



*Approved
SNA
26/11/24*

THE NATIONAL ASSEMBLY
THIRTEENTH PARLIAMENT- THIRD SESSION - 2024
DIRECTORATE OF DEPARTMENTAL COMMITTEES

DEPARTMENTAL COMMITTEE ON LABOUR

**REPORT ON THE VETTING OF NOMINEES FOR APPOINTMENT AS
CHAIRPERSON AND MEMBERS OF THE SALARIES AND REMUNERATION
COMMISSION**

VOLUME II
LIST OF ANNEXURES

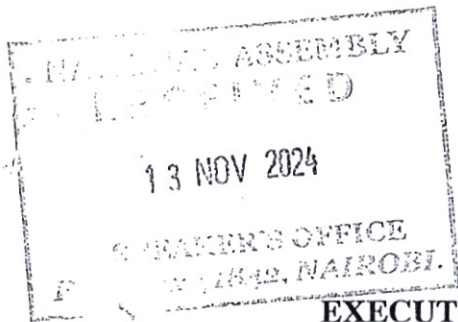
CLERK'S CHAMBERS
DIRECTORATE OF DEPARTMENTAL COMMITTEES
PARLIAMENT BUILDINGS
NAIROBI

NOVEMBER, 2024

THE NATIONAL ASSEMBLY PAPERS LAID	DATE: 26 NOV 2024	DAY: TUE
	TABLED BY: DEPARTMENTAL COMMITTEE ON LABOUR	CLERK AT THE TABLE: MERSI CHUMO

Annexure 1:

**Message from H.E the President regarding
nomination of persons for appointment as
Chairperson and Members of the Salaries and
Remuneration Commission**



CNA
Process for the necessary
Communication
SNA
13/11/24

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

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

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

EOP/CAB.26/4A VOL.V/(14)
Ref. No.
and date

11th November, 2024
....., 20.....

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

Dear *Speaker*

TRANSMITTAL

NOMINEES FOR APPOINTMENT TO POSITIONS OF CHAIRPERSON AND MEMBERS OF THE SALARIES AND REMUNERATION COMMISSION (SRC)

We refer to the above subject matter.

In fulfillment of the constitutional and statutory requirements governing the appointment of Chairperson and Members of the Salaries and Remuneration Commission (SRC), kindly be pleased to receive the roll nominees submitted by **His Excellency the President** for these positions.

A. Chairperson

Mr. Sammy Chepkwony

B. Members

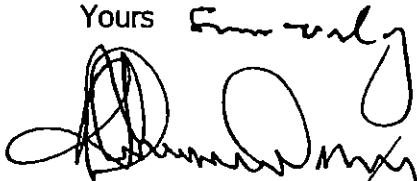
Enabling Provision	Nominating Body	Nominee
Art. 230 (2) (b) (iv)	Teachers Service Commission	Ms. Jane Gatakaa Njage
Art. 230 (2) (b) (vi)	Defence Council	Maj. Gen. (Rtd) Martin Kizito Ong'oyi, CBS
Art. 230 (2) (b) (vii)	Senate, on behalf of County Governments	Mr. Mohamed Aden Abdi
Art. 230 (2) (c) (i)	Umbrella body representing Trade Unions	Dr. Geoffrey Apollo Omondi

Art. 230 (2) (c) (ii)	Umbrella body representing Employers	Dr. Gilda Odera
Art. 230 (2) (c) (iii)	A Joint forum of Professional Bodies	Mr. Leonid Ashindu

The nominations and transmittal to the National Assembly are made pursuant to **Article 250 (2) (b) of the Constitution** as read with **Section 7 (10) of the Salaries and Remuneration Commission Act** (Chapter 412D, Laws of Kenya) and **Sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act** (Chapter 7L, Laws of Kenya).

Enclosed herewith are **Presidential Nomination Certificate No. 19 of 2024**, along with the nominees' Curriculum Vitae and testimonials, to assist the August House in its review and approval process.

Yours



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

Copy to: Mr. Samuel J. Njoroge, CBS
Clerk
The National Assembly
Parliament of Kenya
NAIROBI

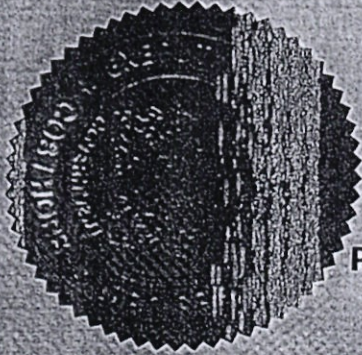
Mr. Arthur A. Osiya, CBS
Principal Administrative Secretary
Executive Office of the President
NAIROBI

Mr. Jasper M. Mbiuki, CBS
Head, Constitution Affairs,
Liaison & Assurance
Executive Office of the President
NAIROBI



PRESS RELEASE
(For Immediate Release)

Notification of Presidential
Action [I] – 12/11/2024



PRESIDENTIAL NOMINATIONS
for
STATE APPOINTMENTS

IN STEERING the transitions arising from vacancies within Constitutional Commissions and other State Agencies, **His Excellency the President** has today, in exercise of the prerogative vested in the Head of State and Government, nominated persons for appointment to various public offices.

THE NOMINATIONS were preceded by recommendations received from the respective Selection Panel(s) appointed to identify nominees for appointment to the respective Constitutional Commissions/Boards. The said State Offices are:

COMMISSION/BOARDS	POSITION
The Board of the Independent Policing Oversight Authority (IPOA)	Chairperson 7 Members
The Commission on Administrative Justice (CAJ)	Chairperson Two (2) Members
The Salaries and Remuneration Commission (SRC)	Chairperson Six (6) Members
The National Gender and Equality Commission (NGEC)	Chairperson One (1) Member

ADDITIONALLY, the Head of State has nominated a candidate for the position of **Second Deputy Governor of the Central Bank of Kenya**.



IN THAT REGARD, it is notified that **His Excellency the President** has formally transmitted to Parliament the names of the candidates for these roles, as annotated below, for appointment to the respective offices as stated:

I. THE BOARD OF THE INDEPENDENT POLICING OVERSIGHT AUTHORITY (IPOA)

DESIGNATION	NOMINEE
Chairperson	<p>Mr. Ahmed Issack Hassan, CBS</p> <p>The nominee is an Advocate of the High Court of Kenya with 30 years' experience as a legal practitioner and consultant in various countries including Kenya, Somalia, South Sudan, Namibia, and Afghanistan.</p> <p>He is a former and inaugural Chairperson of the Independent Electoral and Boundaries Commission.</p> <p>Mr. Hassan holds a Bachelor's Degree in Law (LL.B) from the University of Nairobi, a Postgraduate Diploma in Law from the Kenya School of Law, and a Diploma in Contemporary Public Administration Management from Galilee International Management Institute, Israel.</p>
Members	<p>Ms. Ann Wanjiku Mwangi</p> <p>Dr. Micah Onyiego Nyakego</p> <p>Mr. Boniface Kipkemoi Samati</p> <p>Dr. Annette Mbogo</p> <p>Hon. John Muchiri Nyaga</p> <p>Mr. Kenwilliams Nyakomitah</p> <p>Ms. Jackline Lukalo Mwenesi</p>

II. THE COMMISSION ON ADMINISTRATIVE JUSTICE (CAJ)

DESIGNATION	NOMINEE
Chairperson	Mr. Charles Orinda Dulo



	<p>The nominee is an Advocate of the High Court of Kenya with 20 years' experience in private legal practice and public service.</p> <p>Mr. Dulo was among the founding members of faculty of Daystar University's School of Law where he still serves as a lecturer. He has also lectured law in various universities; including Strathmore University School of Business, Daystar University School of Law, and Jomo Kenyatta University of Science and Technology (JKUAT)'s School of Law.</p> <p>He holds a Bachelor's Degree in Law (LL.B) and a Master's Degree in Law (LL.M) from the University of Nairobi; and a Postgraduate Diploma in Law from the Kenya School of Law.</p>
Members	Hon. Charles Njagua Kanyi
	Ms. Dorothy Jemator Kimengech

III. THE SALARIES AND REMUNERATION COMMISSION

DESIGNATION	NOMINEE
Chairperson	<p>Mr. Sammy Chepkwony</p> <p>The nominee is an accomplished human resource professional with over 30 years' experience in human resource and organizational development.</p> <p>Mr. Chepkwony is currently the Managing Director and Chief Executive Officer at People Centric Management Limited. He began his career as a senior consultant at PriceWaterHouse Coopers (PWC) Kenya. Since then, he has held various senior positions as Chairperson at Tata Chemicals Magadi Provident Fund, Human Resources Director at Kenya Airways Ltd, James Finlay Kenya Ltd, Human Resource Manager at Nairobi Bottlers Ltd and Regional</p>



	<p>Human Resource Director at Aga Khan University.</p> <p>He holds a Master of Business Administration and a Bachelor of Commerce (Business Administration) degrees from the University of Nairobi. He is a Fellow of the Institute of Human Resources Management, a Member of the Institute of Directors-Kenya, a Certified Human Resource Professional (CHRP) Kenya, and has completed a Trustee Development Program.</p>
Members	<p>Maj. Gen. (Rtd) Martin Kizito Ong'oyi, CBS</p> <p>Nominee of the Defence Council</p>
	<p>Mr. Mohamed Aden Abdi</p> <p>Nominee of the Senate on behalf of County Governments</p>
	<p>Ms. Jane Gatakaa Njage</p> <p>Nominee of the Teachers Service Commission (TSC)</p>
	<p>Mr. Leonid Ashindu</p> <p>Nominee of the Association of Professional Societies in East Africa (APSEA)</p>
	<p>Dr. Gilda Odera</p> <p>Nominee of the Federation of Kenya Employers (FKE)</p>
	<p>Dr. Geoffrey Apollo Omondi</p> <p>Nominee of the Central Organization of Trade Unions (COTU)</p>

IV. NATIONAL GENDER AND EQUALITY COMMISSION

DESIGNATION	NOMINEE
Chairperson	<p>Hon. Rehema Dida Jaldesa</p> <p>The nominee has held various leadership positions over the last three administrations. In the twelfth parliament, she served as County Member of Parliament for Isiolo County. Before her election to Parliament, she served as the</p>



	<p>Chairperson of Kenya Industrial Estates Board and Ewaso Ng'iro North Development Authority Board and a Board Member of Kenya Seed Company.</p> <p>Prior to her stint in public service, Hon Jaldesa served within various roles at Commercial Bank of Africa (CBA) and Kenya Commercial Bank (KCB).</p> <p>Hon. Jaldesa holds a Master's Degree in Governance and Leadership from Jomo Kenyatta University of Science and Technology and Bachelor's degree in Leadership and Management from St Paul's University.</p>
Member	Mr. Michael Mbithuka Nzomo (<i>PWD</i>)

V. THE CENTRAL BANK OF KENYA

DESIGNATION	NOMINEE
Deputy Governor	<p>Mr. Gerald Nyaoma Arita</p> <p>The nominee is a career central banker with 36 years of professional experience and is the outgoing Director of the Bank Supervision Department at the Central Bank of Kenya (CBK).</p> <p>Mr. Nyaoma has previously held various positions within the Central Bank of Kenya, including: Director, Financial Markets Development; Director, Banking Services; Director, Bank Supervision Department; Acting Director, Internal Audit Department; Senior Manager, National Payment Services Division; and Assistant Branch Manager, Mombasa Branch, among others. He currently serves on the Board of the SACCO Societies Regulatory Authority as an Alternate Member to the Governor.</p> <p>He holds a Master of Philosophy (Economics) degree from the University of Cambridge, United</p>



EXECUTIVE OFFICE of
THE PRESIDENT

Kingdom, where he attended as a Commonwealth scholar, and a **Bachelor's degree in Economics (First Class Honours)** from the University of Nairobi. He is also a **Certified Public Accountant (CPA-K)**, a **Certified Secretary (CS)**, and an **Associate of the Kenya Institute of Bankers (AKIB)**.

FELIX K. KOSKEL, EGH
CHIEF OF STAFF &
HEAD OF THE PUBLIC SERVICE

Tuesday, 12th October, 2024



REPUBLIC OF KENYA

**REPORT OF THE SELECTION PANEL OF NOMINEES FOR APPOINTMENT AS
CHAIRPERSON FOR SALARIES AND REMUNERATION COMMISSION (SRC)**

**SUBMITTED TO HIS EXCELLENCY HON. WILLIAM SAMOEI RUTO, PHD, CGH,
PRESIDENT OF THE REPUBLIC OF KENYA AND COMMANDER IN CHIEF OF THE
DEFENCE FORCES**

15TH OCTOBER, 2024

TABLE OF CONTENTS

Executive Summary.....	3
1.0 Background	4
1.1 Composition of the Selection Panel	4
1.2 Constitution of the Panel Secretariat	4
1.3 Selection Panel Procedures	5
1.4 Selection Panel Work Plan	5
2.0 Recruitment Process	6
2.1 Invitation of Applications	6
2.2 Response to the Advertisement.....	6
2.3 Shortlisting Criteria	7
2.4 Shortlisted Candidates.....	8
3.0 Preparation for Interviews	9
3.1 Interview Questions and Thematic Areas	9
3.2 Interviews.....	9
3.3 Due Diligence	9
3.4 Summary of the Candidates' Score.....	11
3.5 Ranking of the Candidates.....	12
3.6 Disqualified Candidates	13
4.0 List of Nominees for Consideration for Appointment	13
5.0 Conclusion	15

Executive Summary

The term of office for the Chairperson of the Salaries and Remuneration Commission (SRC) ended on 10th September 2024. In line with Article 230 (4) and 249 of the Constitution, as well as Section 11 of the Salaries and Remuneration Commission Act, 2011, His Excellency the President declared the vacancy and appointed a Selection Panel to identify nominees for the position of SRC Chairperson.

The Selection Panel comprised representatives from the Office of the President, the Ministry of Public Service, the Association of Professional Societies of East Africa (APSEA), the Institute of Certified Public Accountants, Kenya (ICPAK), the Institute of Human Resource Management (IHRM), Kenya Institute for Public Policy Research and Analysis (KIPPRA), and the Attorney General's Office. The Panel was sworn in on 6th September 2024 and immediately began its work.

The vacancy was advertised in the Star and Daily Nation newspapers on 9th September 2024. It was also posted on the Ministry of Public Service and Human Capital Development website (www.psyg.go.ke) and published in the Kenya Gazette Notice Vol. CXXVI-No. 141 of September 2024, in compliance with legal requirements.

By the close of the application period, the Panel received seventy (70) applications, including fifty-two (52) from male candidates and eighteen (18) from female candidates. Three (3) applications were submitted after the official deadline. Among the total applicants, four (4) were persons with disabilities.

The Panel reviewed the applications according to the criteria set out in the Salaries and Remuneration Commission Act, 2023, and the Constitution. Nine (9) candidates were shortlisted for interviews. The list of applicants, shortlisted candidates, and the interview schedule were published in the Star, Daily Nation, and Kenya Gazette on 30th September 2024.

Interviews were conducted on 8th and 9th October 2024, with all shortlisted candidates attending as scheduled. After evaluating the interview results, the Panel ranked the candidates based on performance, gender, regional balance, the current composition of the SRC, and representation of persons with disabilities and special interest groups.

The Panel identified three (3) highly qualified candidates for consideration for nomination as Chairperson of the Salaries and Remuneration Commission.

1.0 Background

The term of office for the Chairperson of the Salaries and Remuneration Commission (SRC) ended on 10th September 2024. In accordance with Article 230 (4) and 249 of the Constitution, along with Section 11 of the Salaries and Remuneration Commission Act, His Excellency the President declared the vacancy and established a Selection Panel to identify suitable candidates for nomination as Chairperson of the Commission, as per Kenya Gazette Notice No. 10886 dated 28th August 2024. The Selection Panel was inaugurated at the Supreme Court on 6th September 2024.

1.1 Composition of the Selection Panel

The selection panel consisted of the following members gazette in Appendix I:

1. Amos N. Gathecha, EBS, 'ndc' (K)
2. Monica Sifuna
3. Mary Kimonye, MBS
4. Lawrence Kibet, MBS
5. Samuel Kaumba, OGW
6. CHRP Queresha Abdullahi
7. FCPA Patrick Mtange
8. FCS Joshua W. Wambua, MBS

1.2 Constitution of Panel Secretariat

The Ministry responsible for Public Service, in line with the Salaries and Remuneration Commission Act, established a secretariat and provided the Selection Panel with the necessary facilities and support to fulfill its mandate. To meet this requirement, the Principal Secretary of the State Department for Public Service appointed a Secretariat to provide technical and administrative assistance to the Panel. The Terms of Reference for the Secretariat were as follows:

- a) Prepare draft advertisement of the vacancy for publication in two local daily newspapers of national circulation as required under Section 7(1) SRC Act, 2023.
- b) Develop a data capture tool and draft the shortlisting criteria.
- c) Prepare a comprehensive list of all applicants for the Panel's review, based on the vacancy requirements outlined in the advertisement.
- d) Facilitate the organization and scheduling of Panel meetings.
- e) Prepare meeting agendas and record minutes for all Panel meetings.
- f) Perform any other tasks as directed by the Panel through the Chairperson of the Selection Panel.

1.3 Selection Panel Procedures

To guide the Selection Panel in the recruitment process, the following procedures were discussed and adopted:

- a) All panel members must attend every meeting unless there are compelling reasons for absence.
- b) Members will participate in all stages of the interview sessions to ensure no candidate is disadvantaged.
- c) All decisions made by the Panel will be reached by consensus.
- d) Every panel member will be required to sign a Conflict-of-Interest register at the beginning of each meeting.
- e) The Chairperson will serve as the Panel's spokesperson when and where necessary.
- f) The Panel's work plan and other working instruments may be adjusted as needed to address emerging issues.

1.4 Selection Panel Work Plan

The table below presents the work plan for the Selection Panel.

S/No	Activity	Timelines
1	Application period	9th to 23rd September 2024
2	Shortlisting of qualified applicants	26th -27th September 2024
3	Public participation	30th Sep-7th October 2024
4	Conducting of interviews	8th- 9th October 2024
5	Preparation of Final Panel Report	10th - 14th October,2024
6	Submission of List of Nominees to His Excellency the President	15th October 2024

2.0 Recruitment Process

The Selection Panel undertook the following steps in the recruitment process for the Chairperson of the Salaries and Remuneration Commission (SRC).

2.1 Invitation of Applications

The Selection Panel advertised the vacancy for the Chairperson of the Salaries and Remuneration Commission on 9th September 2024 in the Star and Daily Nation newspapers, inviting applications from qualified candidates. In the advertisement, eligible candidates were instructed to submit their applications online via email at selectionpanel2024@psyg.go.ke deliver hard copies in person to Room No. 1011, Harambee House, or send them through the post office to be received by 5:00 p.m. on 23rd September 2024 (see **Appendix II**).

2.2 Response to the Advertisement

At the close of the application period, the Panel received seventy (70) applications. The regional distribution of these applicants is detailed in the table below.

S/No.	Region	Number
1.	Rift Valley	19
2.	Nyanza	13
3.	Central	7
4.	Coast	3
5.	Western	9
6.	Eastern	8
7.	North Eastern	3
8.	Nairobi	1
9.	Not Indicated	7
Total		70

Out of the seventy (70) applications received, four (4) were from persons with disabilities.

2.3 Shortlisting Criteria

The Selection Panel adopted the following criteria:

2.3.1 Qualifications

Section 5 (1) and (2) of the Salaries and Remuneration Commission Act, 2023 provides for qualification for appointment of Chairperson of the Commission. It states that; A person shall be qualified for appointment as Chairperson of the Commission if the person:

- Has a degree from a university recognized in Kenya;
- Is a Kenyan and if with dual residence/citizenship must be a resident of Kenya during interview;
- Has knowledge and at least ten (10) years' experience in matters relating to either;
 - ✓ public management;
 - ✓ finance and administration;
 - ✓ human resource management;
 - ✓ economics; or
 - ✓ labour laws;
- Has knowledge of labour market trends in Kenya as relates to income in the public and private sector;
- Meets the requirements of Chapter Six of the Constitution; and
- Has had a distinguished career in their respective fields- clear achievements.

The Panel **also** took into account the provisions of Articles 10, 27, 54, 55, and 56 of the Constitution, which address equality, equity, gender, marginalization, non-discrimination, youth, and disability, when shortlisting candidates.

2.3.2 Disqualification

Guided by Section 5 (3) of the SRC Act, 2023, which outlines the disqualification criteria for individuals seeking nomination for appointment as Chairperson of the SRC. The section states that- A person shall not be qualified for appointment as a Chairperson if such a person;

- a) Is a member of Parliament or County Assembly;
- b) Is a member of a governing body of a Political Party;
- c) Is a member of a local authority;

- d) Is an undischarged bankrupt; or
- e) Has been removed from office for contravening the provisions of the constitution or any other law.

2.3.3 Additional criteria adopted by the Selection Panel:

The Selection Panel established its own procedure to exclude applicants who had not served in senior-level positions within their respective professions. This approach was taken to ensure that the shortlisted candidates were suitable and capable of fulfilling the mandate of the Commission. To achieve this, the Selection Panel defined "Senior Level" as follows:

- a) Civil Servants: Those currently serving or who have served in CSG 5/Job Group 'S' or equivalent and above. University Professionals: Deans, Directors, and higher positions.
- b) Teaching Professionals: Chief Principals or equivalent and above.
- c) Private Sector: General Managers and above within a corporation or company.
- d) Military Professionals: Colonels and above.
- e) Self-Employed/Private Business: Candidates in self-employment or consultancy
- f) with a proven track record in senior management, possessing at least 10 years of relevant experience.

2.4 Shortlisted Candidates

By applying the established shortlisting criteria, the Panel shortlisted nine (9) candidates and published the names of all applicants, including those shortlisted, along with the interview schedule in **Appendix III**. This information was also published in the Star and Daily Nation newspapers on 30th September 2024, as well as in the Kenya Gazette Notice.

2.5 Public Participation

In accordance with the principle of public participation, the Panel invited the public to submit memoranda regarding any of the shortlisted candidates by 7th October 2024. By the conclusion of the interview period, the Panel had received one (1) memorandum, affirming the eligibility of one (1) of the candidates.

3.0 Preparation for Interviews

This section details the steps undertaken by the Selection Panel to prepare for and conduct interviews.

3.1 Interview Questions and Thematic Areas

To facilitate the administration of the interviews, the Panel discussed and adopted the following thematic areas from which questions were derived:

- a) Overview
- b) Mandate and Functions of SRC (Interplay of mandate and other variables)
- c) Legal Policy and Regulatory Environment
- d) Public Finance and Administration
- e) Human Resource Management
- f) Labor Market Trends, Wages, and Benefits Determination
- g) Leadership and Governance
- h) Technology
- i) Qualifications and Experience
- j) Personal Attributes

3.2 Interviews

The interviews were conducted from the 5th-floor boardroom of Harambee House on 8th and 9th October 2024. All the nine (9) shortlisted candidates attended the interviews.

3.3 Due Diligence

To ensure compliance with the requirements of Chapter Six (6) of the Constitution and other relevant provisions, the Panel requested status reports on the shortlisted candidates from the following agencies:

- a) National Intelligence Service
- b) Higher Education Loans Board
- c) Ethics and Anti-Corruption Commission
- d) Kenya Revenue Authority
- e) Commission for University Education
- f) Registrar of Political Parties
- g) Kenya National Examination Council
- h) Universities from which the candidates obtained their degrees
- i) Confirmation from professional bodies, where applicable.

All agencies submitted the requested status reports on each of the shortlisted candidates, except for the Commission for University Education, which indicated that payment was

required to issue clearance. This was addressed by writing directly to the specific universities from which the candidates obtained their local degrees to validate the process. The reports received enabled the Panel to make informed decisions and recommendations. Notably, despite their performance in the interviews, the eligibility of James Wahome Ndegwa, MBS, and Joseph Vincent Onyango, FIHRM, MBS, was set aside based on reports from the National Intelligence Service and Kenyatta University respectively (**see Appendix 9 and 10**).

3.4 Summary of the Candidate Scores

The table below provides a summary of the scores for the interviewed candidates.

S/NO	Name of the Candidate	Gender	ID	Region	County	Ethnicity	Score								Total	Average
							Panelist 1	Panelist 2	Panelist 3	Panelist 4	Panelist 5	Panelist 6	Panelist 7	Panelist 8		
1	CHRP (K) Musangi J. Mutua, PhD	Female	5272398	Eastern	Kitui	Kamba	77	76	52	62	70	61	71	79	548	68.5
2	James Wahome Ndegwa, MBS	Male	10709255	Central	Nyandarua	Kikuyu	60	79	64	55	65	69	69	89	550	68.7
3	Juliana Mwikali Kivasu	Female	8961885	Eastern	Makueni	Kamba	41	45	53	57	44.5	54	61	49	404.5	50.6
4	Osman Hassan Ibrahim	Male	10433302	North Eastern	Mandera	Kenyan Somali	48	59	67	61	61.5	72	68	65	501.5	62.7
5	Dr. Rachel M. Monyoncho	Female	3354426	Nyanza	Kisii	Kisii	51	52	72	53	55	77	58	71	489	61.1
6	Geoffrey Obonyo	Male	22078404	Nyanza	Kisii	Kisii	51	52	70	48	51.5	61	53	59	445.5	55.7
7	Abraham Kiptoo Serem	Male	5587815	Rift Valley	Nandi	Kalenjin	54	54.5	86	68	67	85	81	52	547.5	68.4
8	Sammy Chepkwony, MBA, CHRP(K), FIHRM, MloD	Male	5276082	Rift Valley	Nandi	Kalenjin	60.5	76	80	78	84	87	70	86	621.5	77.7
9	Joseph Vincent Onyango, FIHRM, MBS	Male	10843192	Nyanza	Kisumu	Luo	69	61	75	62	65.5	86	72	70	560.5	70.1

3.5 Ranking of the Candidates

The table below displays the candidates' rankings based on the Candidates interview performance

Ranking	Name of the Candidate	Gender	ID	Region	County	Ethnicity	Score									
							Panelist 1	Panelist 2	Panelist 3	Panelist 4	Panelist 5	Panelist 6	Panelist 7	Panelist 8	Total	Average
1	Sammy Chepkwony, MBA, CHRP(K), FIHRM, MloD	Male	5276082	Rift Valley	Nandi	Kalenjin	60.5	76	80	78	84	87	70	86	621.5	77.7
2	CHRP (K) Musangi J. Mutua, PhD	Female	5272398	Eastern	Kitui	Kamba	77	76	52	62	70	61	71	79	548	68.5
3	Abraham Kiptoo Serem	Male	5587815	Rift Valley	Nandi	Kalenjin	54	54.5	86	68	67	85	81	52	547.5	68.4
4	Osman Hassan Ibrahim	Male	10433302	North Eastern	Mandera	Kenyan Somali	48	59	67	61	61.5	72	68	65	501.5	62.7
5	Dr. Rachel M. Monyoncho	Female	3354426	Nyanza	Kisii	Kisii	51	52	72	53	55	77	58	71	489	61.1
6	Geoffrey Obonyo	Male	22078404	Nyanza	Kisii	Kisii	51	52	70	48	51.5	61	53	59	445.5	55.7
7	Jullana Mwikali Kivasu	Female	8961885	Eastern	Makueni	Kamba	41	45	53	57	44.5	54	61	49	404.5	50.6

3.6 Disqualified Candidates

The table below lists the names of the candidates disqualified due to adverse reports obtained from the due diligence conducted by the Selection Panel.

S/No	Name	Gender	ID	Region	County	Ethnicity	Score	Reason for Disqualification
1	James Wahome Ndegwa, MBS	Male	10709255	Central	Nyandarua	Kikuyu	68.7	Adverse report from National Intelligence Service (NIS)
2	Joseph Vincent Onyango, FIHRM, MBS	Male	10843192	Nyanza	Kisumu	Luo	70.1	Adverse report from Kenyatta University

4.0 List of Nominees for Consideration for Appointment

The table below lists the candidates recommended for consideration for the position of Chairperson of the Salaries and Remuneration Commission.

Rank	Name	ID. No.	Gender	Ethnicity	Region	County	Score (%)
1.	Sammy Chepkwony, MBA, CHRP(K), FIKHR, MioD	5276082	Male	Kalenjin	Rift Valley	Nandi	77.7
2.	CHRP (K) Musangi J. Mutua, PhD	5272398	Female	Kamba	Eastern	Kitui	68.5
3.	Abraham Kiptoo Serem	5587815	Male	Kalenjin	Rift Valley	Uasin Gishu	68.4

4.1 Mr. Sammy Chepkwony, MBA, CHRP(K), FIHRM, MIOD

Mr. Sammy Chepkwony, MBA, CHRP(K), FIHRM, MIOD holds an MBA from the University of Nairobi and a Bachelor of Commerce in Business Administration. Additionally, he is a Certified Human Resource Professional CHRP (K) and has completed a Trustee Development Program.

With 30 years of work experience, including 23 years in management, he has a strong background in human resource management and leadership. Currently, he is a Member and Director of the Insurance Appeals Tribunal and serves as the CEO and Lead People & Culture Consultant at People Centric Management Company.

His previous roles include Regional Director of Human Resources at Aga Khan University, Group Human Resources Director at Kenya Airways PLC, and Director of Human Resources at Tata Chemicals Magadi Limited. He has also worked with James Finlay, Magadi Soda, Coca-Cola Bottling Co., and as a Senior Consultant for Price Waterhouse Coopers in East

Africa. This extensive experience showcases his expertise in HR and organizational leadership.

4.2 CHRP (K) Musangi J. Mutua, PHD

CHRP (K) Musangi J. Mutua, PHD holds a Ph.D. in Business Administration (Strategic Management) from the University of Nairobi and a Master's in Public Administration from the University of Canberra. She is also a Certified Human Resource Professional CHRP (K) and holds a Higher Diploma in Human Resources Management.

In addition to her formal education, she has enhanced her professional skills through various courses, including a Certificate in Human Resources Development from the University of Canberra and a course on Management Consultancy at the Kenya Institute of Administration. Her experience includes participating in programs focused on governance, risk management, and public sector management, further demonstrating her capability to contribute effectively in her field.

4.3 Mr. Abraham Kiptoo Serem

Mr. Abraham Kiptoo Serem holds a Bachelor of Arts from the University of Nairobi and a Higher National Diploma in Human Resource Management from the Institute of Personnel Management. In 2021, he achieved certification as a Human Resource Professional CHRP (K) and has further enhanced his skills through various leadership and management programs, including an Advanced Management Program at Strathmore Business School.

His professional experience spans 24 years, with 12 years in management roles. Currently, he serves as the General Manager of Corporate Services at KenGen PLC, a position he has held since 2023. Prior to this, he was the Acting Managing Director and Chief Executive Officer of KenGen PLC from 2022 to 2023. His career at KenGen began in 2011 when he was appointed as the Human Resource Director for East Africa, later becoming the Human Resource and Administration Director/General Manager of Corporate Services from 2016 to 2022. Earlier in his career, he served as the Head of Human Resources at Nampak Kenya from 2004 to 2007, as well as the Human Resource Manager for Central Africa at Reckitt Benckiser from 2000 to 2004. His career began at Post Bank, where he worked as a Senior Human Resources Officer from 1992 to 2000. This extensive background underscores his significant expertise in human resource management and leadership.

5.0 Conclusion


The Selection Panel followed the established shortlisting and interview criteria, ensuring thorough due diligence on all candidates while upholding the values outlined in Article 232 regarding the values and principles of public service. The Panel successfully completed the assignment on schedule and according to its work plan. After conducting a comprehensive evaluation of all applicants, the Panel has recommended three (3) nominees for consideration for appointment as Chairperson, confident that any one of them is qualified and suitable to assume the role of Chairperson of the Salaries and Remuneration Commission and effectively fulfill its mandate.

SIGNATURE SECTION

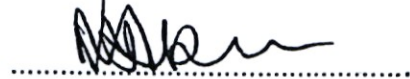
Signed this 15th day of October, 2024.

Signature

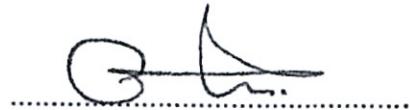
1. Amos N. Gathecha, EBS, 'ndc' (K) Chairperson



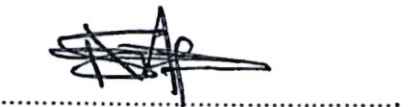
2. Mary Kimonye, MBS Member



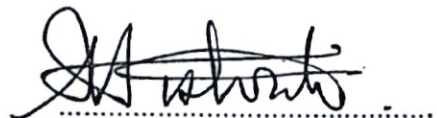
3. CHRP Queresha Abdullahi Member



4. Monica Sifuna Member



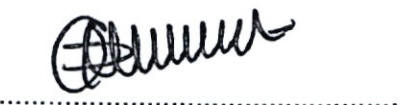
5. FCS Joshua W. Wambua, MBS Member



6. FCPA Patrick Mtange Member



7. Lawrence Kibet, MBS Member




8. Samuel Kaumba, OGW Member



APPENDICES

- Appendix I - Gazette Notice for Panelists
- Appendix II - Job Advertisement
- Appendix III - List of All Applicants, Shortlisted Candidates and Interview Schedule
- Appendix IV - Shortlisting Criteria
- Appendix V - Candidate Profile Form
- Appendix VI - Interview Score Sheet
- Appendix VII - Performance Ranking Sheet
- Appendix VIII - Summary of Candidates' CVs
- Appendix IX - Report from the National Intelligence Service
- Appendix X - Report from Kenyatta University

 THE NATIONAL ASSEMBLY PAPERS LAID	
DATE: 26 NOV 2024	DAY: TUE
TABLED BY:	DEPARTMENTAL COMMITTEE ON LABOUR
CLERK-AT THE-TABLE:	MERCY CHUMBO

SPECIAL ISSUE



THE KENYA GAZETTE

Published by Authority of the Republic of Kenya

(Registered as a Newspaper at the G.P.O.)

Vol. CXXVI—No. 133

NAIROBI, 28th August, 2024

Price Sh. 60

GAZETTE NOTICE No. 10886

THE SALARIES AND REMUNERATION COMMISSION ACT

(Cap. 412D)

APPOINTMENT

IN EXERCISE of the powers conferred by section 7 of the Salaries and Remuneration Commission Act, I, William Samoei Ruto, President of the Republic of Kenya and Commander-in-Chief of the Defence Forces, appoint—

Amos Gathecha,
Monica Sifuna,
Mary Kimonye,
Lawrence Kibet,
Samuel Kaumba,
Quresha Abdullahi, CHRP,
Patrick Mtange, FCPA,
Joshua Wambua, FCS,

to be members of the Selection Panel for the recruitment of nominees for appointment as the Chairperson of the Salaries and Remuneration Commission.

Dated the 28th August, 2024.

WILLIAM SAMOEI RUTO,
President.

GAZETTE NOTICE No. 10887

THE INDEPENDENT POLICING OVERSIGHT AUTHORITY ACT

(Cap. 86)

APPOINTMENT

IN EXERCISE of the powers conferred by section 11 (1) of the Independent Policing Oversight Authority Act, I, William Samoei Ruto, President of the Republic of Kenya and Commander-in-Chief of the Defence Forces, appoint—

under paragraph (a)–

Arthur Osiya,

under paragraph (b)–

Joyce Nyabuti (Dr.),

under paragraph (c)–

Hon. (Rtd) Justice Msagha Mbogholi,

under paragraph (d)–

Monica Wanjiru Muiru (Dr.),

under paragraph (e)–

Raymond Nyeris (Dr.),

under paragraph (f)–

Caroline Naikena Lentupuru.

to be members of the Selection Panel for the recruitment of the nominees for appointment as Chairperson and Members of the Independent Policing Oversight Authority.

Dated the 28th August, 2024.

WILLIAM SAMOEI RUTO,
President.

GAZETTE NOTICE No. 10888

THE NATIONAL GENDER AND EQUALITY COMMISSION ACT

(Cap. 7K)

APPOINTMENT

IN EXERCISE of the powers conferred by section 11 (1) of the National Gender and Equality Commission Act and the procedure set out in section 11 (2) of the Act, I, William Samoei Ruto, President of the Republic of Kenya and Commander-in-Chief of the Defence Forces, appoint—

under paragraph (a)–

Linda Musumba (Dr.),

under paragraph (b)–

Reuben K. Chirchir (Dr.),

under paragraph (c)–

Janet Kungu,

under paragraph (d)–

Maimuna A. Mwidau,

under paragraph (e)–

Mary Mwiandi (Dr.),

under paragraph (f)–
Florence Nyole (Arch.),

under paragraph (g)–
Lerina Kariringah,

under paragraph (h)–
Timothy Odongo,

to be members of the Selection Panel for the recruitment of nominees for appointment as the Chairperson and one Member of the National Gender and Equality Commission.

Dated the 28th August, 2024.

WILLIAM SAMOEI RUTO,
President.

GAZETTE NOTICE NO. 10889

THE COMMISSION ON ADMINISTRATIVE JUSTICE ACT

(Cap. 71)

APPOINTMENT

IN EXERCISE of the powers conferred by section 11 (2) of the Commission on Administrative Justice Act, I, William Samoei Ruto, President of the Republic of Kenya and Commander-in-Chief of the Defence Forces, appoint—

under paragraph (a)–
Jasper Micheni Mbiuki,

under paragraph (b)–
Susan Chelagat,

under paragraph (c)–
Patrick Wamoto (Amb.),

under paragraph (d)–
Joan A. Machayo,

under paragraph (e)–
Edwin Makori (FCPA),

under paragraph (f)–
Zena Atetwe Jalenga,

to be members of the Selection Panel for the recruitment of the nominees for appointment as Chairperson and Members of the Commission on Administrative Justice.

Dated the 28th August, 2024.

WILLIAM SAMOEI RUTO,
President.



Salaries & Remuneration
Commission
Awarding productivity

REPUBLIC OF KENYA

THE SELECTION PANEL FOR THE SELECTION OF NOMINEE FOR APPOINTMENT AS CHAIRPERSON OF THE SALARIES AND REMUNERATION COMMISSION (SRC).

INVITATION FOR APPLICATIONS FOR POSITION OF CHAIRPERSON OF THE SALARIES AND REMUNERATION COMMISSION (SRC)

Pursuant to provisions of Article 230 (1) and 2 (a) of the Constitution as read with Section 4 (1) and (3) of the Salaries and Remuneration Commission Act, 2011 (No.10 of 2011), the Selection Panel invites applications from qualified persons to be considered for nomination for appointment as the **Chairperson** of the Salaries and Remuneration Commission (SRC).

(1) Requirements for Appointment

A person shall be qualified for appointment as a Chairperson of the Commission, if the person: -

- (a) holds a degree from a University recognized in Kenya;
- (b) has knowledge and at least ten (10) years' experience in matters relating to either;
 - (i) public management;
 - (ii) finance and administration;
 - (iii) human resource management;
 - (iv) economics; or
 - (v) labour laws;
- (c) has knowledge of labour market trends in Kenya as relates to income in the public and private sector;
- (d) meets the requirements of Chapter Six of the Constitution; and
- (e) has had a distinguished career in their respective fields.

(2) Functions of the Salaries and Remuneration Commission

The functions of the Salaries and Remuneration Commission are set out under Article 230(4) of the Constitution of Kenya as read with Section 11 of the Salaries and Remuneration Commission, Act, 2011.

(3) Duties and Responsibilities

The duties and responsibilities of the Chairperson include the following:

- (i) Ensure the Commission meets its mandate as outlined in Article 230(4) and 249 of the Constitution as read with Section 11 of the of the Salaries and Remuneration Commission, Act, 2011;
- (ii) Chair Commission meetings;
- (iii) Assist the Commission in policy formulation and ensure the Commission performs its duties according to the Constitution and the Act;
- (iv) Give strategic direction to the Commission as per the Constitution and other applicable laws;
- (v) Establish and maintain strategic linkages and partnerships with other stakeholders in the rule of law and other governance sectors.

(4) Disqualification for Appointment

A person shall not be qualified for appointment as the chairperson if the person;

- (a) is a member of Parliament or County Assembly;
- (b) is a member of the governing body of a political party;
- (c) is a member of a local authority;
- (d) is an undischarged bankrupt; or
- (e) has been removed from office for contravening the provisions of the Constitution or any other law.

(5) Tenure of Office

The Chairperson of the Commission shall be appointed for a single term of six (6) years and shall not be eligible for re-appointment.

(6) Terms of Service

- (a) Serve on a full-time basis;
- (b) Shall not participate in any other gainful employment; and
- (c) Remuneration and benefits for the position is as determined by the Salaries and Remuneration Commission.

(7) How to Apply

- (a) Each application should include a curriculum vitae of not more than six (6) pages (Times New Roman font 12), copies of relevant academic and professional certificates, national identity card or passport, together with relevant testimonials and supporting documents.

(b) All applications should be clearly marked **"Application for the position of Chairperson, Salaries and Remuneration Commission"** and submitted in any of the following ways:

(i) Manual applications should be submitted in a sealed envelope and may be delivered physically to, **10th Floor Room 1011**, Ministry of Public Service and Human Capital Development, Harambee House, Harambee Avenue, Nairobi, between **8.00 a.m. and 5.00 p.m. (East African Time)**, Monday to Friday.

