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THE NATIONAL ASSEMBLY


THIRTEENTH PARLIAMENT – FOURTH SESSION – 2025

DIRECTORATE OF DEPARTMENTAL COMMITTEES

DEPARTMENTAL COMMITTEE ON HEALTH

REPORT ON THE APPROVAL HEARING OF:

DR. OLUGA FREDRICK OUMA, OGW, NOMINEE FOR APPOINTMENT AS
PRINCIPAL SECRETARY, STATE DEPARTMENT FOR MEDICAL SERVICES,
MINISTRY OF HEALTH

 THE NATIONAL ASSEMBLY PAPERS LAID	
DATE: 09 APR 2025 DAY: <i>Wednesday</i>	
TABLED BY:	<i>Hon. Dr. James Nyikal, MP Chairperson</i>
CLERK-AT THE-TABLE:	<i>A. Shibuko</i>

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LIST OF ABBREVIATIONS AND ACRONYMS

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

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CHAIRPERSON'S FOREWORD

This report contains proceedings of the Departmental Committee on Health during the approval hearing of **Dr. Oluga Fredrick Ouma, OGW**, Nominee for appointment as Principal Secretary, State Department for Medical Services, as requested by H.E. the President and communicated to the House by the Speaker on **Wednesday, March 26th, 2025**.

Pursuant to Article 155(3)(b) of the Constitution, Section 5 of the Public Appointments (Parliamentary Approval) Act (PAPAA) and Standing Order 45(1), H.E. the President notified the National Assembly of the nomination of fourteen persons for the positions of Principal Secretaries to various State Departments vide a letter **dated 20th March, 2025**. The Hon. Speaker vide a communication made on **Wednesday, March 26th, 2025** conveyed to the House the Message from H.E. the President and subsequently referred the name of the Nominee, curricula vitae, and the Public Service Commission report on his recruitment to the Departmental Committee on Health for approval hearing. While referring the matter to the Committee, the Speaker directed that the Committee undertake the vetting exercise within twenty-eight (28) days under Section 8 of the Public Appointments Parliamentary Approval Act (Cap. 7F). The Speaker further directed the Clerk of the National Assembly to notify the Nominee and the general public by placing adverts in two newspapers of nationwide circulation and the Parliamentary Website of the time and place of holding the approval hearings by **Friday, 4th April 2025**.

In compliance with Article 118 (b) of the Constitution and Section 6 (4) of the Public Appointments (Parliamentary Approval) Act (Cap. 7F), the Clerk of the National Assembly placed an advertisement in the print media on **Thursday 27th March, 2025** informing the public of the nomination, date, time and place of the approval hearing. He also invited the public to submit memoranda by way of written statements on oath (*affidavit*) on the suitability of the Nominee in conformity with section 6 (9) of the Public Appointments (Parliamentary Approval) Act (Cap. 7F). The memoranda were to be received on or before **Thursday, 3rd April, 2025 at 5.00 p.m.** (East African Time). At the close of the submission deadline, the Committee had not received any memorandum for or against the Nominee's suitability.

The Clerk of the National Assembly also wrote to Kenya Revenue Authority (KRA), Ethics and Anti-Corruption Commission (EACC), the Directorate of Criminal Investigations (DCI), the Higher Education Loans Board (HELB) and the Office of the Registrar of Political Parties (ORPP) seeking references and background checks relating to the suitability of the Nominee.

The Nominee appeared before the Committee on **Friday, 4th April, 2025** for vetting. The Committee examined the Nominee's suitability based on the criteria set out in Section 7 of the Public Appointments (Parliamentary Approval) Act (Cap. 7F). In addition, the Committee examined the Nominee's academic credentials, relevant experience, knowledge of sector issues and his understanding on leadership and integrity. The Committee paid due regard to the procedure used to arrive at the nominees; the constitutional or statutory requirements relating to the office in question and the suitability of the Nominee for the appointment proposed having regard to whether the Nominee's abilities, experience and qualities meet the needs of the State Department.

Committee Recommendation

The Committee having held an approval hearing for the Nominee regarding his suitability, observed that due process was followed in the recruitment process as provided for under Article 155(3) (b) of the Constitution and the Public Appointments (Parliamentary Approval Act) (Cap. 7F). The Committee

therefore recommends that the National Assembly **APPROVES** the nomination of **Dr. Oluga Fredrick Ouma, OGW**, Nominee for appointment as Principal Secretary, State Department for Medical Services.

Acknowledgments

The Committee registers its appreciation to the Office of the Speaker, Office of the Clerk of the National Assembly, Office of the Director, Departmental Committees and the Committee Secretariat for the logistical support extended during the vetting process.

In addition, the Committee thanks the Nominee for his cooperation during the vetting process. Finally, the Committee appreciates KRA, EACC, DCI, HELB and ORPP for providing references and background checks relating to the suitability of the Nominee.

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

On behalf of the Departmental Committee on Health, and pursuant to Article 155(3)(b) of the Constitution and Section 8 of the Public Appointments (Parliamentary Approval) Act (Cap. 7F) and the provisions of Standing Orders 45(4) and 199(6), it is my pleasant duty to present the Report of the Committee on the Approval Hearing of Dr. Oluga Fredrick Ouma, OGW, Nominee for appointment as Principal Secretary, State Department for Medical Services, Ministry of Health for adoption by the House.

HON. DR. NYIKAL JAMES WAMBURA, MP.
CHAIRPERSON, DEPARTMENTAL COMMITTEE ON HEALTH

CHAPTER ONE

1.0 PREFACE

1.1 Establishment and Mandate of the Committee

- I. The Departmental Committee on Health is one of the twenty Departmental Committees of the National Assembly established under **Standing Order 216(5)** whose mandates pursuant to the **Standing Order 216 (5)** are as follows:
 - i. *To investigate, inquire into, and report on all matters relating to the mandate, management, activities, administration, operations and estimates of the assigned ministries and departments;*
 - ii. *To study the programme and policy objectives of ministries and departments and the effectiveness of the implementation;*
 - iii. *on a quarterly basis, monitor and report on the implementation of the national budget in respect of its mandate;*
 - iv. *To study and review all legislation referred to it;*
 - v. *To study, assess and analyse the relative success of the ministries and departments as measured by the results obtained as compared with their stated objectives;*
 - vi. *To investigate and inquire into all matters relating to the assigned ministries and departments as they may deem necessary, and as may be referred to them by the House;*
 - vii. *Vet and report on all appointments where the constitution or any other law requires the national Assembly to approve, except those under Standing Order 204 (Committee on appointments);*
 - viii. *To examine treaties, agreements and conventions;*
 - ix. *To make reports and recommendations to the House as often as possible, including recommendation of proposed legislation;*
 - x. *To consider reports of Commissions and Independent Offices submitted to the House pursuant to the provisions of Article 254 of the Constitution; and*
 - xi. *To examine any questions raised by Members on a matter within its mandate.*

1.2 Subjects under the Committee

2. In accordance with the Second Schedule of the Standing Orders, the Committee is mandated to consider matters relating to health, Medical care and health insurance including universal health coverage. In executing its mandate, the Committee oversees the Ministry of Health.

