyachae, Research Officer III
5. Mr. Timothy Chiko, Research Officer III
6. Mr. Ambrose Nguti, Media Relations Officer III
7. Ms. Yasmin Hassan, Assistant Serjeant at Arms

The Chairperson called the meeting to order at thirty minutes to eleven o'clock and requested the Hon. Muli, Fabian Kyule, M.P to say the Prayer. This was followed by self-introductions by the Members and the Secretariat.

The Chairperson in his communication, briefed the Members on the Agenda of the Sitting, being the approval hearing of Eng. Michael Kingi, nominee for appointment as a Member of the Salaries and Remuneration Commission (SRC).

He further informed the Members that the nominee had fully complied with the statutory requirements as requested and was therefore properly before the Committee for the Approval Hearing.

MIN.NO.182 NA/LAB/2025: CONFIRMATION OF MINUTES OF THE PREVIOUS SITTING.

This agenda was deferred.

MIN. NO.183 NA/LAB/2025: BUSINESS BEFORE THE COMMITTEE

***i) Budget Implementation Monitoring for the Financial Year 2023/24***

Pursuant to the National Assembly Standing Order 216(5) (ba), the Committee is mandated to "on a quarterly basis, to monitor and report on the implementation of the national budget in respect of its mandate".

The Committee, at a retreat held in Kisumu County on 14<sup>th</sup> to 17<sup>th</sup> November, 2024, met with the MDAs under its purview to discuss the same.

The Committee is scheduled to undertake inspection visits during the 1<sup>st</sup> Quarter to verify the status of the implementation of the projects including the KSG Campuses and National Employment and Opportunities Centre, and thereafter consider and table its report.

***ii) Budget Implementation Monitoring for the Financial Year 2024/25***

Committee to write to MDAs under its purview to request for the information on the Status of Budget implementation. Thereafter the Committee will schedule meetings with the MDAs to discuss the same.

***i) Statements***

- **Request for a Statement by Hon. Machua Waithaka, (Kiambu Constituency) regards the Insurance compensation to the family of the late Mr. Patrick Gichuru on 22<sup>nd</sup> July 2025**

The Committee has received a response from the Cabinet Secretary, Ministry of Labour and Social Protection for reporting in the House. The same has been submitted to the Member.

- **The Statement by Hon. Geoffrey Wandeto, M.P (Tetu Constituency) regards the payment of salaries, terminal dues and other benefits to former employees of Nyayo Tea Zones on 22<sup>nd</sup> July 2025**

The Committee has written to the Cabinet Secretary, Ministry of Labour and Social Protection for a response.

- **Request for a Statement by Hon. Timothy Wanyonyi, CBS, M.P (Westlands Constituency) regarding the right to reasonable accommodation in the workplace for persons living with disabilities on 7th August 2025**

**iv) Approval Hearing (Vetting) of Eng. Michael Kingi, nominee for appointment as a Member of the Salaries and Remuneration Commission (SRC)**

The Hon. Speaker of the National Assembly vide a Communication made on Tuesday, 7th October, 2025 conveyed the Message to the National Assembly and referred the name and curricula vitae of the nominee to the Departmental Committee on Labour for consideration and reporting to the House on 8th November 2025.

The Committee, on 9th October 2025, placed an advertisement in the local dailies inviting the members of Public to submit views on the suitability of the Nominee and also to notify the nominee of the approval hearing.

Approval hearing conducted on Tuesday 21<sup>st</sup> October 2025. Report to be tabled in the House on 4<sup>th</sup> November 2025

**MIN.NO.184 NA/LAB/2025: BRIEFING ON APPROVAL HEARING (VETTING) OF HON. ENG. MICHAEL KINGI, NOMINEE FOR APPOINTMENT AS A MEMBER OF THE SALARIES AND REMUNERATION COMMISSION (SRC)**

The Legal Counsel informed the Committee that pursuant to the provisions of Standing Order 42(1), the Speaker reported to the House, the receipt of a Message from His Excellency the President relating to nomination of Hon. Eng. Michael Thoyah Kingi, for appointment as a Member of the Salaries and Remuneration Commission.

The Committee was further briefed on the Legal provisions underpinning approval hearings including;

- i* Notification on vetting pursuant to section 6(1) of the Public Appointments (Parliamentary Approval) Act and Standing Orders 45(1);
- ii* Conduct of Approval hearing pursuant to Section 6(7) of the Act which provides that an approval hearing shall focus on a candidate's academic credentials, professional training and experience, personal integrity and background;
- iii* Issues for consideration including, the procedure used to arrive at the nominee, any constitutional or statutory requirements relating to the office in question; and the suitability of the nominee for the appointment proposed having regard to whether the nominee's abilities, experience and qualities meet the needs of the Commission.

In addition, Section 5 of the Salaries and Remuneration Act provides for the Qualification for appointment of Chairperson and Members.; and

- iv* Powers of the Committee during the approval hearing pursuant to Section 6(5) of the Public Appointments (Parliamentary Approval) Act which provides that all Committee proceedings on public appointments shall be open and transparent.

However, section 6(6) of the Act permits the Committee, either on its own motion or on the application of a candidate (nominee) or any other concerned person, to determine that the whole or part of the Committee sittings shall be held in camera.

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

On submission of Memoranda, pursuant to Section 6(9) of the Act, the Meeting was informed that the Clerk of the National Assembly had placed an advertisement in the local dailies inviting interested members of the public to submit any representations by written statement

iv On his tenure as a Member of Parliament and view on the strained relationship between the Commission and Parliament.

The nominee submitted that the Salaries and Remuneration Commission is guided by law in executing its mandate and there's need to adhere to the same. The nominee further reiterated the need for consultations and engagement with the relevant stakeholders to enhance inter-institutional relations.

v On Public Servants being underpaid and the need to enhance the same,

The nominee submitted that, upon establishment, the Salaries and Remuneration Commission inherited salary disparities. Over the years, the Commission has worked towards harmonization and balancing of remunerations and benefits albeit with limited implementation mandate. There's is therefore a need to enact legislation to grant the Commission powers to enforce its guidelines and recommendations.

The nominee further indicated that harmonisation and balancing of remuneration and benefits would save and avail more resources to cushion the low paid cadres in the public service.

vi On the menace of ghost workers in the public service and the mechanisms to address the problem

The nominee stressed on the need for cooperation with the Public Service Commission to ensure automation and integration of data relating to public sector human resources. Further, there is a need for regular payroll audits to weed out ghost workers.

Having conducted the approval hearing, the Committee is set to consider the report on the approval hearing on Tuesday, 28<sup>th</sup> October 2025 and thereafter table the same in the House on Tuesday, 4<sup>th</sup> November 2025.

**MIN. NO.186 NA/LAB/2025:**

**ADJOURNMENT**

There being no other business, the meeting was adjourned at five minutes to twelve o'clock.

SIGNED ..... DATE

(CHAIRPERSON)