(ii) Online applications should be e-mailed to:
selectionpanelsrc2024@psyq.go.ke

(iii) Posted applications should be addressed to:

The Chairperson

Selection Panel for the selection of nominees for appointment as Chairperson, Salaries and Remuneration Commission

**P.O. Box 30050-00100
NAIROBI**

Important information to note:

- (1) Names of all applicants, shortlisted candidates and interview schedule will be published in the Kenya Gazette, two daily newspapers and the Ministry of Public Service, Human Capital Development website; **www.psyq.go.ke** after the lapse of the application period.
- (2) Applicants are required to submit copies of valid clearance certificates from the following institutions;
 - (i) Ethics and Anti-Corruption Commission;
 - (ii) Higher Education Loans Board;
 - (iii) Kenya Revenue Authority;
 - (iv) Credit Reference Bureau;
 - (v) Commission for University Education; and
 - (vi) Directorate of Criminal Investigations (Certificate of Good Conduct).
- 2) **Women, minorities, marginalized and persons with disabilities are encouraged to apply.**
- 3) **Canvassing for this position will lead to automatic disqualification.**
- 4) All applications must be received on or before **Monday, 23rd September, 2024, 5.00 p.m. (East African Time)**.

Amos N. Gathecha, EBS, 'ndc'(K)

Chairperson

Selection Panel for the selection of nominees for appointment as Chairperson of the Salaries and Remuneration Commission.



**Appendix III: List of All Applicants
and Shortlisted Candidates**

REPUBLIC OF KENYA

**LIST OF ALL APPLICANTS AND SHORTLISTED CANDIDATES FOR THE
POSITION OF CHAIRPERSON, SALARIES AND REMUNERATION COMMISSION
(SRC)**

Pursuant to the provisions of Article 230 (1) and 2 (a) of the Constitution as read with Section 4 (1) and (3) of the Salaries and Remuneration Commission Act, 2011 (No.10 of 2011), the Selection Panel invited applications from suitably qualified persons to be considered for nomination for appointment as the Chairperson of the Salaries and Remuneration Commission (SRC). Below is the list of **ALL** applicants.

S. No	Name	Gender	County	PWD Status
1.	Lydia Nyawira Mburia	Female	Makueni	
2.	Jumba Leonard Ishuga	Male	Vihiga	
3.	Lawi Oloo Olwa	Male	Homabay	
4.	Evans Toto Nyachieng'a	Male	Kisii	
5.	Antony Mwachofi Mwanyuma	Male	Taita Taveta	
6.	Elijah Mong'are Onyancha	Male	Nyamira	
7.	John Mark Kariuki Ngando	Male	Embu	
8.	James Kinyanjui Njenga	Male	Not indicated	
9.	Ambrose Lkusulan Lochokwe	Male	Marsabit	
10.	Simeon Pkiyach Pkatey Muket	Male	West Pokot	
11.	Chemwok Christopher Kipruto	Male	Elgeyo Marakwet	
12.	William Otieno Oketch	Male	Kisumu	
13.	Dr. Ronald Cheruiyot Zochin	Male	Elgeyo Marakwet	
14.	Dr. Cecilia Bosuben Ngetich	Female	Bomet	
15.	Dr. Catherine J. Barmao Kiptanui	Female	Uasin Gishu	
16.	Dr. Kaliakamur L. Emmanuel	Male	West Pokot	
17.	Dr. Jonathan L. Lodompui	Male	Samburu	
18.	Dr. Ramadhan Odhiambo Abdul	Male	Homabay	
19.	Dr. Lucy N. Mugwere	Female	Nyeri	
20.	John Gitau Gachui	Male	Kiambu	
21.	Dr. Phaustine Barasa	Female	Busia	
22.	Bethuel Sugut	Male	Nandi	
23.	Mohamed Ali Haji Dahir	Male	Mandera	
24.	CHRP (K) Musangi J. Mutua, Ph.D	Female	Kitui	
25.	James Wahome Ndegwa, MBS	Male	Nyandarua	
26.	Paul Kamau Thairu, HSC, MST J	Male	Lamu	
27.	Samuel Kebati Ogoro	Male	Kisii	
28.	Margaret Ogega	Female	Kisii	
29.	Juliana Mwikali Kivasu	Female	Makueni	
30.	Erick Komolo Ph.D	Male	Homabay	
31.	Jillo A. Kasse	Male	Tana River	
32.	Osman Hassan Ibrahim	Male	Mandera	
33.	Dr. Destaings Nyenyi Ngongesa	Male	Bungoma	
34.	Dr. Julius Ongera Moturi	Male	Kisii	
35.	John Mutegi Muriungi	Male	Tharaka Nithi	
36.	Dr. Ben Chumo	Male	Trans Nzoia	
37.	CPA Metha Lloyd Kaburu	Male	Tharaka Nithi	
38.	Haron Okesa	Male	Busia	
39.	John Kennedy Matete	Male	Kakamega	✓
40.	Sophy Nekoye Waliaula	Female	Bungoma	
41.	Joseph Kingori Nguyo	Male	Nyeri	
42.	Dr. Hezron N. Nyamwega	Male	Kisii	

S. No	Name	Gender	County	PWD Status
43.	Dr. Rachel Muga Monyoncho	Female	Kisii	
44.	FCS, Dr. Benjamin Kipchumba Tarus	Male	Nandi	
45.	Dr. Kennedy J. Mulunda	Male	Not indicated	
46.	Peter Lokol Lomulen	Male	Turkana	✓
47.	Christopher Kipkemei Ng'etich Yego	Male	Nandi	
48.	Joseph Kiptoo Ngetich	Male	Nandi	
49.	Kamuren Dennis K.	Male	Baringo	
50.	Abdirahman Bashir	Male	Not Indicated	
51.	Geoffrey Obonyo	Male	Kisii	✓
52.	Dr. Ernest Daniel Alela	Male	Vihiga	
53.	Kenneth Ndung'u Mburu	Male	Murang'a	
54.	Mathew Kiplimo Kangogo	Male	Marakwet	
55.	Dr. John Wambugu Kanyungu	Male	Murang'a	
56.	David Namu Kariuki	Male	Embu	
57.	Asenath Kenyanya Maobe PhD	Female	Not indicated	
58.	Abraham Kiptoo Serem	Male	Nandi	
59.	Dr. Gertrude Musuruve Inimah	Female	Vihiga	✓
60.	Jeniffer Nyambura Kamande	Female	Murang'a	
61.	CS. Dr. Ruth Atidah Mitalo, PhD, CHRP	Female	Kakamega	
62.	David Kagwanja Njau	Male	Nyeri	
63.	Sammy Chepkwony, MBA CHRP(K), FIHRM, MloD	Male	Nandi	
64.	Janet Apondi Mabwa	Female	Vihiga	
65.	Sahara Kunow Yussuf	Female	Wajir	
66.	Joseph Vincent Onyango, FIHRM, MBS	Male	Kisumu	
67.	Samuel Wahome Koinange	Male	Not indicated	
68.	Teresia Chebet Maina	Female	Not indicated	
69.	Dr. Florence Jemutai Cheptum	Female	Marakwet	
70.	Jane Pereruan Tonkei	Female	Kajiado	

The Selection Panel has considered all the applications and shortlisted the following candidates to appear for interviews:

Shortlisted Candidates and Interview Dates

Interview Date: Tuesday, 8th October, 2024

S/No.	Name	Gender	County	PWD Status	Time
1.	CHRP (K) Musangi J. Mutua, PhD	Female	Kitui		8.30 a.m.
2.	James Wahome Ndegwa, MBS	Male	Nyandarua		10.00 a.m.
3.	Juliana Mwikali Kivasu	Female	Makueni		11.30 a.m.
4.	Osman Hassan Ibrahim	Male	Mandera		2.00 pm

Interview Date: Wednesday 9th October, 2024

S/No.	Name	Gender	County	PWD Status	Time
1.	Dr. Rachel Muga Monyoncho	Female	Kisii		8.30 a.m.
2.	Geoffrey Obonyo	Male	Kisii	✓	10.00 a.m.
3.	Abraham Kiptoo Serem	Male	Nandi		11.30 a.m.
4.	Sammy Chepkwony, MBA, CHRP(K), FIHRM, MloD	Male	Nandi		2.00 p.m.
5.	Joseph Vincent Onyango, FIHRM, MBS	Male	Kisumu		3.30 p.m.

The shortlisted candidates will be interviewed at **Harambee House, 5th Floor Boardroom, Harambee Avenue, Nairobi** on the date and time indicated on the schedule. The candidates should be at the venue at least thirty (30) minutes before the starting time.

The candidates **MUST** bring originals of the following documents:

- National Identity Card/Passport;
- Academic and Professional Certificates and Transcripts;
- Any other supporting documents and testimonials; and
- VALID** clearances from the following bodies;

- i. Higher Education Loans Board;
 - ii. Kenya Revenue Authority;
 - iii. A registered Credit Reference Bureau;
 - iv. Directorate of Criminal Investigations (Police Clearance);
- (e) Self-Declaration Form duly stamped by the Ethics and Anti-Corruption Commission;
- (f) Commission for University Education (CUE) where applicable; and
- (g) Recommendation letter from the relevant professional bodies and associations (where applicable).

PUBLIC PARTICIPATION

Members of the public are invited to avail any credible information of interest relating to any of the shortlisted candidates (**through sworn affidavits**) to the Chairperson, Selection Panel for the Nominees for Appointment as Chairperson, Salaries and Remuneration Commission, Harambee House 5th Floor Boardroom, Harambee Avenue, Nairobi or e-mailed to selectionpanelsrc2024@psvg.go.ke so as to be received **on or before 5.00 p.m. 7th October, 2024**. The information should be addressed as below:

**The Chairperson,
Selection Panel for the nominees for Appointment as Chairperson,
Salaries and Remuneration Commission
P.O. Box 30050-00100
NAIROBI**

Canvassing for this position will lead to automatic disqualification.

This information is also available in the Kenya Gazette of **30th September, 2024**.

**Amos N. Gathecha, EBS 'ndc' (K)
Chairperson,
Selection Panel for the nominees for appointment of
Chairperson, Salaries and Remuneration Commission
NAIROBI.**



REPUBLIC OF KENYA
MINISTRY OF PUBLIC SERVICE AND HUMAN CAPITAL DEVELOPMENT

-----◆-----
SHORTLISTING CRITERIA, SRC

Step	Details	Remarks
1.	A degree from a university recognized in Kenya A Kenyan with dual residence/citizenship must be a resident of Kenya during interview	
2.	a) Has knowledge and at least ten (10) years' experience in matters relating to either; <ul style="list-style-type: none"> i) public management; ii) finance and administration; iii) human resource management; iv) economics; or v) labour laws; b) Has knowledge of labour market trends in Kenya as relates to income in the public and private sector; c) Meets the requirements of Chapter Six of the Constitution; and d) Has had a distinguished career in their respective fields- clear achievements.	
3.	Exclude an applicant who; <ul style="list-style-type: none"> i) is a member of Parliament or County Assembly; ii) is a member of the 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. 	

Step	Details	Remarks
4.	<p>Exclude an applicant who has not served at senior levels in their respective professions. This is in view of the need to ensure that the persons shortlisted are suitable candidates who have the capacity to discharge the mandate of the Commission.</p> <p>In this respect 'Senior level' will constitute the following:</p> <ul style="list-style-type: none"> i) Civil servants – Serving/Served in CSG 5/Job Group 'S' or equivalent and above ii) University Profession -Deans/Directors and above iii) Teaching profession - Chief Principal/equivalent and above iv) Private Sector -General Managers and above in a corporation/company v) Military profession - Colonel and above vi) Candidates in self-employment/private business including consultancy with proven track record at management level with relevant experience of 10 years and above. 	
5.	<p>Compliance with Chapter 6 of the Constitution</p> <ul style="list-style-type: none"> i) Ethics and Anti-Corruption Commission; ii) Higher Education Loans Board; iii) Kenya Revenue Authority; iv) Credit Reference Bureau; v) Commission for University Education; and vi) Directorate of Criminal Investigations (Certificate of Good Conduct). 	
6.	<p>Guiding consideration for shortlisting candidates includes:</p> <ul style="list-style-type: none"> i) Gender ii) Regional and ethnic balance iii) Persons with disabilities iv) Marginalized communities and minorities 	



REPUBLIC OF KENYA
MINISTRY OF PUBLIC SERVICE AND HUMAN CAPITAL DEVELOPMENT

-----◆-----
SHORTLISTING CRITERIA, SRC

Step	Details	Remarks
1.	A degree from a university recognized in Kenya A Kenyan with dual residence/citizenship must be a resident of Kenya during interview	
2.	a) Has knowledge and at least ten (10) years' experience in matters relating to either; <ul style="list-style-type: none"> i) public management; ii) finance and administration; iii) human resource management; iv) economics; or v) labour laws; b) Has knowledge of labour market trends in Kenya as relates to income in the public and private sector;	
3.	Exclude an applicant who; <ul style="list-style-type: none"> i) is a member of Parliament or County Assembly; ii) is a member of the 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. 	

Step	Details	Remarks
4.	<p>Exclude an applicant who has not served at senior levels in their respective professions. This is in view of the need to ensure that the persons shortlisted are suitable candidates who have the capacity to discharge the mandate of the Commission.</p> <p>In this respect 'Senior level' will constitute the following:</p> <ul style="list-style-type: none"> i) Civil servants – Serving/Served in CSG 5/Job Group 'S' or equivalent and above ii) University Profession -Deans/Directors and above iii) Teaching profession - Chief Principal/equivalent and above iv) Private Sector -General Managers and above in a corporation/company v) Military profession - Colonel and above vi) Candidates in self-employment/private business including consultancy with proven track record at management level with relevant experience of 10 years and above. 	
5.	<p>Compliance with Chapter 6 of the Constitution</p> <ul style="list-style-type: none"> i) Ethics and Anti-Corruption Commission; ii) Higher Education Loans Board; iii) Kenya Revenue Authority; iv) Credit Reference Bureau; v) Commission for University Education; and vi) Directorate of Criminal Investigations (Certificate of Good Conduct). 	
6.	<p>Guiding consideration for shortlisting candidates includes:</p> <ul style="list-style-type: none"> i) Gender ii) Regional and ethnic balance iii) Persons with disabilities iv) Marginalized communities and minorities 	

SELECTION PANEL FOR THE APPOINTMENT OF NOMINEES AS CHAIRPERSON FOR SALARIES AND REMUNERATION COMMISSION

Candidate Self Declaration Form

Folio No:

Name:		Age:		Gender (Tick where applicable)		M	F	Marital Status:		
ID No:		Postal Address: Code:		Telephone:			Email:			
County of Residence:		Home County:		Division:			Sub-County:			
Languages: (Tick where applicable)		Spoken		Written			Computer Skills: (Tick where applicable)			
		Not Proficient	Proficient	Not Proficient	Proficient		(Beginners, Advanced Professional)			
English										
Kiswahili										
Any Other										
Employment Status: (Tick where applicable) (Employed/Business/Consultancy)		Current Employer:		Current Position and Effective Date of Appointment:						
Highest Academic Qualification:		Work Experience: (List three most recent)					Valid Clearances: (Please Tick where appropriate)			
Professional Qualification:							<ol style="list-style-type: none"> 1. KRA 2. EACC 3. HELB 4. DCI 5. CRB 6. ORPP 7. CUE 			
Disability Status: (Tick where applicable) Yes No If Yes: (give details, NCPWD Reg. No.)							Any Additional Information:			

Candidate Signature:

DATE



REPUBLIC OF KENYA

RECRUITMENT OF NOMINEES FOR APPOINTMENT AS CHAIRPERSON, SALARIES AND REMUNERATION COMMISSION

-----◆-----
INTERVIEW SCORE SHEET

Name of Candidate..... ID/PP No: Home County:

Date of Interview..... Time.....

Assessment Criteria	Score Area	Maximum Score	Actual Score	Total Score	Comments
Compliance with Chapter 6 of the Constitution (Tick where available)	ORPP				
	EACC				
	HELB				
	KRA				
	DCI (Police Clearance)				
	CUE				
	CRB				
1. Academic and Professional	Confirmation of original certificates	2			

Assessment Criteria	Score Area	Maximum Score	Actual Score	Total Score	Comments
2. Overview	(a) Expression of interest for the position of Chairperson SRC	2			
	(b) Rationale/Justification for creating Constitutional Commissions	5			
	(c) Role of SRC Chairperson	3			
3. Mandate and Functions of SRC	(a) (i) SRC Mandate	2			
	(ii) Strategies to use as SRC Chairperson to ensure the Commission's Mandate are met	3			
	(b) Strategic Priorities for SRC in the next 3-5 years	5			
4. Legal Policy and Regulatory Environment	(a) 4 Ways in which the Constitution has direct bearing in exercising function of SRC	4			
	(b) 4 key aspects of the Independence of the Commission	8			
	(a) Strategies to be implemented to Balance				

Assessment Criteria	Score Area	Maximum Score	Actual Score	Total Score	Comments
5. Public Finance and Administration	fiscal Sustainability with Fair Remuneration for Public Sector Workers	5			
	(b) Strategies to reduce the Wage Bill from 47% to 35%	10			
6, Human Resource Management	Role of SRC in recognizing productivity and performance in the Public Sector	5			
7. Labour Market Trends, Wages and Rewards Determination	(a) Causes of CBA Stalemate between Unions and Employers	6			
	(b) Role of SRC In CBA negotiations	4			
8. Leadership and Governance	(a) (i) Name 4 SRC's key stakeholders	4			
	(ii) Stakeholder engagement strategies	6			
	(b) Conflict Management among SRC Chairperson, Commissioners and the Secretariat	5			

Assessment Criteria	Score Area	Maximum Score	Actual Score	Total Score	Comments
	(c) Ethical Dilemma	3			
9. Technology	(a) Strategies employed to drive digital transformation within SRC	6			
	(b) Agility and adaptability of SRC to future Technological Advancements	4			
EXPERIENCE	(At least 10 years' experience in Management)	3			
Personal Attributes	Candidate to be observed and assessed on: <ul style="list-style-type: none"> • Self Confidence/Stage Management • Charisma • Presence of Mind • Communication • Skills • Demeanor 	5			
	TOTAL SCORE	100			

Overall views, observations on the candidate and recommendations:

.....

.....

.....

Name of Panellist: **Signature:** **Date:**

DETAILED SUMMARY OF CHRP (K) MUSANGI J. MUTUA, PHD

Gender	Female
Identity Number	5272398
Region	Eastern
County	Kitui
Ethnicity	Kamba
Academic Qualification	<p>Doctor of Philosophy in Business Administration (Strategic Management), School of Business, University of Nairobi - 2013</p> <p>Master Degree in Public Administration, University of Canberra (1994-1995)</p> <p>Bachelor of Arts (2nd Class Honors Upper Div.) University of Nairobi-1985-1988</p> <p>Kenya Advanced Certificate of Education (KACE) 3 Principals, 1 Subsidiary, Kyeni Girls High School-Embu 1982-1983</p> <p>Kenya Certificate of Education (KCE) Division 11 (22 Points) -St. Angela's Girls' School-Kitui-1978-1981</p> <p>Professional Qualifications:</p> <p>2021: Certified Human Resource Professional (CHRP [K])</p> <p>1999: Higher Diploma in Human Resources Management IPM (K)</p> <p>1996: Computer Course on Micro-computers</p> <p>1997: Certificate in Human Resources Development, School of Administrative Studies, University of Canberra – Australia</p> <p>1989: Course on "Principles of Management Consultancy" including field attachment at the Office of the President – Kenya Institute of Administration (KIA)</p> <p>Short Courses</p> <p>16th to 18th November 2015: "Mwongozo" – Induction Program for Boards of State Corporations at Mombasa Continental Resort, Mombasa</p> <p>5th to 6th June 2014: "Role of Management in Internal Control, Risk Management, Governance and Ethics" – Workshop organized for University Council Members by National Treasury – Internal Audit Department, University of Eldoret.</p> <p>1997: "The Transformation of Public Sector Management": An International Program – Royal Institute of Public Administration – UK (RIPA International, Management Training and Consultancy)</p>

Work Experience	<p>June 2024 to-date: Member of the Board of Directors, Communications Authority of Kenya</p> <p>2015 to-date: Managing Partner in Middle Level Companies (Family Businesses)</p> <p>2015 to-date: Managing Partner – Research and Development Consultants Firm</p> <p>2020-2023: Immediate Former Chairperson – Masinde-Muliro University of Science and Technology-MMUST Governing Council</p> <p>2017-2020: Chairperson - Pwani University Governing Council</p> <p>May 2003-Nov 2006: Head of Human Resources, East African Portland Cement Company Ltd</p> <p>Nov 1997-May2003: Assistant Manager, Human Resources, Kenya Post Office Savings Bank (Post Bank)</p> <p>Feb1989 to October 1997: Senior Management Analyst, Directorate of Personnel Management (DPM) Office of the President</p> <p>Total Years of Work Experience 33 Years in Management 17</p> <p>Engagements/Appointments</p> <p>June 2024 to-date: Member of the Board of Directors, Communications Authority of Kenya</p> <p>2007 to-date: Managing Partner in Middle Level Companies (Family Businesses)</p> <p>2015 to-date: Managing Partner – Rock Firm Research and Development Consultants</p>
------------------------	---

DETAILED SUMMARY OF JAMES WAHOME NDEGWA, MBS

Gender	Male
Identity Number	10709255
Region	Central
County	Nyandarua
Ethnicity	Kikuyu
Academic Qualification	<p>Bachelor of Law (LLB) Second Class Honors (upper division) - University of Nairobi 1990-1995</p> <p>Diploma in Law -Kenya School of Law 1996</p> <p>Kenya Certificate of Secondary Education (KCSE)- Nyahururu High School 1986-1989</p> <p>Professional Training</p> <p>25th to 29th September, 2023: Professional Mediation – Chartered Institute of Arbitrators</p> <p>20th June to 1st July, 2022: Strategic Policy Planning, Designing, Research Analysis and Management – Eastern and Southern African Management Institute (ESAMI) – Kampala Uganda</p> <p>20th to 30th January, 2022: County Assembly Speaker’s role on oversight mandate in transition and development of roadmap for induction for the third generation of County Assemblies</p> <p>20th -29th January, 2020: Performance Management oversight of monitoring sustainable development goals – United Nations Institute of Training and Research, Geneva Switzerland.</p> <p>1st to 5th April, 2019: Risk Management – Tread Way Consultants, Kenya School of Government, Nairobi</p> <p>28th May to 8th June, 2018: Designing Human Resource Policies Programme – ESAMI, Njiro Hills, Arusha, Tanzania</p> <p>6th to 17th March, 2017: Parliamentary Skills Development Programme - ESAMI, Njiro Hills, Arusha, Tanzania</p> <p>24th to 24th February, 2017: Audit Committee Induction Training – National Treasury, Naivasha</p> <p>15th to 19th December, 2014: The Science and Art of Leadership Programme ESAMI, Njiro Hills, Arusha, Tanzania</p>
Work Experience	<p>2021 to-date: Deputy President East African Local Governments Association.</p> <p>August 2019 to Sept 2022: Chairperson County Assemblies Forum.</p> <p>2013 to Sept 2022: Speaker County Assembly of Nyandarua. Chairperson, Nyandarua County Assembly Service Board.</p> <p>1997 to-date: Lead Partner Ndegwa Wahome & Coy Advocates.</p>

**Total Years of Work Experience - 27
Years in Management 11**

Leadership Responsibilities

August 2023 to-present: Member, Business Premises Rent Tribunal

October 2021-September, 2022: Deputy President, East African Local Governments Association

2019 to September, 2022: Chairperson, County Assemblies Forum

2013-2022: Speaker, Nyandarua County Assembly

2007- to-date: Secretary, Nyahururu Hospice

2020 to-date: Chairperson, Munyeki Secondary School Board of Management

2012 to-date: Chairperson, Great 20 Company Limited Board of Directors

2017-to-date: Chairperson, Kiganjo Secondary School, Board of Management

2010 to September, 2022: Chairperson, Law Society of Kenya, Nyahururu Chapter

2017 – 2019: Member of the Executive Committee, County Assemblies Forum

2017-2019: Chairperson of the Speakers Forum, County Assemblies Forum

2012-2016: Secretary-General, The National Alliance Party (TNA), Nyandarua

2007-2016: Chairperson, Silibwet Secondary School, Board of Management

1997 to-date: Member Board of Management, Nyahururu High School

2007-2009 and 2012: Golf Captain, Nyahururu Golf Club

2003-2004; and 2017-2018: Chairperson, Nyahururu Golf Club

DETAILED SUMMARY OF JULIANA MWIKALI KIVASU

Gender	Female
Identity Number	8961885
Region	Eastern
County	Makueni
Ethnicity	Kamba
Academic Qualification	<p>2012: Master of Business Administration -University of Nairobi</p> <p>1990: Bachelor of Arts-University of Nairobi</p> <p>2012: I.D.P Senior Management Institute - MS-Training 2 weeks Course in Gender & Human Rights.</p>
Work Experience	<p>2016 to 2021: Vice Chair, Board of Governors</p> <p>2018 to 2021: Member, Board of Governors</p> <p>2014 to 2016: Member, Board of Governors</p> <p>June 2009 to March 2020: Executive Director - Kenya Society for the Blind</p> <p>February 1999 to Aug 2008: Program Officer - Plan International Kenya</p> <p>1996 to 1998: Social Animator - African Network for Prevention, Protection Against Child Abuse and Neglect</p> <p>1994 to March 1996: Development Officer - Christian Children Fund</p> <p>1992 to 1993: Project Development Officer - Maka Children's Fund</p> <p>Total Years of Work Experience =26 Years of Experience in Management – 11</p> <p>Other Responsibilities</p> <p>2021 to present: United Women Sacco</p> <p>2019 to present: Member, Board of Governors</p> <p>2020 to present: Member, Women on Board Networks</p> <p>2019 to present: Member, Board of Governors and Chair of Strategy Committee – Pangani Girls High School</p> <p>2019 to present: Member, Board of Governors and Chair of the HR Committee – David Mbiti Technical Institute</p> <p>2016-2021: Vice Chairperson, Board of Governors – Machakos Technical Institute for the Blind</p> <p>2018-2021: Member, Board of Governors, Pumwani Boys High School</p> <p>2014-2016: Thika High School for the Blind</p>

DETAILED SUMMARY OF OSMAN HASSAN IBRAHIM

Gender	Male
Identity Number	8961885
Region	North Eastern
County	Mandera
Ethnicity	Kenyan Somali
Academic Qualification	<ol style="list-style-type: none"> 1. Master of Business Administration -University of Nairobi - 2009 2. Bachelor of Commerce (Accounting Option)-University of Nairobi- 1990 3. Kenya Certificate of Education-Starehe Boys 1986 4. Kenya Advanced Certificate of Education-Starehe Boys 1988 <p>Other Qualifications</p> <ol style="list-style-type: none"> 1. Member of ICPAK – 1998 2. Certified Public Accountant (CPA) 1997 3. Strategic Leadership Dev Program (KIA)-2010 4. ESAMI- Risk Management Programme-2017 5. ESAMI-Senior Management Development Programme 2018 6. ESAMI Programme on Leadership & Change Management 2023 7. ESAMI Performance Management System Tool
Work Experience	<ol style="list-style-type: none"> 1. 04/05/2015 to-date: Director, Finance - Independent Electoral & Boundaries Commission 2. 2/05/2007 - 30/04/2015: Director Finance & Administration - Kenya School of Government 3. 01/08/2005 - 30/04/2007 - Kenyatta International Conventional Centre - Manager, Finance 4. September 2003 - August 2004 - Financial Controller, Hashi Energy 5. October 1996 to July 2003 - Financial Controller 748 Air Services <p>Total Years of Work Experience – 30 Years of Experience in Management - 19</p>

DETAILED SUMMARY OF DR. RACHEL M. MONYONCHO

Gender	Female
Identity Number	3354426
Region	Nyanza
County	Kisii
Ethnicity	Kisii
Academic Qualification	<p>1. Doctor of Philosophy (Ph.D) in Business Administration (Organizational Theory & Behaviour. University of Nairobi- 2011-2014)</p> <p>2. Master in Strategic Management and International Business University of Nairobi-2004</p> <p>3. Bachelor of Science-Panjab University India-1986.</p> <p>4. Kenya Advanced Certificate of Education-Moi Girls-Eldoret 1982</p> <p>Other Qualifications</p> <p>Certified Initial Recruitment Interview Schedule (IRIS)Practitioner.</p>
Work Experience	<p>2015 to-date: Board Leadership Management Leadership Consultant, Managing Business in East Africa Region</p> <p>2011-2014: Part-Time Lecturer, The University of Nairobi</p> <p>2009-2011: Regional Director of Human Resource, G4S</p> <p>2006 - 2008: Divisional Human Resource, Coca-Cola Sabco</p> <p>2004-2006: Country Human Resource Manager, Nairobi Bottlers</p> <p>2000-2003: Kencell Communication, Customer Care Group Leader</p> <p>1999-2000: Human Resource and Administration Manager, African Online</p> <p>1995-1999: Regional Sales Training and Business Manager</p> <p>1992-1995: Regional Sales Training and Business Manager</p> <p>1989-1999: Smithkline Beacham Consumer Healthcare Limited</p> <p>1989-1992: Medical Sales Representative</p> <p>1988-1989: Science Teacher, Teachers Service Commission</p> <p>1987-1988 General Printers, Quality Assurance</p> <p>Total Years of Work Experience 37 years Years of Experience in Management - 14</p>

DETAILED SUMMARY OF GEOFFREY OBONYO

Gender	Male
Identity Number	22078404
Region	Nyanza
County	Kisii
Ethnicity	Kisii
PWD Status	✓
Academic Qualification	<ol style="list-style-type: none"> 1. 2012: Master of Arts (In Economics) University of Nairobi- 2. 2004: Bachelor of Arts (Economics) University of Nairobi 3. 1997: Nyamagwa Boys High School KCSE (Aggregated B) 4. 2013: Young Professional Certification in Research and Policy Analysis (KIPPRA) 5. 2012: Senior Management Course, Kenya School of Government 6. 2022: Strategic Leadership Development Programme, Kenya School of Government 7. CPA(K) Section (5) <p>Summary of Professional Skills/Expertise</p> <ul style="list-style-type: none"> • Research and Policy Analysis – Economic theories and their application to research and public policy • Monitoring and Evaluation • Public Financial Management – In-depth knowledge of revenue forecasting techniques and expenditure trends analysis using the KIPPRA
Work Experience	<p>June 2022 to date Director Strategy, Research and Compliance at the Commission on Administrative of Justice</p> <p>May2017-June 2022 Head, Policy and Strategy at the National AIDS Control Council</p> <p>2014 April-2017 Senior Economist Ministry of Public Service, Youth and Gender Affairs</p> <p>2013-June 2014- Young Professional KIPPRA</p> <p>Jan 2007-June2013 Senior Economist, Ministry of State for Public Service</p> <p>March 2011-Nov 2011 Secretary, National Steering Committee on the Policy Legislation and Institutional Frame work for the National Values Systems for Kenya</p> <p>August 2006-Dec 2006- Lecturer, Kenya Institute of Surveying and Mapping</p> <p>July 2004-Jan 2005 Intern, With Transparency International -Kenya Chapter</p> <p>2003- 2005 Freelance Consultancy and Research</p> <p>(21 years of working experience 7 years of managerial experience)</p>

DETAILED SUMMARY OF ABRAHAM KIPTOO SEREM

Gender	Male
Identity Number	5587815
Region	Rift Valley
County	Nandi
Ethnicity	Kalenjin
Academic Qualification	<p>1. Bachelor of Arts University of Nairobi-1992.</p> <p>2. Higher National Diploma- Institute of Personnel Management HRM-1998</p> <p>3. 2021 -CHRP (K) certified</p> <p>Other Qualifications</p> <p>4. Senior Leadership Dev Program- Strathmore Business School</p> <p>5. Member of Institute of HRM</p> <p>6. Attendance of various leadership, Management & Commercial Course.</p> <p>7. Qualified Executive Coach</p> <p>8. Diploma in Intermediate Executive Coaching</p> <p>9. Advanced Management Program Strathmore-2017</p>
Work Experience	<p>2023 to-date: General Manager, Corporate Services Kengen. PLC.</p> <p>2022 to 2023 Ag. Managing Director & Chief Executive officer, Kengen PLC.</p> <p>2016-2022: Human Resource & Administration Director/General Manager, Corporate Services, Kengen, PLC.</p> <p>2011-2016 Human Resource Director, East Africa Kengen, PLC</p> <p>2004-2007 Head of Human Resource Nampak Kenya.</p> <p>2000-2004 Human Resource Manager, Central Africa Reckittbenckiser.</p> <p>1992-2000 Senior Human Resources Officer- (Post Bank)</p> <p>Total Years of Work Experience 24</p> <p>Total Years in Management 12</p>

DETAILED SUMMARY OF SAMMY CHEPKWONY, MBA, CHRP(K), FIHRM, MLOD

Gender	Male
Identity Number	5276082
Region	Rift Valley
County	Nandi
Ethnicity	Kalenjin
Academic Qualification	<ol style="list-style-type: none"> 1. Master of Business and Administration-University of Nairobi-1993 2. Bachelor of Commerce (Business Administration)-1990 3. KACE Kijabe High School-1985 4. Certified Human Resource Professional CHRP(K) 5. Proficiency Certificate- Trustee Development Program
Work Experience	<p>"May 2023- To- date Member/Director Insurance Appeals Tribunal</p> <p>Dec 2022-Nov 2023: Member of The National Taskforce on the Improvement of Terms and Conditions and other reforms for Members of the National Police Service, Kenya Prisons Service and the National Youth Service.</p> <p>Apr 2022 to Date CEO and Lead People & Culture Consultant, People Centric Management Company</p> <p>Sep 2018-March 2022: Regional Director, Human Resources - East Africa, Aga Khan University.</p> <p>Nov 2017-Aug 2018 Director & Chief Executive Officer, People centric Management Company</p> <p>June 2017-Oct 2017: Group Human Resources Director, Kenya Airways PLC; July 2012</p> <p>May 2017: Director, Human Resources, Tata Chemical Magadi Limited; July 2008-July 2012 Human Resource Director, James Finlay; July 2003-Jul 2008 Director, Human Resources Magadi Soda;</p> <p>1999-April 2003 Human Resource Manager Coca-Cola Bottling Co;</p> <p>May 1994-Oct 1999 Senior Consultant- East Africa, Price Water House Coopers.</p> <p>Other Engagement</p> <ul style="list-style-type: none"> • CEO & Lead People & Consultant- People Centric Management Company Ltd-2022-Current. • Member of the National Taskforce on Improvement of Terms & Conditions & Other reforms. • Member of the National Police Service, Kenya Prison Service.

	Total Number of Work Experience - 30 years 23 years in Management*
--	---

DETAILED SUMMARY OF JOSEPH VINCENT ONYANGO, FIHRM, MBS

Gender	Male
Identity Number	10843192
Region	Nyanza
County	Kisumu
Ethnicity	Luo
Academic Qualification	<ol style="list-style-type: none"> 1. Executive MBA, Moi University, Nairobi Kenya 2007-2008 2. Bachelor of Arts (Sociology/French)-1992-1996 3. Higher Diploma in HRM (Post Graduate) Institute of Personnel Management 2004-2005 4. Kenya Certificate of Secondary Education (Supplementary) - 1990 <p>Other qualifications</p> <ol style="list-style-type: none"> 1. Organization Development and Culture Change Leadership- Institute of Human Resource Management -2020 2. Public Finance Management -Institute of Certified Public Accounts of Kenya-2016 3. Public Policy Executive Program-Strathmore Business School, Nairobi-2014 4. Organization Development and Design-Chartered Institute of Personnel and Development, UK 2015 5. Job Evaluation Systems-Mercer IPE Systems, UK-2011 6. Competency Based Recruitment System-Development Dimensions Ltd, UK -2010 7. Quality Management Systems-Bureau Veritas, Nairobi-2008 8. Instructor Development Course -Bureau of Diplomatic Security USA-2008 9. Performance Management -Common Wealth Secretariat, Nairobi 2007 10. International Trade Finance KIPROD, Nairobi Kenya-2005 11. Certificate in Counselling-Institute of Personnel Management, Kenya-2005
Work Experience	<ol style="list-style-type: none"> 1. 2018 to July 2022 Commission Secretary & Chief Executive Officer, National Police Service Commission. 2. Jan 2014-2018 Director Staff and Management Consultancy Service, Public Service Commission (PSC) 3. Dec 2012- Dec 2013 Human Resource Management Advisor UNDP-Office on Drugs and Crime. 4. 2009-2011 Human Resource Advisor (World Wildlife Fund) 5. July 2006-Feb, 2009 Human Resource Manager, Kenya Wildlife Service 6. April 2004-June 2006 Human Resource Manager K-Rep Bank 7. 1997 - 2004: Human Resource and Administration Manager, SR-Kenya

	Total no of years' Experience 25 Total years in Management 8 years
--	---



KENYATTA UNIVERSITY

OFFICE OF THE REGISTRAR (ACADEMIC)

Email: head-graduation@ku.ac.ke Tel/Ext: 3092

Your Ref: MPSG.DPSM/10/7A

P.O. BOX 43844-00100
Nairobi, Kenya
Tel:8703000-8704000

Date: 8th October, 2024

Chairperson
Selection Panel for the Nomination for Appointment of Chairperson,
Salaries, and Remuneration Commission
Harambee House, 5th Floor
P.O.BOX 30050-00100
NAIROBI, KENYA.


Attn: Amos N. Gathecha, EBS 'ndc' (K),

RE: AUTHENTICATION OF ACADEMIC CERTIFICATES

Your letter to the Registrar (Academic) dated 7th October, 2024 on the above subject is hereby referred.

The University wishes to confirm that the degree certificate belonging to Joseph Vincent Onyango sent by your office for verification DID NOT originate from Kenyatta University and is therefore not authentic and should be treated as such.

Thank You


PROF. BENARD M. KIVUNGE
REGISTRAR (ACADEMIC)
ES/



Joseph Vincent Onyango, FIHRM, MBS

Address: P. O Box 37527 Code 00100 Nairobi Mobile Tel: +254 715100000. E-mail: joevonyango@gmail.com



KENYA UNIVERSITY

This is to certify that

Joseph Vincent Onyango

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

BACHELOR OF ARTS

Second Class Honours (Lower Division)

*at a congregation held at this University
of the Eighteenth Day of October
in the year*

One Thousand Nine Hundred and Ninety Six

D. S. Donisau
Vice Chancellor

F. M. M. M.
Registrar (Academic)

Certificate Number

2006420081

Annexure 2:

**Message from the Hon. Speaker to the House
regarding nomination of persons for
appointment as Chairperson and Members of
the Salaries and Remuneration Commission**



REPUBLIC OF KENYA
THIRTEENTH PARLIAMENT - (THIRD SESSION)
THE NATIONAL ASSEMBLY

MESSAGES

MESSAGE FROM THE PRESIDENT

_____ (No. 009 of 2024) _____

ON

**NOMINATION OF PERSONS FOR APPOINTMENT TO CONSTITUTIONAL
COMMISSIONS AND OTHER STATE OFFICES**

Honourable Members,

1. Pursuant to the provisions of Standing Order 42(1), I wish to report to the House that I have received five Messages from His Excellency the President relating to nomination of the persons to the following State offices—
 - (a) Chairperson and Members of the Board of the Independent Policing Oversight Authority (IPOA);
 - (b) Chairperson and Members of the Commission on Administrative Justice (CAJ);
 - (c) Chairperson and Members of the Salaries and Remuneration Commission (SRC);
 - (d) Chairperson and a Member of the National Gender and Equality Commission (NGEC); and
 - (e) Second Deputy Governor of the Central Bank of Kenya.

2. In the **First Message**, H.E. the President conveys that, in exercise of powers conferred section 11(5) of the Independent Policing Oversight Authority Act, 2011, as read together with sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act, 2011, he nominates –
 - a) **Mr. Ahmed Issack Hassan, CBS** as the Chairperson of the Board of the IPOA; and

b) the following as Members of the IPOA Board—

- (i) **Ms. Ann Wanjiku Mwangi;**
- (ii) **Dr. Micah Onyiego Nyakego;**
- (iii) **Mr. Boniface Kipkemoi Samati;**
- (iv) **Dr. Annette Mbogoh;**
- (v) **Hon. John Muchiri Nyaga;**
- (vi) **Mr. Kenwilliams Nyakomitah; and**
- (vii) **Ms. Jackline Lukalo Mwenesi.**

3. Honourable Members, in the **Second Message**, H.E. the President conveys that, in exercise of powers conferred by Article 250 of the Constitution and section 11(6) of the Commission on Administrative Justice Act, 2011, as read together with sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act, 2011, he nominates the following persons for appointment to the respective offices in the Commission on Administrative Justice –

- (a) **Mr. Charles Orinda Dulo**, Chairperson;
- (b) **Hon. Charles Njagua Kanyi**, Member; and
- (c) **Ms. Dorothy Jemator Kimengech**, Member.

4. In the **Third Message**, H.E. the President conveys that, in exercise of powers conferred by Articles 230 and 250 of the Constitution and section 7(10) of the Salaries and Remuneration Commission Act, 2011, as read together with sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act, 2011, he nominates—

- (a) **Mr. Sammy Chepkwony** as the Chairperson of the Salaries and Remuneration Commission; and
- (b) The following as members of the Salaries and Remuneration Commission to represent various institutions as indicated—
 - (i) **Ms. Jane Gatakaa Njage**, nominee of the Teachers Service Commission (TSC);
 - (ii) **Maj. Gen. (Rtd) Martin Kizito Ong'oyi, CBS**, nominee of the Defence Council;

- (iii) **Mr. Mohamed Aden Abdi**, nominee of the Senate on behalf of County Governments;
- (iv) **Dr. Gilda Odera**, nominee of the Federation of Kenya Employers (FKE);
- (v) **Dr. Geoffrey Apollo Omondi**, nominee of the Central Organization of Trade Unions (COTU); and
- (vi) **Mr. Leonid Ashindu**, nominee of the Association of Professional Societies in East Africa (APSEA).