1.3 Committee Membership

3. The Departmental Health was constituted by the House on 27th October 2022 and comprises of the following Members:

Chairperson

Hon.Dr. Nyikal James Wambura , MP
Seme Constituency
ODM Party

Vice-Chairperson

Hon. Ntwiga, Patrick Munene MP
Chuka/Igambang'ombe Constituency
UDA Party

Members

Hon. Owino Martin Peters , MP
Ndthiwa Constituency
ODM Party

Hon. Mathenge Duncan Maina , MP
Nyeri Town Constituency
UDA Party

Hon. Muge Cynthia Jepkosgei, MP
Nandi (CWR)
UDA Party

Hon. Lenguris Pauline , MP
Samburu (CWR)
UDA Party

Hon. Wanyonyi Martin Pepela, MP
Webuye East Constituency
Ford Kenya Party

Hon. Oron Joshua Odongo, MP
Kisumu Central Constituency
ODM Party

Hon. Kipngok Reuben Kiborek , MP
Mogotio Constituency
UDA Party

Hon. (Prof.) Jaldesa Guyo Waqo
Moyale Constituency
UPIA Party

Hon. (Dr.) Robert Pukose, MP
Endebes Constituency
UDA Party

Hon. Mukhwana Titus Khamala, MP
Lurambi Constituency
ANC Party

Hon. Kibagendi Antoney, MP
Kitutu Chache South Constituency
ODM Party

Hon. Sunkuli Julius Lekakeny Ole , MP
Kilgoris Constituency
Jubilee Party.

Hon. Maingi Mary , MP
Mwea Constituency
UDA Party

1.4 Committee Secretariat

4. The Committee is facilitated by the following staff:

Mr. Hassan Abdullahi Arale
Clerk Assistant I/Head of Secretariat

Mr. Timothy Kimathi Samson
Clerk Assistant III

Ms. Gladys Jepkoech Kiprotich
Clerk Assistant III

Ms. Marlene Ayiro
Principal Legal Counsel I

Ms. Sheila Chebotibin
Principal Serjeant-At-Arms II

Ms. Faith Chepkemoi
Legal Counsel II

Mr. Hillary Mageka
Media Relations Officer III

Ms. Rahab Chepkilim
Audio Recording Officer II

Ms. Abigel Muinde
Research Officer III

Mr. Hiram Kimuhu
Fiscal Analyst II

CHAPTER TWO

2.0 BACKGROUND INFORMATION

2.1 Legal Framework

5. Pursuant to Standing Order 42(1), the Honourable Speaker on Wednesday, 26th March 2025, notified the Hon. Members that he had received a Message from His Excellency the President on the nomination of persons for appointments to the offices of Principal Secretaries. The nominations were done in exercise of the power conferred upon His Excellency the President by Article 155(3)(a) of the Constitution.
6. Pursuant to Standing Order 45(1) and Standing Order 216 (5)(f) of the National Assembly Standing Orders, the Nominee for the position of State Department for Medical Services **Dr. Oluga Fredrick Ouma, OGW** was committed to the Departmental Committee on Health for consideration and vetting.
7. As conveyed by the Honourable Speaker in the aforementioned message, the vetting exercise by the Departmental Committees was to be undertaken within twenty-eight days from the date of notification of the nomination as stipulated under Section 8 of the Public Appointments (Parliamentary Approval) Act, (Cap. 7F). In this regard, the Clerk of the National Assembly designated **Friday, 4th April 2025 at 10:00 am** for vetting by the Departmental Committee on Health after which the Committee Report on the vetting exercise shall be tabled in the House.

2.2 Legal Basis

8. Article 132(2)(d) of the Constitution provides that H.E President shall nominate and, with the approval of the National Assembly, appoint, and may dismiss Principal Secretaries in accordance with Article 155.
9. Article 155 of the Constitution provides as follows—

“155.Principal Secretaries.

 - (1) *There is established the office of Principal Secretary, which is an office in the public service.*
 - (2) *Each State department shall be under the administration of a Principal Secretary.*
 - (3) *The President shall—*
 - a) nominate a person for appointment as Principal Secretary from among persons recommended by the Public Service Commission; and*
 - b) with the approval of the National Assembly, appoint Principal Secretaries.*
 - (4) *The President may re-assign a Principal Secretary.*
 - (5) *A Principal Secretary may resign from office by giving notice, in writing, to the President.”*
10. The recommendation of Nnominees by the Public Service Commission referred to in Article 155 (3) (a) of the Constitution is to be done as contemplated in Section 47 of the Public Service Commission Act, (Cap . 185).

2.3 Parliamentary Approval of Public Appointments

11. The approval of public appointments by Parliament is governed by various laws including—
 - (a) The Public Appointments (Parliamentary Approval) Act (Cap. 7F);
 - (b) Chapter 6 of the Constitution on leadership and integrity;
 - (c) Article 232 of the Constitution on values and principles of public service;
 - (d) Article 10 of the Constitution on national values and principles of governance;
 - (e) The Leadership and Integrity Act (Cap. 185C);
 - (f) The Public Service (Values and Principles) Act (Cap. 185A); and
 - (g) The Public Officer Ethics Act (Cap. 185B).