5. In the **Fourth Message**, Honourable Members, H.E. the President conveys that, in exercise of powers conferred by Article 250 of the Constitution and section 11(6) of the National Gender & Equality Commission Act, 2012 as read together with sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act, 2011, he has nominated **Hon. Rehema Dida Jaldesa** and **Mr. Michael Mbithuka Nzomo (PWD)** for appointment as the Chairperson, and member of the National Gender and Equality Commission, respectively.
6. **Honourable Members**, in the **Fifth Message**, H.E. the President conveys that, in exercise of powers conferred by section 13B of the Central Bank of Kenya Act (CAP 491), as read together with section 5 of the Public Appointments (Parliamentary Approval) Act, 2011, he nominates **Mr. Gerald Nyaoma Arita** to the position of **Deputy Governor of the Central Bank of Kenya**.
7. **Honourable Members**, H.E. the President now therefore seeks the approval of the House on the nominees for appointment to the aforementioned positions.
8. Standing Order 45 provides that, upon receipt of notification of nomination for appointments, such nomination shall stand committed to the relevant Departmental Committee of the House for consideration.

9. In this regard, I hereby **REFER** the Messages from His Excellency the President, together with the *Curriculum Vitae*, the Reports of the respective Selection Panels, and that of the Public Service Commission, for the case of the nominee to the position of Deputy Governor of the Central Bank, and other testimonials of the nominees to the respective Departmental Committees as follows:

S/No.	Nomination	Departmental Committee
1.	Chairperson & Members of the Board of the Independent Policing Oversight Authority	Administration & Internal Security
2.	Chairperson & Members of the Commission on Administrative Justice	Justice & Legal Affairs
3.	Chairperson & Members of the Salaries & Remuneration Commission	Labour
4.	Chairperson & Member of the National Gender and Equality Commission	Social Protection
5.	Deputy Governor of the Central Bank of Kenya	Finance & National Planning <i>(Joint consideration with the counterpart Committee of the Senate)</i>

10. **Honourable Members**, noting the need to expeditiously conclude the approval hearings and given the Calendar of the House, I direct the Committees to immediately commence the approval processes, notify the nominees and the general public of the time and place for holding the approval hearings, and thereafter, upon conclusion, table their respective reports on or before **26th November 2024** to enable the House to consider the matter within the statutory timelines.

I thank you!


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

Wednesday, 13th November 2024

Annexure 3:
**Advertisement notifying the public of the approval
hearing and submission of memoranda**



**REPUBLIC OF KENYA
THE NATIONAL ASSEMBLY
THIRTEENTH PARLIAMENT - THIRD SESSION (2024)**

IN THE MATTER OF ARTICLES 118(1)(b), 250(2) OF THE CONSTITUTION AND IN THE MATTER OF SECTION 11(5) OF THE INDEPENDENT POLICING OVERSIGHT ACT (CAP. 86) AND IN THE MATTER OF THE PUBLIC APPOINTMENTS (PARLIAMENTARY APPROVAL) ACT (CAP. 7F) AND IN THE MATTER OF APPROVAL BY THE NATIONAL ASSEMBLY OF PERSONS NOMINATED FOR APPOINTMENT AS CHAIRPERSONS AND MEMBERS OF THE COMMISSION ON ADMINISTRATIVE JUSTICE, SALARIES AND REMUNERATION COMMISSION, NATIONAL GENDER AND EQUALITY COMMISSION AND THE BOARD OF THE INDEPENDENT POLICING OVERSIGHT AUTHORITY

NOTIFICATION OF APPROVAL HEARINGS AND INVITATION TO SUBMIT MEMORANDA

WHEREAS, in accordance with Article 250(2) of the Constitution and section 11(5) of the Independent Policing Oversight Authority Act (Cap. 86), H.E. the President is empowered to nominate and, with the approval of the National Assembly, appoint the Chairpersons and Members of the Commission on Administrative Justice (CAJ), Salaries and Remuneration Commission (SRC), and the National Gender and Equality Commission (NGEC); and the Board of the Independent Policing Oversight Authority (IPOA);

AND WHEREAS, following receipt of the nominations from H.E. the President, the Hon. Speaker of the National Assembly vide a Communication made on Wednesday, 13th November 2024 conveyed the Messages to the House and referred the names and curriculum vitae of the nominees to the Departmental Committees on Justice and Legal Affairs, Labour, Social Protection and Administration and Internal Security for consideration and reporting to the House;

IT IS NOTIFIED to the general public that pursuant to Article 118(1)(b) of the Constitution and section 6(4) of the Public Appointments (Parliamentary Approval) Act (Cap. 7F), the Departmental Committees shall conduct Approval Hearings (Vetting) of the nominees on Friday, 22nd November, 2024 at Parliament Buildings as per the schedule below--

DEPARTMENTAL COMMITTEE ON JUSTICE AND LEGAL AFFAIRS ENTITY: COMMISSION ON ADMINISTRATIVE JUSTICE				
S.No.	NOMINEE	POSITION	TIME	VENUE
1.	Mr. Charles Orinda Dulo	Chairperson	8:30am	Committee Room 19, 3 rd Floor Bunge Tower, Parliament Buildings
2.	Hon. Charles Njagua Kanyi	Member	9:45am	
3.	Ms. Dorothy Jemator Kimengech	Member	11:00am	
DEPARTMENTAL COMMITTEE ON LABOUR ENTITY: SALARIES AND REMUNERATION COMMISSION				
S.No.	NOMINEE	POSITION	TIME	VENUE
1.	Mr. Sammy Chepkwony	Chairperson	8:30am	Committee Room 9, 1 st Floor, Main Parliament Buildings
2.	Maj. Gen. (Rtd) Martin Kizito Ong'oi, CBS	Member	9:45am	
3.	Mr. Mohamed Aden Abdi	Member	11:00am	
	Ms. Jane Gataaka Njage	Member	12:00pm	
	Y. Leonid Ashindu	Member	2:00pm	
	Dr. Gilda Odola	Member	3:00pm	
7.	Dr. Geoffrey Apollo Omondi	Member	4:15pm	
DEPARTMENTAL COMMITTEE ON SOCIAL PROTECTION ENTITY: NATIONAL GENDER AND EQUALITY COMMISSION				
S.No.	NOMINEE	POSITION	TIME	VENUE
1.	Hon. Rehema Dida Jaldesa	Chairperson	8:30am	Committee Room 7, 1 st Floor, Main Parliament Buildings
2.	Mr. Michael Mbitshuka Nzomo (PWD)	Member	9:45am	
DEPARTMENTAL COMMITTEE ON ADMINISTRATION AND INTERNAL SECURITY ENTITY: BOARD OF THE INDEPENDENT POLICING OVERSIGHT AUTHORITY				
S.No.	NOMINEE	POSITION	TIME	VENUE
1.	Mr. Ahmed Issack Hassan, CBS	Chairperson	8:30 am	Mini Chamber, 1 st Floor, County Hall, Parliament Buildings
2.	Ms. Ann Wanjiku Mwangi	Member	9:30am	
3.	Dr. Micah Onyiego Nyakago	Member	10:30am	
4.	Mr. Boniface Kipkemai Samati	Member	11:30pm	
5.	Dr. Annetta Mbogoh	Member	12:30pm	
6.	Hon. John Muchiri Nyaga	Member	2:00pm	
7.	Mr. Kenwilliams Nyakornitah	Member	3:00pm	
8.	Ms. Jackline Lukalo Mwenesi	Member	4:00pm	

AND WHEREAS, section 6(9) of the Public Appointments (Parliamentary Approval) Act (Cap. 7F) provides that "any person may prior to the approval hearing and by written statement on oath, provide the Clerk with evidence contesting the suitability of a candidate to hold the office to which the candidate has been nominated";

IN COMPLIANCE with Article 118(1)(b) of the Constitution and section 6(9) of the Public Appointments (Parliamentary Approval) Act (Cap. 7F), the Clerk of the National Assembly hereby invites members of the public to submit any representations they may have, by way of written statements on oath (affidavits) with supporting evidence contesting the suitability of the candidates for appointment to the offices they have been nominated to.

The memoranda may be forwarded to the Clerk of the National Assembly, P.O. Box 41842-00100, Nairobi; hand-delivered to the Office of the Clerk, Main Parliament Buildings, Nairobi; or emailed to cas@parliament.go.ke to be received on or before Thursday, 21st November 2024 by 5.00 p.m.

IT IS FURTHER NOTIFIED THAT the nominees are required to--

- Appear for the approval hearings with the original identity cards, academic and professional certificates and other relevant testimonials; and
- Obtain letters/certificates of compliance from the following institutions--
 - Ethics and Anti-Corruption Commission;
 - Kenya Revenue Authority;
 - Higher Education Loans Board;
 - Directorate of Criminal Investigations; and
 - Office of the Registrar of Political Parties.

S. NJOROGE, CBS
CLERK OF THE NATIONAL ASSEMBLY
Thursday, 14th November 2024

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



**REPUBLIC OF KENYA
THE NATIONAL ASSEMBLY
THIRTEENTH PARLIAMENT - THIRD SESSION (2024)**

IN THE MATTER OF ARTICLE 118 (1)(b) OF THE CONSTITUTION AND

IN THE MATTER OF CONSIDERATION BY THE NATIONAL ASSEMBLY OF--
(1) THE PUBLIC FINANCE MANAGEMENT (AMENDMENT) (NO. 3) BILL, (NATIONAL ASSEMBLY BILL NO. 44 OF 2024);
(2) THE PUBLIC FINANCE MANAGEMENT (AMENDMENT) (NO. 4) BILL (NATIONAL ASSEMBLY BILL NO. 45 OF 2024); AND
(3) THE PUBLIC PROCUREMENT AND ASSET DISPOSAL (AMENDMENT) BILL, 2024 (NATIONAL ASSEMBLY BILL NO. 48 OF 2024)

INVITATION TO SUBMIT MEMORANDA AND NOTIFICATION OF PUBLIC HEARINGS

WHEREAS, Article 118(1)(b) of the Constitution requires Parliament to facilitate public participation and involvement in the legislative and other business of Parliament and its Committees and Standing Order 127(3) of the National Assembly Standing Orders requires House Committees considering Bills to facilitate public participation;

AND WHEREAS, the Public Finance Management (Amendment) (No. 3) Bill (National Assembly Bill No. 44 of 2024), the Public Finance Management (Amendment) (No. 4) Bill (National Assembly Bill No. 45 of 2024) and the Public Procurement and Asset Disposal (Amendment) Bill (National Assembly Bill No. 48 of 2024) were Read a First Time on Wednesday, 13th November, 2024, and thereafter committed to the Departmental Committee on Finance and National Planning for consideration and reporting to the House.

IT IS NOTIFIED that--

- The Public Finance Management (Amendment) (No. 3) Bill (National Assembly Bill No. 44 of 2024) is a Bill sponsored by the Leader of the Majority Party which seeks to amend the Public Finance Management Act, Cap. 412A, to provide for the financing of transferred functions between the two levels of government in accordance with Article 187 of the Constitution. The Bill provides that transferred functions shall continue to be funded from previous sources as contained in the approved budgets of the transferring level of government and that the cost of the transferred functions shall be based on the costing framework provided in the national and county government manuals. Additionally, the Bill provides that a transfer agreement between the two levels of government shall include a provision on acquisition, disposal and transfer of assets and liabilities. Further, that the transferring level of government shall be required to prepare cash flow projections based on revenue projections from various sources of revenue. Further, the Bill provides for the obligation of the accounting officer in a county government and the accounting officer in the national government to submit quarterly and annual financial and non-financial report in case of a transfer of function between the two levels of government.
- The Public Finance Management (Amendment) (No. 4) Bill (National Assembly Bill No. 45 of 2024) is a Bill sponsored by the Leader of the Majority Party which seeks to amend the Public Finance Management Act (Cap. 412A) to clarify the effective dates of the debt threshold requirement for the Cabinet Secretary National Treasury to ensure compliance; and provide a framework for implementation of accrual accounting in Government and risk management by the Public Sector Accounting Standards Board.
- The Public Procurement and Asset Disposal (Amendment) Bill (National Assembly Bill No. 48 of 2024) is a Bill sponsored by the Hon. Kuria Kimani, MP which seeks to amend the Public Procurement and Asset Disposal Act (Cap. 412C) to--
 - provide for new definitions including "debarment", "foreign firm", "foreign funded procurement", "investigative agency", "joint venture procurement", "local firm", and "minor deviation";
 - ensure that foreign procurement contracts that have not been subjected to provisions international procurement guidelines or laws, adhere to Kenya's procurement laws;
 - mandate the Public Procurement Regulatory Authority to monitor and evaluate technology, knowledge and skills transfer programmes and provide annual reports;
 - enable a representative from the Law Society of Kenya as a member of the Public Procurement Regulatory Board ("Board");
 - mandate each County Treasury to ensure that the procurement function prioritizes procurement of goods and services manufactured in that respective county;
 - allow the Authority, a public institution or any other person to refer actions that constitute offences under the Act to an investigative agency;
 - enable investigations to proceed despite the fact that the issues under investigation are in relation to an issue that the Review Board is reviewing or has reviewed under the relevant provisions of the Act;
 - limit the period that a person can be debarred from public procurement and approve any debarment done by an international agency recognized in Kenya;
 - task an accounting officer to ensure that locally produced products or services are prioritized and technology, knowledge and skills transfer plans from foreign firms are prioritized in the procurement and asset disposal process;
 - prescribe the threshold for procurement that shall be awarded to a local firm and to prescribe a penalty for any person who registers a firm on behalf of a foreigner for purposes of benefiting for a procurement that falls within a prescribed threshold;
 - require procuring entities to set out in their standard tender documents specific goods, works and services to be undertaken by a local firm in joint venture procurement where a procurement is of a value exceeding one billion shillings;
 - provide that a clarification of a tender shall not add any new document or information;
 - provide additional terms of conduct of due diligence by an evaluation committee to include visiting contractor's offices, inspection of plant, equipment and completed works and confirmation of the validity of documents presented;
 - prohibit citizen contractors who become successful tenderers from sub-contracting to foreign companies unless the knowledge, skill, good or service is not available in the country;
 - obligate procuring entities to seek the advice of the Attorney-General before accepting bids from a foreign company;
 - include a transfer of skills and technology plan as part of the tender documents;
 - provide the process for issuing a letter and notification of award to the next lowest evaluated tenderer where a successful tenderer fails to sign the contract;
 - provide for prompt and timely payments to a contractor upon completion of contractual obligation;
 - obligate the Authority to ensure that priority is given to citizen contractors in the sub-contracting of tenders;
 - provide for an offence for an accounting officer or his or her appointed representative who fails to ensure that the goods, works and services are of the right quality and quantity;
 - give preference to procurement of locally skilled and unskilled labour;
 - increase the maximum amounts for citizen contractors, to prohibit subcontracting of local procurement contracts to foreign contractors and to prioritise contractors from respective counties where a project is fully funded by the county government unless such services are unavailable;
 - provide for the mandatory procurement of forty percent of goods and services from local manufacturers or local service providers;
 - empower the Cabinet Secretary to prescribe the Preferential Procurement Master Roll;
 - align the provisions of the Act to the Court of Appeal (Organization and Administration) Act and the Civil Procedure Act;
 - provide for an offence of a contractor who submits substandard quality of works, goods or services and also a person who certifies substandard goods or works; and
 - provide for mandatory fines for instances where an offence results in a benefit or loss.

NOW THEREFORE, in compliance with Article 118(1)(b) of the Constitution and Standing Order 127(3), the Clerk of the National Assembly hereby invites the public and stakeholders to submit memoranda on the Bills to the Departmental Committee on Finance and National Planning.

Written Memoranda should indicate the name of the person or organization submitting it, their contact details and the Bill that the submission relates to and should be addressed to the Clerk of the National Assembly, P.O. Box 41842-00100, Nairobi; hand-delivered to the Office of the Clerk, First Floor, Main Parliament Buildings, Nairobi or emailed to financecommittee@parliament.go.ke to be received on or before Friday 22nd November 2024 at 5.00 p.m.

A Public Views Template providing guidance on the form of submission to be received is available on <http://parliament.go.ke>
IT IS FURTHER NOTIFIED that the Departmental Committee on Finance and National Planning shall hold Public Hearings on the Bills on Friday 22nd November, 2024 and Saturday, 23rd November, 2024 at the Mini Chamber, 1st Floor, County Hall, Parliament Buildings from 10.00am to 5.00pm.

The Committee shall discuss the contents of the Bills and their implications during the hearings. Members of the public are invited to attend and share their views on the Bills during the sessions.

Copies of the Bills are available at the National Assembly Table Office or <http://www.parliament.go.ke/the-national-assembly/house-business/bills>.

S. NJOROGE, CBS
CLERK OF THE NATIONAL ASSEMBLY
14th November 2024

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



Annexure 4:
**Letters from the Clerk of the National Assembly
inviting the nominees for the approval hearing**



THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK

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

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

When replying, please quote

Ref: NA/DDC/LAB/2024/035

14th November, 2024

Mr. Sammy Chepkwony
NAIROBI

Dear *Sam*,

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

Following your nomination for appointment to the position of Chairperson, Salaries and Remuneration Commission, the Departmental Committee on Labour of the National Assembly hereby invites you for approval hearing (vetting) pursuant to Section 6(3) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011). The approval hearing will be held on **Friday, 22nd November 2024**, in **Committee Room 9, 1st Floor, Main Parliament Buildings** starting at **8:30 am**.

Kindly fill out the attached Questionnaire as required by the Public Appointments (Parliamentary Approval) Act, 2011 and return it **on or before Wednesday, 20th November 2024**.

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

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

Our liaison officers for this subject are **Mr. Abenayo Wasike** who may be contacted on Tel No. **0721352053** or email: abenayo.makokha@parliament.go.ke, and **Mr. Samuel Wanjiru**, Tel No. **0723781651** or email: samuel.wanjiru@parliament.go.ke.

Yours *Sincerely*

Sera M. Kioko
SERAH M. KIOKO, MBS

For: CLERK OF THE NATIONAL ASSEMBLY





THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK

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

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

When replying, please quote

Ref: NA/DDC/LAB/2024/036

14th November, 2024

Maj. Gen. (Rtd) Martin Kizito Ong'oyi, CBS
NAIROBI

Dear *Sir*

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

Following your nomination for appointment to the position of Member, Salaries and Remuneration Commission, the Departmental Committee on Labour of the National Assembly hereby invites you for approval hearing (vetting) pursuant to Section 6(3) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011). The approval hearing will be held on **Friday, 22nd November 2024**, in **Committee Room 9, 1st Floor, Main Parliament Buildings** starting at **9:45 am**.

Kindly fill out the attached Questionnaire as required by the Public Appointments (Parliamentary Approval) Act, 2011 and return it **on or before Wednesday, 20th November 2024**.

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

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

Our liaison officers for this subject are **Mr. Abenayo Wasike** who may be contacted on Tel No. **0721352053** or email: abenayo.makokha@parliament.go.ke, and **Mr. Samuel Wanjiru**, Tel No. **0723781651** or email: samuel.wanjiru@parliament.go.ke.

Yours *Sincerely*

SERAH M. KIOKO, MBS

For: CLERK OF THE NATIONAL ASSEMBLY



THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK

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

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

When replying, please quote

Ref: NA/DDC/LAB/2024/037

14th November, 2024

Mr. Mohamed Aden Abdi
NAIROBI

Dear *Sir,*

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

Following your nomination for appointment to the position of Member, Salaries and Remuneration Commission, the Departmental Committee on Labour of the National Assembly hereby invites you for approval hearing (vetting) pursuant to Section 6(3) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011). The approval hearing will be held on **Friday, 22nd November 2024**, in **Committee Room 9, 1st Floor, Main Parliament Buildings** starting at **11:00 am**.

Kindly fill out the attached Questionnaire as required by the Public Appointments (Parliamentary Approval) Act, 2011 and return it **on or before Wednesday, 20th November 2024**.

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

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

Our liaison officers for this subject are **Mr. Abenayo Wasike** who may be contacted on Tel No. **0721352053** or email: abenayo.makokha@parliament.go.ke, and **Mr. Samuel Wanjiru**, Tel No. **0723781651** or email: samuel.wanjiru@parliament.go.ke.

Yours *Sincerely,*

Serah M. Kioko
SERAH M. KIOKO, MBS

For: CLERK OF THE NATIONAL ASSEMBLY



THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK

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

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

When replying, please quote

Ref: NA/DDC/LAB/2024/038

14th November, 2024

Ms. Jane Gatakaa Njage
NAIROBI

Dear *Madam,*

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

Following your nomination for appointment to the position of Member, Salaries and Remuneration Commission, the Departmental Committee on Labour of the National Assembly hereby invites you for approval hearing (vetting) pursuant to Section 6(3) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011). The approval hearing will be held on **Friday, 22nd November 2024**, in **Committee Room 9, 1st Floor, Main Parliament Buildings** starting at **12:00 pm**.

Kindly fill out the attached Questionnaire as required by the Public Appointments (Parliamentary Approval) Act, 2011 and return it **on or before Wednesday, 20th November 2024**.

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

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

Our liaison officers for this subject are **Mr. Abenayo Wasike** who may be contacted on Tel No. **0721352053** or email: abenayo.makokha@parliament.go.ke, and **Mr. Samuel Wanjiru**, Tel No. **0723781651** or email: samuel.wanjiru@parliament.go.ke.

Yours *Sincerely,*

SERAH M. KIOKO, MBS
For: CLERK OF THE NATIONAL ASSEMBLY





THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK

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

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

When replying, please quote

Ref: NA/DDC/LAB/2024/039

14th November, 2024

Mr. Leonid Ashindu
NAIROBI

Dear *Sis*,

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

Following your nomination for appointment to the position of Member, Salaries and Remuneration Commission, the Departmental Committee on Labour of the National Assembly hereby invites you for approval hearing (vetting) pursuant to Section 6(3) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011). The approval hearing will be held on **Friday, 22nd November 2024**, in **Committee Room 9, 1st Floor, Main Parliament Buildings** starting at **2:00 pm**.

Kindly fill out the attached Questionnaire as required by the Public Appointments (Parliamentary Approval) Act, 2011 and return it **on or before Wednesday, 20th November 2024**.

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

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

Our liaison officers for this subject are **Mr. Abenayo Wasike** who may be contacted on Tel No. **0721352053** or email: abenayo.makokha@parliament.go.ke, and **Mr. Samuel Wanjiru**, Tel No. **0723781651** or email: samuel.wanjiru@parliament.go.ke.

Yours *sincerely*
[Signature]
SENDAH M. KIOKO, MBS

For: CLERK OF THE NATIONAL ASSEMBLY



THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK

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

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

When replying, please quote

Ref: NA/DDC/LAB/2024/040

14th November, 2024

Dr. Gilda Odera
NAIROBI

Dear *Maelam,*

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

Following your nomination for appointment to the position of Member, Salaries and Remuneration Commission, the Departmental Committee on Labour of the National Assembly hereby invites you for approval hearing (vetting) pursuant to Section 6(3) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011). The approval hearing will be held on **Friday, 22nd November 2024**, in **Committee Room 9, 1st Floor, Main Parliament Buildings** starting at **3:00 pm**.

Kindly fill out the attached Questionnaire as required by the Public Appointments (Parliamentary Approval) Act, 2011 and return it on or before **Wednesday, 20th November 2024**.

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

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

Our liaison officers for this subject are **Mr. Abenayo Wasike** who may be contacted on Tel No. **0721352053** or email: abenayo.makokha@parliament.go.ke, and **Mr. Samuel Wanjiru**, Tel No. **0723781651** or email: samuel.wanjiru@parliament.go.ke.

Yours *Sincerely,*


SERAH M. KIOKO, MBS
For: CLERK OF THE NATIONAL ASSEMBLY



THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK

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

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

When replying, please quote

Ref: NA/DDC/LAB/2024/041

14th November, 2024

Dr. Geoffrey Apollo Omondi
NAIROBI

Dear Sir,

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

Following your nomination for appointment to the position of Member, Salaries and Remuneration Commission, the Departmental Committee on Labour of the National Assembly hereby invites you for approval hearing (vetting) pursuant to Section 6(3) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011). The approval hearing will be held on **Friday, 22nd November 2024**, in **Committee Room 9, 1st Floor, Main Parliament Buildings** starting at **4:15 pm**.

Kindly fill out the attached Questionnaire as required by the Public Appointments (Parliamentary Approval) Act, 2011 and return it **on or before Wednesday, 20th November 2024**.

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

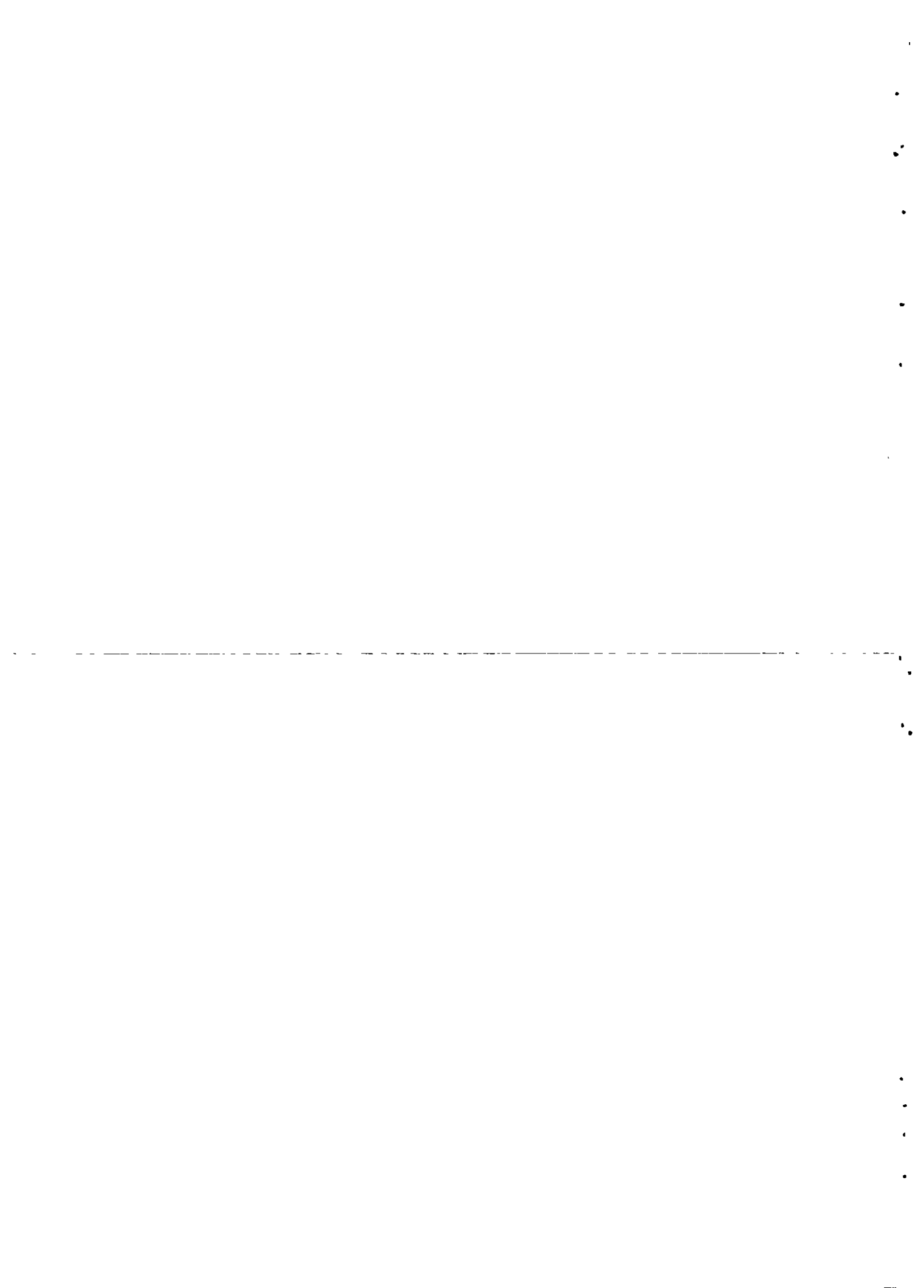
1. Ethics and Anti-Corruption Commission;
2. Kenya Revenue Authority Tax Compliance Certificate;
3. Higher Education Loans Board;
4. Directorate of Criminal Investigations; and
5. Office of the Registrar of Political Parties.

Our liaison officers for this subject are **Mr. Abenayo Wasike** who may be contacted on Tel No. **0721352053** or email: abenayo.makokha@parliament.go.ke, and **Mr. Samuel Wanjiru**, Tel No. **0723781651** or email: samuel.wanjiru@parliament.go.ke.

Yours *Sincerely,*


SERAH M. KIOKO, MBS

For: CLERK OF THE NATIONAL ASSEMBLY



Annexure 5:

**Letters from the Clerk of the National Assembly to
ORPP, KRA, HELB, EACC and DCI requesting for
information on the nominees**



**THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK**

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

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

When replying, please quote

Ref: NA/DDC/CORR/2024/NOV(006)

15th November, 2024

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

Dear *Ms Nderitu*

RE: APPROVAL BY THE NATIONAL ASSEMBLY OF PERSONS NOMINATED FOR APPOINTMENT AS CHAIRPERSONS AND MEMBERS OF THE BOARD OF THE INDEPENDENT POLICING OVERSIGHT AUTHORITY (IPOA), COMMISSION ON ADMINISTRATIVE JUSTICE (CAJ), SALARIES AND REMUNERATION COMMISSION (SRC) AND NATIONAL GENDER AND EQUALITY COMMISSION (NGEC)

Pursuant to Articles 230 and 250 of the Constitution of Kenya, section 11(5) of the Independent Policing Oversight Authority Act, 2011, section 11(6) of the Commission on Administrative Justice Act, 2011, section 7(10) of the Salaries and Remuneration Commission Act, 2011 and section 11(6) of the National Gender & Equality Commission Act, 2012, His Excellency, the President, nominated the following persons for approval by Parliament for appointment to Constitutional Commissions and other State Offices –

S/NO	NOMINEE	ORGANIZATION/ BOARD/ AUTHORITY /COMMISSION	POSITION	IDENTIFICATION NUMBER
1.	Mr. Ahmed Issack Hassan, CBS	Independent Policing Oversight Authority (IPOA)	Chairperson	9565946
2.	Ms. Ann Wanjiku Mwangi	Independent Policing Oversight Authority (IPOA)	Member	25221823
3.	Dr. Micah Onyiego Nyakego	Independent Policing Oversight Authority (IPOA)	Member	7376658
4.	Mr. Boniface Kipkemoi Samati	Independent Policing Oversight Authority (IPOA)	Member	23464124

5.	Dr. Annette Mbogoh	Independent Policing Oversight Authority (IPOA)	Member	22334005
6.	Hon. John Muchiri Nyaga	Independent Policing Oversight Authority (IPOA)	Member	3758385
7.	Mr. Ken Williams Nyakomitah	Independent Policing Oversight Authority (IPOA)	Member	23326385
8.	Ms. Jackline Lukalo Mwenesi	Independent Policing Oversight Authority (IPOA)	Members	20927107
9.	Mr. Charles Orinda Dulo	Commission on Administrative Justice (CAJ)	Chairperson	9497993
10.	Hon. Charles Njagua Kanyi	Commission on Administrative Justice (CAJ)	Member	22851722
11.	Ms. Dorothy Jemator Kimengech	Commission on Administrative Justice (CAJ)	Member	22874157
12.	Mr. Sammy Chepkwony	Salaries and Remuneration Commission (SRC)	Chairperson	5276082
13.	Maj. Gen. (Rtd) Martin Kizito Ong'oyi, CBS	Salaries and Remuneration Commission (SRC)	Member	3513101
14.	Mr. Mohamed Aden Abdi	Salaries and Remuneration Commission (SRC)	Member	27512996
15.	Ms. Jane Gatakaa Njage	The Salaries and Remuneration Commission (SRC)	Member	9215747
16.	Mr. Leonid Ashindu	Salaries and Remuneration Commission (SRC)	Member	23630771
17.	Dr. Gilda Odera	Salaries and Remuneration Commission (SRC)	Member	9010199
18.	Dr. Geoffrey Apollo Omondi	Salaries and Remuneration Commission (SRC)	Member	2093123
19.	Hon. Rehema Dida Jaldesa	National Gender and Equality Commission (NGEC)	Chairperson	7872650
20.	Mr. Michael Mbithuka Nzomo (PWD)	National Gender and Equality Commission (NGEC)	Member	20677860

Following receipt of the nomination, the National Assembly's Departmental Committees on: Administration and Internal Security, Justice and Legal Affairs, Labour and that of Social Protection are mandated to conduct approval hearing to determine the suitability of the nominees for appointment to the aforementioned positions.

Pursuant to Section 7 (b) of the Public Appointments (Parliamentary Approval) Act, the Committees are required to consider and determine whether the nominees meet all the constitutional and statutory requirements relating to the office in question.

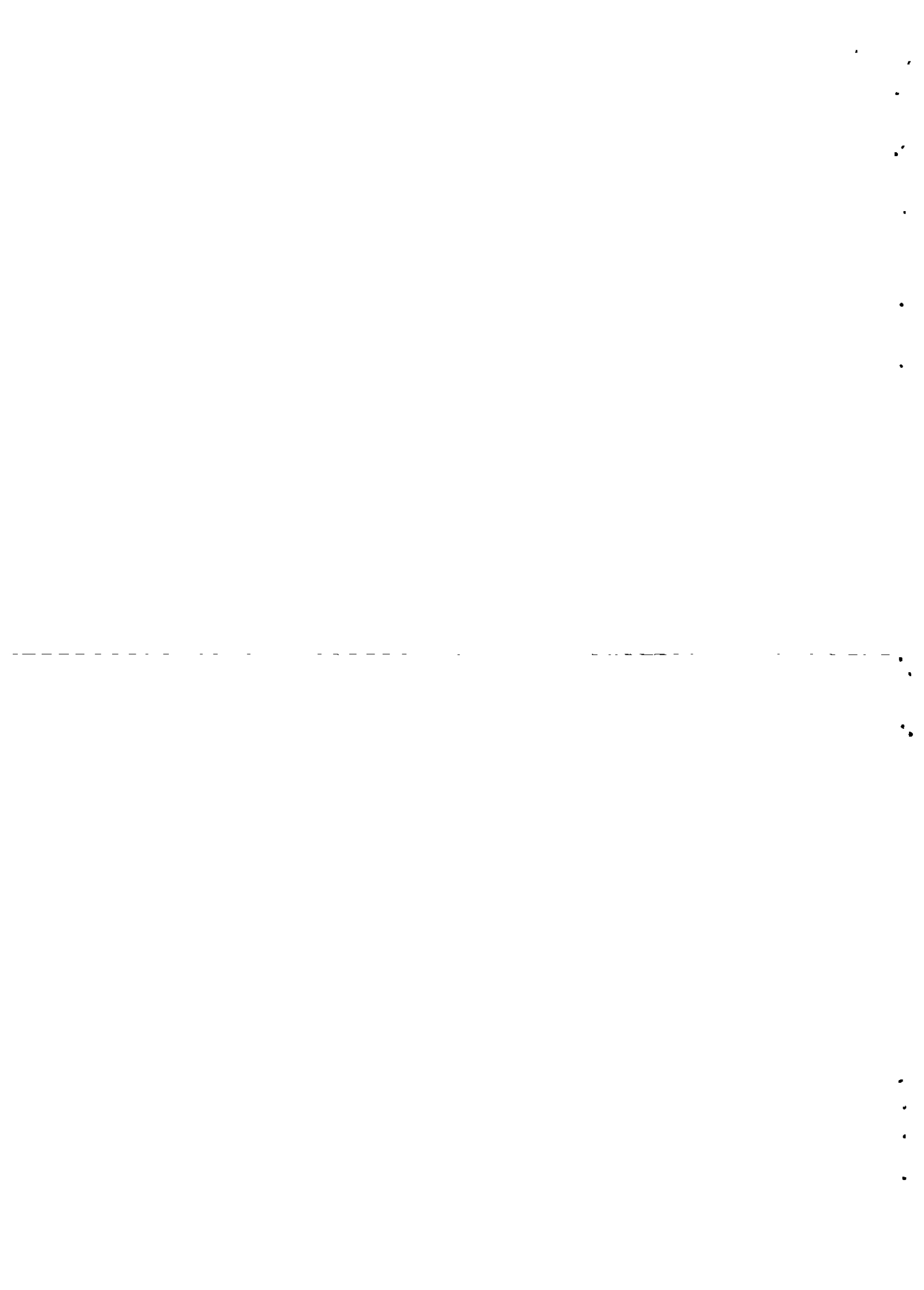
The purpose of this letter is to request you to provide a report on whether the nominees hold an office in any political party in Kenya. The information should reach the Office of the Clerk of the National Assembly, on or before **Wednesday, 20th November, 2024**. A soft copy of the report may be emailed to cna@parliament.go.ke.

The Liaison officers for this communication are **Mr. Abenayo Wasike** who may be contacted on **Tel. No. 0721352053** or email address abenayo.makokha@parliament.go.ke, **Mr. John Mugoma**, **Tel No. 0724330358** or email address john.mugoma@parliament.go.ke, **Mr. Ahmed Salim**, **Tel No. 0710204056** or email address ahmed.salim@parliament.go.ke and **Mr. Finlay Muriuki**, **Tel No. 0722687468** or email address finlay.muriuki@parliament.go.ke

Yours



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





THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK

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

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

When replying, please quote

Ref: NA/DDC/CORR/2024/NOV(005)

15th November, 2024

Mr. Humphrey Wattanga
Commissioner General
Kenya Revenue Authority
P.O. Box 48240-00100
NAIROBI

Dear *Mr. Wattanga*

RE: APPROVAL BY THE NATIONAL ASSEMBLY OF PERSONS NOMINATED FOR APPOINTMENT AS CHAIRPERSONS AND MEMBERS OF THE BOARD OF THE INDEPENDENT POLICING OVERSIGHT AUTHORITY (IPOA), COMMISSION ON ADMINISTRATIVE JUSTICE (CAJ), SALARIES AND REMUNERATION COMMISSION (SRC) AND NATIONAL GENDER AND EQUALITY COMMISSION (NGEC)

Pursuant to Articles 236 and 250 of the Constitution of Kenya, section 11(5) of the Independent Policing Oversight Authority Act, 2011, section 11(6) of the Commission on Administrative Justice Act, 2011, section 7(10) of the Salaries and Remuneration Commission Act, 2011 and section 11(6) of the National Gender & Equality Commission Act, 2012, His Excellency, the President, nominated the following persons for approval by Parliament for appointment to Constitutional Commissions and other State Offices –

S/NO	NOMINEE	ORGANIZATION/ BOARD/ AUTHORITY /COMMISSION	POSITION	IDENTIFICATION/ NUMBER/KRA PIN
1.	Mr. Ahmed Issack Hassan, CBS	Independent Policing Oversight Authority (IPOA)	Chairperson	I.D: 9565946 KRA: A002397477J
2.	Ms. Ann Wanjiku Mwangi	Independent Policing Oversight Authority (IPOA)	Member	I.D: 25221823 KRA: A005469503W
3.	Dr. Micah Onyiego Nyakego	Independent Policing Oversight Authority (IPOA)	Member	I.D: 7376658 KRA: A001574394E
4.	Mr. Boniface Kipkemoi Samati	Independent Policing Oversight Authority (IPOA)	Member	I.D: 23464124 KRA: A002976954R

5.	Dr. Annette Mbogoh	Independent Policing Oversight Authority (IPOA)	Member	I.D: 22334005 KRA: A003811581U
6.	Hon. John Muchiri Nyaga	Independent Policing Oversight Authority (IPOA)	Member	I.D: 3758385 KRA: A001143339D
7.	Mr. Ken Williams Nyakomitah	Independent Policing Oversight Authority (IPOA)	Member	I.D: 23326585 KRA: A003226157S
8.	Ms. Jackline Lukalo Mwenesi	Independent Policing Oversight Authority (IPOA)	Members	I.D: 20927107 KRA: A004155263Z
9.	Mr. Charles Orinda Dulo	Commission on Administrative Justice (CAJ)	Chairperson	I.D: 9497993 KRA: A001602724J
10.	Hon. Charles Njagua Kanyi	Commission on Administrative Justice (CAJ)	Member	I.D: 22851722 KRA: A003592674D
11.	Ms. Dorothy Jemator Kimengech	Commission on Administrative Justice (CAJ)	Member	I.D: 22874157 KRA: A005110969M
12.	Mr. Sammy Chepkwony	Salaries and Remuneration Commission (SRC)	Chairperson	I.D: 5276682 KRA: A001363470Z
13.	Maj. Gen. (Rtd) Martin Kizito Ong'oyi, CBS	Salaries and Remuneration Commission (SRC)	Member	I.D: 3513101 KRA: A002016917Y
14.	Mr. Mohamed Aden Abdi	Salaries and Remuneration Commission (SRC)	Member	I.D: 27512996 KRA: A0045398441
15.	Ms. Jane Gatakaa Njage	The Salaries and Remuneration Commission (SRC)	Member	I.D: 9215747 KRA: A001830777B
16.	Mr. Leonid Ashindu	Salaries and Remuneration Commission (SRC)	Member	I.D: 23630771 KRA: A004032359K
17.	Dr. Gilda Odera	Salaries and Remuneration Commission (SRC)	Member	I.D: 9010199 KRA: A001810462P
18.	Dr. Geoffrey Apollo Omondi	Salaries and Remuneration Commission (SRC)	Member	I.D: 2093123 KRA: A001284388Z
19.	Hon. Rehema Dida Jaldesa	National Gender and Equality Commission (NGEC)	Chairperson	I.D: 7872650 KRA: A001635365B

20.	Mr. Michael Mbithuka Nzomo (PWD)	National Gender and Equality Commission (NGEC)	Member	I.D: 20677860 KRA: A002841902J
-----	----------------------------------	--	--------	-----------------------------------

Following receipt of the nomination, the National Assembly's Departmental Committees on: Administration and Internal Security, Justice and Legal Affairs, Labour and that of Social Protection are mandated to conduct approval hearing to determine the suitability of the nominees for appointment to the aforementioned positions.