I. The Public Appointments (Parliamentary Approval) Act, Cap. 7F

12. The procedure for parliamentary approval of constitutional and statutory appointments is governed by the Public Appointments (Parliamentary Approval) Act (Cap. 7F) This is the primary law that guides the conduct of vetting and approval of public appointments by Parliament.
13. Following the notification by His Excellency the President of his Nominees for the office of Principal Secretaries as provided under Section 5 of the Public Appointments (Parliamentary Approval) Act (Cap. 7F), the Committee shall, upon invitation by the Clerk, hold an approval hearing as stipulated under Section 6 of the Public Appointments (Parliamentary Approval) Act (Cap. 7F).
14. Section 6 of the Act provides the prerequisites that must be adhered to in the conduct of the approval hearing by the Committee as follows—
 - (a) notification of the candidate of the time and place for the holding of the approval hearing (Subsection 3);
 - (b) notification of the public of the time and place for holding the approval hearing at least seven days prior to the hearing (Subsection 4);
 - (c) the hearing proceedings must be open and transparent (Subsection 5) although the Committee may, on its own motion or on the application of a candidate or any other concerned person, elect to hold whole or part of its sittings in camera (Subsection 6);
 - (d) the hearing shall focus on a candidate's academic credentials, professional training and experience, personal integrity and background (Subsection 7);
 - (e) the Committee to use the criteria specified in the Schedule in vetting the candidate (Subsection 8);
 - (f) the suitability of a candidate to hold the respective office may be challenged by any person through a written statement on oath with evidence to the Clerk prior to the approval hearing (Subsection 9);
 - (g) candidates may, at any time, by notice in writing addressed to the Clerk, withdraw from the approval process upon which the candidate's nomination shall lapse (Subsection 10).
15. The Schedule to the Act provides a questionnaire to be filled by the Nominee and the criteria in this questionnaire then guides the Committee in the vetting process. The criteria provides for certain issues including—
 - (a) Education and employment record;
 - (b) Public office, political activities and affiliations;

- (c) Deferred income or future benefits;
 - (d) Sources of income, tax status, statement of net worth;
 - (e) Potential conflicts of interest;
 - (f) Pro bono or charity work;
 - (g) Whether the nominee has been charged in a court of law or convicted; and
 - (h) Adverse mention in an investigatory report of Parliament or any other Commission of inquiry.
16. In considering Nominees, the National Assembly shall consider the issues set out in Section 7 of the Act namely:
- (a) *the procedure used to arrive at the nominee;*
 - (b) *any constitutional or statutory requirements relating to the office in question; and*
 - (c) *the suitability of the nominee for the appointment proposed having regard to whether the nominee's abilities, experience and qualities meet the needs of the body to which nomination is being made.*
17. The Committee has power to summon any person to appear before it for the purpose of giving evidence or providing information during the approval hearing (Section 12(1) of the Act).
18. Pursuant to Section 12(2) of the Act, the Committee also has the powers equivalent to the powers of the High Court in—
- (a) enforcing the attendance of witnesses and examining them on oath, affirmation or otherwise;
 - (b) compelling the production of documents; and
 - (c) issuing a commission or request to examine witnesses abroad.
19. Pursuant to Section 12(3) of the Act, a person who disobeys an order made by the Committee for attendance or for production of documents or records; or refuses to be examined before, or to answer any lawful and relevant question put by, a Committee, commits an offence and shall be liable, on conviction, to a fine not exceeding two hundred thousand shillings or to imprisonment for a term not exceeding one year, or to both.
20. After the approval hearing, the Committee is required under section 8(2) of the Public Appointments (Parliamentary Approval) Act, Cap. 7F to prepare its report on the suitability of the Nominee.

II. Chapter 6 of the Constitution (Leadership and Integrity)

21. The Committee, in determining the suitability of the nominee, is also required to take into consideration the provisions on leadership and integrity as outlined under Chapter Six of the Constitution. The relevant provisions are as follows:
- (a) Article 73 of the Constitution that sets out the responsibilities of leaders arising from the authority assigned to a state officer including a Principal Secretary. Article 73(1) specifies that such authority must be exercised in accordance with the Constitution and in a manner that demonstrates respect for the people, brings honour to the nation and dignity to the office and promotes public confidence in the integrity of the office.

- (b) Article 73 (2) of the Constitution that provides the guiding principles of leadership and integrity as —
 - (i) selection on the basis of personal integrity, competence and suitability, or election in free and fair elections;
 - (ii) objectivity and impartiality in decision making, and in ensuring that decisions are not influenced by nepotism, favoritism, other improper motives or corrupt practices;
 - (iii) selfless service based solely on the public interest, demonstrated by honesty in the execution of public duties; and the declaration of any personal interest that may conflict with public duties;
 - (iv) accountability to the public for decisions and actions; and discipline and commitment in service to the people.
- (c) Article 75(1) of the Constitution requires a State Officer, whether in public or private life to behave in a manner that avoids conflict between personal interest and public official duties and Article 75(3) of the Constitution that prohibits a State Officer who has been removed from office under that Article from holding any other State Office.
- (d) Article 77(1) of the Constitution that prohibits a full time State Officer from participating in any other gainful employment.
- (e) Article 77(2) of the Constitution that prohibits an appointed State officer from holding office in a political party.
- (f) Article 78 of the Constitution that disqualifies persons who are not Kenyan Citizens and persons holding dual citizenship from appointment as State Officers.

III. The Leadership and Integrity Act, Cap. 185C

22. The primary purpose of the Leadership and Integrity Act (Cap. 185C) is to ensure that State officers respect the values, principles and requirements of the Constitution. According to the Act, a State officer is obligated to respect the values, principles and the requirements of the Constitution, including:
- (a) the national values and principles provided under Article 10 of the Constitution;
 - (b) the rights and fundamental freedoms provided under Chapter Four of the Constitution;
 - (c) the responsibilities of leadership provided under Article 73 of the Constitution;
 - (d) the principles governing the conduct of State officers provided under Article 75 of the Constitution;
 - (e) the educational, ethical and moral requirements in accordance with Articles 99(1)(b) and 193(1)(b) of the Constitution;
 - (f) in the case of County governments, the objectives of devolution provided for under Article 174 of the Constitution; and
 - (g) in so far as is relevant, the values and principles of Public Service as provided for under Article 232 of the Constitution.
23. The relevant provisions of the Act are as follows:
- (a) Section 8 which provides that a public office is an office of public trust and shall be exercised in the best interests of the people of Kenya;
 - (b) Section 10 which requires public officers to carry out their duties in an efficient and honest manner; transparency; accurate records and documentation; report truthfully on all matters;

- (c) Section 11 which requires public officers to carry out their duties with utmost professionalism to build public confidence and to exercise courtesy, respect, non-discrimination and high standards of performance;
- (d) Section 12 which provides for financial integrity: officers should not enrich oneself or another person;
- (e) Section 14 which provides for the receipt of gifts or benefits; state officers are required to declare gifts of any value to the employer;
- (f) Section 15 which provides that public officers should not use their office wrongfully or unlawfully to influence the acquisition of property;
- (g) Section 16 which requires state officers to declare conflict of interest in the course of discharge of their duties;
- (h) Section 23 which requires public officers to exercise political neutrality;
- (i) Section 24 which requires public officers to exercise impartiality in the performance of their duties;
- (j) Section 26 which requires public officers not to engage in any other gainful employment; and
- (k) Section 32 which requires public officers to conduct their private affairs in a manner that maintains public confidence in the integrity of the office.

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

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

V. Article 10(2) of the Constitution on National Values and Principles of Governance

25. Article 10(2) of the Constitution provides for the national values and principles of governance which include patriotism, national unity, sharing and devolution of power, the rule of law, democracy and participation of the people; human dignity, equity, social justice, inclusiveness, equality, human rights, non-discrimination and protection of the marginalized; good governance, integrity, transparency and accountability; and sustainable development. These values and principles guide State officers when they apply or interpret the Constitution and other laws and make or implement public policy decisions as stipulated in Article 10(2) of the Constitution.

VI. The Public Service (Values and Principles) Act, Cap. 185A

26. The Public Service (Values and Principles) Act (Cap. 185A) gives effect to Article 232 of the Constitution of Kenya. The relevant provisions in the Act, in relation to approval hearings are:
- (a) Section 5 which provides that every public officer shall maintain high standards of professional ethics;

- (b) Section 6 which provides that a public officer shall use public resources in an efficient, effective and economic manner;
- (c) Section 7 which provides that the public service shall ensure that public services are provided promptly, effectively, impartially and equitably;
- (d) Section 8 which prohibits a public officer from giving information that the public officer knows or ought to know to be inaccurate; or unduly delays the provision of any information where required to provide that information;
- (e) Section 9 which provides that every public officer shall be accountable for his or her administrative acts; and
- (f) Section 10 which provides that the public service, a public institution or an authorized officer shall ensure that public officers are appointed and promoted on the basis of fair competition and merit.

VII. The Public Officer Ethics Act, CAP. 185B

27. The Public Officer Ethics Act (Cap. 185B) provides for the obligations of a public officer. These include professionalism, carrying out duties in accordance with the law, prohibition from unjust enrichment, avoiding conflict of interest, not using public office as an avenue for soliciting or collecting harambees; not acting for foreigners; care of property; political neutrality, prohibition of nepotism or favouritism, giving impartial advice, conducting private affairs in a way that maintains public confidence, bar from sexual harassment, submission of declaration of income, assets and liabilities once every two years, among other worthy provisions.

2.3 Qualifications for Appointment as Principal Secretary

28. In conducting the approval hearing, the Committee was guided by Article 155 (3)(b) of the Constitution, section 47 of the Public Service Commission Act (Cap. 185) and the provisions of Section 7 of the Public Appointments (Parliamentary Approval) Act (Cap. 7F).

2.4 Message from H.E. the President

29. H.E. the President on **20th March 2025** communicated the name of the Nominee for appointment to the position of Principal Secretary for the State Department of Medical Services for approval by the National Assembly pursuant to Article 155(3) of the Constitution. The Speaker in his communication from the Chair issued on **Wednesday, 26th March, 2025**, and pursuant to Standing Order 42 referred the name to the Departmental Committee on Health to conduct approval hearing and report within twenty-eight (28) days.

2.5 Speaker's Communication and Committal to the Committee

30. Pursuant to the provisions of Standing Order 42, the Speaker of the National Assembly on **Wednesday, 26th March, 2025** communicated to the House the message from H.E. the President regarding the Nominees for appointment as Principal Secretaries for various State Departments. The Speaker informed the House that H.E. the President was seeking approval of the National Assembly on the said nominations before the Nominees' appointment.

31. In accordance with Standing Order 45(1), the Speaker notified the Hon. Members of the Message from H.E. the President and referred the name of the Nominees, his curricula vitae and the report of the Selection Panel on the recruitment process to the Departmental Committee on Health to conduct an approval hearing.
32. While referring the matter to the Committee, the Speaker directed that the Committee undertakes the vetting exercise within twenty-eight (28) days pursuant to Section 8 of the Public Appointments (Parliamentary Approval) Act. (Cap. 7F). The Speaker further directed the Clerk of the National Assembly to notify the Nominee and the general public by placing adverts in two newspapers of nationwide circulation and the Parliamentary Website of the time and place of holding the approval hearings by **Thursday, 27th March 2025**.
33. In addition, the Speaker directed that approval hearings should commence on **Friday, 4th April 2025** and end on **Monday, 7th April 2025**. Thereafter, the reports were to be tabled in the House on or before **Tuesday, 22nd April 2025** so as to enable the House to consider the reports within the statutory timelines.

2.6 Notification to the Public

34. 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”*.
35. The Clerk of the National Assembly on **Thursday, 27th March, 2025** placed a notification in the print media informing the general public of the intention of the Committee to conduct approval hearings, as provided for by Article 118 (1)(a)(b) and (2) of the Constitution and Section 6(4) of the Public Appointments (Parliamentary Approval) Act (Cap. 7F), which allows public participation in Committee proceedings. The notification made provision for the submission of memoranda, by way of written statements on oath (*affidavit*) on the suitability or otherwise of the Nominee, by **Thursday, 3rd April, 2025 at 5.00 pm (East African Time)**. At the close of the submission deadline, the Committee had not received any memorandum for or against the suitability of the Nominee.

2.7 Notification to the Nominee

36. The Clerk of the National Assembly vide an advert placed in the print media on **Thursday, 27th March 2025**, and letters Ref. NA/DDC/DC-H/2025/027 informed the Nominee of the nomination by H.E. the President and requested him to appear for vetting by the Departmental Committee on Health on **Friday, 4th April 2025** in **Bunge Tower, 3rd Committee Room 20**. The Clerk of the National Assembly further requested the Nominee to carry his clearance certificates from the Kenya Revenue Authority (KRA), the Higher Education Loans Board (HELB), Ethics and Anti-Corruption Commission (EACC), the Directorate of Criminal Investigations (DCI) and the Office of the Registrar of Political Parties (ORPP).