Pursuant to Section 7 (b) of the Public Appointments (Parliamentary Approval) Act, the Committees are required to consider and determine whether the nominees meet all the constitutional and statutory requirements relating to the office in question.

The purpose of this letter is to request you to provide a report on tax compliance by the nominees. The information should reach the Office of the Clerk of the National Assembly, on or before **Wednesday, 20th November, 2024**. A soft copy of the report may be emailed to cna@parliament.go.ke.

The Liaison officers for this communication are **Mr. Abenayo Wasike** who may be contacted on Tel. No. **0721352053** or email address abenayo.makokha@parliament.go.ke, **Mr. John Mugoma**, Tel No. **0724330358** or email address john.mugoma@parliament.go.ke, **Mr. Ahmed Salim**, Tel No. **0710204956** or email address ahmed.salim@parliament.go.ke and **Mr. Finlay Muriuki**, Tel No. **0722687468** or email address finlay.muriuki@parliament.go.ke

Yours



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



THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK

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

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

When replying, please quote

Ref: NA/DDC/CORR/2024/NOV(002)

15th November, 2024

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

Dear *Mr. Ringera*

RE: APPROVAL BY THE NATIONAL ASSEMBLY OF PERSONS NOMINATED FOR APPOINTMENT AS CHAIRPERSONS AND MEMBERS OF THE BOARD OF THE INDEPENDENT POLICING OVERSIGHT AUTHORITY (IPOA), COMMISSION ON ADMINISTRATIVE JUSTICE (CAJ), SALARIES AND REMUNERATION COMMISSION (SRC) AND NATIONAL GENDER AND EQUALITY COMMISSION (NGEC)

Pursuant to Articles 230 and 250 of the Constitution of Kenya, section 11(5) of the Independent Policing Oversight Authority Act, 2011, section 11(6) of the Commission on Administrative Justice Act, 2011, section 7(10) of the Salaries and Remuneration Commission Act, 2011 and section 11(6) of the National Gender & Equality Commission Act, 2012, His Excellency, the President, nominated the following persons for approval by Parliament for appointment to Constitutional Commissions and other State Offices –

S/NO	NOMINEE	ORGANIZATION/ BOARD/ AUTHORITY /COMMISSION	POSITION	IDENTIFICATION/ PASSPORT NUMBER
1.	Mr. Ahmed Issack Hassan, CBS	Independent Policing Oversight Authority (IPOA)	Chairperson	9565946
2.	Ms. Ann Wanjiku Mwangi	Independent Policing Oversight Authority (IPOA)	Member	25221823
3.	Dr. Micah Onyiego Nyakego	Independent Policing Oversight Authority (IPOA)	Member	7376658
4.	Mr. Boniface Kipkemoi Samati	Independent Policing Oversight Authority (IPOA)	Member	23464124
5.	Dr. Annette Mbagoh	Independent Policing Oversight Authority (IPOA)	Member	22334005

6.	Hon. John Muchiri Nyaga	Independent Policing Oversight Authority (IPOA)	Member	3758385
7.	Mr. Kenwilliams Nyakomitah	Independent Policing Oversight Authority (IPOA)	Member	23326585
8.	Ms. Jackline Lukalo Mwenesi	Independent Policing Oversight Authority (IPOA)	Members	20927107
9.	Mr. Charles Orinda Dulo	Commission on Administrative Justice (CAJ)	Chairperson	9497993
10.	Hon. Charles Njagua Kanyi	Commission on Administrative Justice (CAJ)	Member	22851722
11.	Ms. Dorothy Jemator Kimengech	Commission on Administrative Justice (CAJ)	Member	22874157
12.	Mr. Sammy Chepkwony	Salaries and Remuneration Commission (SRC)	Chairperson	5276082
13.	Maj. Gen. (Rtd) Martin Kizito Ong'oyi, CBS	Salaries and Remuneration Commission (SRC)	Member	3513101
14.	Mr. Mohamed Aden Abdi	Salaries and Remuneration Commission (SRC)	Member	27512996
15.	Ms. Jane Gatakaa Njage	The Salaries and Remuneration Commission (SRC)	Member	9215747
16.	Mr. Leonid Ashindu	Salaries and Remuneration Commission (SRC)	Member	23630771
17.	Dr. Gilda Odera	Salaries and Remuneration Commission (SRC)	Member	9010199
18.	Dr. Geoffrey Apollo Omondi	Salaries and Remuneration Commission (SRC)	Member	2093123
19.	Hon. Rehema Dida Jaldesa	National Gender and Equality Commission (NGEC)	Chairperson	7872650
20.	Mr. Michael Mbithuka Nzomo (PWD)	National Gender and Equality Commission (NGEC)	Member	20677860

Following receipt of the nomination, the National Assembly's Departmental Committees on: Administration and Internal Security, Justice and Legal Affairs, Labour and that of Social Protection are mandated to conduct approval hearing to determine the suitability of the nominees for appointment to the aforementioned positions.

Pursuant to Section 7 (b) of the Public Appointments (Parliamentary Approval) Act, the Committees are required to consider and determine whether the nominees meet all the constitutional and statutory requirements relating to the office in question.

The purpose of this letter is to request you to provide a report on repayment of any loan(s) that may have been advanced by the Board to the nominees. The information should reach the Office of the Clerk of the National Assembly, on or before **Wednesday, 20th November, 2024**. A soft copy of the report may be emailed to cna@parliament.go.ke.

The Liaison officers for this communication are **Mr. Abenayo Wasike** who may be contacted on Tel. No. **0721352053** or email address abenayo.makokha@parliament.go.ke, **Mr. John Mugoma**, Tel No. **0724330358** or email address john.mugoma@parliament.go.ke, **Mr. Ahmed Salim**, Tel No. **0710204056** or email address ahmed.salim@parliament.go.ke and **Mr. Finlay Muriuki**, Tel No. **0722687468** or email address finlay.muriuki@parliament.go.ke

Yours



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





**THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK**

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

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

When replying, please quote

Ref: NA/DDC/CORR/2024/NOV(003)

15th November, 2024

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

Dear *Mr. Twalib*

RE: APPROVAL BY THE NATIONAL ASSEMBLY OF PERSONS NOMINATED FOR APPOINTMENT AS CHAIRPERSONS AND MEMBERS OF THE BOARD OF THE INDEPENDENT POLICING OVERSIGHT AUTHORITY (IPOA), COMMISSION ON ADMINISTRATIVE JUSTICE (CAJ), SALARIES AND REMUNERATION COMMISSION (SRC) AND NATIONAL GENDER AND EQUALITY COMMISSION (NGEC)

Pursuant to Articles 230 and 250 of the Constitution of Kenya, section 11(5) of the Independent Policing Oversight Authority Act, 2011, section 11(6) of the Commission on Administrative Justice Act, 2011, section 7(10) of the Salaries and Remuneration Commission Act, 2011 and section 11(6) of the National Gender & Equality Commission Act, 2012, His Excellency, the President, nominated the following persons for approval by Parliament for appointment to Constitutional Commissions and other State Offices –

S/NO	NOMINEE	ORGANIZATION/ BOARD/ AUTHORITY /COMMISSION	POSITION	IDENTIFICATION NUMBER
1.	Mr. Ahmed Issack Hassan, CBS	Independent Policing Oversight Authority (IPOA)	Chairperson	9565946
2.	Ms. Ann Wanjiku Mwangi	Independent Policing Oversight Authority (IPOA)	Member	25221823
3.	Dr. Micah Onyiego Nyakego	Independent Policing Oversight Authority (IPOA)	Member	7376658
4.	Mr. Boniface Kipkemoi Samati	Independent Policing Oversight Authority (IPOA)	Member	23464124
5.	Dr. Annette Mbogoh	Independent Policing Oversight Authority (IPOA)	Member	22334005

6.	Hon. John Muchiri Nyaga	Independent Policing Oversight Authority (IPOA)	Member	3758385
7.	Mr. Kenwillianis Nyakomitah	Independent Policing Oversight Authority (IPOA)	Member	23326585
8.	Ms. Jackline Lukalo Mwencsi	Independent Policing Oversight Authority (IPOA)	Members	20927107
9.	Mr. Charles Orinda Dulo	Commission on Administrative Justice (CAJ)	Chairperson	9497993
10.	Hon. Charles Njagua Kanyi	Commission on Administrative Justice (CAJ)	Member	22851722
11.	Ms. Dorothy Jemator Kimengech	Commission on Administrative Justice (CAJ)	Member	22874157
12.	Mr. Sammy Chepkwony	Salaries and Remuneration Commission (SRC)	Chairperson	5276082
13.	Maj. Gen. (Rtd) Martin Kizito Ong'oyi, CBS	Salaries and Remuneration Commission (SRC)	Member	3513101
14.	Mr. Mohamed Aden Abdi	Salaries and Remuneration Commission (SRC)	Member	27512996
15.	Ms. Jane Gatakaa Njage	The Salaries and Remuneration Commission (SRC)	Member	9215747
16.	Mr. Leonid Ashindu	Salaries and Remuneration Commission (SRC)	Member	23630771
17.	Dr. Gilda Odera	Salaries and Remuneration Commission (SRC)	Member	9010199
18.	Dr. Geoffrey Apollo Omondi	Salaries and Remuneration Commission (SRC)	Member	2093123
19.	Hon. Rehema Dida Jaldesa	National Gender and Equality Commission (NGEC)	Chairperson	7872650
20.	Mr. Michael Mbithuka Nzomo (PWD)	National Gender and Equality Commission (NGEC)	Member	20677860

Following receipt of the nomination, the National Assembly's Departmental Committees on: Administration and Internal Security, Justice and Legal Affairs, Labour and that of Social Protection are mandated to conduct approval hearing to determine the suitability of the nominees for appointment to the aforementioned positions.

Pursuant to Section 7 (b) of the Public Appointments (Parliamentary Approval) Act, the Committees are required to consider and determine whether the nominees meet all the constitutional and statutory requirements relating to the office in question.

The purpose of this letter is to request you to provide a report on whether the nominees have been adversely mentioned in any investigation carried out by the Commission. The information should reach the Office of the Clerk of the National Assembly, on or before **Wednesday, 20th November, 2024**. A soft copy of the report may be emailed to cna@parliament.go.ke.

The Liaison officers for this communication are **Mr. Abenayo Wasike** who may be contacted on Tel. No. **0721352053** or email address abenayo.makokha@parliament.go.ke, **Mr. John Mugoma**, Tel. No. **0724330358** or email address john.mugoma@parliament.go.ke, **Mr. Ahmed Salim**, Tel. No. **0710204056** or email address ahmed.salim@parliament.go.ke and **Mr. Finlay Muriuki**, Tel. No. **0722687468** or email address finlay.muriuki@parliament.go.ke.

Yours



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





THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK

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

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

When replying, please quote

Ref: NA/DDC/CORR/2024/NOV(004)

15th November, 2024

Mr. Renson M. Ingonga, OGW
Director of Public Prosecutions
ODPP House, Rigati Road, Upper Hill
P.O. Box 30701-00100
NAIROBI

Dear *M. Ingonga*

RE: APPROVAL BY THE NATIONAL ASSEMBLY OF PERSONS NOMINATED FOR APPOINTMENT AS CHAIRPERSONS AND MEMBERS OF THE BOARD OF THE INDEPENDENT POLICING OVERSIGHT AUTHORITY (IPOA), COMMISSION ON ADMINISTRATIVE JUSTICE (CAJ), SALARIES AND REMUNERATION COMMISSION (SRC) AND NATIONAL GENDER AND EQUALITY COMMISSION (NGEC)

Pursuant to Articles 230 and 250 of the Constitution of Kenya, section 11(5) of the Independent Policing Oversight Authority Act, 2011, section 11(6) of the Commission on Administrative Justice Act, 2011, section 7(10) of the Salaries and Remuneration Commission Act, 2011 and section 11(6) of the National Gender & Equality Commission Act, 2012, His Excellency, the President, nominated the following persons for approval by Parliament for appointment to Constitutional Commissions and other State Offices –

S/NO	NOMINEE	ORGANIZATION/ BOARD/ AUTHORITY /COMMISSION	POSITION	IDENTIFICATION NUMBER
1.	Mr. Ahmed Issack Hassan, CBS	Independent Policing Oversight Authority (IPOA)	Chairperson	9565946
2.	Ms. Ann Wanjiku Mwangi	Independent Policing Oversight Authority (IPOA)	Member	25221823
3.	Dr. Micah Onyiego Nyakego	Independent Policing Oversight Authority (IPOA)	Member	7376658
4.	Mr. Boniface Kipkemoi Samati	Independent Policing Oversight Authority (IPOA)	Member	23464124

5.	Dr. Annette Mbogoh	Independent Policing Oversight Authority (IPOA)	Member	22334005
6.	Hon. John Muchiri Nyaga	Independent Policing Oversight Authority (IPOA)	Member	3558385
7.	Mr. Ken Williams Nyakomitha	Independent Policing Oversight Authority (IPOA)	Member	23326585
8.	Ms. Jackline Lukalo Mwenesi	Independent Policing Oversight Authority (IPOA)	Members	20927107
9.	Mr. Charles Orinda Dulo	Commission on Administrative Justice (CAJ)	Chairperson	9497993
10.	Hon. Charles Njagua Kanyi	Commission on Administrative Justice (CAJ)	Member	22851722
11.	Ms. Dorothy Jemator Kimengech	Commission on Administrative Justice (CAJ)	Member	22874157
12.	Mr. Saminy Chepkwony	Salaries and Remuneration Commission (SRC)	Chairperson	5276082
13.	Maj. Gen. (Rtd) Martin Kizito Ong'oyi, CBS	Salaries and Remuneration Commission (SRC)	Member	3513101
14.	Mr. Mohamed Aden Abdi	Salaries and Remuneration Commission (SRC)	Member	27512996
15.	Ms. Jane Gatakaa Njage	The Salaries and Remuneration Commission (SRC)	Member	9215747
16.	Mr. Leonid Ashindu	Salaries and Remuneration Commission (SRC)	Member	23630771
17.	Dr. Gilda Odera	Salaries and Remuneration Commission (SRC)	Member	9010199
18.	Dr. Geoffrey Apollo Omondi	Salaries and Remuneration Commission (SRC)	Member	2093123
19.	Hon. Rehema Dida Jaldesa	National Gender and Equality Commission (NGEC)	Chairperson	7872650

20.	Mr. Michael Mbithuka Nzomo (PWD)	National Gender and Equality Commission (NGEC)	Member	20577860
-----	----------------------------------	--	--------	----------

Following receipt of the nomination, the National Assembly's Departmental Committees on: Administration and Internal Security, Justice and Legal Affairs, Labour and that of Social Protection are mandated to conduct approval hearing to determine the suitability of the nominees for appointment to the aforementioned positions.

Pursuant to Section 7 (b) of the Public Appointments (Parliamentary Approval) Act, the Committees are required to consider and determine whether the nominees meet all the constitutional and statutory requirements relating to the office in question.

The purpose of this letter is to request you to provide a report on whether there are any active criminal proceedings against the nominees or any other previous charges against them. The information should reach the Office of the Clerk of the National Assembly, on or before **Wednesday, 20th November, 2024**. A soft copy of the report may be emailed to cna@parliament.go.ke.

The Liaison officers for this communication are **Mr. Abenayo Wasike** who may be contacted on **Tel. No. 0721352053** or email address abenayo.makokha@parliament.go.ke, **Mr. John Mugoma**, Tel No. **0724330358** or email address john.mugoma@parliament.go.ke, **Mr. Ahmed Salim**, Tel No. **0710204056** or email address ahmed.salim@parliament.go.ke and **Mr. Finlay Muriuki**, Tel No. **0722687468** or email address finlay.muriuki@parliament.go.ke

Yours



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



**THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK**

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

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

When replying, please quote

Ref: NA/DDC/CORR/2024/NOV(001)

15th November, 2024

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

Dear *Mr. Ibrahim*

RE: APPROVAL BY THE NATIONAL ASSEMBLY OF PERSONS NOMINATED FOR APPOINTMENT AS CHAIRPERSONS AND MEMBERS OF THE BOARD OF THE INDEPENDENT POLICING OVERSIGHT AUTHORITY (IPOA), COMMISSION ON ADMINISTRATIVE JUSTICE (CAJ), SALARIES AND REMUNERATION COMMISSION (SRC) AND NATIONAL GENDER AND EQUALITY COMMISSION (NGEC)

Pursuant to Articles 230 and 250 of the Constitution of Kenya, section 11(5) of the Independent Policing Oversight Authority Act, 2011, section 11(6) of the Commission on Administrative Justice Act, 2011, section 7(10) of the Salaries and Remuneration Commission Act, 2011 and section 11(6) of the National Gender & Equality Commission Act, 2012, His Excellency, the President, nominated the following persons for approval by Parliament for appointment to Constitutional Commissions and other State Offices –

S/NO	NOMINEE	ORGANIZATION/ BOARD/ AUTHORITY /COMMISSION	POSITION	IDENTIFICATION NUMBER
1.	Mr. Ahmed Issack Hassan, CBS	Independent Policing Oversight Authority (IPOA)	Chairperson	9565946
2.	Ms. Ann Wanjiku Mwangi	Independent Policing Oversight Authority (IPOA)	Member	25221823
3.	Dr. Micah Onyiego Nyakego	Independent Policing Oversight Authority (IPOA)	Member	7376658
4.	Mr. Boniface Kipkemoi Samati	Independent Policing Oversight Authority (IPOA)	Member	23464124
5.	Dr. Annette Mbogoh	Independent Policing Oversight Authority (IPOA)	Member	22334005

6.	Hon. John Muchiri Nyaga	Independent Policing Oversight Authority (IPOA)	Member	3758385
7.	Mr. Ken Williams Nyakomitah	Independent Policing Oversight Authority (IPOA)	Member	23226585
8.	Ms. Jackline Lukalo Mweresi	Independent Policing Oversight Authority (IPOA)	Members	20927107
9.	Mr. Charles Orinda Dulo	Commission on Administrative Justice (CAJ)	Chairperson	9497993
10.	Hon. Charles Njagua Kanyi	Commission on Administrative Justice (CAJ)	Member	22851722
11.	Ms. Dorothy Jemator Kimengech	Commission on Administrative Justice (CAJ)	Member	22874157
12.	Mr. Sammy Chepkwony	Salaries and Remuneration Commission (SRC)	Chairperson	5276082
13.	Maj. Gen. (Rtd) Martin Kizito Ong'oyi, CBS	Salaries and Remuneration Commission (SRC)	Member	3513101
14.	Mr. Mohamed Aden Abdi	Salaries and Remuneration Commission (SRC)	Member	27512996
15.	Ms. Jane Gatakaa Njage	The Salaries and Remuneration Commission (SRC)	Member	9215747
16.	Mr. Leonid Ashindu	Salaries and Remuneration Commission (SRC)	Member	23630771
17.	Dr. Gilda Odera	Salaries and Remuneration Commission (SRC)	Member	9010199
18.	Dr. Geoffrey Apollo Omondi	Salaries and Remuneration Commission (SRC)	Member	2093123
19.	Hon. Rehema Dida Jaldesa	National Gender and Equality Commission (NGEC)	Chairperson	7872650
20.	Mr. Michael Mbithuka Nzomo (PWD)	National Gender and Equality Commission (NGEC)	Member	20677860

Following receipt of the nomination, the National Assembly's Departmental Committees on: Administration and Internal Security, Justice and Legal Affairs, Labour and that on Social Protection are mandated to conduct approval hearing to determine the suitability of the nominees for appointment to the aforementioned positions.

Pursuant to Section 7 (b) of the Public Appointments (Parliamentary Approval) Act, the Committees are required to consider and determine whether the nominees meet all the constitutional and statutory requirements relating to the office in question.

The purpose of this letter is to request you to provide a report on whether the nominees has been adversely mentioned in any investigation carried out by the Directorate. The information should reach the Office of the Clerk of the National Assembly, on or before **Wednesday, 20th November, 2024**. A soft copy of the report may be emailed to cna@parliament.go.ke.

The Liaison officers for this communication are **Mr. Abenayo Wasike** who may be contacted on Tel. No. **0721352053** or email address abenayo.makokha@parliament.go.ke, **Mr. John Magoma**, Tel No. **0724330358** or email address john.mugoma@parliament.go.ke, **Mr. Ahmed Salim**, Tel No. **0710204056** or email address ahmed.salim@parliament.go.ke and **Mr. Finlay Muriuki**, Tel No. **0722687468** or email address finlay.muriuki@parliament.go.ke

Yours



JEREMIAH W. NDOMBI, MES
FOR: CLERK OF THE NATIONAL ASSEMBLY





**THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK**

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

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

When replying, please quote

Ref: NA/DDC/CORR/2024/NOV(007)

15th November, 2024

Prof. Mike Kuria
Commission Secretary/CEO
Commission for University Education
Red Hill Road, Off Limuru Road, Gigiri
NAIROBI

Dear *Prof Kuria*

RE: APPROVAL BY THE NATIONAL ASSEMBLY OF PERSONS NOMINATED FOR APPOINTMENT AS CHAIRPERSONS AND MEMBERS OF THE BOARD OF THE INDEPENDENT POLICING OVERSIGHT AUTHORITY (IPOA), COMMISSION ON ADMINISTRATIVE JUSTICE (CAJ), SALARIES AND REMUNERATION COMMISSION (SRC) AND NATIONAL GENDER AND EQUALITY COMMISSION (NGEC)

Pursuant to Articles 230 and 250 of the Constitution of Kenya, section 11(5) of the Independent Policing Oversight Authority Act, 2011, section 11(6) of the Commission on Administrative Justice Act, 2011, section 7(10) of the Salaries and Remuneration Commission Act, 2011 and section 11(6) of the National Gender & Equality Commission Act, 2012, His Excellency, the President, nominated the following persons for approval by Parliament for appointment to Constitutional Commissions and other State Offices –

S/NO	NOMINEE	ORGANIZATION/ BOARD/ AUTHORITY /COMMISSION	POSITION	IDENTIFICATION NUMBER
1.	Mr. Ahmed Issack Hassan, CBS	Independent Policing Oversight Authority (IPOA)	Chairperson	9565946
2.	Ms. Ann Wanjiku Mwangi	Independent Policing Oversight Authority (IPOA)	Member	25221823
3.	Dr. Micah Onyiego Nyakego	Independent Policing Oversight Authority (IPOA)	Member	7376658
4.	Mr. Boniface Kipkemoi Samati	Independent Policing Oversight Authority (IPOA)	Member	23464124

5.	Dr. Annette Mbogoh	Independent Policing Oversight Authority (IPOA)	Member	22334005
6.	Hon. John Muchiri Nyaga	Independent Policing Oversight Authority (IPOA)	Member	3758385
7.	Mr. Ken Williams Nyakomitha	Independent Policing Oversight Authority (IPOA)	Member	23326585
8.	Ms. Jackline Lukalo Mwenesi	Independent Policing Oversight Authority (IPOA)	Members	20927107
9.	Mr. Charles Orinda Dulo	Commission on Administrative Justice (CAJ)	Chairperson	9497993
10.	Hon. Charles Njagua Kanyi	Commission on Administrative Justice (CAJ)	Member	22851722
11.	Ms. Dorothy Jemator Kimengech	Commission on Administrative Justice (CAJ)	Member	22874157
12.	Mr. Sammy Chepkwony	Salaries and Remuneration Commission (SRC)	Chairperson	5276082
13.	Maj. Gen. (Rtd) Martin Kizito Ong'oyi, CBS	Salaries and Remuneration Commission (SRC)	Member	3513101
14.	Mr. Mohamed Aden Abdi	Salaries and Remuneration Commission (SRC)	Member	27512996
15.	Ms. Jane Gatakaa Njage	The Salaries and Remuneration Commission (SRC)	Member	9215747
16.	Mr. Leonid Ashindu	Salaries and Remuneration Commission (SRC)	Member	23630771
17.	Dr. Gilda Odera	Salaries and Remuneration Commission (SRC)	Member	9010199
18.	Dr. Geoffrey Apollo Omondi	Salaries and Remuneration Commission (SRC)	Member	2093123
19.	Hon. Rehema Dida Jaldesa	National Gender and Equality Commission (NGEC)	Chairperson	7872650

20.	Mr. Michael Mbitihuka Nzomo (PWD)	National Gender and Equality Commission (NGEC)	Member	20677860
-----	-----------------------------------	--	--------	----------

Following receipt of the nomination, the National Assembly's Departmental Committees on: Administration and Internal Security, Justice and Legal Affairs, Labour and that of Social Protection are mandated to conduct approval hearing to determine the suitability of the nominees for appointment to the aforementioned positions.

Pursuant to Section 7 (b) of the Public Appointments (Parliamentary Approval) Act, the Committees are required to consider and determine whether the nominees meet all the constitutional and statutory requirements relating to the office in question.

The purpose of this letter is to request you to provide a report on recognition and equation of qualifications of nominees academic certificates. The information should reach the Office of the Clerk of the National Assembly, on or before **Wednesday, 20th November, 2024**. A soft copy of the report may be emailed to cna@parliament.go.ke.

The Liaison officers for this communication are **Mr. Abenayo Wasike** who may be contacted on **Tel. No. 0721352053** or email address abenayo.makokha@parliament.go.ke, **Mr. John Mugoma**, **Tel No. 0724330358** or email address john.mugoma@parliament.go.ke, **Mr. Ahmed Salim**, **Tel No. 0710204056** or email address ahmed.salim@parliament.go.ke and **Mr. Finlay Muriuki**, **Tel No. 0722587458** or email address finlay.muriuki@parliament.go.ke

Yours



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

Annexure 6:
Letters of clearance from ORPP, KRA, HELB,
EACC and DCI.



KENYA REVENUE AUTHORITY

ISO 9001:2015 CERTIFIED

Office of the Commissioner General

DIRECTOR GENERAL
25 NOV 2024
Directorate of Departmental Committees

KRA/5/1002/5(11659)

20th November 2024

Mr. Samuel Njoroge
Clerk of the National Assembly
P. O. Box 42842-00100
Nairobi

(2) Mr. Abenayo Hwoire
Mr. Salim Ahmed
Mr. John Mugoma
Mr. Finlay Mutisiki

DDDC
25/11/24

Dear Clerk,

Pls bring to the attention of the respective Committees. DM 25/11/24

APPROVAL BY THE NATIONAL ASSEMBLY OF PERSONS NOMINATED FOR APPOINTMENT AS CHAIRPERSONS AND MEMBERS OF THE BOARD OF THE INDEPENDENT POLICING OVERSIGHT AUTHORITY, COMMISSION ON ADMINISTRATIVE JUSTICE, SALARIES AND REMUNERATION COMMISSION AND NATIONAL GENDER AND EQUALITY COMMISSION

Reference is made to your letter Ref: NA/DDC/CORR/2024/NOV(005) dated 15th November 2024 requesting for the tax compliance status for twenty (20) persons nominated for appointment as Chairpersons and Members of the Board of the Independent Policing Oversight Authority (IPOA), Commission on Administrative Justice (CAJ), Salaries and Remuneration Commission (SRC) and National Gender and Equality Commission (NGEC).

Please see below the tax compliance status of the shortlisted persons:

No.	Name	ID No.	PIN	Status
1.	Mr. Ahmed Issack Hassan, CBS	9565946	A002397477J	Compliant
2.	Ms. Ann Wanjiku Mwangi	25221823	A005469503W	Compliant
3.	Dr. Micah Onyiego Nyakego	7376658	A001574394E	Compliant
4.	Mr. Boniface Kipkemoi Samati	23464124	A002976954R	Compliant
5.	Dr. Annette Mbogoh	22334005	A003811581U	Compliant
6.	Hon. John Muchiri Nyaga	3758385	A001143339D	Compliant
7.	Mr. Kenwilliams Nyakomitah	23326585	A003226157S	Compliant
8.	Ms. Jackline Lukalo Mwenesi	20927107	A004155263Z	Compliant
9.	Mr. Charles Orinda Dulo	9497993	A001602724J	Compliant
10.	Hon. Charles Njagua Kanyi	22851722	A003592674D	Compliant
11.	Ms. Dorothy Jemator Kimengech	22874157	A005110969M	Compliant
12.	Mr. Sammy Chepkwony	5276082	A001363470Z	Compliant
13.	Maj. Gen. (Rtd) Martin Kizito Ong'oyi, CBS	3513101	A002016017Y	Compliant
14.	Mr. Mohamed Aden Abdi	27512996	A004539844I	Compliant
15.	Ms. Jane Gatakaa Njage	9215747	A001830777B	Compliant
16.	Mr. Leonid Ashindu	23630771	A004032359K	Compliant
17.	Dr. Gilda Odera	9010199	A001810462P	Compliant
18.	Dr. Geoffrey Apollo Omondi	2093123	A001284388Z	Compliant
19.	Hon. Rehema Dida Jaldesa	7872650	A001635365B	Compliant
20.	Mr. Michael Mbithuka Nzomo (PWD)	20677860	A002841902J	Compliant

This is submitted for your further deliberations.

Yours sincerely,

Humphrey Wattanga
COMMISSIONER GENERAL

NATIONAL ASSEMBLY
RECEIVED
22 NOV 2024
CLERK'S OFFICE
P O Box 41842, NAIROBI

Tulipe Ushuru, Tujitegemeel!



ETHICS AND ANTI-CORRUPTION COMMISSION

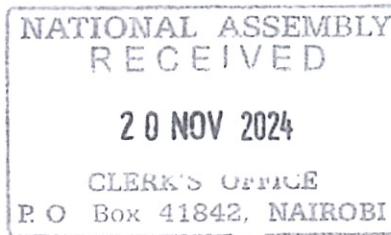
INTEGRITY CENTRE (Jakaya Kikwete/Valley Road Junction) P.O. Box 61130 – 00200, NAIROBI, Kenya
TEL.: 254 (020) 4997000, MOBILE: 0709 781000; 0730 997000
EMAIL: eacc@integrity.go.ke WEBSITE: www.eacc.go.ke

When replying please quote:

Our Ref: EACC.7/10/5 VOL XXIX (114)

20th November 2024

Mr. Samuel Njoroge, CBS
Clerk of the National Assembly
Office of the Clerk
Main Parliament Buildings
Harambee Avenue
P O Box 41842- 00100
NAIROBI



Dear 

RE: APPROVAL BY THE NATIONAL ASSEMBLY OF PERSONS NOMINATED FOR APPOINTMENT AS CHAIRPERSONS AND MEMBERS OF THE BOARD OF THE INDEPENDENT POLICING OVERSIGHT AUTHORITY (IPOA), COMMISSION OF ADMINISTRATIVE JUSTICE (CAJ), SALARIES AND REMUNERATION COMMISSION (SRC) AND NATIONAL GENDER EQUALITY COMMISSION (NGEC)

Your letter reference NA/DDC/CORR/2024/NOV(003) dated 15th November 2024 on the above subject matter refers.

Please note that the Commission has not undertaken any investigations pursuant to its mandate against the under listed nor has it recommended prosecution of any of them.

S/No	Name	ID Number	Position
INDEPENDENT POLICING OVERSIGHT AUTHORITY (IPOA)			
1.	Mr. Ahmed Issack Hassan, CBS	9565946	Chairperson
2.	Ms. Ann Wanjiku Mwangi	25221823	Member
3.	Dr. Micah Onyiego Nyakego	7376658	Member
4.	Mr. Boniface Kipkemoi Samati	23464124	Member
5.	Dr. Annette Mbogoh	22334005	Member
6.	Hon. John Muchiri Nyaga	3758385	Member
7.	Mr. Kenwilliams Nyakomitah	23326585	Member
8.	Ms. Jackline Lukalo Mwenesi	20927107	Member

S/No	Name	ID Number	Position
COMMISSION ON ADMINISTRATION JUSTICE			
9.	Mr. Charles Orinda Dulo	9497993	Chairperson
10.	Hon. Charles Njagua Kanyi	22851722	Member
11.	Ms. Dorothy Jemator Kimengech	22874157	Member
SALARIES AND REMUNERATION COMMISSION			
12.	Mr. Sammy Chepkwony	5276082	Chairperson
13.	Maj. Gen (Rtd) Martin Kizito Ongóyi	3513101	Member
14.	Mr. Mohamed Aden Abdi	27512996	Member
15.	Ms. Jane Gatakaa Njage	9215747	Member
16.	Mr. Leonard Ashindu	23630771	Member
17.	Dr. Gilda Odera	9010199	Member
18.	Dr. Geoffrey Apollo Omondi	2093123	Member
NATIONAL GENDER AND EQUALITY COMMISSION			
19.	Hon. Rehema Dida Jaldesa	7872650	Chairperson
20.	Mr. Michael Mbithuka Nzomo (PWD)	20677860	Member

The Commission wishes to draw your attention to the Public Service Commission Circular referenced PSC/ADM/13 (42) on authentication of academic and professional certificates in the public service. You are therefore advised to ensure compliance and validate all academic and professional certificates of newly appointed officers.

The information provided herein is based on records available as of **20th November 2024**.

Yours

Sincerely,



Jackson K. Mue, OGW

Director Field Services & Coordination

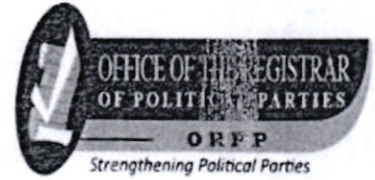
FOR: SECRETARY/CHIEF EXECUTIVE OFFICER

EKC/rk



REPUBLIC OF KENYA

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



Office of the Registrar
of Political Parties
ORPP
Strengthening Political Parties
Lion Place, 1st & 4th Floor
Off Waiyaki Way
P.O. Box 1131-00606
Sarit Centre, Nairobi.

(2) D C
8
22/11/24

Mr. Abenayo Wabwire - HoO
Ms. John Mugoma
Mr. Ahmed Salim
Ms. Finlay Muriuki

Ref: RPP/ORG/34 VOL VIII (37)

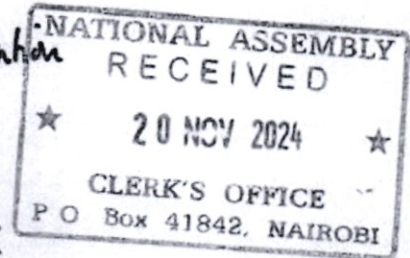
Date: 18th November, 2024

Clerk of the National Assembly,
Office of the Clerk,
P.O. box 41842-00100,
Main Parliament Buildings,
NAIROBI.

Attn. Jeremiah W. Ndombi, MBS,

Dear Sir,

Pls bring to the attention
of the respective
Committees.
DM 21/11/24



RE: APPROVAL BY THE NATIONAL ASSEMBLY OF PERSONS NOMINATED FOR APPOINTMENT AS CHAIRPERSONS AND MEMBERS OF THE BOARD OF THE INDEPENDENT POLICING OVERSIGHT AUTHORITY (IPOA), COMMISSION ON ADMINISTRATIVE JUSTICE (CAJ), SALARIES AND REMUNERATION COMMISSION (SRC) AND NATIONAL GENDER AND EQUALITY COMMISSION (NGEC)

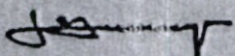
Reference is made to the letter Ref. No. *NA/ODC/CORR/2024/NOV* (006) dated 15th November, 2024 on the above subject matter.

Pursuant to Article 77 (2) of the Constitution and according to the records held by this Office as at 18th November, 2024 the list of candidates tabulated as follows are NOT officials of any registered political party in Kenya.

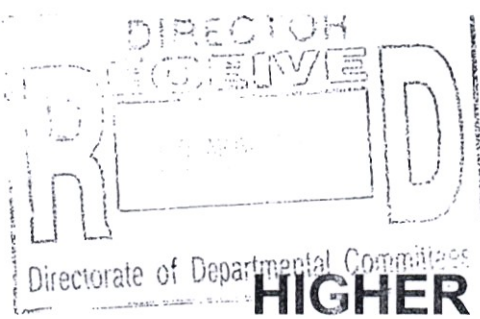
S/No.	Nominee	Organization/Board/ Authority/Commission	Position	ID Number	Official of Registered Political Party
1.	Mr. Ahmed Issack Hassan, CBS	Independent Policing Oversight Authority (IPOA)	Chairperson	9565946	Not an Official
2.	Ms. Ann Wanjiku Mwangi	Independent Policing Oversight Authority (IPOA)	Member	25221823	Not an Official
3.	Dr. Micah Onyiego Nyakego	Independent Policing Oversight Authority (IPOA)	Member	7376658	Not an Official
4.	Mr. Boniface Kipkemoi Samati	Independent Policing Oversight Authority (IPOA)	Member	23464124	Not an Official
5.	Dr. Annette Mbogoh	Independent Policing Oversight Authority (IPOA)	Member	22334005	Not an Official

6.	Hon. John Muchiri Nyaga	Independent Policing Oversight Authority (IPOA)	Member	3758385	Not an Official
7.	Mr. Kenwilliams Nyakomitah	Independent Policing Oversight Authority (IPOA)	Member	23326585	Not an Official
8.	Ms. Jackline Lukalo Mwenesi	Independent Policing Oversight Authority (IPOA)	Member	20927107	Not an Official
9.	Mr. Charles Orinda Dulo	Commission on Administrative Justice (CAJ)	Chairperson	9497993	Not an Official
10.	Hon. Charles Njagua Kanyi	Commission on Administrative Justice (CAJ)	Member	22851722	Not an Official
11.	Ms. Dorothy Jemator Kimengech	Commission on Administrative Justice (CAJ)	Member	22874157	Not an Official
12.	Mr. Sammy Chepkwony	Salaries and Remuneration Commission (SRC)	Chairperson	5276082	Not an Official
13.	Maj. Gen. (Rtd) Martin Kizito Ong'oyi	Salaries and Remuneration Commission (SRC)	Member	3513101	Not an Official
14.	Mr. Mohamed Aden Abdi	Salaries and Remuneration Commission (SRC)	Member	27512996	Not an Official
15.	Ms. Jane Gatakaa Njage	Salaries and Remuneration Commission (SRC)	Member	9215747	Not an Official
16.	Mr. Leonid Ashindu	Salaries and Remuneration Commission (SRC)	Member	23630771	Not an Official
17.	Dr. Gilda Odera	Salaries and Remuneration Commission (SRC)	Member	9010199	Not an Official
18.	Dr. Geoffrey apollo Omondi	Salaries and Remuneration Commission (SRC)	Member	2093123	Not an Official
19.	Hon. Rehema Dida Jaldesa	National Gender and Equality Commission (NGEC)	Chairperson	7872650	Not an Official
20.	Mr. Michael Mbituka Nzomo (PWD)	National Gender and Equality Commission (NGEC)	Member	20677860	Not an Official

Yours faithfully,



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



DDC
8
19/11/24

HIGHER EDUCATION LOANS BOARD

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

1. Adan Gindicha
2. Abenayo Wasike

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

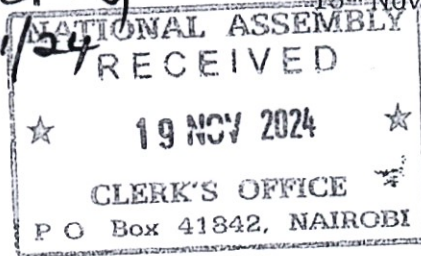
To facilitate consideration

HELB/RR/112009/V/339

no. 11/29
20/11/24

18th November 2024

Mr. JEREMIAH W. NDOMBI, MBS
For: Clerk of the National Assembly
Parliament Buildings
P.O Box 41842-00100
NAIROBI.



Dear Mr. Jeremiah,

CLEARANCE FOR NOMINATED CANDIDATES FOR THE POSITION OF CHAIRPERSONS AND MEMBERS, INDEPENDENT POLICING OVERSIGHT AUTHORITY (IPOA), COMMISSION OF ADMINISTRATIVE JUSTICE (CAJ), SALARIES AND REMUNERATION COMMISSION (SRC) AND NATIONAL GENDER AND EQUALITY COMMISSION (NGEC)

We acknowledge the receipt of your letter dated 15th November 2024, with reference number NA/DDC/CORR/2024/NOV (002), regarding the background check on the status of HELB loan repayment for candidates applying for the position of **Chairpersons and Members, Independent Policing Oversight Authority (IPOA), Commission of Administrative Justice (CAJ), Salaries and Remuneration Commission (SRC) and National Gender and Equality Commission (NGEC)**

HELB is committed to assisting in the comprehensive evaluation of candidates, including their financial responsibilities and obligations. We have utilized the necessary procedures to conduct the background checks on the candidates listed in the attached schedule.

Our team has diligently reviewed the HELB loan repayment status of each candidate, ensuring accuracy and compliance with the provided information. We understand the importance of this inquiry in the overall assessment process.