2.8 Clearance Requirements

37. The Clerk of the National Assembly also wrote to the Kenya Revenue Authority (KRA), the Higher Education Loans Board (HELB), Ethics and Anti-Corruption Commission

(EACC), Office of the Registrar of Political Parties (ORPP) and Directorate of Criminal Investigations (DCI) requesting for tax, education loans, integrity, affiliation to political parties and criminal record status of the Nominee respectively. The following institutions wrote back to the National Assembly clearing the Nominee, DCI (letter Ref: DCI/CRO/SEC/6/7/2/A/VOL.XVI/91 dated 2nd April, 2025; EACC (Letter Ref:EACC.7/10/5 VOL XXXI (63) dated 4th April, 2025 ; ORPP (Letter Ref: RPP/ORG/34 VOL.VOL(70) dated 2nd April, 2025 and HELB (letter Ref. HELB/RR/112009/V/378 dated 2nd April 2025).

2.9 Committee Proceedings

38. The Committee having received the name of the Nominee was obligated to conduct an approval hearings and make a determination on the Nominee's suitability or otherwise within twenty-eight (28) days as provided under section 8(1) of the Public Appointments (Parliamentary Approval) Act (Cap. 7F).
39. The Committee held one (1) sitting during which it examined and reviewed the Nominee's certificates and testimonials and conducted an approval hearing.

CHAPTER THREE

3.0 APPROVAL HEARING

40. The Committee held a meeting to consider this subject matter on **4th April 2024 at 9:00 am**, where it considered its rules of procedure during the vetting exercise and agreed on a framework for the approval hearing. The Committee was in this process guided by the relevant provisions of the Constitution, the Public appointment (Parliamentary Approval) Act. (Cap. 7F) and the National Assembly Standing Orders. In the same meeting, the Committee vetted the Nominee as scheduled and communicated. The Report of the Committee contains its recommendation based on the information gathered during the vetting and approval hearing of the Nominee.
41. The Committee examined the nominee in accordance with the provisions of the Public Appointments (Parliamentary Approval) Act (Cap. 7F). The Committee also considered the following in vetting the nominee:
- (i) Academic qualifications;
 - (ii) Employment record and work experience;
 - (iii) Professional association;
 - (iv) Public office, political activities and affiliations;
 - (v) Potential conflicts of interest;
 - (vi) Suitability to the position;
 - (vii) Tax compliance;
 - (viii) Vision and leadership;
 - (ix) Integrity; and
 - (x) Expectations and key priorities

3.1 DR. OLUGA FREDRICK OUMA, OGW

42. Dr. Oluga was orally interviewed by the Committee and responded to questions during vetting as follows:

3.1.1 Personal Background

43. Dr. Oluga Fredrick Ouma, OGW is a Kenyan citizen of national identity card number 23797977, born in Bondo district in 1984.

3.1.2 Educational Background

44. Dr. Oluga holds a Master of Medicine (MMed) in Internal Medicine from the University of Nairobi, School of Medicine. He also holds a Bachelor of Medicine and Surgery (MBCChB), from Moi University, School of Medicine. He acquired his Kenya Certificate of Secondary Education (KCSE) from Maranda High School where he scored an A grade.

45. In addition, Dr. Oluga presented several professional certifications gained locally and abroad. He stated that he had undertaken Executive Education on Apprenticeship at the International Training Centre ILO and Health Labour Unions Leadership and Governance at Strathmore University. He has also acquired a Certificate in Infectious Diseases: Dangerous Pathogens Infectious Diseases at College of Health Sciences, Makerere University, Uganda. He has also undertaken a Medical Education External Experience in Suez Canal University Hospital, Ismaili, Egypt and at Portland Providence Hospital, Portland, Oregon, USA.

3.13 Work Experience/Career Progression

46. In relation to his experience, Dr. Oluga indicated that he has been serving as the Acting Director and Head of the Directorate of Health Sector Coordination and Research Development at the Ministry of Health since October 2024.

47. He has also served as a Senior Deputy Director in the Ministry of Health from January 2023 to October 2024 where he provided strategic thinking and technical leadership and built capacity for the development of health policies, standards, quality assurance and regulations for the entire health sector in the country.

48. In March 2020 to December 2022, he served as the Director of Health Services at the Nairobi Metropolitan Services (NMS) where he spearheaded strategic thinking, development and management of Nairobi City's health ecosystem, that was aimed at promoting, protecting, restoring and rehabilitating the health of 7 million people.

49. He further served as the Co-founder and Co-Chair of the Health Workers for All Coalition from February 2019 to February 2021 where he mobilized global health workforce advocacy securing \$100M in funding for coalition activities. In this position, he also set up leadership and governance structures, terms of reference, work plans, communication tools, executive charter for strategy development and execution; mobilized resources, built relationships, networks, collaborations and partnership frameworks; and established organization policies, offices, advocacy plans; and represented the organization in international health and health workforce forums.

50. Further, he informed the Committee that he was elected by 88% vote as the Secretary General and CEO of the Kenya Medical Practitioners, Pharmacists and Dentists Union (KMPDU) where he served from December 2014 to February 2020. In this position, he offered overall leadership to the health workforce organization, ensured overall planning, direction, and coordination of operations, budgeting, work plan development, health policy formulation, advocacy, stakeholder and Government engagement, and served as the Spokesperson for all doctors in Kenya.

51. From August 2014 to August 2019, he served as the Chief Registrar, Internal Medicine at Kenyatta National Hospital, where he provided strategic leadership in managing clinical workflows, health workforce coordination, quality assurance, and the representation of 120 staff. He also led capacity development initiatives for nurses and medical students assigned to the Department of Medicine.

52. Finally, from August 2012 to August 2014, he served as the H. Medical Officer In-Charge at Vihiga District Hospital, where he provided healthcare management and leadership to 600 health staff overseeing clinical, financial, and business processes.

3.1.4 Professional Associations and Affiliations

53. Dr. Oluga indicated that he has been a Member of the Kenya Medical Association (KMA) and the Kenya Medical Practitioners, Pharmacists and Dentists Union (KMPDU). He is also a Designated Health Practitioner (DHP) with the Directorate of Occupational Health and Safety, Ministry of Labor as well as a Registered Medical Practitioner recognized by the Kenya Medical Practitioners and Dentists Council.

3.1.5 Honors and Awards

54. Dr. Oluga is a recipient of the Presidential Order of the Grand Warrior (OGW) accorded in December 2020, an honour that he received for his exemplary service, sacrifice, patriotism, heroism and high sense of civic duty.