Please find below their status.

S/No.	NAME OF NOMINEE	ID/No.	STATUS	YEAR OF CLEARANCE
1	Ahmed Issack Hassan, CBS	9565946	Cert No.8226	2007
2	Ms. Ann Wanjiku Mwangi	25221823	Cert No.69779	2014
3	Dr. Micah Onyiego Nyakego	7376658	Not a loanee	N/A



ISO 9001:2015 Certified.



S/No.	NAME OF NOMINEE	ID/No.	STATUS	YEAR OF CLEARANCE
4	Mr. Boniface Kipkemoi Samati	23464124	Cert No.84454	2015
5	Dr. Annette Mbogoh	22334005	Not a loanee	N/A
6	Hon. John Muchiri Nyaga	3758385	Not a loanee	N/A
7	Mr. Kenwilliams Nyakomitah	23326585	Not a loanee	N/A
8	Ms. Jackline Lukalo Mwenesi	20927107	Not a loanee	N/A
9	Mr. Charles Orinda Dulo	9497993	Not a loanee	N/A
10	Hon. Charles Njagua Kanyi	22851722	Not a loanee	N/A
11	Ms. Dorothy Jemator Kimengech	22874157	Cert No.75639	2014
12	Mr. Sammy Chepkwony	5276082	Cert No.11757	2017
13	Maj. Gen. (Rtd) Martin Kizito Ong'oyi, CBS	3513101	Not a loanee	N/A
14	Mr. Mohamed Aden Abdi	27512996	Not a loanee	N/A
15	Ms. Jane Gatakaa Njage	9215747	Cert No.92449	2016
16	Mr. Leonid Ashindu	23630771	Not a loanee	N/A
17	Dr. Gilda Odera	9010199	Cert No.30975	2011
18	Dr. Geoffrey Apollo Omondi	2093123	Cert No.25220	2011
19	Hon. Rehema Dida Jaldesa	7872650	Not a loanee	N/A
20	Mr. Michael Mbithuka Nzomo (PWD)	20677860	Cert No.51222	2013

We appreciate the collaborative effort with the National Assembly and remain committed to maintaining the highest standards of professionalism and confidentiality throughout the background check process.

Thank you for entrusting us with this responsibility, and we look forward to contributing to the successful appointment in the positions.

Yours *Sincerely,*



**CPA MARY WACHIRA - MUCHEE (MRS.)
ACTING CHIEF EXECUTIVE OFFICER**

NATIONAL POLICE SERVICE

Telegrams: "CRIMINAL", Nairobi
Email: director.dci@cid.go.ke
Telephone: 0202603724, 020343312



Directorate of Criminal Investigations,
Mazingira House Kiambu Road
P.O. Box 30036-00100,
NAIROBI

DDC
8
22/11/24

DIRECTORATE OF CRIMINAL INVESTIGATIONS

DCI/CRO/SEC/6/7/2/A/VOL.XV/86

20th November 2024

Mr. Jeremiah W. Ndombi, MBS
Clerk of the National Assembly,
Main Parliament Buildings,
P. O. Box 41842-00100,
NAIROBI.

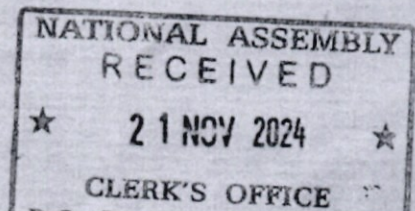
Dear Sir,

APPROVAL BY THE NATIONAL ASSEMBLY OF PERSONS NOMINATED FOR APPOINTMENT AS CHAIRPERSONS AND MEMBERS OF THE BOARD OF THE INDEPENDENT POLICING OVERSIGHT AUTHORITY (IPOA), COMMISSION ON ADMINISTRATIVE JUSTICE (CAJ), SALARIES AND REMUNERATION COMMISSION (SRC) AND NATIONAL GENDER AND EQUALITY COMMISSION (NGEC)

Reference is made to your letter NA/DDC/CORR/2024/NOV/(001) dated 15th November 2024 on the above matter.

Fingerprint analysis of the below seven (7) applicants was conducted in our criminal database and found that they have no previous criminal records.

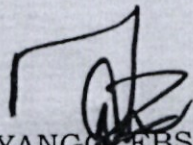
S/NO.	NOMINEE	ID NO
1.	Mr. Ahmed Isaack Hassan, CBS	9565946
2.	Mr. Boniface Kipkemoi Samati	23464124
3.	Dr. Annette Mbogoh	22334005
4.	Ms. Dorothy Jemator Kimengech	22874157
5.	Maj. Gen. (Rtd) Martin Kizito Ong'oyi, CBS	3513101
6.	Mr. Mohamed Aden Abdi	27512996
7.	Mr. Michael Mbithuka Nzomo (PWD)	20677860



However, we request for fingerprints of the below named persons for analysis.

S/NO.	NOMINEE	ID NO
1.	Ms. Ann Wanjiku Mwangi	25221823
2.	Dr. Micah Onyiego Nyakego	7376658
3.	Hon. John Muchiri Nyaga	3758385
4.	Mr. Kenwilliams Nyakomita	23326585
5.	Ms. Jackline Lukalo Mwenesi	20927107
6.	Mr. Charles Orinda Dulo	9497993
7.	Hon. Charles Njagua Kanyi	22851722
8.	Mr. Sammy Chepkwony	527682
9.	Ms. Jane Gatakaa Njage	9215747
10.	Mr. Leonid Ashindu	2360771
11.	Dr. Gilda Odera	9010199
12.	Dr. Geoffrey Apollo Omondi	2093123
13.	Hon. Rehema Dida Jaldesa	7872650

Regards.



JOHN ONYANG'O, EBS, OGW

FOR: DIRECTOR OF CRIMINAL INVESTIGATIONS

Annexure 7:
**Nominees' Clearance Certificates from EACC,
KRA, DCI, ORPP and HELB**

CLEARANCES

- ETHICS AND ANTICORRUPTION COMMISSION
 - HIGHER EDUCATION LOANS BOARD
 - KENYA REVENUE AUTHORITY
 - CREDIT REFERENCE BUREAU
 - COMMISSION FOR UNIVERSITY EDUCATION
 - DIRECTORATE OF CRIMINAL INVESTIGATION
-

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

SELF-DECLARATION FORM / FOMU YA KUJITANGAZA

1. GENERAL INFORMATION / TAARIFA YA JUMLA				
Title / Cheo	Surname / Jina la ukoo	First Name / Jina la Kwanza	Middle Name / Jina la Katikati	Other Names / Majina Mengine
Mr/Mrs/Prof/ Miss/Ms/Dr Bw/Bi/Prof/ Binti/Bibi/Dkt	CHEPKWANG	SAMMY		
ID CARD No. Na. ya Kitambulisho	PASSPORT NO. NA. ya PASIPOTI	EXPIRY DATE OF PASSPORT TAREHE YA MUDA WA PASIPOTI KUISHA	PIN NO. NA. ya PIN	
5276082			A0013634707	
SEX (Tick) JINSIA (Weka Alama)	Occupation: HUMAN RESOURCE CONSULTANT			
Male Kiume <input checked="" type="checkbox"/>	Kazi:			
Female Kike <input type="checkbox"/>	E-Mail Address: kcpkwan@2009fid.com Anwani ya Barua pepe:			
	Postal Address: PO Box 2445 Anwani ya Posta: SL Posta: NAIROBI			
	Code: 00100 Msimbo:			
	Other Addresses: Anwani Nyingine:			
Telephone No. Na. ya Simu	Mobile No. Na. ya Rununu	Other Numbers Nambari Nyingine		
0722741960	0722741960	0780504770		
RESIDENCE MAKAZI	ESTATE/TOWN/LOCATION MTAA/MJI/LOKESHENI		FATA VILLAS	
	DISTRICT WILAYA		LAKILATA - KALLEN	
	COUNTY KAUNTI		NAIROBI	
	TOWN/CITY MJI/JUU		NAIROBI	
	COUNTRY NCHI		KENYA	
2. BIRTH INFORMATION / TAARIFA YA KUZALIWA				
DATE OF BIRTH /TAREHE YA KUZALIWA				



B. no.

BIRTH CERTIFICATE NO. / NA. YA CHETI CHA KUZALIWA	782373
PLACE OF BIRTH / MAHALI PA KUZALIWA	NANDI - ALDAM
DISTRICT OF BIRTH / WILAYA YA KUZALIWA	NANDI
COUNTY OF BIRTH / KAUNTI YA KUZALIWA	NANDI
COUNTRY OF BIRTH / NCHI YA KUZALIWA	KENYA

3. NATIONALITY / UTAIFA

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

4. MARITAL STATUS / HALI YA NDOA

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

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

Hellen Chep Chumba Chepkwony

NATIONALITY OF SPOUSE
 UTAIFA WA MKE/MUME

KENYAN

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

MA

5. EDUCATIONAL QUALIFICATIONS / KUFUZU KWA KIELIMU

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

OTHERS CERTIFICATION IN CORPORATE GOVERNANCE,
 VINGINE HUMAN RESOURCES, LABOR LAWS, BUSINESS



HIGHEST ACADEMIC QUALIFICATION OBTAINED KUFUZU KWA JUU ZAIDI KWA KIAKADEMIA ULIKOPATA		
Qualification / Kufuzu	Institution / Taasisi	Year / Mwaka
MASTER OF BUSINESS ADMINISTRATION	UNIVERSITY OF NAIROBI	1993
6. LANGUAGE SPOKEN / LUGHA UNAZOZUNGUMZA		
First Language Lugha ya Kwanza	Second Language Lugha ya Pili	Others Nyingine
NAIJI	KISWAHILI	ENGLISH
7. MEMBERSHIP OF PROFESSIONAL ORGANISATION(S) (If any) UANACHAMA WA SHIRIKA(MA) YA KITAALAMU (Kama yapo)		
Name of Organization Jina la Shirika	Date of Admission Tarehe ya Kuandikishwa	Membership No. Na. ya Uanachama
INSTITUTE OF HUMAN RESOURCES		958
INSTITUTE OF DIRECTORS	2005	0212
8. REASON(S) FOR DECLARATION / SABABU ZA KUJITANGAZA		
Purpose for which declaration is required / Kusudio la kuhitajika kwa kujitangaza huku		
Election Upigaji kura <input type="checkbox"/>	Employment Kuajiriwa <input checked="" type="checkbox"/>	
Others (Specify) _____ Nyingine (Bainisha)		
State office for which the declaration is being submitted Ofisi ya serikali ambayo kujitangaza huku kunawasilishwa		MINISTRY OF PUBLIC WORKS SELECTION PANEL FOR GENERAL POWER SUPPLIES REPAIRS AND MAINTENANCE
9. MORAL AND ETHICAL QUESTIONS / MASWALI YA NIDHAMU NA KIMAADILI		
Answers to the following questions are mandatory. If YES to any question you must provide additional information on a supplementary sheet. Majibu kwa maswali yafuatayo ni lazima. Kama NDIYO katika swali lolote lazima utoe taarifa ya ziada kwenye karatasi nyingine.		
	YES	NO
a) Have you ever engaged in any form of dishonesty in the conduct of public affairs a) Umewahi kujihusisha na hali yoyote ya kutokuwa mwaminifu katika kazi zako na shughuli za umma		✓
b) Have you ever abused a public office? b) Umewahi kutumia vibaya ofisi ya umma?		✓
c) Have you ever misrepresented information to the public? c) Umewahi kuwakilisha kwa njia isiyofaataarifa kwa umma?		✓
d) Have you ever engaged in wrongful conduct whilst in the furtherance of personal benefit?		✓



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



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

10. EMPLOYMENT INFORMATION / TAARIFA YA KUAJIRIWA (DETAILS IN CV ATTACHED)

NAME OF EMPLOYER JINA LA MWAJIRI	POSITION/RANK CHEO/WADHIFA	DATE OF FIRST APPOINTMENT TAREHE YA KUAJIRIWA KWA KWANZA	DATE OF PRESENT APPOINTMENT TAREHE YA KUAJIRIWA KWA SASA
INDEPENDENT JUDICIAL TRIBUNAL	MEMBER	MAY 2022	TO DATE
ALIA KHAN UNIVERSITY	REGIONAL HR DIRECTOR	SEPT 2018	
KENYA AIRWAYS	GROUP HR DIRECTOR	JUNE 2017	
TATA CHEMICALS MALINDI	DIRECTOR OF HUMAN RESOURCES	JULY 2003	
MACEWARA BUNDOGE GOPOZI WORKSTATION MEMBER, KITUO CHA KAZI INSURANCE APPEALS TRIBUNAL, IRA OFFICES, ZEP RE PLAZA NAIROBI	HR CONSULTANT	MAY 1994	
NATURE OF EMPLOYMENT (Constitutional/Elective/Permanent/Contractual/Other) AINA YA KUAJIRIWA (Kikatiba/Kuteuliwa/Kudumu/Kikandarasi/Nyingine) CONTRACT			



OATH AND AFFIRMATION / KIAPO NA UTHIBITISHWAJI

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

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

Dated at / Mnamo tarehe Nairobi, this / kwenye..... 19TH


day of / siku hii ya September, 2024

SIGNATURE OF DECLARANT: 
SAINI YA ANAYEJITANGAZA:

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

This / Mnamo 19TH day of / siku hii ya SEPTEMBER, 20 24

at / katika mahali hapa..... Nairobi


COMMISSIONER FOR OATH/MAGISTRATE
KAMISHNA WA KIAPO/HAKIMU



HELB-11757

HIGHER EDUCATION LOANS BOARD



Certificate of Clearance

STUDENTS' LOANS

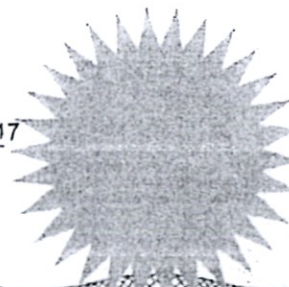
This is to confirm that SAMMY CHEPKWONY

ID No. 5276082 Registration No. D33/1180/87

attended UNIVERSITY OF NAIROBI

has fully repaid his/her UNDERGRADUATE STUDIES Principal Loan and interest thereon.

Signature CEO & BOARD SECRETARY Date November 23, 2017



Signature HEAD OF OPERATIONS Date November 23, 2017

This certificate is issued without erasures, alterations or cancellation



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

Taxpayer PIN: A001363470Z

Certificate Date: 28/02/2024

Name and Address :

SAMMY CHEPKWONY

NAIROBI BUSINESS PARK, NAIROBI CITY (SOUTH), Langata District.

PO Box:2445,

Postal Code:00100

Certificate Number:

KRASON1383934124



**This is to confirm that SAMMY CHEPKWONY,
Personal Identification Number A001363470Z
has filed relevant tax returns and
paid taxes due as provided by Law.**

**This Certificate will be valid for
twelve (12) months up to 27/02/2025.**

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. This certificate confirms your compliance status for a period of five years preceding the date of issue. The certificate may however be with withdrawn on grounds of outstanding debt affecting periods prior to this.

2024-03-25

2764156786

CREDIT

This is to certify that,

Sammy Chepkwony

Of ID Number:

<input type="checkbox"/>	Has an Address Listing and has paid
--------------------------	-------------------------------------

<input type="checkbox"/>	Has an Address Listing and is paying
--------------------------	--------------------------------------

<input type="checkbox"/>	Has an Address Listing and is not paying
--------------------------	--

This certificate is valid at the date of issue, changes may occur after issue date



Chief Executive Officer



Chief Technology Officer



KENYA REVENUE AUTHORITY

PIN Certificate

For General Tax Questions
Contact KRA Call Centre
Tel: +254 (0)20 4959 999
Call: +254(0711)399 999
Email: callcentre@kra.go.ke

Certificate Date: 23/04/2016

Personal Identification Number
A002016317Y

This is to certify that taxpayer shown herein has been registered with Kenya Revenue Authority

Taxpayer Information

NAME	MARTIN HAZITO ORYWASSI ONGOYI
EMAIL	ONGOYI@YAHOO.COM

Registered Address

Address	Building: 1000 HOUSE
Street	LENANA ROAD
City/Town	City of Nairobi
District	City of Nairobi District
Station	Station West of Nairobi
Postal Code	00100

Tax Obligation(s) Registered

Tax Obligation(s)	Effective From Date	Effective Till	Status
Income Tax - Resident Individual	03/04/2016	N.A.	Active

This PIN must appear on all your tax returns and correspondence with Kenya Revenue Authority. Your PIN is valid until 31st December as per the provisions stated in the Income Tax Act unless a change has been notified by the Commissioner-Domestic Taxes. The status of Tax Obligation(s) with Kenya Revenue Authority will automatically change to 'Active' on date mentioned in "Effective Till Date" or any other date during the period. This certificate is valid for the period mentioned above.



NATIONAL POLICE SERVICE



DIRECTORATE OF CRIMINAL INVESTIGATIONS

DIRECTORATE OF CRIMINAL INVESTIGATIONS HEADQUARTERS
P.O.Box 30036-00100 GPO
NAIROBI, KENYA

Ref. No. **PCC-R6SLPVQLY**

Date. **18 November 2024**

POLICE CLEARANCE CERTIFICATE

I hereby certify that the fingerprints recorded from

MARTIN KIZITO ONYANGO ONGOYI

*holder of ID No. **3513101** have been searched in Criminal Records Office's database with/without previous record. The validity of the information on this certificate is as of the date of issue.*

REMARKS IN CASE OF PREVIOUS RECORD

OFFENCE(S): NIL

RESULTS OF TRIAL: NIL

DATE: NIL

This Certificate has been issued without any alteration or any erasure

(W.N KIRAI)

For: Director, Directorate of Criminal Investigations
(P.T.O)

NOTE: This is a computer generated certificate, to verify the authenticity of this document, use the link <https://dci.ecitizen.go.ke/verify>, send DCI to 21546 Then Dial *512# and select "Police Clearance"

REMARKS

² OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....

³ OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....

⁴ OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....

⁵ OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....

OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....

⁷ OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....



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



Office of the Registrar
of Political Parties
ORPP
Strengthening Political Parties
Lion Place, 1st & 4th Floor
Off Waiyaki Way
P.O. Box 1131-00606
Sarit Centre, Nairobi.

Ref: RPP/FRP/3/2 Vol. XII (21)

Date: 15th November, 2024

Martin Kizito Onyango Ong'oyi
P.O. Box 21546 - 00505
NAIROBI.

Email: ongoyi@yahoo.com

Dear Sir,

RE: CLEARANCE LETTER
MARTIN KIZITO ONYANGO ONG'OYI - ID NO. 3513101

Reference is made to the above subject matter.

This Office acknowledges receipt of your letter received on 15th November 2024, whose content has been duly noted.

According to the records held by this Office as at 15th November, 2024 **Martin Kizito Onyango Ong'oyi** of ID No. **3513101** is **NOT** an official of any registered political party in Kenya.

Yours faithfully,

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

LEADERSHIP AND INTEGRITY ACT, 2012 /KIFUNGU CHA SHERIA CHA UONGOZI NA UADILIFU, 2012
FIRST SCHEDULE (S.13) / TARATIBU YA KWANZA (S.13)

SELF-DECLARATION FORM / FOMU YA KUJITANGAZA

1. GENERAL INFORMATION / TAARIFA YA JUMLA

Title / Cheo	Surname / Jina la ukoo	First Name / Jina la Kwanza	Middle Name / Jina la Katikati	Other Names / Majina Mengine
Mr/Mrs/Prof/ Miss/Ms/Dr Bw/Bi/Prof/ Binti/Bibi/Dkt	ONG'OI	MARTIN	KIZITO	ONYANGO
ID CARD No. Na. ya Kitambulisho	PASSPORT NO. NA. ya PASIPOTI	EXPIRY DATE OF PASSPORT TAREHE YA MUDA WA PASIPOTI KUISHA		PIN NO. NA. ya PIN
	3513101			A002016017Y
SEX (Tick) JINSIA (Weka Alama)	Occupation: Kazi: RETIRED			
Male Kiume <input checked="" type="checkbox"/>	E-Mail Address: ongoyi@yahoo.com Anwani ya Barua pepe:			
Female Kike <input type="checkbox"/>	Postal Address: PO Box 21546 Nairobi Code: 00505 Anwani ya Posta: SL Posta: Msimba:			
Telephone No. Na. ya Simu	Mobile No. Na. ya Ronunu		Other Numbers Nambari Nyingine	
	0722 235 246		0722 235 246	
RESIDENCE MAKAZI	ESTATE/TOWN/LOCATION MTAA/Mtaa/LOKESHENI			NYALI
	DISTRICT WILAYA			KISUMU
	COUNTY KAUNTI			HOMBAKA
	TOWN/CITY MJI/Jiji			HOMBASA
	COUNTRY NCHI			KENYA
2. BIRTH INFORMATION / TAARIFA YA KUZALIWA				
DATE OF BIRTH /TAREHE YA KUZALIWA				11/1/1964



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

3. NATIONALITY / UTAIFA

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

4. MARITAL STATUS / HALI YA NDOA

SINGLE <input type="checkbox"/>	MARRIED <input checked="" type="checkbox"/>	SEPARATED <input type="checkbox"/>
NINISIA / NIMEOA / SIJAOLEWA	NIMEOA / NIMEOLEWA	NIMETENGANA
DIVORCED <input type="checkbox"/>	WIDOWED <input type="checkbox"/>	
NINETAJANA	NIMEFIWA	

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

EDROBATY M NJDHI

NATIONALITY OF SPOUSE
 UTAIFA WA MKE/MUME
 KENYAN

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

5. EDUCATIONAL QUALIFICATIONS / KUFUZU KWA KIELIMU

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



HIGHEST ACADEMIC QUALIFICATION OBTAINED
KUFUZU KWA JUU ZAIDI KWA KIAKADIBIA ULIKOPATA

Qualification / Kufuzu	Institution / Taasisi	Year / Mwaka
MASTERS OF ARTS	VON	2016-2019

6. LANGUAGE SPOKEN / LUGHA INWAZOZUNGUMZA

First Language Lugha ya Kwanza	Second Language Lugha ya Pili	Others Nyingine
ENGLISH	KISWAHILI	LUO

7. MEMBERSHIP OF PROFESSIONAL ORGANISATION(S) (If any)
UANACHAMA WA SHIRIKISHA YA KITAALAMU (Kama yapo)

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

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

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

Election Employment
Upigaji kura Kuajiriwa

Others (Specify)

Nyingine (Bainisha)

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

ICBF HQ

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

Answers to the following questions are mandatory. If YES to any question you must provide additional information on a supplementary sheet.

Majibu kwa maswali yafuatayo ni lazima. Kama NDIYO katika swali lolote lazima utoe taarifa ya ziada kwenye karatasi nyingine.

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



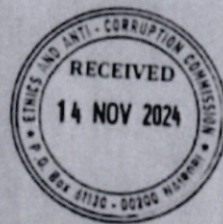
d) Umewahi kujihusisha katika tabia mbaya huku ukitaka kujinufaisha kibinafsi?		
e) Have you ever misused public resources?		✓
e) Umewahi kutumia vibaya rasilimali za umma?		
f) Have you ever discriminated against anyone of any grounds other than as provided for under the Constitution or any other law?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



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

10. EMPLOYMENT INFORMATION / TAARIFA YA KUAJIRIWA

NAME OF EMPLOYER JINA LA MWAJIRI	POSITION/RANK CHEO/WADHIFA	DATE OF FIRST APPOINTMENT TAREHE YA KUAJIRIWA KWA KWANZA	DATE OF PRESENT APPOINTMENT TAREHE YA KUAJIRIWA KWA SASA
KDF	MJA		
WORKSTATION KITUO CHA KAZI	NATURE OF EMPLOYMENT (Constitutional/Elective/Permanent/Contractual/Other) AINA YA KUAJIRIWA (Kikatiba/Kuteuliwa/Kudumu/Kikandarasi/Nyingine)		



OATH AND AFFIRMATION / KIAPO NA UTHIBITISHWAJI

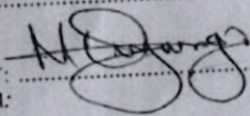
I solemnly swear (or affirm) and certify, under penalty of false declaration under the Oaths and Statutory Declarations Act (Cap 15 of the Laws of Kenya), that all the foregoing statements in this declaration are true and correct to the best of my knowledge.

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

Dated at / Mnamo tarehe, this / kwenye.....

day of / siku hii ya

SIGNATURE OF DECLARANT:
SAINI YA ANAYEJITANGAZA:



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

This / Mnamo 14TH day of / siku hii ya NOVEMBER, 20 24

at / katika mahali hapa..... NAIROBI.....

A. K. TUITOEK
ADVOCATE GENERAL
COMMISSIONER FOR OATHS AND STATUTORY DECLARATIONS
KAMISHANA WA KIAPO NA UTHIBITISHWAJI



www.kra.go.ke

Taxpayer PIN : A004539844I

Certificate Date: 15/11/2024

Name and Address :

Mohamed Aden Abdi

Waitherero, Nairobi, Kamukunji District Nairobi,
PO Box:15913,
Postal Code:00100

Certificate Number:

KRANON1443308324



**This is to confirm that Mohamed Aden Abdi,
Personal Identification Number A004539844I
has filed relevant tax returns and
paid taxes due as provided by Law.**

**This Certificate will be valid for
twelve (12) months up to 14/11/2025.**

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. This certificate confirms your compliance status for a period of five years preceding the date of issue. The certificate may however be with withdrawn on grounds of outstanding debt affecting periods prior to this.

HIGHER EDUCATION LOANS BOARD



Compliance Certificate

This is to confirm that;
MOHAMED ADEN ABDI

Holder of National IDNO. **27512996** is not a beneficiary of the University Loans scheme

Chief Executive Officer

Chief Operations Officer

Caveat

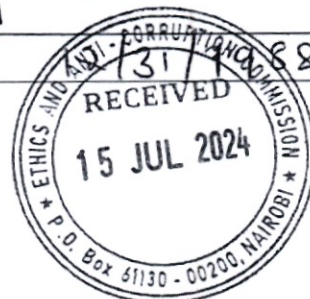
- This certificate is issued on the basis of information available to the Board as at the date shown above. The Board reserves the right to withdraw the certificate if new evidence materially alters the compliance status of the recipient.
- This is a system generated certificate. To confirm genuineness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

Date of Issue: 14-06-2024

Valid until: 14-06-2025

FIRST SCHEDULE (S.13) / TARATIBU YA KWANZA (S.13)**SELF-DECLARATION FORM / FOMU YA KUJITANGAZA**

1. GENERAL INFORMATION / TAARIFA YA JUMLA				
Title / Cheo	Surname / Jina la ukoo	First Name / Jina la Kwanza	Middle Name / Jina la Katikati	Other Names / Majina Mengine
Mr/Mrs/Prof/ Miss/Ms/Dr Bw/Bi/Prof/ Binti/Bibi/Dkt	Mohamed	Aden	Abdi	
ID CARD No. Na. ya Kitambulisho	PASSPORT NO. NA. ya PASIPOTI	EXPIRY DATE OF PASSPORT TAREHE YA MUDA WA PASIPOTI KUISHA		PIN NO. NA. ya PIN
27512996	-	-		A004539844I
SEX (Tick) JINSIA (Weka Alama)	Occupation: <i>Human Resource Management Professional</i> Kazi:			
Male Kiume <input checked="" type="checkbox"/>	E-Mail Address: <i>mahadenabdi@gmail.com</i> Anwani ya Barua pepe:			
Female Kike <input type="checkbox"/>	Postal Address: PO Box <i>15913</i> Anwani ya Posta: SL Posta:		Code: <i>00100</i> Msimbo:	
	Other Addresses: <i>N/A</i> Anwani Nyingine:			
Telephone No. Na. ya Simu	Mobile No. Na. ya Rununu	Other Numbers Nambari Nyingine		
<i>0711916288</i>	<i>0711916288</i>	<i>N/A</i>		
RESIDENCE MAKAZI	ESTATE/TOWN/LOCATION MTAA/MJI/LOKESHENI			
	DISTRICT WILAYA	<i>Garissa</i>		
	COUNTY KAUNTI	<i>Garissa</i>		
	TOWN/CITY MJI/JUJI	<i>Garissa</i>		
	COUNTRY NCHI	<i>Kenya</i>		
2. BIRTH INFORMATION / TAARIFA YA KUZALIWA				
DATE OF BIRTH /TAREHE YA KUZALIWA				



BIRTH CERTIFICATE NO. / NA. YA CHETI CHA KUZALIWA	L 008 00670 / 10		
PLACE OF BIRTH / MAHALI PA KUZALIWA	Garissa		
DISTRICT OF BIRTH / WILAYA YA KUZALIWA	Garissa		
COUNTY OF BIRTH / KAUNTI YA KUZALIWA	Garissa		
COUNTRY OF BIRTH / NCHI YA KUZALIWA	Kenya		
3. NATIONALITY / UTAIFA			
Kenyan Mkenya	<input checked="" type="checkbox"/>	Dual Kotekote	<input type="checkbox"/>
		(Provide details _____ (Toa maelezo _____))	
N/A N/A			
4. MARITAL STATUS / HALI YA NDOA			
SINGLE NINGALI SIJAOA/SJAOLEWA	<input type="checkbox"/>	MARRIED NIMEOA/NIMEOLEWA	<input checked="" type="checkbox"/>
		SEPARATED NIMETENGANA	<input type="checkbox"/>
DIVORCED NIMETALAKIANA	<input type="checkbox"/>	WIDOWED NIMEFIWA	<input type="checkbox"/>
IF MARRIED GIVE NAMES OF THE SPOUSE(S) (Surname, First Name, middle name, others) KAMA UMEOA TOA MAJINA YA MUME/MKE(Wa) WAKO (Jina la ukoo, Jina la Kwanza, jina la kati, mengine)			
Lula Abdi Noor			
NATIONALITY OF SPOUSE UTAIFA WA MKE/MUME	Kenyan		
NAME OF CHILDREN UNDER THE AGE OF 18 YEARS JINA LA WATOTO WALIO CHINI YA UMRI WA MIAKA 18			
1. Salman Mohamed Aden			
2. Saïm Mohamed Aden			
3. Sara Mohamed Aden			
5. EDUCATIONAL QUALIFICATIONS / KUFUZU KWA KIELIMU			
PRIMARY CERTIFICATE CHETI CHA MSINGI	<input checked="" type="checkbox"/>	SECONDARY SHULE YA UPILI	<input checked="" type="checkbox"/>
		'A' LEVEL KIWANGO CHA 'A'	<input type="checkbox"/>
DIPLOMA STASHAHADA	<input checked="" type="checkbox"/>	DEGREE SHAHADA	<input checked="" type="checkbox"/>
		MASTERS UZAMILI	<input checked="" type="checkbox"/>
			PHD UZAMIFU
<input type="checkbox"/>			
OTHERS VINGINE			



HIGHEST ACADEMIC QUALIFICATION OBTAINED

KUFUZU KWA JUU ZAIDI KWA KIAKADEMIA ULIKOPATA

Qualification / Kufuzu	Institution / Taasisi	Year / Mwaka
Master of Business Administration	University of Nairobi	2018

6. LANGUAGE SPOKEN / LUGHA UNAZOZUNGUMZA

First Language Lugha ya Kwanza	Second Language Lugha ya Pili	Others Nyingine
Somali	Kiswahili	English

7. MEMBERSHIP OF PROFESSIONAL ORGANISATION(S) (If any)

UANACHAMA WA SHIRIKA(MA) YA KITAALAMU (Kama yapo)

Name of Organization Jina la Shirika	Date of Admission Tarehe ya Kuandikishwa	Membership No. Na. ya Uanachama
Institute of Human Resource Management	2017	2601

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

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

Election Employment
Upigaji kura Kuajiriwa

Others (Specify) _____
Nyingine (Bainisha)

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

Parliamentary Service Commission
- Senate

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

Answers to the following questions are mandatory. If YES to any question you must provide additional information on a supplementary sheet.

Majibu kwa maswali yafuatayo ni lazima. Kama NDIYO katika swali lolote lazima utoe taarifa ya ziada kwenye karatasi nyingine.

	YES	NO
a) Have you ever engaged in any form of dishonesty in the conduct of public affairs a) Umewahi kujihusisha na hali yoyote ya kutokuwa mwaminifu katika kazi zako na shughuli za umma		✓
b) Have you ever abused a public office? b) Umewahi kutumia vibaya ofisi ya umma?		✓
c) Have you ever misrepresented information to the public? c) Umewahi kuwakilisha kwa njia isiyofaataarifa kwa umma?		✓
d) Have you ever engaged in wrongful conduct whilst in the furtherance of personal benefit?		✓



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



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

10. EMPLOYMENT INFORMATION / TAARIFA YA KUAJIRIWA

NAME OF EMPLOYER JINA LA MWAJIRI	POSITION/RANK CHEO/WADHIFA	DATE OF FIRST APPOINTMENT TAREHE YA KUAJIRIWA KWA KWANZA	DATE OF PRESENT APPOINTMENT TAREHE YA KUAJIRIWA KWA SASA
Soliton Telmec Ltd	Human Resource Manager	16/08/2008	to date
Human Resource Management Professional Examinations Board	Board member	September 2019	to date
WORKSTATION KITUO CHA KAZI Nairobi	NATURE OF EMPLOYMENT (Constitutional/Elective/Permanent/Contractual/Other) AINA YA KUAJIRIWA (Kikatiba/Kuteuliwa/Kudumu/Kikandarasi/Nyingine) Permanent - Soliton Telmec Board - short term		



OATH AND AFFIRMATION / KIAPO NA UTHIBITISHWAJI

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

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

Dated at / Mnamo tarehe Nairobi, this / kwenye 15th

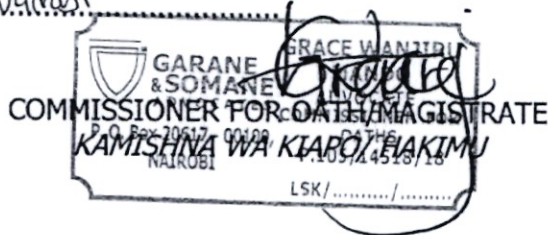
day of / siku hii ya July 2024

SIGNATURE OF DECLARANT:
SAINI YA ANAYEJITANGAZA:

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

This / Mnamo 15th day of / siku hii ya July, 20 24

at / katika mahali hapa Nairobi



NATIONAL POLICE SERVICE

**DIRECTORATE OF CRIMINAL INVESTIGATIONS**

DIRECTORATE OF CRIMINAL INVESTIGATIONS HEADQUARTERS
P.O.Box 30036-00100 GPO
NAIROBI, KENYA

Ref. No. **PCC-KGSYE6J76**Date. **14 November 2024****POLICE CLEARANCE CERTIFICATE**

I hereby certify that the fingerprints recorded from

MOHAMED ADEN ABDI

holder of ID No. 27512996 have been searched in Criminal Records Office's database with/without previous record. The validity of the information on this certificate is as of the date of issue.

REMARKS IN CASE OF PREVIOUS RECORD

OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

This Certificate has been issued without any alteration or any erasure


(W.N KIRAI)

For: Director, Directorate of Criminal Investigations
(P.T.O)

NOTE: This is a computer generated certificate, to verify the authenticity of this document, use the link <https://dci.ecitizen.go.ke/verify>, send DCI to 21546 Then Dial *512# and select "Police Clearance"

REMARKS

² OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

³ OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

⁴ OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

⁵ OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

⁷ OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

www.kra.go.ke

Taxpayer PIN : A001830777B

Certificate Date: 11/03/2024

Name and Address :

JANE GATAKAA NJAGE
N/A, EMBU, Embu West District,
PO Box:2479,
Postal Code:60108

Certificate Number:

KRATKA1385940224



**This is to confirm that JANE GATAKAA NJAGE,
Personal Identification Number A001830777B
has filed relevant tax returns and
paid taxes due as provided by Law.**

**This Certificate will be valid for
twelve (12) months up to 10/03/2025.**

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. This certificate confirms your compliance status for a period of five years preceding the date of issue. The certificate may however be withdrawn on grounds of outstanding debt affecting periods prior to this.



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



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

Ref: RPP/FRP/3/2 Vol. XII (30)

Date: 19th November, 2024

Jane Gatakaa Njage
P O Box 2479 - 60100
EMBU

Email: janenjage@gmail.com

Dear Madam,

**RE: CLEARANCE LETTER
JANE GATAKAA NJAGE – ID NO. 9215747**

Reference is made to the above subject matter.

This Office acknowledges receipt of your letter dated 19th November, 2024 whose content has been duly noted.

According to the records held by this Office as at 19th November, 2024 **Jane Gatakaa Njage** of **ID No. 9215747** is **NOT** an official of any registered political party in Kenya.

Yours faithfully,

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

No. 0092449

HIGHER EDUCATION LOANS BOARD



Certificate of Clearance

STUDENTS' LOANS

JANE GATAKAA GITARI

This is to confirm that _____

ID No. 9215747

Registration No. E23/5358/87

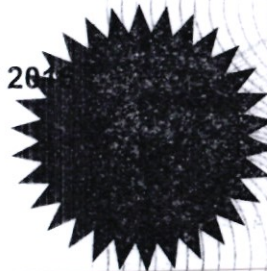
attended KENYATTA UNIVERSITY

has fully repaid his/her UNDERGRADUATE Principal Loan and interest thereon.

Signature CEO & BOARD SECRETARY

Date

27 Apr 2016



Signature HEAD OF OPERATIONS

27 Apr 2016

Date



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



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

Ref: RPP/FRP/3/2 Vol. XII (30)

Date: 19th November, 2024

Jane Gatakaa Njage
P O Box 2479 - 60100
EMBU

Email: janenjage@gmail.com

Dear Madam,

**RE: CLEARANCE LETTER
JANE GATAKAA NJAGE – ID NO. 9215747**

Reference is made to the above subject matter.

This Office acknowledges receipt of your letter dated 19th November, 2024 whose content has been duly noted.

According to the records held by this Office as at 19th November, 2024 **Jane Gatakaa Njage** of **ID No. 9215747** is **NOT** an official of any registered political party in Kenya.

Yours faithfully,

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

**ACKNOWLEDGEMENT RECEIPT
OF SELF DECLARATION**

Acknowledgement Receipt
SELF-2024-36834



For inquiries
Contact Integrity Centre
Tel.(020) 4997000
Cell: +254 730 997000
customer@integrity.go.ke

15 November, 2024

The Commission acknowledges receipt of your Self Declaration with the following particulars.

Applicants Serial Number	SELF-2024-36834
Name of Applicant	Mrs. Jane Gatakaa Njage
Applicant Identity Number / Alien Number	9215747
Applicants Address	2479 - 60100, EMBU



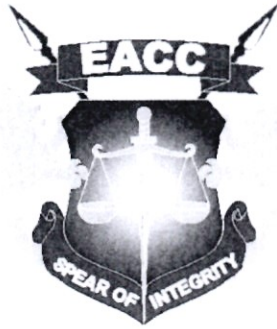
Disclaimer:

1. This is a system generated document and does not require a signature. You can verify the authenticity of this document through our web portal <https://adili.eacc.go.ke/checker> or by scanning the above QR code.
2. This acknowledgement is proof that the applicant has submitted a self declaration as provided in the First Schedule to the Leadership and Integrity Act, 2012.
3. This acknowledgement is **NOT** a clearance by the EACC.

Web: www.eacc.go.ke | For online application: <https://adili.eacc.go.ke> | Twitter: @EACCKenya

Terms and conditions apply

Tuangamize Ufisadi, Tuijenge Kenya



Instructions

1. Download this declaration form.
2. Sign and have it commissioned by **Commissioner for Oaths / magistrate**.
3. Scan and upload the commissioned form as a single document in **PDF** format (maximum size: 4MB)
4. **Do not scan the instructions page.**

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

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

SELF DECLARATION FORM/ *FOMU YA KUJITANGAZA*

I. GENERAL INFORMATION/

Title	Surname	First Name	Other Names
Mrs.	JANE	GATAKAA	NJAGE
ID Card No.	Passport No	Expiry date of passport	PIN No
9215747	AK0228222	30 October, 2028	A001830777B
Gender	Occupation	Email	Mobile No
Female	Teaching	janenjage@gmail.com	254722356557
Postal Address	Postal Code	Residential Address	Additional Phone
2479	60100	EMBU	
Residence Makaazi			
Country	County	District	Town/ City
KENYA	EMBU	NA	Embu
Estate Kijiji			
Blue Valley			

7. MEMBERSHIP OF PROFESSIONAL ORGANIZATION(S)

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

Purpose for which declaration is required Kusudio la kuhitajika kwa kujitangaza	Employment
State office for which the declaration is being submitted Ofisi ya serikali ambayo kujitangaza huku kunawasilishwa	PARLIAMENT

9. MORAL AND ETHICS QUESTIONS/

- | | | |
|----|--|----|
| 1 | Have you ever engaged in any form of dishonesty in the conduct of public affairs? | No |
| 2 | Have you ever abused a public office? | No |
| 3 | Have you ever misrepresented information to the public? | No |
| 4 | Have you ever engaged in wrongful conduct whilst in the furtherance of personal benefit? | No |
| 5 | Have you ever misused public resources? | No |
| 6 | Have you ever discriminated against anyone of any grounds other than as provided for under the Constitution or any other law? | No |
| 7 | Have you ever falsified official or personal records? | No |
| 8 | Have you ever been debarred or removed from the Register of Members of your professional organization? | No |
| 9 | Have you ever had any occupational or vocational license revoked and/or otherwise subjected to any other disciplinary action for cause in Kenya or any other country? | No |
| 10 | Have you ever been dismissed from employment on account of lack of integrity? | No |
| 11 | If you have been a public officer, have you ever failed to declare your Income, Assets and Liabilities as required under the Public Officer Ethics Act, 2003? | No |
| 12 | Have you ever been the subject of disciplinary or criminal proceedings for breach of the Public Officer Ethics Act, 2003 or a Code prescribed thereunder? | No |
| 13 | Have you ever been convicted of any offence and sentenced to serve imprisonment for a period of at least six months? | No |
| 14 | Have you ever had an application for a Certificate of Clearance or a Certificate of Good Conduct or for a visa or other document authorizing work in a public office denied and/or rejected for cause in Kenya or any other country? | No |

10. EMPLOYMENT INFORMATION

NAME OF EMPLOYER	POSITION/ RANK	DATE OF FIRST APPOINTMENT	DATE OF PRESENT APPOINTMENT
Teachers Service Commission	Regional Director	02 Jul 2020	14 Nov 2024

OATH AND AFFIRMATION/ (KIAPO NA UTHIBITISHWAJI)

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

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

Dated at/ Mnamo tarehe.....^{15th}....., this/ kwenye ^{November}.....day of/ siku hii ya.....²⁰²⁴.....

SIGNATURE OF DECLARANT/ SAINI YA ANAYEJITANGAZA:^[Signature].....

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

This/ Mnamo.....^{18th}..... day of/ siku hii ya ^{November}....., 2024, at/ katika mahali hapa
^{Embu}.....

COMMISSIONER FOR OATH/ ~~MAGISTRATE~~ KAMESHIA WA KIAPO/ HAKIMU

~~KARIGI M. E. KAMESHIA
ADVOCATE
& Commissioner For Oaths
P. O. Box 37323 - 00100
NAIROBI~~

OATH AND AFFIRMATION/ (KIAPO NA UTHIBITISHWAJI)

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

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

Dated at/ Mnamo tarehe.....15th....., this/ kwenye November day of/ siku hii ya.....2024.....

SIGNATURE OF DECLARANT/ SAINI YA ANAYEJITANGAZA: [Signature]

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

This/ Mnamo.....18th..... day of/ siku hii ya November, 2024, at/ katika mahali hapa Embu

COMMISSIONER FOR OATH/ MACHSHEKATI KAGENDI WA KIAPO/ HAKIMU

KARIGI M. KAGENDI
ADVOCATE
& Commissioner For Oaths
P. O. Box 37513 - 00100
NAIROBI

NATIONAL POLICE SERVICE

**DIRECTORATE OF CRIMINAL INVESTIGATIONS**DIRECTORATE OF CRIMINAL INVESTIGATIONS HEADQUARTERS
P.O.Box 30036-00100 GPO
NAIROBI, KENYARef. No. **PCC-KGSDKVRRJ**Date. **14 March 2024****POLICE CLEARANCE CERTIFICATE***I hereby certify that the fingerprints recorded from***JANE GATAKAA NJAGE**

*holder of ID No. **9215747** have been searched in Criminal Records Office's database with/without previous record. The validity of the information on this certificate is as of the date of issue.*

REMARKS IN CASE OF PREVIOUS RECORDOFFENCE(S): **NIL**RESULTS OF TRIAL: **NIL**DATE: **NIL*****This Certificate has been issued without any alteration or any erasure*****(W.N KIRAI)***For: Director, Directorate of Criminal Investigations
(P.T.O)*

NOTE: This is a computer generated certificate, to verify the authenticity of this document, use the link <https://dci.ecitizen.go.ke/verify>, send DCI to 21546 Then Dial *512# and select "Police Clearance"

REMARKS

- 2. OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....
- 3. OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....
- 4. OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....
- 5. OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....
OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....
- 7. OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....



KENYA REVENUE
AUTHORITY

Tax Compliance Certificate

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

www.kra.go.ke

Taxpayer PIN : A004032359K

Certificate Date: 03/08/2024

Name and Address :

LEONID ASHINDU
UMOJA, NAIROBI CITY (EAST), Nairobi East District,
PO Box:452,
Postal Code:50101

Certificate Number:

KRAEON1431938124



**This is to confirm that LEONID ASHINDU,
Personal Identification Number A004032359K
has filed relevant tax returns and
paid taxes due as provided by Law.**

**This Certificate will be valid for
twelve (12) months up to 02/08/2025.**

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. This certificate confirms your compliance status for a period of five years preceding the date of issue. The certificate may however be with withdrawn on grounds of outstanding debt affecting periods prior to this.



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



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

Ref: RPP/FRP/3/2 Vol. XII (32)

Date: 19th November, 2024

Leonid Ashindu

Email: lashindu@gmail.com

Dear Sir,

RE: CLEARANCE LETTER
LEONID ASHINDU – ID NO. 23630771

Reference is made to the above subject matter.

This Office acknowledges receipt of your letter dated 19th November, 2024 whose content has been duly noted.

According to the records held by this Office as at 19th November, 2024 **Leonid Ashindu** of **ID No. 23630771** is **NOT** an official of any registered political party in Kenya.

Yours faithfully,

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

Certificate Serial No. 680882

HIGHER EDUCATION LOANS BOARD



Compliance Certificate

This is to confirm that;

LEONID ASHINDU

Holder of National IDNO. 23630771 is not a beneficiary of the University Loans scheme

Chief Executive Officer

Chief Operations Officer

Caveat

- 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.
- This is a system generated certificate. To confirm genuineness and validity of this certificate use the HELB checker available at : <https://portal.helb.co.ke> or contact our office.

Date of Issue: 28-07-2024

Valid until: 28-07-2025

NATIONAL POLICE SERVICE

C. 24A



DIRECTORATE OF CRIMINAL INVESTIGATIONS

DIRECTORATE OF CRIMINAL INVESTIGATIONS HEADQUARTERS
P.O.Box 30036-00100 GPO
NAIROBI, KENYA

Ref. No. PCC-77SYDBMNQ

Date. 27 August 2024

POLICE CLEARANCE CERTIFICATE

I hereby certify that the fingerprints recorded from

LEONID ASHINDU

holder of ID No. 23630771 have been searched in Criminal Records Office's database with/without previous record. The validity of the information on this certificate is as of the date of issue.

REMARKS IN CASE OF PREVIOUS RECORD

OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

This Certificate has been issued without any alteration or any erasure

(W.N KIRAI)

For: Director, Directorate of Criminal Investigations
(P.T.O)

NOTE: This is a computer generated certificate, to verify the authenticity of this document, use the link <https://dci.ecitizen.go.ke/verify>. send DCI to 21546 Then Dial *512# and select "Police Clearance"

REMARKS

2. OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

3. OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

4. OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

5. OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

7. OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

BIRTH CERTIFICATE NO. / NA. YA CHETI CHA KUZALIWA	L05900499/10
PLACE OF BIRTH / MAHALI PA KUZALIWA	MANTALA
DISTRICT OF BIRTH / WILAYA YA KUZALIWA	BUTERE
COUNTY OF BIRTH / KAUNTI YA KUZALIWA	KAKAMEGA
COUNTRY OF BIRTH / NCHI YA KUZALIWA	KENTA

3. NATIONALITY /UTAIFA

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

4. MARITAL STATUS / HALI YA NDOA

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

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

JOAN AMAKOBE OCHIENG

NATIONALITY OF SPOUSE UTAIFA WA MKE/MUME	KENTAN
---	--------

NAME OF CHILDREN UNDER THE AGE OF 18 YEARS JINA LA WATOTO WALIO CHINI YA UMRI WA MIAKA 18 - JOY LEONID KERUBO - ANDREW OBANDA ASHINDU - NATASHA AKOTH ASHINDU	- NATASHA AKOTH ASHINDU
---	-------------------------------

5. EDUCATIONAL QUALIFICATIONS / KUFUZU KWA KIELIMU

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



HIGHEST ACADEMIC QUALIFICATION OBTAINED
KUFUZU KWA JUU ZAIDI KWA KIAKADEMIA ULIKOPATA

Qualification / Kufuzu	Institution / Taasisi	Year /Mwaka
BACHELOR OF BUSINESS MANAGEMENT	MANAGEMENT UNIVERSITY OF AFRICA	2014

6. LANGUAGE SPOKEN / LUGHA UNAZOZUNGUMZA

First Language Lugha ya Kwanza	Second Language Lugha ya Pili	Others Nyingine
ENGLISH	KISWAHILI	LWIPA, LUD

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

Name of Organization Jina la Shirika	Date of Admission Tarehe ya Kuandikishwa	Membership No. Na. ya Uanachama
APSEA	2014	
ICNK	2011	ICNK/004
AAK	2010	3099

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

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

Election Employment
Upigaji kura Kuajiriwa

Others (Specify) _____
Nyingine (Bainisha)

State office for which the declaration is being submitted
Ofisi ya serikali ambayo kujitangaza huku kunawasilishwa COMMISSIONER SEC

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

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

	YES	NO
a) Have you ever engaged in any form of dishonesty in the conduct of public affairs a) Umewahi kujihusisha na hali yoyote ya kutokuwa mwaminifu katika kazi zako na shughuli za umma		✓
b) Have you ever abused a public office? b) Umewahi kutumia vibaya ofisi ya umma?		✓
c) Have you ever misrepresented information to the public? c) Umewahi kuwakilisha kwa njia isiyofaataarifa kwa umma?		✓
d) Have you ever engaged in wrongful conduct whilst in the furtherance of personal benefit?		✓



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



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

10. EMPLOYMENT INFORMATION / TAARIFA YA KUAJIRIWA

NAME OF EMPLOYER JINA LA MWAJIRI	POSITION/RANK CHEO/WADHIFA	DATE OF FIRST APPOINTMENT TAREHE YA KUAJIRIWA KWA KWANZA	DATE OF PRESENT APPOINTMENT TAREHE YA KUAJIRIWA KWA SASA
TSC COUNTY GOVERNMENT OF KAKAMEGA	PRINCIPAL ADMINISTRATIVE OFFICER	MAY 2017	2024
NCA	YOUTH TRAINING OFFICER	2016	2017
UNOPS	TRAINER & SITE SUPERVISOR	2014	2015
KENYA PRISON SERVICE	BUILDING ENGINEER	2016	2016
	TRAINING CENTRE OFFICER	2009	2010
WORKSTATION KITUO CHA KAZI KILIFI	NATURE OF EMPLOYMENT (Constitutional/Elective/Permanent/Contractual/Other) AINA YA KUAJIRIWA (Kikatiba/Kuteuliwa/Kudumu/Kikandarasi/Nyingine) Permanent		



OATH AND AFFIRMATION / KIAPO NA UTHIBITISHWAJI

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

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

Dated at / Mnamo tarehe 18th this / kwenye... November
day of / siku hii ya 2024

SIGNATURE OF DECLARANT:
SAINI YA ANAYEJITANGAZA:

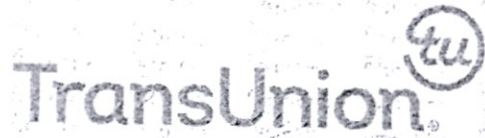
SWORN/DECLARED BEFORE ME / ALIYELISHWA KIAPO/TANGAZWA MBELE YANGU

This / Mnamo 18th day of / siku hii ya November 2024

at / katika mahali hapa..... Nairobi

ADVOCATE
COMMISSIONER
FOR OATHS
COMMISSIONER FOR OATH/MAGISTRATE
KAMISHNA WA KIAPO/ HAKIMU





CRN No. 13049347

CRB Certificate

Date of Issue: 19 Oct 2024

We hereby confirm, having searched TransUnion records, that;

ASHINDU LEONID

of National ID No 23630771

Has a Credit Report with status as:

No Adverse Listing

Paid

Paying

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

CERT-fe1397d2-ffdd-4c0f-848f-f656a7d203d9

TransUnion Authorised Signatory

The conclusions herein are based on information obtained from public records and other third-party sources. TransUnion makes no representation as to the accuracy of this information and shall not be liable for any loss, damage or claim whatsoever, howsoever arising following the use of or reliance upon the opinions expressed herein.

For verification kindly scan QR Code above or call our office on +254 730 651 000 | +254 724 253 296

REPUBLIC OF KENYA
IN THE MATTER OF THE OATHS AND STATUTORY DECLARATIONS ACT, CAP
15 OF THE LAWS OF KENYA
AND
IN THE MATTER OF GILDA ATIENO ODERA

AFFIDAVIT

I, **GILDA ATIENO ODERA** of Post Office Box Number 117-00502, Nairobi within the Republic of Kenya do hereby make an oath and state that –

1. I am an adult of sound mind thus competent to swear this Affidavit.
2. I am a Kenyan holder of National ID Card Number 9010199, which bears the name “Gilda Atieno Okeyo” (*annexed hereto and marked “GAO-1” is a copy of the front side of the said National ID Card*).
3. On 31st August 1991, I married H. Chacha Odera.
4. Upon marriage, I assumed the name “Gilda Atieno Odera”.
5. I confirm that “Gilda Atieno Okeyo” and “Gilda Atieno Odera” are the same person.
6. What is stated hereinabove is true to the best of my own knowledge and belief.

SWORN at **NAIROBI** by the said)

GILDA ATIENO ODERA)

This 21st day of NOVEMBER 2024)

BEFORE ME)

ANNA NYAWIRA KANDU
ADVOCATE
AND COMMISSIONER FOR OATHS
P. O. BOX 3865-00100 NAIROBI

COMMISSIONER FOR OATHS)



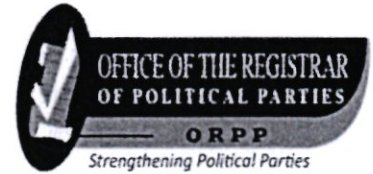


This is the exhibit marked " GAD-1 " referred to in the annexed affidavit of GILDA ATIENO OKEYO declaration sworn declared before me this 21st day of NOVEMBER 24 at NAIROBI

[Signature]
Commissioner for Oaths



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



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

Ref: RPP/FRP/3/2 Vol. XII (26)

Date: 18th November, 2024

Gilda Atieno Okeyo
P O Box 117 - 00502
NAIROBI

Email: gildaodera@gmail.com

Dear Madam,

**RE: CLEARANCE LETTER
GILDA ATIENO OKEYO – ID NO. 9010199**

Reference is made to the above subject matter.

This Office acknowledges receipt of your letter dated 18th November, 2024 whose content has been duly noted.

According to the records held by this Office as at 18th November, 2024 **Gilda Atieno Okeyo** of **ID No. 9010199** is **NOT** an official of any registered political party in Kenya.

Yours faithfully,

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

NATIONAL POLICE SERVICE

**DIRECTORATE OF CRIMINAL INVESTIGATIONS**

DIRECTORATE OF CRIMINAL INVESTIGATIONS HEADQUARTERS
P.O.Box 30036-00100 GPO
NAIROBI, KENYA

Ref. No. **PCC-A6S5JWBRL**Date. **21 November 2024****POLICE CLEARANCE CERTIFICATE**

I hereby certify that the fingerprints recorded from

GILDA ATIENO OKEYO

*holder of ID No. **9010199** have been searched in Criminal Records
Office's database with/without previous record. The validity of the
information on this certificate is as of the date of issue.*

REMARKS IN CASE OF PREVIOUS RECORD

OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

***This Certificate has been issued without any alteration or any
erasure***


(W.N KIRAI)

For: Director, Directorate of Criminal Investigations
(P.T.O)

NOTE: This is a computer generated certificate, to verify the authenticity of this document,
use the link <https://dci.ecitizen.go.ke/verify>,
send DCI to 21546 Then Dial *512# and select "Police Clearance"

REMARKS

2. OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....

3. OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....

4. OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....

5. OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....

OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....

7 OFFENCE(S): **NIL**
.....
RESULTS OF TRIAL: **NIL**
.....
DATE: **NIL**
.....



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: calicentre@kra.go.ke

www.kra.go.ke

Taxpayer PIN : A001810462P

Certificate Date: 18/11/2024

Name and Address :

Gilda Atieno Okeyo
RESIDENTIAL, NAIROBI CITY (WEST), Nairobi East District,
PO Box:117,
Postal Code:00100

Certificate Number:

KRASON1443545324



**This is to confirm that Gilda Atieno Okeyo,
Personal Identification Number A001810462P
has filed relevant tax returns and
paid taxes due as provided by Law.**

**This Certificate will be valid for
twelve (12) months up to 17/11/2025.**

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. This certificate confirms your compliance status for a period of five years preceding the date of issue. The certificate may however be with withdrawn on grounds of outstanding debt affecting periods prior to this.

No.030975

HIGHER EDUCATION LOANS BOARD



Certificate of Clearance

UNIVERSITY STUDENT LOAN

OKEYO GILDA ATIENO

This Certificate is awarded to _____

ID No. 9010199 University Registration No. C01/597/86

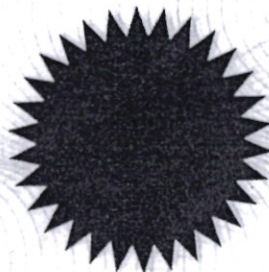
University attended UNIVERSITY OF NAIROBI

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

Signature CEO/BOARD SECRETARY

27 Oct 2011

Date



Signature HEAD OF OPERATIONS

27 Oct 2011

Date

This certificate is issued without erasures, alterations or cancellation



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

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

SELF-DECLARATION FORM / FOMU YA KUJITANGAZA

1. GENERAL INFORMATION / TAARIFA YA JUMLA

Title / Cheo	Surname / Jina la ukoo	First Name / Jina la Kwanza	Middle Name / Jina la Katikati	Other Names / Majina Mengine
Mr/Mrs/Prof/ Miss/Ms/Dr Bw/Bi/Prof/ Binti/Bibi/Dkt	ODERA	GILDA	ATIENO	OKEYO
ID CARD No. Na. ya Kitambulisho	PASSPORT NO. NA. ya PASIPOTI	EXPIRY DATE OF PASSPORT TAREHE YA MUDA WA PASIPOTI KUISHA		PIN NO. NA. ya PIN
9010199	CK38038	8/7/2029		A001810462P
SEX (Tick) JINSIA (Weka Alama)	Occupation: Kazi: Public Policy Advisory			
Male Kiume <input type="checkbox"/>	E-Mail Address: Anwani ya Barua pepe: gildaodera@gmail.com			
Female Kike <input checked="" type="checkbox"/>	Postal Address: PO Box 117 Anwani ya Posta: SL Posta:		Code: 00502 Msimbo: Nbi	
	Other Addresses: Anwani Nyingine: N/A			
Telephone No. Na. ya Simu	Mobile No. Na. ya Rununu	Other Numbers Nambari Nyingine		
+254 722 744 541	+254 722 744 541	N/A		
RESIDENCE MAKAZI	ESTATE/TOWN/LOCATION MTAA/MJI/LOKESHENI			OLOLUA
	DISTRICT WILAYA			KAJIADO/NGONG
	COUNTY KAUNTI			KAJIADO
	TOWN/CITY MJI/JIJI			NGONG
	COUNTRY NCHI			KENYA
2. BIRTH INFORMATION / TAARIFA YA KUZALIWA				
DATE OF BIRTH /TAREHE YA KUZALIWA			25.09.1966	



BIRTH CERTIFICATE NO. / NA. YA CHETI CHA KUZALIWA					
PLACE OF BIRTH / MAHALI PA KUZALIWA		NAIROBI			
DISTRICT OF BIRTH / WILAYA YA KUZALIWA		NAIROBI			
COUNTY OF BIRTH / KAUNTI YA KUZALIWA		NAIROBI			
COUNTRY OF BIRTH / NCHI YA KUZALIWA		KENYA			
3. NATIONALITY /UTAIFA					
Kenyan Mkenya	<input checked="" type="checkbox"/>	Dual Kotekote (Provide details _____) (Toa maelezo _____)			
N/A					
4. MARITAL STATUS / HALI YA NDOA					
SINGLE NINGALI SIJAOA/SIJAOLEWA	<input type="checkbox"/>	MARRIED NIMEOA/NIMEOLEWA	<input checked="" type="checkbox"/>	SEPARATED NIMETENGANA	<input type="checkbox"/>
DIVORCED NIMETALAKIANA	<input type="checkbox"/>	WIDOWED NIMEFIWA	<input type="checkbox"/>		
IF MARRIED GIVE NAMES OF THE SPOUSE(S) (Surname, First Name, middle name, others) KAMA UMEOA TOA MAJINA YA MUME/MKE(Wa) WAKO (Jina la ukoo, Jina la Kwanza, jina la kati, mengine)					
HILARY CHACHA ODERA					
NATIONALITY OF SPOUSE UTAIFA WA MKE/MUME		KENYAN			
NAME OF CHILDREN UNDER THE AGE OF 18 YEARS JINA LA WATOTO WALIO CHINI YA UMRI WA MIAKA 18					
NONE					
5. EDUCATIONAL QUALIFICATIONS / KUFUZU KWA KIELIMU					
PRIMARY CERTIFICATE CHETI CHA MSINGI	<input checked="" type="checkbox"/>	SECONDARY SHULE YA UPILI	<input checked="" type="checkbox"/>	'A' LEVEL KIWANGO CHA 'A'	<input checked="" type="checkbox"/>
DIPLOMA STASHAHADA	<input type="checkbox"/>	DEGREE SHAHADA	<input checked="" type="checkbox"/>	MASTERS UZAMILI	<input checked="" type="checkbox"/>
OTHERS VINGINE		PHD UZAMIFU <input checked="" type="checkbox"/>			



HIGHEST ACADEMIC QUALIFICATION OBTAINED KUFUZU KWA JUU ZAIDI KWA KIAKADEMIA ULIKOPATA		
Qualification / Kufuzu	Institution / Taasisi	Year / Mwaka
DOCTORATE (PHD)	Walden University	Feb 2024
6. LANGUAGE SPOKEN / LUGHA UNAZOZUNGUMZA		
First Language Lugha ya Kwanza	Second Language Lugha ya Pili	Others Nyingine
LUD	ENGLISH	SWAHILI
7. MEMBERSHIP OF PROFESSIONAL ORGANISATION(s) (If any) UANACHAMA WA SHIRIKA(MA) YA KITAALAMU (Kama yapo)		
Name of Organization Jina la Shirika	Date of Admission Tarehe ya Kuandikishwa	Membership No. Na. ya Uanachama
Institute of Directors	2018	M10D1233
8. REASON(S) FOR DECLARATION / SABABU ZA KUJITANGAZA		
Purpose for which declaration is required / Kusudio la kuhitajika kwa kujitangaza huku		
Election Upigaji kura <input type="checkbox"/>	Employment Kuajiriwa <input checked="" type="checkbox"/>	
Others (Specify) <u>N/A</u> Nyingine (Bainisha)		
State office for which the declaration is being submitted Ofisi ya serikali ambayo kujitangaza huku kunawasilishwa		Salaries and Remuneration Committee
9. MORAL AND ETHICAL QUESTIONS / MASWALI YA NIDHAMU NA KIMAADILI		
Answers to the following questions are mandatory. If YES to any question you must provide additional information on a supplementary sheet. Majibu kwa maswali yafuatayo ni lazima. Kama NDIYO katika swali lolote lazima utoe taarifa ya ziada kwenye karatasi nyingine.		
	YES	NO
a) Have you ever engaged in any form of dishonesty in the conduct of public affairs a) Umewahi kujihusisha na hali yoyote ya kutokuwa mwaminifu katika kazi zako na shughuli za umma		✓
b) Have you ever abused a public office? b) Umewahi kutumia vibaya ofisi ya umma?		✓
c) Have you ever misrepresented information to the public? c) Umewahi kuwakilisha kwa njia isiyofaataarifa kwa umma?		✓
d) Have you ever engaged in wrongful conduct whilst in the furtherance of personal benefit?		✓



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

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

10. EMPLOYMENT INFORMATION / TAARIFA YA KUAJIRIWA

NAME OF EMPLOYER JINA LA MWAJIRI	POSITION/RANK CHEO/WADHIFA	DATE OF FIRST APPOINTMENT TAREHE YA KUAJIRIWA KWA KWANZA	DATE OF PRESENT APPOINTMENT TAREHE YA KUAJIRIWA KWA SASA
Marketing Support Services	Commercial Dir	2/1/1990	2002 P/A
Skyweb Technologies	MD	2/2/2002	
WORKSTATION KITUO CHA KAZI	NATURE OF EMPLOYMENT (Constitutional/Elective/Permanent/Contractual/Other) AINA YA KUAJIRIWA (Kikatiba/Kuteuliwa/Kudumu/Kikandarasi/Nyingine) selfemployed		



OATH AND AFFIRMATION / KIAPO NA UTHIBITISHWAJI

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

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

Dated at / Mnamo tarehe 18th, this / kwenye November
day of / siku hii ya 2024

SIGNATURE OF DECLARANT: *[Signature]*
SAINI YA ANAYEJITANGAZA:

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

This / Mnamo 18th day of / siku hii ya NOVEMBER, 20 24,
at / katika mahali hapa NAIROBI

COMMISSIONER FOR OATH/MAGISTRATE
KAMISHINA WA KIAPO/HAKIMU AND



www.kra.go.ke

Taxpayer PIN : A001284388Z

Certificate Date: 23/07/2024

Name and Address :

Geoffrey Apollo O Omondi
SYOKIMAU, NAIROBI, Westlands District,
PO Box:1752,
Postal Code:00100

Certificate Number:

KRAWON1430691724



**This is to confirm that Geoffrey Apollo O Omondi,
Personal Identification Number A001284388Z
has filed relevant tax returns and
paid taxes due as provided by Law.**

**This Certificate will be valid for
twelve (12) months up to 22/07/2025.**

I Certify that this is a
true copy of the original


DENIS O. OMONDI, ADVOCATE
& COMMISSIONER FOR OATHS
P. O. Box 4652, 00100, NAIROBI

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. This certificate confirms your compliance status for a period of five years preceding the date of issue. The certificate may however be withdrawn on grounds of outstanding debt affecting periods prior to this.

HIGHER EDUCATION LOANS BOARD



Compliance Certificate

This is to confirm that;

GEOFFREY APOLLO O OMONDI

Holder of National IDNO. **2093123** is a beneficiary and has fulfilled his/her obligation towards the University Loans scheme as provided by law

Chief Executive Officer

Certificate to be used as the original

Chief Operations Officer

DENIS O. OLONDE

SECRETARY & COMMISSIONERS FOR OATHS
P.O. Box 46523 - 00100
NAIROBI

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) This is a system generated certificate. To confirm genuineness and validity of this certificate use the HELB checker available at : <https://portal.helb.co.ke> or contact our office.

Date of Issue: 23-07-2024

Valid until: 23-07-2025



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



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

Ref: RPP/FRP/3/2 Vol. XII (37)

Date: 20th November, 2024

Geoffrey Apollo Omondi
P O Box 14727 – 00100
NAIROBI.

Dear Sir,

**RE: CLEARANCE LETTER
GEOFFREY APOLLO OMONDI – ID NO. 2093123**

Reference is made to the above subject matter.

This Office acknowledges receipt of your letter dated 20th November, 2024 whose content has been duly noted.

According to the records held by this Office as at 20th November, 2024 **Geoffrey Apollo Omondi** of **ID No. 2093123** is **NOT** an official of any registered political party in Kenya.

Yours faithfully,

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

I Certify that this is a true copy of the original

DENIS O. OMONDI, ADVOCATE
& COMMISSIONER FOR OATHS
P.O. Box 46023 - 00100, NAIROBI

NATIONAL POLICE SERVICE



DIRECTORATE OF CRIMINAL INVESTIGATIONS

DIRECTORATE OF CRIMINAL INVESTIGATIONS HEADQUARTERS
P.O.Box 30036-00100 GPO
NAIROBI, KENYA

Ref. No. **PCC-4455AAJVR**

Date. **8 August 2024**

POLICE CLEARANCE CERTIFICATE

I hereby certify that the fingerprints recorded from

GEOFFREY APOLLO O OMONDI

*holder of ID No. **2093123** have been searched in Criminal Records Office's database with/without previous record. The validity of the information on this certificate is as of the date of issue.*

REMARKS IN CASE OF PREVIOUS RECORD

OFFENCE(S): **NIL**

RESULTS OF TRIAL: **NIL**

DATE: **NIL**

This Certificate has been issued without any alteration or any erasure

I Certify that this is a true copy of the original

DENIS O OMONDI - ADVOCATE & COMMISSIONER FOR OATHS
P.O. Box 16523 - 00100, NAIROBI

(W.N KIRAI)

For: Director, Directorate of Criminal Investigations
(P.T.O)

NOTE: This is a computer generated certificate, to verify the authenticity of this document, use the link <https://dci.ecitizen.go.ke/verify>, send DCI to 2154€ Then Dial *512# and select "Police Clearance"



MCRB/C622858

Metropol Credit Reference Bureau Ltd

CRB Certificate

GEOFFREY APOLLO O OMONDI

National ID Number: 2093123

I Certify that this is a true copy of the original

DENIS O. OLOMONDE ADVOCATE & COMMISSIONER FOR OATHS P. O. Box 48529 00100, NAIROBI

We hereby confirm that the above named person has a credit report with the status:

With Default

With No Default

as at September 23, 2024



To verify this certificate visit <https://www.metropol.co.ke/verification>

M-52

REPUBLIC OF KENYA
IN THE MATTER OF THE OATHS AND STATUTORY DECLARATIONS ACT (CAP 15
LAWS OF KENYA)
AND
IN THE MATTER OF AN AFFIDAVIT BY GEOFFREY APOLLO O OMONDI
AFFIDAVIT

I, GEOFFREY APOLLO O OMONDI (I.D No.2093123) of Post Office Box Number 14727-00100 Nairobi within the Republic of Kenya do hereby make oath and swear as follows: -

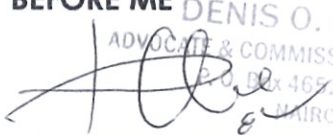
1. **THAT** I am a Kenyan citizen by birth, of sound mind and competent to make this affidavit.
2. **THAT** I appeared before the Parliamentary labor committee on 22nd November 2024 when I was asked to disclose the assets that I own and their net worth.
3. **THAT** I make this affidavit further to the vetting questionnaire of 22nd November 2024 at page 6 thereof.
4. **THAT** I own the following assets:
 - i) A house in Syokimau valued at Kshs.20, 000,000.00.
 - ii) An undeveloped plot in Syokimau valued at Kshs.7, 000,000.00
 - iii) An apartment near former St. James Hospital valued at Kshs.7, 000,000.00.
 - iv) A plot at Kamukuywa scheme within Bungoma valued at Kshs.5, 000,000.00
 - v) A plot in Butere (rural home) valued at Kshs.3, 000,000.00


- vi) An old car registration number KBM 570P valued at Kshs.2, 000,000.00
- vii) Bank savings valued at Kshs.1, 000,000.00

5. **THAT** I thus assess the net worth of my assets at Kshs.45, 000,000.00.

6. **THAT** I make this affidavit conscientiously from facts within my knowledge.

SWORN at Nairobi by the said
GEOFFREY APOLLO O OMONDI
This 25th day of November 2024

BEFORE ME

DENIS O. OLONDE
ADVOCATE & COMMISSIONERS FOR OATHS
P.O. Box 46523 - 00100
NAIROBI
COMMISSIONER FOR OATHS

) 
)
) **DEPONENT**
)
)
)
)
)

Annexure 8:
Memoranda submitted on the Nominees

Subject LEONID ASHINDU'S NOMINATION TO THE SRC

From Manyala Aids <manyala.aids@gmail.com>

To cna@parliament.go.ke <cna@parliament.go.ke>

Cc samuel wanjiru <samuel.wanjiru@parliament.go.ke>, Abenayo makokha <Abenayo.makokha@parliament.go.ke>

Date Tuesday November 19, 2024 9:02:17 AM

CAUTION: This Mail Originated from outside of the Organization. Do not click links or open attachments unless you can confirm the sender and know the content is safe.

I would like to emphasize the exceptional qualities of Leonid Ashindu, who has been nominated for position on the Salaries and Remuneration Commission (SRC). Leonid possesses a remarkable blend of expertise, integrity, and unwavering dedication, making him an outstanding candidate for this important role. His qualifications and extensive experience equip him to significantly contribute to the development of meaningful and equitable policies.


Furthermore, Leonid's strong commitment to fairness and transparency ensures that he prioritizes the best interests of all stakeholders involved. His analytical skills and ethical approach provide a solid foundation for creating just remuneration policies. I firmly believe that his nomination deserves serious consideration, as he has the potential to enhance the SRC's mission and impact greatly.

Kind regards

MUNG'ANG'A DOMNIC
Executive Officer/Secretary to BoDs



Manyala AIDS Resource Centre CBO (MARC)
P. O. Box 452-50101, BUTERE
Contact: +254-719 676 199

 manyala.aids@gmail.com

"Nothing is impossible, the word itself says 'I'm possible!'"

----- Audrey Hepburn -----



THE COMMISSION ON ADMINISTRATIVE JUSTICE
(Office of the Ombudsman)



Hata Mnyonge ana Haki

Our Ref: CAJ/ADM/39/VOL.II (98)

19th November 2024

The Clerk
National Assembly
Main Parliament Building
P. O. Box 41842-00100
NAIROBI
Email: cna@parliament.go.ke

Dear Sir,

RE: COMMENDATION FOR SERVING AS A STEERING COMMITTEE MEMBER OF THE FOURTH OMBUDSMAN AWARD - MR. LEONID ASHINDU

Receive warm regards from the Commission on Administrative Justice (Office of the Ombudsman).

We are writing to confirm that Mr. Leonid Ashindu served as a member of the above mentioned steering committee, having been nominated by the Association of Professionals in East Africa (APSEA).

Mr. Ashindu served in the Committee with commitment and dedication and contributed towards the success of the Fourth Huduma Ombudsman Awards ceremony that was held at the KICC on 23rd November, 2023.

Huduma Ombudsman Awards is one of the approaches the Commission adopted to enhance public service delivery through recognition of public officers and institutions that offer exemplary services to citizens.

Yours Sincerely,

MERCY K. WAMBUA, OGW
COMMISSION SECRETARY/CEO

THE COMMISSION ON ADMINISTRATIVE JUSTICE

(Office of the Ombudsman)



Hata Mnyonge ana Haki

Our Ref: CAJ/ADM/39/VOL.II (98)

19th November 2024

The Clerk

National Assembly
Main Parliament Building
P. O. Box 41842-00100

NAIROBI

Email: cna@parliament.go.ke

Dear Sir,

RE: COMMENDATION FOR SERVING AS A STEERING COMMITTEE MEMBER OF THE FOURTH OMBUDSMAN AWARD - MR. LEONID ASHINDU

Receive warm regards from the Commission on Administrative Justice (Office of the Ombudsman).

We are writing to confirm that Mr. Leonid Ashindu served as a member of the above mentioned steering committee, having been nominated by the Association of Professionals in East Africa (APSEA).

Mr. Ashindu served in the Committee with commitment and dedication and contributed towards the success of the Fourth Huduma Ombudsman Awards ceremony that was held at the KICC on 23rd November, 2023.

Huduma Ombudsman Awards is one of the approaches the Commission adopted to enhance public service delivery through recognition of public officers and institutions that offer exemplary services to citizens.

Yours Sincerely,



MERCY K. WAMBUA, OGW
COMMISSION SECRETARY/CEO



ACK Diocese of Butere
Proclaiming | Renewing | Discipling

18th November 2024

The Clerk of the National Assembly
Parliament Buildings,
P.O Box 41842-00100
Nairobi Kenya

RE: RECOMMENDATION FOR MR. LEONID ASHINDU

Receive Christian greetings.

We write to affirm that the above-mentioned person is well known to us at ACK St. John's Manyala Parish. He is a mature and focused christian devoted to fostering church development through targeted donations and effective resource mobilization, ensuring our efforts result in lasting positive change.

He has been a vital supporter of our youth programs, designed to empower young individuals, especially through initiatives promoting meaningful behavioral change and personal growth. Furthermore, he actively provides crucial support and assistance to disadvantaged members of our community, with a particular focus on individuals with disabilities, the vulnerable orphans and needy people as well as the elderly, ensuring they receive the necessary resources and care to flourish.

In addition, he is respectful to authority, has a good reputation and firm character. He also takes in instructions easily and is self-driven with a high sense of focus on his duty and calling. We highly recommend him with the assurance that he is a performer.

Please accord him the necessary assistance.

Yours in Christ's service

Rev. Samuel Mangu Atsali (0712835995)

Vicar, ACK St. John's Manyala Parish

ACK Butere Diocesan House, Ministry Operations Centre, P.O. Box 54-50101, Butere Kenya.
Tel: 0742 485 020 | Email: bishop@ackbutere.org | Website: www.ackbutere.org

Subject RECOMMENDATION: NOMINATION OF MR. LEONID ASHINDU TO THE SRC.

From Manyala Educational Center <manyala.educenter@gmail.com>

To cna@parliament.go.ke <cna@parliament.go.ke>

Cc abenayo makokha <abenayo.makokha@parliament.go.ke>, samuel wanjiru <samuel.wanjiru@parliament.go.ke>

Date Tuesday November 19, 2024 10:06:26 AM

CAUTION: This Mail Originated from outside of the Organization. Do not click links or open attachments unless you can confirm the sender and know the content is safe.

Dear Sir/Madam,

I hope this message finds you well.

I am writing to recommend Mr. Leonid Ashindu for his outstanding contributions to the Manyala Educational Center (MEC) and our community. His resourcefulness has greatly enhanced academic progress and governance, with a strong commitment to inclusivity for all children, particularly those who are vulnerable or from diverse backgrounds.

Mr. Ashindu has launched various programs, including tutoring, mentoring, and workshops, which empower teachers and promote their success. His collaboration with teachers, parents, and community leaders has fostered a supportive educational environment.

His efforts have ensured that every child can access a quality education that nurtures their potential. We fully support his nomination to the Salaries and Remuneration Commission (SRC).

Yours sincerely,
Loice Mwita Sabas
Institution Manager
Manyala Educational Center



INSTITUTE OF CLERKS OF WORKS - KENYA

FOUNDED - 1976



ALL CORRESPONDENCE
SHOULD BE ADDRESSED
TO THE SECRETARY

P.O. BOX 927-00600
NAIROBI KENYA
Website: www.icwk.co.ke

The Clerk of The National Assembly
Parliament Buildings,
PO Box 41842-00100,
Nairobi, Kenya.

20th Nov. 2024.

REF: Mr. Leonid Ashindu Recommendation to SRC as a Member.

Dear Clerk of The National Assembly,

I am writing to recommend Mr. Leonid Ashindu to the SRC.

I have known Leonid for about 13yrs from when he joined the Institute of Clerks of Works-Kenya (ICWK).

He was elected to the ICWK governing council as the Chairman of the Institute in 2014 where he served at the same capacity for two consecutive terms as our Constitution states. I was also elected as the Hon. Secretary of ICWK, and we had a very cordial working relationship. From 2018 he was retained as a ICWK governing council member and in 2024 he was re-elected as the ICWK Chairman where he is serving till date. This is because he is passionate about ICWK. During his tenure the 1st time as ICWK Chairman, the ICWK awareness grew tremendously and was known in many quarters especially the built-up environment stakeholders.

Leonid has been a council member at Association of Professional Societies in East Africa (APSEA) from 2014 by virtual that ICWK is a Corporate Member of APSEA and him being the elected ICWK Chairman he was representing ICWK at APSEA. He rose at APSEA to become the Ass. Treasurer of the APSEA Executive Committee and after serving in that capacity for a couple of years, he was elected as the 1st Vice Chairman of APSEA Executive Committee from 2023 where now I too serve as the Ass. Treasurer.

Having said that, I would highly recommend him in the SRC as a member representing APSEA.

Sincerely,

Lawrence Githaiga
Hon. Secretary-ICWK



.

.

.

.

.

.

.

Annexure 9:
Nominees' Curriculum Vitae

STRATEGIC PEOPLE LEADER & CONSULTANT

PEOPLE STRATEGIC VISION ♦ PEOPLE OPERATIONS MANAGEMENT ♦ CORPORATE GOVERNANCE

- Dependable and Flexible People Leader and Senior Manager entrusted with end-to-end human resource calibration for the last 20 years at leading corporations and companies in six sectors, including as a Senior Human Resources Consultant with PricewaterhouseCoopers serving clients in public and private sectors across East Africa.
- Organizational Transformation Agent with a reputation for collaborating with business Leaders/executive team to set strategic direction and plans, architecture, policies, and regulations for effective talent management, organizational development, and business process improvement, serving as the Human Resource Technical Advisor and leader of multi-track Organizational Projects.
- Human Resource Subject Matter Expert: Seasoned in the human resources aspects spanning Grading & Salary Structures, Employee Career Development Programs, Diversity & Inclusion, Employee Relations, Rewards Programs and Benefits Administration, Sourcing, Recruitment & Talent Acquisition/Executive Search, Workforce Planning, Performance Management and Succession Planning.

LEADERSHIP TRAITS: → *Strategic* → *Hands-on Problem Solver* → *Results-Driven Agility* →
Collaborative → *Data-driven*

Professional Experience

MEMBER/DIRECTOR

May 2023 – Present

Insurance Appeals Tribunal

Appointed to leverage judicial powers equivalent to a first-class Resident Magistrate. Ensures fair case resolutions by conducting comprehensive legal analyses and managing financial aspects of proceedings while performing vital duties to ensure the effectiveness of the Tribunal.