3.1.6 Clearance Requirements

55. The Committee confirmed that the Nominee had been cleared by KRA, ORPP, DCI, EACC and HELB, having obtained clearance certificates to that effect. The Nominee submitted to the Committee all the documents required as per the letter sent by the Clerk of the National Assembly (annex 8) and a duly filled vetting questionnaire. The Committee was satisfied that Nominee had complied with and acquired the clearance required from Kenya Revenue Authority, the Directorate of Criminal Investigations, the Higher Education Loans Board, the Ethics and Anti-corruption Commission and the Office of the Registrar of political parties. The Nominee further submitted and was also evident from the documents that he submitted that he had not been charged in a court of law nor convicted, neither was he adversely mentioned in an investigatory report of a Parliamentary Committee or Commission of Inquiry. The Nominee further submitted originals of his National identity card to prove his Kenyan citizenship. He further indicated that he held no other citizenship.

3.1.7 Potential Conflict of Interest

56. Dr. Oluga indicated that he had no family or business interests that will pose conflict of interest. He does not have any personal involvement in any litigation related to the healthcare system which could necessitate his recusal. He is also not involved in any ongoing personal litigations that will pose conflict of interest.
57. He further added that in the event of identifying a conflict of interest, he would take immediate steps to mitigate its impact which would involve: recusing himself from any decision-making or involvement in matters where a conflict exists and publicly disclosing the conflict and outlining measures taken to address it. He concluded that his actions shall be guided by his dedication to moral behavior and public trust and will make sure that his choices put the welfare of Kenyans and the development of public health programs first by proactively recognising and resolving any potential conflicts of interest.

3.1.8 Other Issues under Consideration

58. To further examine suitability or otherwise of the Nominee, the Committee posed questions to the Nominee in the following thematic areas:
- a) **On financial net worth;**

59. Dr. Oluga estimates his net worth at Kshs. 196,000,000 (One hundred and ninety-six million shillings only) comprising of land (Both personal and family-owned, in Nairobi and upcountry where some are developed), Movable assets (two vehicles), Treasury Bonds, Profitable Business (Occupational medical practice and consultancy), Savings and SACCO Shares.
 - b) **On compliance and conflict of interest in relation to consultancy services;**

60. Dr. Oluga assured the Committee that he has never had any conflict of interest. He had also relinquished his directorship in his Consultancy firm. Dr. Oluga further explained that his consultancy services were majorly research and advisory related and were unrelated to the Ministry of Health and therefore did not pose a conflict of interest.
 - c) **Health Financing And Sustainability of Health Financing;**

61. Dr. Oluga underscored that health financing is a key pillar for Universal Health Coverage (UHC), with the current financing at around 11%, highlighting the medium-term need for sustainability. He noted that the recently passed legal frameworks namely the Primary Health Care Act and Social Health Insurance Act create a conducive environment for domestic resource mobilization. By strengthening the three Funds being managed by the Social Health Authority (SHA) for primary health care, as well as for emergency, chronic, and critical care (all exchequer-funded), the Ministry aims to enhance resource mobilization through dedicated engagements with the Committee. Furthermore, he stressed the importance of developing mechanisms to increase contributions, which include collaborating with groups like SACCOs, to broaden the base of financial support for the health sector.
 - d) **On how he would address potential strikes given that the nominee shall be one of the accounting officers at the helm of the Ministry of Health;**

62. He indicated that he plans to leverage his experience and skills from union leadership to improve organization and mobilization within the Ministry of Health and that he believes the organizational and mobilization expertise gained during his tenure as a union leader will help him effectively manage the challenges in the sector. He also pledged to promote dialogue in cases of industrial action if confirmed for the position and to closely work with trade unions. He committed to keeping union officials fully informed about any issues, ensuring that the situation is explained honestly and clearly. His goal would be to work together with all stakeholders to identify and implement joint solutions. He further stressed that it is important to strengthen dialogue and that he cannot shy away from dialogue since he has the ability and capacity to negotiate. He reiterated that any negotiation efforts should be rooted in truth and be reflective of the available funds, emphasizing a realistic approach to problem-solving.
 - e) **Regarding the ongoing controversy over the rollout of the Social Health Authority (SHA);**

63. Dr. Oluga expressed confidence in the new health insurance system, urging Kenyans to be patient. He noted that the defunct National Health Insurance Fund (NHIF) had been

in operation for fifty-nine years, and had registered only six million members. In contrast, SHA and the Social Health Insurance Fund (SHIF) have been in existence for only six months and had already registered twenty million persons. He added that the main reasons for transitioning to SHA, is to achieve universal health coverage (UHC). He encouraged Kenyans to support the change, emphasizing that universality is measured by the availability of basic health services to every Kenyan. He further gave assurance to the Committee that he is fully in support of the shift to SHA and SHIF.

64. Dr. Oluga however acknowledged that there are fundamental policy issues that need to be addressed to ensure the smooth rollout of the new health financing system and one of the basic issues that can be addressed is the building of consensus. He also stressed that the Ministry's responsibility is to implement policies in line with public expectations, as outlined in Article 10 of the Constitution.

f) On ensuring the stability of the Social Health Authority (SHA);

65. Dr. Oluga emphasized that institutional stability is essential, especially given that SHA is still in its nascent stages of development. He acknowledged the importance of laying a strong foundation for the institution to succeed in its mandate. To achieve this, he outlined two key strategies:

- i. **Mobilizing the private sector:** Dr. Oluga expressed his intention to engage and collaborate with the private sector to support SHA's growth and sustainability. This partnership is critical in strengthening service delivery and resource mobilization.
- ii. **Developing a strategic plan:** He also committed to putting in place a clear and comprehensive strategic plan to guide SHA's operations and long-term vision. This, he noted, will provide direction and ensure that the institution develops in a structured and sustainable manner.

g) Primary Health Care Networks and Facility Improvement Fund;

66. Dr. Oluga explained that, he has been involved in the establishment of primary healthcare networks in 47 counties. He also explained the role of the Facility Improvement Fund. He mentioned the need for a strategic plan to ensure the sustainability of the Facility Improvement Fund. Additionally, he highlighted the need to mobilize the private sector and enhance the capacity of health facilities to deliver quality care.

h) On challenges surrounding Maternal Mobility And Neonatal health;

67. Dr. Oluga emphasized the need for a comprehensive emergency transport system to ensure that pregnant women can access timely and effective care during critical situations. By improving maternal mobility and ensuring safe, prompt transport in emergencies, there would be reduction in delays that contribute to maternal complications and neonatal mortality. This approach is essential for improving overall health outcomes for mothers and newborns.