MEMBER

Dec 2022 – Nov 2023

The National Taskforce on Improvement of the Terms and Conditions and other Reforms for Members of the National Police Service, Kenya Prison Service, and the National Youth Service

Appointed to the National Taskforce to improve service conditions for National Police Service (NPS), Kenya Prisons Service (KPS), and National Youth Service to drive comprehensive institutional reforms, review human capital policies, and propose necessary legislative and policy changes.

CEO AND LEAD PEOPLE & CULTURE CONSULTANT

Apr 2022 – Present

Peoplecentric Management Company Ltd

Peoplecentric is a 360-degree HR consultancy serving a broad range of sector clients. Serves as the overall team lead providing strategic leadership and guidance on project deliverables to meet bespoke client needs.

REGIONAL DIRECTOR, HUMAN RESOURCES EAST AFRICA

Sep 2018 – March 2022

Aga Khan University

Aga Khan University (AKU) is a private and self-governing international university with 13 teaching sites in 6 countries across three continents. It operates 8 hospitals and over 325 outreach clinics with 14,000 staff, all at international standards. Served as people function leader and an advocate of the organization's HR function in East Africa.

DIRECTOR AND CHIEF EXECUTIVE OFFICER

Nov 2017 – Aug 2018

Peoplecentric Ltd

PeopleCentric is a human resource consulting company dedicated to providing innovative solutions that transform the performance of people and organizations. Responsible for client and Human Resource operations of the firm.

GROUP HUMAN RESOURCES DIRECTOR Jun 2017 – Oct 2017

Kenya Airways Plc

Kenya Airways is one of Africa's leading airlines and Kenya's National Carrier. Owned the full scope of human resources across the Group.

DIRECTOR OF HUMAN RESOURCES

Jul 2012 – May 2017

Tata Chemical Magadi Ltd

Tata Chemicals Magadi (formerly Magadi Soda Company) is part of Tata Group's Chemical business with operations in India, Europe, Africa, and North America. Fully accountable for the Human Resources Function, Magadi Hospital, Magadi Soda School, and the Company's Eco-tourism business.

HUMAN RESOURCES DIRECTOR

Jul 2008 – Jul 2012

James Finlay Kenya

Finlays is a leading agribusiness company and part of a multinational with a major presence in Europe, Asia, America, and Africa and which employed about 20,000 people to run its operations in Kenya. Directed the full scope of human resources activities across the 7 Group Companies in East Africa.

DIRECTOR OF HUMAN RESOURCES

Jul 2003 – Jul 2008

Magadi Soda Company Ltd

Magadi Soda Company was Africa's foremost producer and exporter of Soda Ash and was a part of the Brunner Mond Group of the UK, a member of Tata Chemicals Ltd. Magadi Soda Company has since rebranded to Tata Chemicals Magadi Ltd. Fully accountable for the Human Resources and Administration Function.

HUMAN RESOURCES MANAGER

Nov 1999 – Apr 2003

Coca-Cola Bottling Company, Nairobi (Nairobi Bottlers Limited)

Nairobi Bottlers Ltd is one of the largest Coca-Cola bottling operations in Africa. Served as an integral part of the senior management with full accountability for human resources and administration.

SENIOR CONSULTANT – EAST AFRICA

May 1994 – Oct 1999

PricewaterhouseCoopers, PwC

PricewaterhouseCoopers is a leading business advisory firm in the world. Provided human resources advisory services to clients throughout East Africa.

Education

Master of Business Administration ■ University of Nairobi

Bachelor of Commerce ■ University of Nairobi

Professional Development & Certifications

Senior Management Development ■ Harvard Business School

Corporate Governance Programme ■ The Commonwealth Association for Corporate Governance

Certified Human Resources Practitioner, CHRP (K) ■ HRMPEB

Trustee Development Programme ■ College of Insurance

Developing Healthcare Leaders of Tomorrow ■ Aga Khan University

Professional Membership

Member, Institute of Directors (MIoD)

Fellow, Institute of Human Resources Management of Kenya (FIHRM)

Non-Profit Board Leadership

Past: Chairperson, Tata Chemicals Magadi Provident Fund ■ Member, Board of Trustees of Magadi Soda Foundation, ■ Chairperson, Board of Management, Chemobo Secondary School ■ Current:

Chairperson, Board of Management, Aldai Boys Secondary School

ACADEMIC CERTIFICATES

Major General (Rtd) Martin Kizito Onyango Ong'oyi `CBS' `ndc' `psc '(K)

Contact	P.O.BOX 21546-00505 Nairobi 254722235246 martinongoyi@gmail.com
Summary	Retired two star General with over 39 years of experience in leadership, strategic management and national security. Proven track record of success in Mission command and human resource.
Experience	Managing Director - Kenya Ordnance Factory Cooperation (KOFC) <ul style="list-style-type: none">• Developing business plans and strategy• Dynamic leadership• Financial investment and business ventures• Stakeholders relationship• Strategic planning• Business development and growth
	Commandant Joint Command and Staff Collage (JCSC) <ul style="list-style-type: none">• Dynamic leadership• Production of mission capable officers• Strategic planning• Discipline
	Chief of Personnel Defence Headquarters (DHQ) <ul style="list-style-type: none">• Formulation of personnel and administration policies• Advice on personnel and administration issues• Coordinate remuneration policies and career progration
	Colonel Defence Forces Job Evaluation Team (DFJET) <ul style="list-style-type: none">• Determine the correct pay band and levels for all military personnel• Coordinate pay review• Advice on career progression

<p>Missions</p>	<p>Military Observer – Liberia 1995</p> <ul style="list-style-type: none"> • Monitoring ceasefire • Demobilization of combatants liaison office <p>Combine Joint Task Force (CJTF) Horn of Africa – USA – 2006</p> <ul style="list-style-type: none"> • Coordinate with host nation • Liaison General <p>Board Member of World Military Sports Council</p> <ul style="list-style-type: none"> • Organize and coordinate world military games • Conduct budgeting • Coordinate with host nations • Kenyan representative <p>Vice Chairman of Organization of Military Sports in Africa (OSMA)</p>
<p>Education</p>	<p>Masters of Arts in Political Science and Public Administration – UON</p> <ul style="list-style-type: none"> • Political Theory • International Relation • Thesis :The Influence of National Interest in Regional Integration: A Case of Kenya in East African community <p>Bachelor of Arts – UON</p> <ul style="list-style-type: none"> • 2 Majors: Sociology and political science & Public Administration • 1 Minor: Communication • First Class <p>Diploma in International Studies - IDIS UON</p>
<p>Honours and Awards</p>	<ul style="list-style-type: none"> • Chief of the Order of the Burning Spear (CBS) • 10TH Great Years of Nyayo Era Medal • 25th Anniversary commemorative Medal • 20th Great Year of Nyayo Era Medal • The constitutional medal • United Nation Medal-Liberia • National Defence Collage (Kenya) – ‘ndc’ (K) award. • Past Staff Course (Kenya) ‘psc’ (K)

--	--



MOHAMED ABDI ALI

00100, Nairobi, Kenya

KENYAN

15913-00100

MARRIED

mohadenabdi@gmail.com

PROFESSIONAL SUMMARY

Certified Human Resource Management Professional with vast experience in effective and efficient operations. Displays outstanding knowledge and practical expertise to provide exceptional all-round service.

EXPERIENCE

BOARD MEMBER, 07/2019 - Current

HRM Professionals Examinations Board, Nairobi, Kenya

- Provided strategic direction through careful data analysis, aiding progress towards key business objectives.
- Supported policy and process change, offering clear direction through performance monitoring and evaluation findings.
- Implemented training and development programmes for new employees to successfully exceed retention targets.
- Formed and sustained strategic relationships with clients.
- Cultivated successful business culture focused on performance optimisation and goal attainment.
- Directed hiring and training of new managers to drive organisational improvements.
- Led and contributed to market and business development activities, identifying and pursuing new potential client services opportunities.

DIRECTOR, 01/2015 - Current

Rightways Consulting Ltd, Nairobi, Kenya

KEY ROLES:

- I am involved in every project from sales to completion
- Notable projects: Development of HR Policies and Employee Handbook for Tinfra Engineering Ltd, Performance Management training for Transnep Insurance Agency, Job Evaluation for Horn Africa Management Institute (HAMII) among others

INVOLVEMENT:

- I am involved in building teams/staff, guiding the project team (Lead consultant), negotiating with clients, submitting quotes and if won, ensuring implementation cycle end to end

ACHIEVEMENTS:

- Each project had unique lessons to give
- I learnt that I had to work with people in order to win projects in Kenya
- I also got lessons from these projects on how to run a company

HEAD OF HUMAN RESOURCE AND ADMINISTRATION, 01/2012 - Current

EDUCATION

NEBOSH, UK, 2024

DipNEBOSH level 6: International Diploma in Occupational Health and Safety Management Professionals

College of Human Resource Management, Nairobi, 2020

Certified Human Resource Professional (CHRP): CHRPF (K)

University of Nairobi, Nairobi, 2018

Master of Business Administration: Major - Human Resource Management

Moi University, Nairobi, 2013

Bachelor of Business Management (BBM): Major - Human Resource Management

Railways Training Institute, Nairobi, 2010

Higher National Diploma : Human Resource Management (HRM)

North Eastern Technical Training Institute, Garissa, 2007

Diploma: Personnel Management

PROFESSIONAL AFFILIATIONS

- Member, Institution of Human Resource Management.
-

CERTIFICATIONS

- Certified Human Resource Consultant - IHRM
 - Strategic Leadership Development Program - KSG
 - Introduction to Public Sector Boards - KSG
 - Executive certificate in Human Resource Management system (HRMIS) -IHRM
 - Executive Certificate in Labour Laws - IHRM
 - Internal Auditor certificate - SGS
-

REFERENCES

CS, Commissioner Sharon Kisire from Director, HR powerhouse; Chairperson, HRMPEB Board of Directors.
Email: sharons.powerhouse@gmail.com
Tel: 0722760025
CHRP Quresha Abdullahi, Executive Director, Institute of Human Resource Management Email: quresha.abdullahi@ihm.or.ke
Tel: 0720279132
Samwel Odwuor Kaumba, Senior State Counsel in the Office of the Attorney-General and Department of Justice.
Email: odwuorkaumba@gmail.com
Tel: 0728627107

Sollion Telmec Limited, Nairobi, Kenya

KEY ROLE:

- Management of the overall human resource and administration services of the company

INVOLVEMENT:

- I am tasked with the management of the company's human resources including but not limited to the following:
- Recruitment and selection, Training and development, performance management, Work force planning, Payroll management, Employee relations, Occupational Health and Safety and Separation management...
- I am in charge of the HR functions of the company
- I am tasked with the formulation, implementation and monitoring of strategic human resource systems- philosophies, policies, practices and procedures that are aligned with the corporate strategic intent

ACHIEVEMENTS:

- I have gained management and analytical skills, worked with different teams at different levels and learnt that there is no success without team effort
- I managed to establish and implement human resource information systems- which led to improvement of our service (HR department) and contributed to the overall cost reduction strategy of the company
- Successfully achieved ISO 45001: Occupational Health and Safety standards

HR AND ADMINISTRATION OFFICER, 01/2010 - 01/2011

Sollion Telmec Limited, Nairobi, Kenya

KEY ROLES:

- Supervise and manage support staff, Manage and administer office supplies, ensure the office runs smoothly by updating and renewing all necessary permits and licenses, maintain asset registry and ensure company properties are well maintained
- Maintained Personnel file, leave administration, recruitment and selection administration and management of casual workers

ACHIEVEMENTS:

- I gained experience in office etiquette, resource management, legal requirements of a work place, work place safety
- I have also gained vast experience in asset management.

PROJECT SUPERVISOR, 01/2008 - 01/2009

Sollion Telmec Limited, Nairobi, Kenya

KEY ROLES:

- Delivery of telecommunication projects across the nation.
- I have participated in the implementation of several projects which include: Kenya Data Networks (Now Liquid Telecom) several metro Fiber Networks; Nairobi, Thika, Nakuru and Eldoret.

CORE QUALIFICATIONS

- Leadership and Governance
- Talent sourcing and talent management
- Workplace well being transformation
- Consulting
- Policy development
- Occupational Health and safety management
- Reward Management and Benefits Administration
- Learning and Development

JANE GATAKAA NJAGE
P.O. BOX 2479 – 60100 EMBU
CELL: +254722356557
Email janenjage@gmail.com

CURRICULUM VITAE

BIO DATA

Date Of Birth 24th December 1967
Identity 9215757
Nationality Kenyan
Home County Embu
Languages English , Kiswahili

PROFESSIONAL PROFILE

A Professional and results oriented Educationist with an experience of over 30 years in Institutional Leadership, a team player who is not only enthusiastic but also eager for new challenges .

EDUCATIONAL BACKGROUND

<u>Date</u>	<u>Institution</u>	<u>Qualification</u>
2007-2010	Egerton University	Master of Education
1987-1990	Kenyatta University	Bachelor of Education
1985-1986	Limuru Girls School	KACE Certificate
1981- 1984	Kaaga Girls School	KCE Certificate
1974 – 1980	Kianjagi Primary School	CPE Certificate

CAREER HISTORY

July 2023- October 2024 : TSC Regional Director Nyanza
July 2020 – To July 2023 : TSC Regional Director Nairobi
July 2016- To July 2020: TSC County Director - Muranga County
May 2012 - July 2016: TSC County Director - Kiambu County
1997-2012 : Principal, St. Marks Sec School, Embu
1992-1996 : Deputy Principal, Ukia Girls
1990- 1992 : Assistant teacher, Ukia Girls

COURSES AND PROFESSIONAL TRAINING ATTENDED

- Training on Mental Health and Psychosocial Support and CBC- 2024
- Training for TSC Board and Senior Management on Corporate Control by ESAMI 2021
- First Teachers Conference 2019
- Teacher Educators Workshop by UNESCO 2019
- Teacher Educators Workshop on CBC and Assessment of Teachers- 2019
- High Level ICT Skills Training - Gangwon Province of Education South Korea 2018
- AFTRA Teaching & Learning Course- AFTRA Pretoria South Africa 2017
- Leadership and Governance course by Institute of Directors -2017
- Public Procurement Kenya Institute of Supplies Management - 2016
- Strategic Leadership and Development Programme by Kenya school of Government -2015
- Decentralization in Education Training by UNICEF 2012
- Induction course for County Directors TSC - 2012
- Financial Management Training Kenya Education Staff Institute 2008
- Certificate in Educational management by KESI- 2008
- Induction Course Educational management : KESI 2002
- Introduction to computer packages Valiant Technologies 2000

AWARDS

Order of the Grand Warrior (**OGW**) : Awarded 12th December 2023

REFEREES

MR AYABEI CHEPTUMO

DIRECTOR FINANCE

TEACHERS SERVICE COMMISSION

NAIROBI

CELL PHONE; 0722 491294

Email; cheptumoayabei@tsc.go.ke

REVEREND STEPHEN NJOROGE

DELIVERANCE CHURCH BLUEVALLEY EMBU

P.O BOX 20783- 60100 EMBU

CELL-PHONE: 0722566480.

Email; dcbvembu@gmail.com

LEONID ASHINDU

Principal Administrative Officer (Clerk of Works / OSH)



Experienced Building Engineer with a demonstrated history of working in the non-profit organization management industry. Skilled in AutoCAD, Contractors, Procurement, Engineering, and Project Estimation. Strong engineering professional with a Bachelor of Business Management focused in Leadership and Management from Management University of Africa.

PROFESSIONAL AND EDUCATION BACKGROUND

2016 – 2024	Management University of Africa Bachelor of Management and Leadership
2012-2014	Management University of Africa Bachelors of Business Management Leadership and Management Management University of Africa
2010-2013	Kenya Institute of Highways and Building Technology (KIHBT) Higher National Diploma In Construction Building and Civil Engineering Option
2007-2010	Kenya Technical Teachers College Diploma in Technical Education Building Construction (Pass) Kenya Technical Teachers College
2004-2006	Kisumu Polytechnic Diploma in Building Construction Building Construction (Pass) Kenya National Examination Council
2001-2002	St. Kevin's Secondary School (Lodwar) Kenya Certificate of Secondary Education B (Plain) Kenya National Examination Council
1998 – 2000	St. Peter's Mumias Boys High School
1990-1997	Kakamega Primary School

PERSONAL DETAILS

Mobile: +254724125792

Email: lashindu@gmail.com

DATE OF BIRTH: 22nd Oct 1982

ADDRESS: P. O. Box 452 – 50101,
Butere

MARITAL STATUS: Married

NATIONALITY: Kenyan

GENDER: Male

ID NO: 23630771

RELIGION: Christian

COMMUNICATION

English

Swahili

Luhya & Luo

MEMBERSHIP TO PROFESSIONAL BODIES

July 2014 – To Date	Accredited Construction Site Supervisor, National Construction Authority (NCA) Reg No.:NCA/SS/2014/03682
March 2014 – To Date	Council Member, The Association of Professional Societies in East Africa (APSEA)
March 2013 – To Date	The Institute of Clerks of Works – Kenya (ICWK) Corporate Member MNO M66
Sept 2011 – Mar 2013	The Institute of Clerks of Works – Kenya (ICWK) Technician Member MNO T164
Oct 2010 – To Date	The Architectural Association of Kenya (AAK) Technician Architect M/NO 3099

OTHER TRAININGS

Mar 25th -28th 2024	Royal Academy of Engineering TOT course in occupational health and safety in engineering construction.
Jan 2021	Teacher Service Commission Occupational Safety and Health Committee Training Fire Safety Training First Aid Training
Jan 2019	Brain Works Group Safety, Energy Saving, Resource Saving and Sanitation In Residential Construction
May 2017	Tullow Oil Environmental Health & Safety in the oil & Gas Industry
Oct 2015	Safetec Solutions Basic Safety and Health Committee Training Safetec Solutions
Dec 2008 – Sept 2009	Prisons Staff Training College Ruiru (PSTC) Initial Training Course for Recruit Warders/Wardresses Paramilitary Training & Correctional services Prisons Staff Training College
Feb 2006	Kisumu Polytechnic Seminar at Blue Sands Hotel Kisumu Leadership and Management

WORK EXPERIENCE

- March 2020 - To Date** **Teachers Service Commission Headquarters**
Principal Administrative Officer (Clerk of Works/Occupational Safety and Health)
- Jan 2013 - To Date** **National Construction Authority**
Expert Trainer / Facilitator
- Sep 2019 - Feb 2020** **Teachers Service Commission - Bomet County**
Principal Administrative Officer (Clerk of Works)
- May 2017 - Aug 2019** **Teachers Service Commission - Bomet County**
Chief Administrative Officer (Clerk of Works)
- May 2016 - June 2017** **County Government of Kakamega**
Sub County Youth Training Officer
- Jan 2016-Dec 2016** **United Nations Office of Project Services (UNOPS)**
Associate Building Engineer
UNICEF MNCH Project
Nairobi, Turkana, Homabay, Kakamega and Garissa Counties
- Jan 2015-April 2017** **Leonid Ashindu Agencies**
Consulting Clerk of Works
Jabavu Court Management, Haveli Developers, Adservices Ltd

- Oct 2014-Oct 2015 **Slum Upgrading and Youth Empowerment Project**

Trainer and Site Supervisor
Kibera, Mukuru Kwa Njenga, Mathare, Korogocho & Kiandutu
- Mar 2013-Oct 2014 **Sinopec International Petroleum Corporation –Olkaria I and IV Steam Field Development Project**

Measurement Engineer
- Mar 2010 – Jun 2014 **Ministry of Home Affairs Kamiti YCTC**

Building Officer
- June 2011.– Dec 2012 **Ministry of Education.(Africa Development Bank Project)**

Clerk of Works Siaya County
- May 2010-July 2010. **Kenya Institute of Highways and Building Technology**

Teaching Practice
- Mar 2010 – April 2011 **Ministry of Public Works**

Kamiti GK Prison Staff Housing Project
Clerk of Works
- Sept 2009 – Mar 2010 **Ministry of Home Affairs**

Prison Warder
Kenya Prisons Service
- Jan – April 2007 **Butere – Mumias County Council**

Post attachment
- Jan – April 2005 **Mumias Sugar Company**

Industrial Attachment

OTHER DUTIES AND RESPONSIBILITIES HELD

- May 2023 – To Date **Association Of Professional Societies In East Africa (APSEA)**

1st Vice Chairman
- Sep 2023 - To Date **Member Kenya Leadership & Integrity Forum**
Multisectoral Committee
- Sep 2022 - To Feb 2023 **National Construction Authority**
Jury - Construction Excellence Awards 2023
- Oct 2022 - To Mar 2023 **Commission of Administrative Justice**

- Mar 2019 – To Mar 2024 **The Institute of Clerks of Works - Kenya**
Council Member
- Dec 2015 – To Date **Manyala Primary School**
Member Board of Management
- Jan 2013 – To Date **Manyala Aids Resource Centre (MARC)**
Patron/Chairman Board of Directors
- Mar 2014 – To Date **Institute of Clerks of Works-Kenya**
Chairman
- Jan – Dec 2019 **Africa Alliance of YMCAS**
Consultant
- 2014 - 2016 **National Construction Authority**
Member National Construction Week Planning Committee

INTERESTS/HOBBIES

- Making friends
- Reading newspapers
- Travelling

REFEREES

- **Engineer Michael Walela**
Assistant Manager Training
National Construction Authority
P.O.Box 21046-00100 Nairobi
m.walela@nca.go.ke
0721404086
- **Prof. Nicholas Letting**
Chairman
Association of Professional Societies in East Africa
P.O. Box 72643 – 00200 Nairobi
nletting@gmail.com
+254722284133
- **Dr. Julius O. Olayo**
Director Human Capital Management
National Police Service Commission
P.O. BOX 47363-00100 Nairobi
juliusolayo@tsc.go.ke
0725895824

Aug - To Sep 2022 **Chairperson**
Select Committee for recruitment of board of directors Kakamega County Water and Sanitation Company

May 2019 - To Date **YMCA - National Training Institute, Nairobi**
Member, Board of management

May 2019 - To May 2023 **Association of professional societies In East Africa (APSEA)**
Honorary Asst. Treasurer

Jan 2019 - To Date **Manyala Education Centre**
Proprietor/Director

DR. GILDA ODERA

P.O Box 117 Nairobi 00502 KENYA | ✉: gildaodera@gmail.com | 📞: +254.722.744.541

EXECUTIVE PROFILE

- Visionary leader with over 30 years of senior management, chief executive, and board director experience, inclusive of budget oversight handling funds up to USD 430 million in the education sector and in excess of USD 500 million in the health sector. Played a key role in developing policies in both the health and education sectors.
- First elected female National President of the Federation of Kenya Employers (the primary employer body in Kenya with over 1500 leading business organizations) since its inception 65 years ago. In this position, I articulate and advocate for employers' needs to inform policies that benefit the business environment and the country.
- Wealth of experience in Executive recruitment and remuneration. I have vast experience in both public and sector boards in health, procurement, higher education and technical/vocational education. I have chaired the Human Resource/ Governance and Administration Committees as well as Finance Committees in all the boards I have sat in.
- Pioneer in the Eastern Africa information & communication technology ("ICT") sector, anchoring one of the region's first Internet services providers by founding and expanding a startup team of six to over 120 employees in about six years. Played key roles in developing ICT policy.
- Founding chairperson of the Kenya Business Process Outsourcing Association ("KBPOA"), a link between the Government of Kenya and private sector participants. KBPA's advocacy efforts led to the development of the ICT policy by the Government of Kenya and the latter gaining World Bank funds to lay the first fiber optic cable in East Africa
- Founder of one of the first two international call centers in Eastern Africa, a joint venture with a Canadian firm funded by the Canadian International Development Agency
- Awarded in the Republic of South Africa, 2nd Runner up in the top 'African ICT Businesswoman' category for my contribution to developing the Kenya ICT industry
- Appointed one of nine panelists of distinguished persons advising the Government of Kenya, Ministry of Health on key reforms, restructuring, and repositioning initiatives for the National Health Insurance Fund ("NHIF") – now a strategic purchaser in the country's health services industry.

Chaired the NHIF business process reengineering committee to review, analyze and strategically position Africa's largest (by claims value, volume, and number of unique members) social insurer to transition to a strategic health services purchaser
- Chaired the Business Process Outsourcing & Information Technology Enabling Services ("BPO/ITES") working group, and advise the Government on the expansion of the country's

ICT sector in partnership with international organizations and foreign governments and developing ICT policy at the Office of the Prime Minister.

SKILLS

- Transformational leadership
- Strategic planning and implementation
- Public Policy Advocacy
- Stakeholder engagement
- Building effective teams
- Change champion
- Good Public Relations and effective communication
- Problem-solving
- Remuneration & Negotiations
- Decisiveness and risk tolerance

WORK HISTORY

2013- Current Lead Consultant, All About Marketing Limited

Consulting and advisory in business strategy, policy development and advocacy, organizational development, organizational development, change management, stakeholder engagement, mentoring, and coaching.

Has been instrumental in developing health, procurement, and education policies in conjunction while representing key stakeholders.

Providing expert mentoring and advisory services for startups in business planning, strategic planning, financial guidance, marketing, and investor pitches.

2002-2013 Managing Director, Skyweb Technologies Limited

- Overall management of the Internet Service Provider company. Provided strategic guidance and direction leading to over 400% profitability growth of the company over five years with excellent visibility attracting investors.
- Role included overall leadership and growth, development of strategic alliances and partnerships, and strategic management of the company. As Managing Director, I steered the company's growth from a staff of twelve to over 100 employees through innovative business strategies and positioning. This included founding a joint venture international call center, Skyweb-Evans Co Ltd, with a Canadian company. This was a pioneer venture, the second of its kind in Kenya. As a result, it became an authority in business process outsourcing and founded an industry sector.
- Was instrumental in developing the ICT Policy in conjunction with other players and the Ministry of Information and Communication and also advocated and influenced policy and partnerships, which enabled the World Bank to fund the first fiber optic cable in Kenya through the Ministry of Information and Communication as lobbied for by industry.

1990-2002 Marketing Support Services Limited

Grew corporate client base by 60% through effective marketing strategies and innovative business development. My various roles in this period stemmed from Project Coordinator to Commercial Director. Managed over 150 staff across various departments. Pioneered on various fronts in experiential marketing strategies, cutting across the company's printing press, graphic design, sales merchandising, and research units.

Roles included overall business management, client servicing, strategic direction and guidance of staff, business planning, and budgeting.

BOARD POSITIONS

The following are the board positions I hold/have held :

- 1st National President, Federation of Kenya Employees (2024-Current)
- Board Director, National Industrial Training Authority (2020- Mid August 2024 Current)
- Board Trustee, Universities Funds Board (2019-2022)
- Panel Member & Chair of Business Process Committee in the Health Reform Panel of Experts, Kenya (June 2019- Dec 2019)
- Council Member, Kenya National Qualification Authority (2016-2019)
- Board Member, Public Procurement Administrative Review Board (2013-2019)
- Board Director, National Hospital Insurance Fund ("NHIF") (2012-2018)
- Chairperson, BPO/ITES Working Group at Office of Prime Minister(2013-2018)
- Council Member, Kirinyaga University College(2012-2013)
- Vice-Chair, ICT Sector Board, KEPISA (Kenya Private Sector Alliance) (2009-2011)
- Founding Chairperson, Kenya BPO and Contact Centre Society(2007-2010)
- Board Director of TESPOK (Telecommunications Service Providers of Kenya) (2004-2009)
- Chairperson, Public Policy Board, Computer Society of Kenya (2004-2005)
- Council Member, Marketing Society of Kenya (1999)
- Board Director, Business Incubation Association of Kenya (2009)
- Chairperson Board of Advisors, Greenhorn Mentorship Program, University of Nairobi, Business School (2007-2011)

EDUCATION

- 2015-2023 PhD, Public Policy and Administration, Specializing in Leadership and Management, Walden University, USA.
- 2012-2013 MA in Leading Innovation and Change, University of York St John, United Kingdom
- 1986-1989 The University of Nairobi, Upper Second Class Degree in Sociology.
- 1983-1984 'A' Level, State House Girls; High School
- 1979-1982 'O' level, State House Girls' High School

AWARDS

- Africa ICT Achievers' Award 2005, Top ICT Businesswoman Runner Up (awarded in South Africa)
- Best Entrepreneur 2006, Computer Society of Kenya
- Entrepreneur of the Year, 2009, Computer Society of Kenya
- Nominee of Africa Prosperity Awards 2008 where was ranked among the 10 top female entrepreneurs in Africa with great potential

RELEVANT TRAINING AND CERTIFICATIONS

- Audit Committees in a New Era of Governance - Harvard Business School
- Making Boards More Effective- Harvard Business School
- Compensation Committees: New Challenges, New Solutions- Harvard Business School
- Certified Business Process Outsourcing Business Leader by BPO Certification Institute, Inc. USA
- ESG certificate by the Institute of Internal Auditors
- BPO Operations Management Training by LiveBean Consulting & Training Pvt. Limited
- Board Competency Training of Trainers by Female Future Program, Norwegian Enterprise Confederation
- Corporate Governance Training Course for Directors by the Center For Corporate Governance
- Marketing Society of Kenya Diploma
- Chartered Institute of Arbitrators Associate
- Arbitration and ADR Course- Chartered Institute of Arbitrators

REFEREES

Available on request





Geoffrey Apollo Okelo Omondi B.A (Nbi) M.A (Hague)

Diplomas - Turin, Geneva, Tokyo, and Galilee.

P.O.BOX 14727 -00100 (GPO), Nairobi-Kenya

Mobile : +254 072 70 10 836

Email- jeffmonds2015@gmail.com

Email- geoffreyomondi@students.uonbi.ac.ke

Date of Birth 28th November 1959 ✓

Marital status Married.

ACADEMIC QUALIFICATION

- o PhD Research student – University of Nairobi
- o Master of Arts in Labour and Development Studies (M.A) from the International Institute of Social Studies (ISS The Hague) Erasmus University of Amsterdam, The Netherlands, 1992-1993,
- o Bachelor of Arts (Hons) in Political Science and Sociology (B.A) (Hons) University of Nairobi Kenya- 1980-1984
- o Geoffrey Apollo Omondi is a Former Commissioner for Labour in the Ministry of Labour & Social protection, the Republic of Kenya where he served for a total of 35 years as a Labour Administrator.
- o Prior to being Labour Commissioner, Mr Geoffrey Apollo Omondi was Principal Counsellor in Labour matters and liaison officer at the International Labour Organization (ILO) at the Kenya Permanent Mission to The United Nations in Geneva, Switzerland from 2005 -2009.

- Mr Omondi was elected Coordinator of the African group of the ILO with effect from June 2005 and in that capacity he served in all Meetings of the International Labour Conference (ILC), Governing Body (GB) Sessions and peak Sectoral activities until end of June 2008 Conference.
- Was elected to sit on the Globally Respected Committee on Freedom of Association (CFA) as representative of all African Government Members of the ILO.
- Mr Omondi won a coveted Certificate from the President of the African Union Commission as the Group Coordinator for a record three years in recognition of unwavering dedication, resolve, patience, and tenacity with which he exercised functions of the position of Coordinator for the African Countries at the ILO.
- He participated as a technical expert in the Kenya delegation during the Centenary Conference and voted for the ILO Convention on elimination of violence at the workplace in June 2019. He was Kenya's representative in the Tripartite Working Group (TWG) of the ILO on Standards Review Mechanism (SRM) in Geneva in October 2019.
- Prior to the posting to Geneva, Switzerland, Mr Omondi served as Secretary to the National Tripartite Consultative Committee of Government, Federation of Kenya Employers (FKE) and Central Organisation of Trade Unions (COTU). He also served as a joint Secretary to the Task Force that reviewed Labour Law in Kenya in 2004- 2007.
- Earlier, Mr Omondi earlier worked as a District Labour Officer in Nairobi, Nyeri and Kirinyaga Districts. He was Deputy Provincial Labour Officer in Nairobi and served as Provincial Labour Officer in the then Central Province where he covered Nyeri, Kirinyaga, Murang'a, Kiambu, Thika, and Nyahururu Districts. Using labour background as a base, Omondi has been enlisted to provide contributions and interventions in a diversity of related subjects ranging from Industrial Relations, Labour law and Organisation, Policy Reforms, Sectoral Labour Relations Analysis, Structural Adjustments, Industrial Policy, Employment Policy, Child Labour, Human Rights, the Informal Sector, Private Employment Agencies and Productivity.
- As a qualified Officer, he earned himself the position of Chief Examiner in Employee Relations Course, at the Kenya National Examination Council (KNEC).
- Mr Omondi is armed with a diploma in Training and Evaluation of Training Systems and has demonstrated strong teaching skills and has written several academic papers and other publications for reputable institutions. He trains for FKE, the Central Organisation of Trade Unions (COTU) and Consults for the international Labour Organization (ILO) as well as the Swedish Work Programme (SWP) in Kenya.
- Mr Omondi is a certified Conciliator / Mediator from the international Training Centre of the ILO- Turin campus.

Annexure 10:
Minutes of Sitzings of the Committee

MINUTES OF THE 49TH SITTING OF THE DEPARTMENTAL COMMITTEE ON LABOUR HELD ON MONDAY, 25TH NOVEMBER 2024 IN COMMITTEE ROOM 9,1ST FLOOR, MAIN PARLIAMENT BUILDINGS AT 4:00 PM.

PRESENT

1. The Hon. Karemba Eric Muchangi Njiru, M.P - Chairperson
2. The Hon. Muli Fabian Kyule, M.P - Vice Chairperson
3. The Hon. Kagesi Kivai Ernest Ogesi, M.P
4. The Hon. Kiti Richard Ken Chonga, M.P
5. The Hon. Wambilianga Catherine Nanjala, M.P
6. The Hon. Abdullahi Amina Dika, M.P
7. The Hon. Barasa Patrick Simiyu, M.P
8. The Hon. Chiforomodo Mangale Munga, M.P.
9. The Hon. Siyoi Lillian Chebet, M.P

APOLOGIES

1. The Hon. K'Oyoo James Onyango, M.P
2. The Hon. Lomwa Joseph Samal, M.P
3. The Hon. Omwera George Aladwa, M.P
4. The Hon. Aburi Donya Dorice, M.P.
5. The Hon. Kihungi Peter Irungu, M.P
6. The Hon. Sankaire Leah Sopiato, M.P

COMMITTEE SECRETARIAT

1. Mr. Abenayo Wasike. - Principal Clerk Assistant I
2. Mr. Samuel Wanjiru. - Clerk Assistant III
3. Ms. Colletah Sigilai. - Senior Legal Counsel
4. Mr. Timothy Tsungulah. - Research Officer III
5. Mr. Saeed Salim. - Media Relations Officer
6. Ms. Mercylyn Kerubo. - Audio Officer III
7. Ms. Yasmin Hassan - Serjeant At Arms

AGENDA

1. Prayers
2. Preliminaries;
 - i)* Adoption of the agenda
 - ii)* Remarks by Chairperson
3. Confirmation of Minutes/Matters Arising.
4. Consideration and adoption of the report on Approval hearings/vetting of nominees for appointment as Chairperson and Members of the Salaries and Remuneration Commission
5. Business Before the Committee
6. Any Other Business
7. Adjournment

MIN. NO.317 NA/LAB/2024:

PRELIMINARIES.

The Chairperson, called the meeting to order at thirty minutes to five o'clock and said the Prayer. This was followed by a round of introduction.

The Chairperson briefed the Committee on the agenda of the Sitting, being the consideration of the report on approval hearings for nominees for appointment as Chairperson and Members of the Salaries and Remuneration Commission.

MIN.NO.318 NA/LAB/2024: CONFIRMATION OF MINUTES OF THE PREVIOUS SITTING.

Minutes of the 47th Sitting, held on 22nd November 2024, were confirmed as being a true reflection of the proceedings of the meeting as proposed by The Hon. Barasa Patrick Simiyu, M.P and seconded by The Hon. Chiforomodo Mangale Munga, M.P.

Minutes of the 48th Sitting, held on 22nd November 2024, were confirmed as being a true reflection of the proceedings of the meeting as proposed by The Hon. Chiforomodo Mangale Munga, M.P. and seconded by The Hon. Barasa Patrick Simiyu, M.P

MIN.NO.319 NA/LAB/2024:

MATTERS ARISING

No matter arose

MIN.NO.320 NA/LAB/2024:

BUSINESS BEFORE THE COMMITTEE

The following businesses have been committed to the committee for consideration:

1. Approval Hearing

The Hon. Speaker on 13th November 2024 conveyed a message by, H.E. the President on nomination of the following persons for appointment as Chairperson and Members of the Salaries and Remuneration Commission

- i)* Mr. Sammy Chepkwony, Chairperson
- ii)* Ms. Jane Gatakaa Njage, nominee of the Teachers Service Commission (TSC);
- iii)* Maj. Gen. (Rtd) Martin Kizito Ong'oyi, CBS, nominee of the Defence Council;
- iv)* Mr. Mohamed Aden Abdi, nominee of the Senate on behalf of County Governments;
- v)* Dr. Gilda Odera, nominee of the Federation of Kenya Employers (FKE);
- vi)* Dr. Geoffrey Apollo Omondi, nominee of the Central Organization of Trade Unions (COTU); and
- vii)* Mr. Leonid Ashindu, nominee of the Association of Professional Societies in East Africa (APSEA).

Advert to invite the Public to submit Memorandum and notification to the nominees placed in the dailies on 14th November 2024 to lapse on Thursday 21st November 2024.

Committee to conducted the approval hearings on Friday, 22nd November 2024 and is set to table its report on 26th November 2024

- 2 The National Employment Authority (Amendment) Bill, 2023 (Senate Bills No 48 of 2023) The Bill is sponsored by Sen Crystal Asige, MP Committee on Labour was briefed on 18th April 2024 Committee on Labour was briefed on Thursday 18th April 2024 pending the Joint Sitings with the Committee on Diaspora Affairs and Migrant Workers

- 3 Sessional Paper No 5 on the National Policy on Labour Migration

The Joint Committee on Labour and Diaspora Affairs and Migrant Workers met the Cabinet Secretary, Ministry of Labour and Social Protection on Thursday 9th November 2023 and Wednesday 24th April 2024 to deliberate on the Policy
Join Committee placed advert in the local dailies on 24th October 2024 to facilitate public participation At the lapse of the advert period, the Committee had received one Memorandum form the Association of Skill Migrant Workers

The Committee to schedule a Meeting to consider the Memorandum and report on the Sessional paper

- 4 Report on the status of Budget implementation FY 2023/24 and Q1 of FY 2024/25 for MDAs and Independent Commissions under the purview of the Committee

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

The Committee is scheduled to undertake inspection visits to verify the status of the implementation of the projects including the National Employment Promotion Centre, Kabete and there after consider and table its report

- 5 Statement regarding unfair Labour practices by Diamond Leisure Lodge Beach and Golf Resort by Hon Fatuma Masito, MP (Kwale County)

Committee has received a response for consideration and reporting to the House

CONSIDERATION AND ADOPTION
OF THE REPORT ON APPROVAL
HEARINGS/VETTING OF
NOMINEES FOR APPOINTMENT AS
CHAIPERSON AND MEMBERS OF
THE SALARIES AND
REMUNERATION COMMISSION

After conducting the approval hearings, the Committee made the following findings on the seven (7) nominees:

- i)* The nominees have the requisite academic qualifications recognized in Kenya.
- ii)* The nominees have vast knowledge and experience which qualify them for appointment to the positions of Chairperson and Members of the Salaries and Remuneration Commission
- iii)* According to the records and information availed to the Committee, the nominees meet the requirements of chapter six of the Constitution on leadership and integrity.
- iv)* The nominees also exhibited extensive knowledge on topical issues including public management, finance and administration and the status of the labour sector.
- v)* The Committee did not receive any written statement on oath contesting suitability of the nominees as required under section 6(9) of the Public Appointments (Parliamentary Approval) Act (Cap.7F)
- vi)* The Committee exercised due diligence and contacted vetting bodies for confidential information but did not receive any adverse report on the nominee.
- vii)* The nomination of the persons for appointment as Chairperson and members of the Commission was in compliance with the Constitution, the Salaries and Remuneration Commission Act (Cap.412D) and the Public Appointments (Parliamentary Approval) Act (Cap.7F).

Having conducted the approval hearings pursuant to Article 230 of the Constitution; Sections 3 and 8 of the Public Appointments (Parliamentary Approval) Act, 2011; Salaries And Remuneration Commission Act,2011 and Standing Order 216 (5) (f), the Committee recommended that the House **approves** the appointment of:


- a. Mr. Sammy Chepkwony as the Chairperson of the Salaries and Remuneration Commission; and
- b. The following nominees as members of the Salaries and Remuneration Commission to represent various institutions as indicated–
 - i)* Maj. Gen. (Rtd) Martin Kizito Ong’oyi, CBS, nominee of the Defence Council;
 - ii)* Mr. Mohamed Aden Abdi, nominee of the Senate on behalf of County Governments;
 - iii)* Ms. Jane Gatakaa Njage, nominee of the Teachers Service Commission (TSC);
 - iv)* Dr. Gilda Odera, nominee of the Federation of Kenya Employers (FKE);
 - v)* Dr. Geoffrey Apollo Omondi, nominee of the Central Organization of Trade Unions (COTU); and
 - vi)* Mr. Leonid Ashindu, nominee of the Association of Professional Societies in East Africa (APSEA).

The report on approval hearings of the nominees for appointment as Chairperson and Members of the Salaries and Remuneration Commission was **unanimously** adopted having

been proposed by The Hon. Chiforomodo Mangale Munga, M.P. and seconded by Hon. Kagesi Kivai Ernest Ogesi, M.P.