68. Dr. Oluga further emphasized the need to strengthen the audit process for maternal deaths, recognizing it as a vital step towards understanding the root causes of maternal deaths and implementing targeted interventions.

i) On the Availability of Health Products and Technologies (HPTs) through KEMSA;

69. Dr. Oluga underscored that the availability of Health Products and Technologies (HPTs) is a central pillar of Universal Health Coverage (UHC). He acknowledged the challenges in health commodity security, emphasizing that KEMSA plays a crucial role in managing the supply chain to ensure consistent access to medical commodities. Recognizing the need for a robust financial framework, he highlighted the importance of establishing a trade financing mechanism to support the availability of these commodities. Additionally, Dr. Oluga discussed the necessity of overhauling the current health financing mechanism and strengthening intergovernmental relations to build a more resilient and responsive health system.

j) Corruption and Governance in the Ministry of Health;

70. Dr. Oluga proposed the need to conduct a corruption risk assessment and to develop a comprehensive corruption prevention plan within the Ministry of Health. He emphasized that addressing corruption requires a strong governance perspective, pointing out that institutional and governance challenges are at the heart of many systemic issues within the health sector.

71. He noted the damaging impact of corruption on healthcare delivery, particularly how it undermines public trust, disrupts service provision, and weakens the overall effectiveness of health systems. Dr. Oluga called for a solution-oriented approach, rooted in systems strengthening and proactive oversight, rather than reactive measures alone.

72. Furthermore, he stressed the importance of transparency and integrity in all decision-making processes, reaffirming his commitment to accountability as a key principle in transforming the Ministry of Health.

k) Regarding the United States Government's Stop Work Order;

73. Dr. Oluga acknowledged the significant impact that the US Government support has had, noting that over 42,000 health workers were supported through funding amounting to Kshs. 17 billion. He emphasized the urgent need to reassess and realign health programs in light of the withdrawal of this support.

74. He proposed a thorough review of the Social Health Authority (SHA) benefit packages, ensuring that essential programs previously supported by external partners are strategically onboarded into the SHA framework. Dr. Oluga further stressed the importance of shifting towards domestic financing and advocating for stronger local resource mobilization to reduce dependency on donor funding and enhance the resilience of the health system.

CHAPTER FOUR

4.0 COMMITTEE OBSERVATIONS AND FINDINGS

4.1 COMMITTEE OBSERVATIONS ON DR. OLUGA FREDRICK OUMA, OGW

75. In making its observations on the suitability of Dr. Oluga Fredrick Ouma, OGW for appointment to the Position of Principal Secretary for the State Department of Medical Services, the Committee took into account the following-

a) Procedure for Nomination

76. The Committee confirmed that the process adhered to constitutional and statutory requirements for the appointment of a Principal Secretary in the Republic of Kenya

b) Documentation Submitted

77. The Nominee met the requirements of Chapter Six of the Constitution on Leadership and Integrity, having obtained clearance and compliance certificates from all the relevant institutions, including the Directorate of Criminal Investigations (DCI), the Higher Education Loans Board (HELB), the Kenya Revenue Authority (KRA), the Ethics and Anti-Corruption Commission (EACC) and the Office of the Registrar of Political Parties (ORPP). The Nominee also submitted a duly filled vetting questionnaire as required under the Public Appointments (Parliamentary Approval) Act, (Cap. 7F).

c) Citizenship

78. The Nominee is a Kenyan citizen and does not hold dual citizenship; meeting the criteria outlined in Article 78(1) and (2) of the Constitution.

d) Professional Background and Experience

79. The Nominee is a distinguished healthcare professional with over fifteen (15) years of progressive experience in health systems leadership, policy advocacy, and clinical practice. His experience spans from positions he has held in the national government, county government and the private sector. He has progressively advanced through various leadership and technical roles, reflecting his commitment to public health.

80. Since January 2023, he has been serving at the Ministry of Health, where he currently holds the position of Acting Director and Head of the Directorate of Health Sector Coordination and Research Development, a role he assumed in October 2024.

81. Prior to joining the Ministry, the Nominee served as the Director of Health Services at the Nairobi Metropolitan Services from March 2020 to December 2022, where he was responsible for the delivery and reform of health services within the Nairobi Metropolitan Region. This followed his tenure as the Secretary General and CEO of the Kenya Medical Practitioners, Pharmacists and Dentists Union (KMPDU) from 2014 to 2020.

e) Leadership and Vision

82. The Nominee possesses extensive knowledge and a deep understanding of the health sector, grounded in both strong academic credentials and practical, results-oriented experience. While his academic qualifications are exemplary, the tangible achievements realized in each position that he has held both within government and the private sector reflect the breadth of his expertise in the health sector and his ability to translate knowledge into impactful outcomes. He has consistently demonstrated visionary leadership, strategic thinking, and a strong commitment to public service.

f) Ethical Standards and Conflict of Interest

83. The Nominee has not been charged or convicted in any court of law nor mentioned adversely in investigatory reports by any Parliamentary Committees or any Commission of Inquiry.
84. The Nominee further submitted that following his nomination by His Excellency the President he resigned from his position as a director of his occupational medical practice and consultancy. He pledged to avoid situations that could result in conflicts of interest, as required under Article 75(1) of the Constitution.

g) Commitment to Public Service


85. The Nominee does not intend to engage in any other gainful employment or hold office in any political party as stipulated under Articles 77(1) and (2) of the Constitution respectively. Further, the Nominee has never been dismissed from office under Article 75 of the Constitution for contraventions related to conflict of interest, financial probity, or for any other restrictions placed on state officers.

h) General Suitability for Office

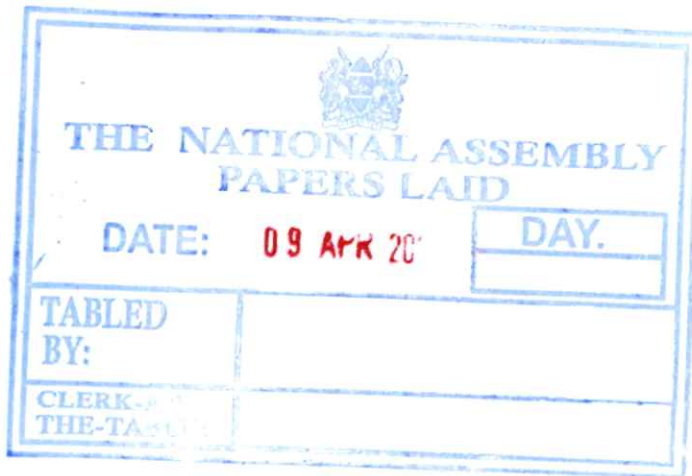
86. The Nominee's cumulative academic qualifications, professional training, abilities, qualities and extensive experience in the health sector meet the threshold required to hold the office of Principal Secretary and having complied with all the relevant legal, constitutional, statutory, academic, professional, and ethical requirements Dr. Oluga Fredrick Ouma is fit to hold the position of Principal Secretary, State Department for Medical Services in the Ministry of Health. Notably, no memoranda were received by the Committee contesting the nomination of Dr. Oluga.