MIN. NO. 322 NA/LAB/2024: **ADJOURNMENT**

There being no other business, the meeting was adjourned at five o'clock. The next Meeting will be held on notice

SIGNED.....  DATE 25/11/24
.....

(CHAIRPERSON)

MINUTES OF THE 48TH SITTING OF THE DEPARTMENTAL COMMITTEE ON LABOUR HELD ON FRIDAY, 22ND NOVEMBER 2024 IN COMMITTEE ROOM 9,1ST FLOOR, MAIN PARLIAMENT BUILDINGS AT 2:00 PM.

PRESENT

1. The Hon. Karemba Eric Muchangi Njiru, M.P - Chairperson
2. The Hon. Kagesi Kivai Ernest Ogesi, M.P
3. The Hon. Wambilianga Catherine Nanjala, M.P
4. The Hon. Abdullahi Amina Dika, M.P
5. The Hon. Barasa Patrick Simiyu, M.P
6. The Hon. Chiforomodo Mangale Munga, M.P.
7. The Hon. Siyoi Lillian Chebet, M.P

APOLOGIES

1. The Hon. Muli Fabian Kyule, M.P - Vice Chairperson
2. The Hon. K'Oyoo James Onyango, M.P
3. The Hon. Kiti Richard Ken Chonga, M.P
4. The Hon. Lomwa Joseph Samal, M.P
5. The Hon. Omwera George Aladwa, M.P
6. The Hon. Aburi Donya Dorice, M.P.
7. The Hon. Kihungi Peter Irungu, M.P
8. The Hon. Sankaire Leah Sopiato, M.P

COMMITTEE SECRETARIAT

1. Mr. Abenayo Wasike. - Principal Clerk Assistant I
2. Mr. Samuel Wanjiru. - Clerk Assistant III
3. Ms. Colletah Sigilai. - Senior Legal Counsel
4. Mr. Timothy Tsungulah. - Research Officer III
5. Ms. Wambui Nyachae. - Research Officer III
6. Mr. Saeed Salim. - Media Relations Officer
7. Ms. Mercylyn Kerubo. - Audio Officer III
8. Mr. Moses Musembi. - Serjeant At Arms

AGENDA

- 1 Prayers
- 2 Preliminaries,
 - i) Remarks by Chairperson
- 3 Confirmation of Minutes/Matters Arising
- 4 Approval hearings/vetting of nominees for appointment as Members of the Salaries and Remuneration Commission-
 - a Mr Leonid Ashindu
 - b Dr Gilda Odera
 - c Dr Geoffrey Apollo Omondi
- 5 Business Before the Committee
- 6 Any Other Business
- 7 Adjournment

MIN. NO.309 NA/LAB/2024:

PRELIMINARIES.

The Chairperson, called the meeting to order at two o'clock and said the Prayer. This was followed by a round of introduction by the Members, Secretariat and the nominees.

MIN.NO.310 NA/LAB/2024: CONFIRMATION OF MINUTES OF THE PREVIOUS SITTING.

This agenda was deferred

MIN.NO.311 NA/LAB/2024:

MATTERS ARISING

No matter arose

MIN.NO.312 NA/LAB/2024:

BUSINESS BEFORE THE COMMITTEE

The following businesses have been committed to the committee for consideration:

1. Approval Hearing

The Hon. Speaker on 13th November 2024 conveyed a message by, H.E. the President on nomination of the following persons for appointment as Chairperson and Members of the Salaries and Remuneration Commission

- i)* Mr. Sammy Chepkwony, Chairperson
- ii)* Ms. Jane Gatakaa Njage, nominee of the Teachers Service Commission (TSC);
- iii)* Maj. Gen. (Rtd) Martin Kizito Ong'oyi, CBS, nominee of the Defence Council;
- iv)* Mr. Mohamed Aden Abdi, nominee of the Senate on behalf of County Governments;
- v)* Dr. Gilda Odera, nominee of the Federation of Kenya Employers (FKE);
- vi)* Dr. Geoffrey Apollo Omondi, nominee of the Central Organization of Trade Unions (COTU); and
- vii)* Mr. Leonid Ashindu, nominee of the Association of Professional Societies in East Africa (APSEA).

Advert to invite the Public to submit Memorandum and notification to the nominees placed in the dailies on 14th November 2024 to lapse on Thursday 21st November 2024.

Committee to conducted the approval hearings on Friday, 22nd November 2024 and is set to table its report on 26th November 2024.

2. The National Employment Authority (Amendment) Bill, 2023 (Senate Bills No 48 of 2023). The Bill is sponsored by Sen. Crystal Asige, MP. Committee on Labour was briefed on 18th April 2024. Committee on Labour was briefed on Thursday 18th April 2024 pending the Joint Sittings with the Committee on Diaspora Affairs and Migrant Workers.
3. Sessional Paper No. 5 on the National Policy on Labour Migration.

The Joint Committee on Labour and Diaspora Affairs and Migrant Workers met the Cabinet Secretary, Ministry of Labour and Social Protection on Thursday 9th November 2023 and Wednesday 24th April 2024 to deliberate on the Policy.

Join Committee placed advert in the local dailies on 24th October 2024 to facilitate public participation. At the lapse of the advert period, the Committee had received one Memorandum form the Association of Skill Migrant Workers.

The Committee to schedule a Meeting to consider the Memorandum and report on the Sessional paper.

4. Report on the status of Budget implementation FY 2023/24 and Q1 of FY 2024/25 for MDAs and Independent Commissions under the purview of the Committee.

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

The Committee is scheduled to undertake inspection visits to verify the status of the implementation of the projects including the National Employment Promotion Centre, Kabete and there after consider and table its report.

5. Statement regarding unfair Labour practices by Diamond Leisure Lodge Beach and Golf Resort by Hon. Fatuma Masito, MP (Kwale County).

Committee has received a response for consideration and reporting to the House.

Mr. Leonid Ashindu, the nominee for appointment as Member representing the Association of Professional Societies in East Africa (APSEA) appeared before the Committee on Friday, 22nd November 2024 and was orally interviewed under oath pursuant to Article 230 (2) (c)(iii) of the Constitution, the Public Appointments (Parliamentary Approval Act, 2011, Salaries and Remuneration Commission Act 2011 and the National Assembly Standing Orders. He briefed the Committee on his background information as follows:

- i)* He is a Kenyan Citizen of Identification Card (ID) Number 23630771 and was born in 1982 in Manyala, Butere in Kakamega County. The nominee does not hold dual citizenship.
- ii)* He has a Diploma in Technical Education Building Construction from the Kenya Technical Teachers College in 2010, a Bachelor of Business Management Leadership and Management in 2014 from the Management University of Africa and a Bachelor of Management and Leadership from the same institution this year (2024)
- iii)* He has received training in the areas of occupational and environmental health and safety, energy saving, resource-saving, and sanitation in residential construction.
- iv)* The nominee currently holds the position of Principal Administrative Officer (Clerk of Works/ Occupational Safety and Health) at the Teachers Service Commission (since 2020) as well as an Expert Trainer/ Facilitator at the National Construction Authority (since 2013). Some of the recent positions held by the nominee include- Consulting Clerk of Works at Leonid Ashindu Agencies (2015-2017); Associate Building Engineer at United Nations Officer of Project Services (UNOPS) (2016); and Chief Administrative Officer (Clerk of Works) and later Principal Administrative Officer (Clerk of Works) in Bomet. In addition, he is also currently the Chairman of the Institute of Clerks of Works - Kenya (since 2014).
- v)* The nominee received an award for outstanding contribution towards the construction excellence awards in 2023 and was honoured as an expert technical trainer by the National Construction Authority (2022/2023).
- vi)* The nominee is /has been a member of the following institutions
 - a.* Association of Professional Associates in East Africa (1st Vice Chairman, May 2023.to date
 - b.* Institute of Clerks of Works (Chairman, March 2024-date)
 - c.* Architectural Association of Kenya, Technician Member)
- vii)* The nominee's income during the calendar year preceding his nomination consists of his salary from TSC of Ksh. 1,747,560 a year. His total net worth is Ksh. 20,196,820, consisting of Land and Forest Acres amounting to Ksh. 2,780,000 and home worth Ksh. 18, 750,00. He also noted liabilities from Sacco Loans in the amount of 1,333,180
- viii)* The nominee declared that he does not have any persons or matter that would present a potential conflict of interest, and should it arise, he would declare the interest in writing to the appointing authority in accordance with the law.
- ix)* On Charity work, the nominee is a board member for Manyala Primary School as well as the Young Men Christian Association (YMCA NTI). He is also a Patron of the Manyala AIDS resource Centre.

In order to assess the nominee's overall suitability for the position, the Committee posed questions to the nominee and he responded as recorded hereunder:

a. On the question of his experience contributing to his role as a commissioner

The nominee stated that throughout his career, he has developed strategic plans and intends to develop a new strategic plan when the Commission begins working. He also stated that he has engaged numerous stakeholders in his career and therefore will bring experience with engagements with stakeholders which is crucial for SRC.

b. On the roles and mandate of the SRC

The nominee stated that the major roles of SRC revolve around job evaluation, and salary reviews and they collect data related to matters of salary and remuneration that they use to make better decisions on remuneration.

c. On the question on the proposal for SRC Commissioners to on a part-time basis

The nominee stated that the roles and mandate of SRC are continuous, which are essential in the current state of the economy and that it is not yet time for SRC to be part-time.

d. On the question of issues of collaboration between SRC and other entities

The nominee explained that stakeholder engagement should be done right and the public should be informed on the decisions taken. He advocated for continuous engagement by SRC with stakeholders to resolve the issues.

e. On the question of budget cuts affecting operations at SRC

The nominee indicated the need for priority budgeting given the scarce resources. He added that the Commission can initiate its own revenue raising measures through offering advisory and training services.

MIN.NO.314 NA/LAB/2024:

APPROVAL HEARINGS FOR DR.
GILDA ODERA, NOMINEE FOR
APPOINTMENT AS MEMBER,
SALARIES AND REMUNERATION
COMMISSION

Dr. Gilda Odera, the nominee for appointment as Member representing the Federation of Kenya Employers (FKE) appeared before the Committee on Friday, 22nd November 2024 and was orally interviewed under oath pursuant to Article 230 (2) (c)(ii) of the Constitution, the Public Appointments (Parliamentary Approval Act, 2011, Salaries and Remuneration Commission Act 2011 and the National Assembly Standing Orders. She informed the Committee on her background as follows:

- i)* She is a Kenyan Citizen of Identification Card (ID) number 9010199 and was born on 25th September 1966 in Nairobi County. The nominee does not hold dual citizenship.
- ii)* She holds a Bachelor's degree in Sociology from the University of Nairobi, a Master of Arts in Leading Innovation and Change in 2012 from the University of York St. John in the United Kingdom and a PhD in 2023 in Public Policy and Administration (specializing in Leadership and Management).
- iii)* Over the years, she has participated in a number of trainings related to governance, marketing, audit committees, business process outsourcing, operations, and most notably, compensation committees.
- iv)* She has a cumulative working experience of over 30 years serving as in senior management, as a chief executive and a board director. She is currently serving as a

Lead Consultant at “All About Marketing Limited”, which is a consulting company that offers a wide range of services to both corporate organizations as well as small and medium sized enterprises SMEs. She has held this position since 2013.

- v) In the past, the nominee has served as a Project Coordinator to Commercial Director in Marketing Support Services Limited (a marketing consultant company) (1990-2002) and Managing Director for Skyweb Technologies Limited (an internet service and Satellite TV provider) (2002 – 2013).
- vi) The nominee has also held a number of other positions, including:
 - a. First female National President of the Federation of Kenya Employers (2024-Current),
 - b. Board Director of the National Industrial Training Authority (2020- Mid August 2024);
 - c. Council Member of the Kenya National Qualification Authority (2016 -2019);
 - d. Board Director at NHIF (2012 - 2018);
 - e. Chairperson of the Public Policy Board of the Computer Society of Kenya
- vii) She is /has been a member of the following institutions:
 - a. Institute of Director, Member (2018-date)
 - b. founding Chairperson of the Kenya Business Process Outsourcing Association (KBPOA)
 - c. Marketing Society of Kenya, Council Member (1999)
- viii) The nominee’s income during the calendar year preceding her nomination consists of rental and board allowances amounting to Ksh. 4,160,000. Her net worth is Ksh. 200 million.
- ix) *On Pro-bono/Charity Work/Donation to Charity*, she is a member of the Rotary Club of Milimani, where she contributes through material and non-material donations in kind. She also mentors upcoming entrepreneurs and start-ups pro bono.

In order to assess the nominee’s overall suitability for the position, the Committee posed questions to the nominee and she responded as recorded hereunder:

a. On the proposed minimum wage of ksh.16000 offered to house helps advocated by the Cabinet Secretary in charge of Labour

The nominee reiterated that the Federation of Kenya Employers had engaged the Cabinet Secretary for Labour and Skills Development and agreed to the proposal. She stated that house helps need to feel the change in their salaries even if it is 3% in change of salary.

b. On the need to improve the remuneration for civil servants and workers in the private sector given the challenging economic environment

The nominee decried the challenging business environment in the country which has resulted to closure of businesses and the declaration of redundancy. The private sector may not be in a position to readjust the salaries.

c. On her priority if approved for appointment as a member of the Salaries and Remuneration Commission

The nominee stated the need for the Country to achieve the 35% public wage to revenue ratio at both levels of government.

Dr. Geoffrey Apollo Omondi, the nominee for appointment as Member representing the Central Organization of Trade Unions (COTU) appeared before the Committee on Friday, 22nd November 2024 and was orally interviewed under oath pursuant to Article 230 (2) (c)(i) of the Constitution, the Public Appointments (Parliamentary Approval Act, 2011, Salaries and Remuneration Commission Act 2011 and the National Assembly Standing Orders. He briefed the Committee on his background as follows:

- i)* He is a Kenyan Citizen of Identification Card (ID) Number 2093123 and was born on 28th November 1959, Nairobi County. The nominee does not hold a dual citizenship.
- ii)* The nominee holds Bachelor of Arts (Hons) in Political Science and Sociology from the University of Nairobi in 1984 and a Masters of Arts in Labour and Development Studies from the International Institute of Social Studies in Amsterdam in 1993.
- iii)* In terms of work and professional progression, he served in the Ministry of Labour and Social Protection for 35 years as a Labour Administrator and also commissioner for Labour. The nominee has also served as a District Labour Officer, a Deputy Provincial Labour Officer and a Provincial Labour Officer in Nairobi as well as surrounding districts. Between 2005 and 2009, the nominee was a Principal Counsellor on labour matters and liaison officer at the International Labour Organization (ILO).
- iv)* The nominee earned a diploma in Training and Evaluation of Training Systems, allowing him to offer training at FKE and COTU, as well consult with the ILO. He also held the position of Chief Examiner in the Employee Relations course at the Kenya National Examination Council (KNEC).
- v)* The nominee has held a number of other positions, including:
 - a.* Coordinator of the African group of the ILO (2005 - 2008).
 - b.* Sat on the Committee on Freedom of Association (CFA) as a representative of all African Member of the ILO.
 - c.* Technical expert in the Kenya delegation during the ILO Centennial Conference and was a representative in the Tripartite Working Group of the ILO on Standards Review Mechanisms (SRM).
 - d.* Secretary to the National Tripartite Consultative Committee of Government, Federation of Kenya Employers (FKE) and Central Organization of Trade Unions (COTU).
- vi)* The nominee was bestowed with a Certificate from the President of the African Union Commission as a group coordinator.
- vii)* The Nominee is a certified Conciliator/ Mediator from the International Training Centre of the ILO and an officer in the governing body of the ILO. He is also a member of the International Labour and Employment Relations Association, as well as the Institute of Human Resources Management of Kenya.
- viii)* He stated that his net worth is approximately Ksh. 20 million, and includes a house and undeveloped land in Syokimau.
- ix)* Pro-bono/Charity Work/Donation to Charity, the nominee stated that he trains students and interns on land laws, industrial relations and dispute resolutions.
- x)* The nominee had neither been charged in a court of law nor mentioned in any investigatory reports of Parliament or any Commission of Inquiry in the last three (3)

years. He had also never been dismissed or otherwise removed from office for contravention of the provisions of Article 75 of the Constitution.

In order to assess the nominee's overall suitability for the position, the Committee posed questions to the nominee and he responded as recorded hereunder:

a. On the Mandate of the Salary Commission

The nominee stated that Salaries and Remuneration Commission Act defines the mandate of the Commission that is to set salaries for state officers, to advice on remuneration for public servants and to ensure salaries payable are sustainable.

b. On the question of collaboration and communication among stakeholders when enacting reviews of employee's remuneration

The nominee highlighted the concept social dialogue indicating the need for continuous engagement with the tripartite stakeholders i.e the employers, trade unions and the employees.

c. On the question of the salary remuneration process being transparent to the public and trade unions

The nominee stated that collective bargaining agreements are important for trade unions and the public as they promote transparency and members involved in the agreements should communicate the agreements with members in their trade unions.

d. On instances where the umbrella trade union body has taken a different stand from affiliate unions

The nominee indicated that COTU is the most representative of workers in Kenya and there is need to ensure harmony between the employers and employees. There is a need for the umbrella organisation to engage the affiliate unions.

e. On disparities on his net worth

The Nominee indicated that he had not assigned a value to his ancestral land, homes and car. The nominee undertook to submit a detailed statement on net worth.

Overall Committee Observations.

The Committee, having considered the nominees' filled questionnaires pursuant to Section 6(8) of the Public Appointments (Parliamentary Approval) Act, their curricula vitae and having heard their oral submissions during the approval hearings, made the following general observations:

- a. All the nominees are Kenyan citizens and do not hold dual citizenship. Thus, they satisfy the dictates of Article 78(1) and (2) of the Constitution which bars state officers from holding dual citizenship.
- b. All the nominees presented their academic credentials and professional certificates and, during the approval hearings, demonstrated their suitability in accordance with the provisions of Section 6(7) of the Public Appointments (Parliamentary Approval) Act No. 33 of 2011.
- c. None of the nominees held office in any political party, a requirement under Article 77(2) of the Constitution and the Schedule to the Public Appointment (Parliamentary Approval) No. 33 of 2011.
- d. None of the nominees had been dismissed from office under Article 75 of the Constitution for contravention of the provisions of Articles 75 (1) (conflict of

- interest), 76 (financial probity), 77 (restriction of State officers) and 78 (2) (dual citizenship) of the Constitution;
- e. The nominees meet the requirements of Chapter Six of the Constitution on leadership and integrity having obtained clearance from the Ethics and Anti-Corruption Commission (EACC), the Kenya Revenue Authority (KRA), the Directorate of Criminal Investigations (DCI), Office of the Registrar of Political Parties (ORPP) and the Higher Educations Loan Board (HELB).
 - f. By close of business on Thursday, 21st November 2024 at 5.00 p.m. the Clerk of the National Assembly had received 6 submissions in support of the Nomination for appointment of Mr. Leonid Ashindu. The Submissions were from:
 - i) Commission On Administration of Justice
 - ii) Francis Ndalo Odongo
 - iii) Institute Of Clerks of Works- Kenya
 - iv) Manyala Education Centre
 - v) Ack Diocese of Butere
 - vi) Manyala Aids Resource Centre (CBO)
 - g. The nominations accord with the Two-Third Gender Principle. Article 27(8) of the Constitution provides that the State shall take legislative and other measures to implement the principle that not more than two-thirds of the members of elective or appointive bodies shall be of the same gender. In this regard, not more than two thirds of the nominees are of the same gender.
 - h. The nominees demonstrated an impressive grasp of knowledge of topical, administrative and technical issues touching on the Office of Chairperson and Members of the Salaries and Remuneration Commission and that they have requisite abilities, qualifications and experience to serve in the offices.

Based on the above recommendation, the Committee resolved to approve all the nominees. The resolution was proposed The Hon. Chiforomodo Mangale Munga, M.P and seconded by The Hon. Barasa Patrick Simiyu, M.P

MIN. NO. 316 NA/LAB/2024:

ADJOURNMENT

There being no other business, the meeting was adjourned at thirty minutes to five o'clock. The next Meeting will be held on Monday, 25th November 2024 at 4:00 pm.

SIGNED.....



DATE

25/11/2024

(CHAIRPERSON)

MINUTES OF THE 47TH SITTING OF THE DEPARTMENTAL COMMITTEE ON LABOUR HELD ON FRIDAY, 22ND NOVEMBER 2024 IN COMMITTEE ROOM 9,1ST FLOOR, MAIN PARLIAMENT BUILDINGS AT 8:30 AM.

PRESENT

1. The Hon. Karemba Eric Muchangi Njiru, M.P - Chairperson
2. The Hon. Kagesi Kivai Ernest Ogesi, M.P
3. The Hon. Wambilianga Catherine Nanjala, M.P
4. The Hon. Abdullahi Amina Dika, M.P
5. The Hon. Barasa Patrick Simiyu, M.P
6. The Hon. Chiforomodo Mangale Munga, M.P.
7. The Hon. Siyoi Lillian Chebet, M.P

APOLOGIES

1. The Hon. Muli Fabian Kyule, M.P - Vice Chairperson
2. The Hon. K'Oyoo James Onyango, M.P
3. The Hon. Kiti Richard Ken Chonga, M.P
4. The Hon. Lomwa Joseph Samal, M.P
5. The Hon. Omwera George Aladwa, M.P
6. The Hon. Aburi Donya Dorice, M.P.
7. The Hon. Kihungi Peter Irungu, M.P
8. The Hon. Sankaire Leah Sopiato, M.P

COMMITTEE SECRETARIAT

1. Mr. Abenayo Wasike. - Principal Clerk Assistant I
2. Mr. Samuel Wanjiru. - Clerk Assistant III
3. Ms. Colletah Sigilai. - Senior Legal Counsel
4. Mr. Timothy Tsungulah. - Research Officer III
5. Ms. Wambui Nyachae. - Research Officer III
6. Mr. Saeed Salim. - Media Relations Officer
7. Ms. Mercylyn Kerubo. - Audio Officer III
8. Mr. Moses Musembi. - Serjeant At Arms

AGENDA

1. Prayers
2. Preliminaries;
 - i) Remarks by Chairperson
3. Confirmation of Minutes/Matters Arising.
4. Approval hearings/vetting of nominees for appointment as Chairperson and Members of the Salaries and Remuneration Commission-
 - a. Mr. Sammy Chepkwony (Chairperson)
 - b. Maj. Gen. (Rtd) Martin Kizito Ong'oyi, CBS (Member)
 - c. Mr. Mohamed Aden Abdi (Member)
 - d. Ms. Jane Gatakaa Njage (Member)
5. Business Before the Committee
6. Any Other Business
7. Adjournment

MIN. NO.300 NA/LAB/2024:

PRELIMINARIES.

The Chairperson, called the meeting to order at thirty minutes past eight o'clock and said the Prayer. This was followed by a round of introduction.

The Chairperson, in his opening remarks, briefed the Committee on the notification to the National Assembly of the nominations, Committal to the Committee, notification to the public/call for submission of Memoranda, invitation of the nominees for the approval hearings and the request for Clearance.

He further briefed the members on the criteria for vetting and informed the Members that the Nominees were properly before the Committee for Vetting

MIN.NO.301 NA/LAB/2024: CONFIRMATION OF MINUTES OF THE PREVIOUS SITTING.

This agenda was deferred

MIN.NO.302 NA/LAB/2024:

MATTERS ARISING

No matter arose

MIN.NO.303 NA/LAB/2024:

BUSINESS BEFORE THE COMMITTEE

The following businesses have been committed to the committee for consideration:

1. Approval Hearing

The Hon. Speaker on 13th November 2024 conveyed a message by, H.E. the President on nomination of the following persons for appointment as Chairperson and Members of the Salaries and Remuneration Commission

- i)* Mr. Sammy Chepkwony, Chairperson
- ii)* Maj. Gen. (Rtd) Martin Kizito Ong'oyi, CBS, nominee of the Defence Council;
- iii)* Mr. Mohamed Aden Abdi, nominee of the Senate on behalf of County Governments;
- iv)* Ms. Jane Gatakaa Njage, nominee of the Teachers Service Commission (TSC);
- v)* Dr. Gilda Odera, nominee of the Federation of Kenya Employers (FKE);
- vi)* Dr. Geoffrey Apollo Omondi, nominee of the Central Organization of Trade Unions (COTU); and
- vii)* Mr. Leonid Ashindu, nominee of the Association of Professional Societies in East Africa (APSEA).

Advert to invite the Public to submit Memorandum and notification to the nominees placed in the dailies on 14th November 2024 to lapse on Thursday 21st November 2024.

Committee conducted the approval hearings on Friday, 22nd November 2024 and is set to table its report on 26th November 2024.

2. The National Employment Authority (Amendment) Bill, 2023 (Senate Bills No 48 of 2023). The Bill is sponsored by Sen. Crystal Asige, MP. Committee on Labour was briefed on 18th April 2024. Committee on Labour was briefed on Thursday 18th April 2024 pending the Joint Sitzings with the Committee on Diaspora Affairs and Migrant Workers.

3. Sessional Paper No. 5 on the National Policy on Labour Migration.

The Joint Committee on Labour and Diaspora Affairs and Migrant Workers met the Cabinet Secretary, Ministry of Labour and Social Protection on Thursday 9th November 2023 and Wednesday 24th April 2024 to deliberate on the Policy.

Join Committee placed advert in the local dailies on 24th October 2024 to facilitate public participation. At the lapse of the advert period, the Committee had received one Memorandum form the Association of Skill Migrant Workers.

The Committee to schedule a Meeting to consider the Memorandum and report on the Sessional paper.

4. Report on the status of Budget implementation FY 2023/24 and Q1 of FY 2024/25 for MDAs and Independent Commissions under the purview of the Committee.

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

The Committee is scheduled to undertake inspection visits to verify the status of the implementation of the projects including the National Employment Promotion Centre, Kabete and there after consider and table its report.

5. Statement regarding unfair Labour practices by Diamond Leisure Lodge Beach and Golf Resort by Hon. Fatuma Masito, MP (Kwale County).

Committee has received a response for consideration and reporting to the House.

Mr. Sammy Chepkwony, the Nominee for Chairperson appeared before the Committee on Friday, 22nd November 2024 and was orally interviewed under oath pursuant to Article 230 (2) (a) of the Constitution, the Public Appointments (Parliamentary Approval Act, 2011, Salaries and Remuneration Commission Act 2011 and the National Assembly Standing Orders. The Nominee briefed the Meeting as follows;

- i) He is a Kenyan Citizen of ID Number 5276082 and was born in Nandi County in 1965.
- ii) He holds a Bachelor of Commerce and a Master's in Business Administration from the University of Nairobi. In addition, he has certifications in Senior Management Development, Corporate Governance, Trustee Development, Human Resources Practitioner and Labour Laws Training.
- iii) He is a Certified Human Resources Management Practitioner who is currently a Member of the Insurance Appeals Tribunal, where he has served since 2023. He is also the CEO of People Centric Management Company Ltd.
- iv) Previously, he served as a member of the National Taskforce on Improvement of the Terms and Conditions and other Reforms for Members of the National Police Service, Kenya Prisons Service, and the National Youth Service (2022-2023).
- v) Prior to this, he was the Regional Director for Human Resources in East Africa at Aga Khan University (2018-2022) and Group Human Resources Director at Kenya Airways (June to October 2017).
- vi) He is a member of the Institute of Directors and a fellow at the Institute of Human Resource Management.
- vii) He submitted that his income during the calendar year preceding his nomination consists of an employment income of Ksh. 4,645,000 in 2023 and Ksh. 3, 445, 000 in 2024. He listed his net worth as approximately Ksh. 251,000,000, consisting of Ksh. 293.000.000 in assets (land, homes, vehicles, shares) less liabilities of Ksh. 42,000,000.
- viii) The nominee has not been charged in a court or 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.

The Committee also examined him on the following issues;

a. On his short stint at the Kenya Airways Ltd

The nominee submitted that there was an ongoing organization restructuring programme and that he had opted to take an exit package.

b. On the Mandate of SRC and whether the terms of service of the Commissioners should be part-time instead of full-time

The nominee stated that the commission handles salary and remuneration matters for equity, fairness and transparency. He further affirmed that the commission's role is to advise the national and county governments on remuneration matters and set and review salaries and allowances.

The nominee argued that the Commission still has a lot of work to do in reviewing salary structures and that it is not yet time for the Commission to transition to a part-time basis.

c. On how the nominee's experience on human resources can help determine the trajectory of the country in line with Vision 2030 and MTP IV

The nominee stated that the country has to focus on achieving the Bottom-Up Economic Model (BETA) plan and that he will propose HR interventions that align with BETA.

He noted the need to link the reward systems to the direct achievement of the BETA pillars which include: Universal Health Coverage; Affordable Housing, Digital Superhighway among other.

d. On the of terms of service of SRC Commissioners as proposed in the SRC Amendment Bill of 2024

The nominee stated that he is aware of the Bill and that it is not yet time to move commissioners from full-time to part-time.

e. On the tenure of public servants above 60 years with rare expertise

The nominee explained that the problem of having public officers above 60 having to be retained because of rare skills is a problem of lapse in succession planning. He stated that there are gaps in succession that should be resolved but for now, the public servants should be retained to keep the country running.

f. On compliance to the requirement for declaration of incomes, assets and liabilities and methods to improve compliance among public servants

The nominee stated that a system must be implemented for compliance. He insisted that compliance has to be part of performance objectives as it may contribute to 100% compliance.

g. On the public service wage bill ballooning and what measures the nominee will take for a sustainable wage bill

The nominee stated that it is important to balance remuneration and rewards and that key performance indicators should be used to reward productivity. He added that it is important to empower public servants through remuneration and also implement the resolution of the 3rd national wage bill conference to achieve the 35% wage bill to revenue ratio.

The Nominee also noted the need to empower enterprises and this will int turn generate more revenues for the government.

h. On Kenya's salary structure

The nominee indicated that the salary structure is developing but, noting the important role played by Remuneration in Employees behaviour, there is a need to align it to performance and productivity.

The performance appraisal system should be reviewed to allow provisions for flexibility for remote work.

i. On the strained relationship between the Commission and over institutions including Parliament.

The nominee noted the need for continuous engagement with the relevant stakeholders as they seek to deliver their respective mandates.

MIN.NO.305 NA/LAB/2024:

APPROVAL HEARINGS FOR MAJ. GEN. (RTD) MARTIN KIZITO ONG'OYI, CBS, NOMINEE FOR APPOINTMENT AS MEMBER, SALARIES AND REMUNERATION COMMISSION

Maj. Gen. (Rtd) Martin Kizito Ong'oyi, CBS, the nominee for appointment as Member representing the Defence Council appeared before the Committee on Friday, 22nd November 2024 and was orally interviewed under oath pursuant to Article 230 (2) (b)(vi) of the

Constitution, the Public Appointments (Parliamentary Approval Act, 2011, Salaries and Remuneration Commission Act 2011 and the National Assembly Standing Orders. The nominee briefed the Meeting on his background as follows-

- i) He is a Kenyan Citizen of Identification Card (ID) Number 3513101 and was born in Ndiwa, Homa Bay County in 1964.
- ii) He holds a Diploma in International Studies, a Bachelor of Arts (Double Majors in Sociology and Political Science & Public Administration), and a Masters of Arts in Political Science and Public Administration from the University of Nairobi.
- iii) The nominee is a retired General with over 39 years of experience in leadership, strategic management, and national security. Some of the positions held over the years include the Chairman of the Kenya Defence Forces Pay and Allowance Review (2015), Colonel Defence Forces Job Evaluation Team (DFJET), Chief of Personnel Defence Headquarters, Commandant of Joint Command and Staff College (JCSC), and Managing Director of Kenya Ordnance Factory Corporation (KOFC).
- iv) The nominee has been bestowed with the following honours and awards:
 - a. Chief of the Order of the Burning Spear (CBS)
 - b. 10th and 20th Great Years of Nyayo Era Medal
 - c. 25th Anniversary Commemorative Medal.
 - d. The Constitutional Medal.
 - e. United Nations Medal (Liberia).
- v) His income during the calendar year preceding her nomination consists of a salary of Ksh. 750,000 and a rental income of Ksh. 533,000. He indicated that his net worth was approximately Ksh. 120,000,000.
- vi) The nominee has never been charged in a court or 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.

In order to assess the nominee's overall suitability for the position, the Committee posed questions to the nominee and he responded as recorded hereunder:

a. On challenges faced at the Kenya Ordnance Factory (KOFC)

The nominee stated that the major challenge is that the institution is a state corporation and therefore faces the challenges associated with the PFM Act and that suppliers are limited. He also submitted that fluctuations in foreign exchange rate affects the prices of inputs required for production of ammunitions

b. On how the nominee will represent the Defence Council the Commission

The nominee highlighted the contrast between the military and civilian life and indicated that the Military serves beyond the labour laws and will take whatever remuneration is set.

He however retaliated that there are policy issues that need to be reviewed including terminology of the various allowances and the grading of the salary structure

c. On what drove the nominee to study political science

The nominee stated that he believes that in politics, the military is the centre of power and he was interested in knowing the origins of power.

SALARIES AND REMUNERATION COMMISSION

Mr. Mohamed Aden Abdi, the nominee for appointment as Member representing the Senate on behalf of the County Governments appeared before the Committee on Friday, 22nd November 2024. He was orally interviewed under oath pursuant to Article 230 (2) (b)(vii) of the Constitution, the Public Appointments (Parliamentary Approval Act, 2011, Salaries and Remuneration Commission Act 2011 and the National Assembly Standing Orders. He briefed the Committee as follows on his background-

- i) He is a Kenyan Citizen of Identification Card (ID) number 27512996 and was born in 1988 in Garissa County.
- ii) He holds a Diploma in Personnel Management from North Eastern Technical Training Institute (2007); a Higher Diploma in Human Resource Management (HRM) from Railway Training Institute (2010); a Bachelor of Business Management from Moi University (2013); a Masters of Business Administration from the University of Nairobi (2018); as well as an international Diploma in Occupational Health and Safety Management Professionals.
- iii) The nominee is a full member of the Institute of Human Resource Management (IHRM) and graduate member of the Workplace Safety Professionals Association of Kenya.
- iv) The nominee is a Certified Human Resources Management Professional, a Director at Rightways Consulting Ltd, and a member of the HRM Professionals Examinations Board since 2019.
- v) He receives income from employment (Ksh. 3,000,000), livestock farming (Ksh. 400,000 per year), and sitting allowances (Ksh. 100,000 per year). The nominee estimated his wealth to be Kes. 38,700,000.
- vi) The nominee declared that he does not have any persons or matter that would present a potential conflict of interest, and should it arise, he would declare the interest in writing to the appointing authority in accordance with the law.
- vii) The nominee has never been charged in any Court of Law in the last three years, and neither had he been adversely mentioned in any investigatory report of Parliament or any other commission of inquiry in the last three years.

Committee posed questions to the nominee and she responded as recorded hereunder:

a. On the disparities in salary structures of county employees in various counties across Kenya compared to the mainstream public service employees with similar job groups?

He informed the Committee on the need to conduct salary audits and job evaluation to identify the disparities for corrective action. The nominee advocated for harmonisation of the salary structure in counties, standard evaluation framework and regular review and adjustment of salaries. There is also a need for competitive salary structure to retain requisite skills and need for fiscally sustainability.

b. On his role as a representative of the Senate for county governments

The nominee indicated that there is a need for collaborative efforts as the two entities seek to discharge their respective mandates.

The nominee reiterated the need to engage county leadership to understand their need and thereby initiate policy changes based on the need.

c. On potential conflict of interest

The nominee declared that he does not have any persons or matter that would present a potential conflict of interest, and should it arise, he would declare the interest in writing to the appointing authority in accordance with the law

On the strained relationship between parliament and the Commission

The nominee noted the need for continuous engagement between the two institutions given their different mandates. The nominee reiterated the need for the institutions to understand their respective mandates.

MIN.NO.307 NA/LAB/2024:

APPROVAL HEARINGS FOR MS. JANE GATAKAA NJAGE, NOMINEE FOR APPOINTMENT AS MEMBER, SALARIES AND REMUNERATION COMMISSION

Ms. Jane Gatakaa Njage, the nominee for appointment as Member representing the Teachers Service Commission appeared before the Committee on Friday, 22nd November 2024 and was orally interviewed under oath pursuant to Article 230 (2) (b)(iv) of the Constitution, the Public Appointments (Parliamentary Approval Act, 2011, Salaries and Remuneration Commission Act 2011 and the National Assembly Standing Orders. She briefed the Committee on her background as follows-

- i) She is a Kenyan Citizen of ID Number 9215747 and was born in 1967 in Tharaka Nithi County.
- ii) She graduated from Kenyatta University with a Bachelor of Education and from Egerton University with a Master in Education. The nominee has also received certifications from courses on strategic leadership and development, governance, education management, and financial management.
- iii) She has served as TSC Regional Director for Nyanza region. The nominee has over 26 years' experience in Institutional leadership. She served as an Assistant Teacher and Deputy Principal at Ukai Girls School (1990 – 1996) and as the Principal at St. Marks Secondary School in Embu.
- iv) She later went on to become the Teachers Service Commission (TSC) County Director in Kiambu (2012-2016) and in Muranga (2016-2020). From 2020 -2023 the nominee was the TSC Regional Director in Nairobi.
- v) The nominee was awarded the Order of Grand warrior (OGW) in 2023.
- vi) The nominee's income during the calendar year preceding her nomination consists of:
 - a. Salary and Emoluments Approximately; Ksh 7,700,000
 - b. Income from Business; Ksh 880,000
 - c. Rental Income Ksh; 1,052,000/Dividends Ksh; 200,000.
- vii) Her net worth includes:
 - a. Residential home; Ksh 16,000,000
 - b. Land and Buildings; Ksh 39,400,000
 - c. Total Assets; Ksh 55,400,000
 - d. Less Liabilities; Ksh 1,400,000
 - e. Net Assets Ksh; 54,000,000
- viii) On charity work, the nominee established a day school in 1997, which she asserts has gone on to benefit the community. She also has participated in charitable works: such as supporting in School Fees Ksh 40,000 in 2024, mentoring youth in

schools and conferences regularly, and preaching the gospel to both students and teachers.

In order to assess the nominee's overall suitability for the position, the Committee posed questions to the nominee and she responded as recorded hereunder:

a. *On the industrial disputes between the teachers and the Teachers Service Commission*

The noted the need for job evaluations and need to identify gaps in the Collective Bargaining Agreement in the teaching fraternity to ensure learning is not disrupted by the constant industrial disputes.

b. *On her understanding of the role of the Salaries and Remuneration Commission*

The nominee submitted that the Commission is mandated to set and review salaries and align them with the economy for fiscal sustainability.

The Commission is also expected to conduct comparative studies with other nations on matters remuneration.

c. *On inequalities in designation of hardship areas for the payment of hardship allowances for teachers and other public servants*

The nominee stated the need for review for the criteria of designation and gazettement of hardship areas for alignment with the current state of affairs.

d. *On the need to review the salary structure of teachers given the enactment of the Competency Based Curriculum*

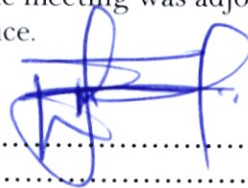
The nominee submitted that there is a need for salary review given the changing role of the teachers in the new model of learning.

There's a need for evaluation to determine the need for adjustment of the salary structure.

MIN. NO. 308 NA/LAB/2024: ADJOURNMENT

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

SIGNED.....



DATE

25/11/2024

(CHAIRPERSON)

Annexure 11:
Committee's Report Adoption Schedule



REPUBLIC OF KENYA
THE NATIONAL ASSEMBLY
13TH PARLIAMENT - THIRD SESSION - 2024
DEPARTMENTAL COMMITTEE ON LABOUR
MEMBERS ATTENDANCE SCHEDULE

DATE: 25/11/2024 START: 4:06 pm END:

VENUE: Committee Room 9, First Floor, Main Parliament Building

AGENDA: ADOPTION SCHEDULE ON CONSIDERATION OF THE REPORT ON APPROVAL HEARINGS FOR PERSONS NOMINATED FOR APPOINTMENT AS CHAIRPERSON AND 11 SAC

NO.	NAME	SIGNATURE
1.	Hon. Karemba Eric Muchangi Njiru, MP-Chair person	
2.	Hon. Muli Fabian Kyule, MP- Vice Chairperson	
3.	Hon. K'Oyoo James Onyango, M.P.	
4.	Hon. Kagesi Kivai Ernest Ogesi, M.P.	
5.	Hon. Kiti Richard Ken Chonga, M.P.	
6.	Hon. Lomwa Joseph Samal, M.P.	
7.	Hon. Omwera George Aladwa, M. P.	
8.	Hon. Wambilianga Catherine Nanjala, MP	
9.	Hon. Abdullahi Amina Dika, M.P.	
10.	Hon. Aburi Donya Dorice, M.P.	
11.	Hon. Barasa Patrick Simiyu, M.P.	
12.	Hon. Chiforomodo Mangale Munga, M.P.	
13.	Hon. Kihungi Peter Irungu, M. P.	
14.	Hon. Sankaire Leah Sopiato, M.P.	
15.	Hon. Siyoi Lillian Chebet, M.P.	

Forwarded by:

Signed: Date: 25/11/24
 Mr. Abenayo Wasike
 Principal Clerk Assistant I – Head of Secretariat

Approved by:

Signed: Date:
 Mr. Peter K. Chemweno,
 Director
 Directorate of Departmental Committees