4.3 RECOMMENDATION

87. Having considered the suitability, capacity and integrity of the Nominee, and pursuant to Section 8(2) of the Public Appointments (Parliamentary Approval) Act (Cap. 7F), the Committee recommends that the National Assembly **APPROVES the appointment of Dr. Oluga Fredrick Ouma, OGW to the position of Principal Secretary, State Department for Medical Services, Ministry of Health.**

SIGNED.......... DATE.....9/4/2025.....

HON. DR. NYIKAL JAMES WAMBURA, MP.
CHAIRPERSON, DEPARTMENTAL COMMITTEE ON HEALTH



Annexure 1: Adoption List



THE NATIONAL ASSEMBLY
13TH PARLIAMENT – FOURTH SESSION (2025)
DIRECTORATE OF DEPARTMENTAL COMMITTEES
DEPARTMENTAL COMMITTEE ON HEALTH

**REPORT ON THE APPROVAL HEARINGS OF: DR. OLUGA FREDRICK OUMA,
OGW NOMINEE FOR APPOINTMENT AS PRINCIPAL SECRETARY, STATE
DEPARTMENT FOR MEDICAL SERVICES**

We, the undersigned Members of the Departmental Committee on Health do hereby append our signatures to adopt this Report Date: 04/04/2025

NO	NAME	SIGNATURE
1.	The Hon. Dr. Nyikal James Wambura, M.P-Chairperson	
2.	The Hon. Ntwiga Patrick Munene, M.P -Vice-Chairperson.	
3.	The Hon. Dr. Pukose Robert, CBS, M.P	
4.	The Hon. Titus Khamala, M.P	
5.	The Hon. Sunkuli Julius Lekakeny Ole, EGH, EBS, M.P.	
6.	The Hon. Prof. Jaldesa Guyo Waqo, M.P.	
7.	The Hon. Owino Martin Peters, M.P.	
8.	The Hon. Wanyonyi Martin Pepela, M.P	
9.	The Hon. Lenguris Pauline, M.P	
10.	The Hon. Mary Maingi, MP	
11.	The Hon. Muge Cynthia Jepkosgei, M.P	
12.	The Hon. Oron Joshua Odongo, M.P.	
13.	The Hon. Kibagendi Antony, M.P.	
14.	The Hon. Mathenge Duncan Maina, M.P	
15.	The Hon. Kipngor Reuben Kiborek, M.P	

Annexure 2: Minutes



MINUTES OF THE 22ND SITTING OF THE DEPARTMENTAL COMMITTEE ON HEALTH HELD IN COMMITTEE ROOM 20 3RD FLOOR, BUNGE TOWER, ON FRIDAY, 4TH APRIL 2025 AT 10:00 AM

PRESENT

- | | |
|---|---------------|
| 1. The Hon Dr. Nyikal James Wambura, MP | - Chairperson |
| 2. The Hon. Dr. Pukose Robert, MP | - Member |
| 3. The Hon. Oron Joshua Odongo, MP | -Member |
| 4. The Hon. Sunkuli Julius Lekakeny Ole, EGH, EBS, MP | -Member |
| 5. The Hon. Prof. Jaldesa Guyo Waqo, MP | -Member |
| 6. The Hon Kibagendi Antoney, MP | -Member |
| 7. The Hon. Reuben Kiborek, MP | -Member |
| 8. The Hon. Lenguris Pauline, MP | -Member |
| 9. The Hon. Mary Maingi, MP | -Member |

ABSENT WITH APOLOGY

- | | |
|---------------------------------------|-------------------|
| 1. The Hon. Ntwiga Patrick Munene, MP | -Vice-Chairperson |
| 2. The Hon Wanyonyi Martin Pepela, MP | -Member |
| 3. The Hon. Mathenge Duncan Maina, MP | - Member |
| 4. The Hon. Cynthia Muge, MP | -Member |
| 5. The Hon. Titus Khamala, MP | -Member |
| 6. The Hon. Owino Martin Peters, MP | -Member |

COMMITTEE SECRETARIAT

- | | |
|-------------------------|------------------------------|
| 1. Mr. Hassan A. Arale | -Clerk Assistant I |
| 2. Ms. Gladys Kiprotich | -Clerk Assistant III |
| 3. Ms. Faith Chepkemoi | -Legal Counsel II |
| 4. Mr. Hiram Kimuhu | -Fiscal Analyst III |
| 5. Ms. Abigael Muinde | - Research Officer III |
| 6. Mr. Daniel Psirmoi | -Media Relations Officer III |
| 7. Mr. Eugene Lutheshi | - Audio Officer |
| 8. Mr. Simon Ouko | -Serjeant At Arms |

IN ATTENDANCE (LIST ATTACHED)

- | | |
|---|------------------------|
| 1. Dr. Oluga Fredrick Ouma, OGW
Secretary, State Department for Medical Services | -Nominee for Principal |
| 2. Mr. James Okomwa | -MOH |
| 3. Mr. Kigen Bartilol | -MOH |
| 4. Mr. Fredric Were | -UON Professor |

- | | |
|---------------------------------|----------------------|
| 5. Dr. Barshir Issack
Health | -Ag. Director Family |
| 6. Mr. Samuel O.Muga | -Advocate |
| 7. Dr. Charles Kandie | - Director Health |
| 8. Dr. Hezron Ommollo | -Director Health |

AGENDA

1. Prayers;
2. Preliminaries;
3. Adoption of the Agenda.
4. Confirmation of the previous minutes.
5. Consideration of the Pending Business before the Committee.
6. **Pre-approval hearing for the vetting of Dr. Oluga Fredrick Ouma, OGW nominee for Principal Secretary, State Department for Medical Services, Ministry of Health.**
7. **Approval hearing for the vetting of Dr. Oluga Fredrick Ouma, OGW nominee for Principal Secretary, State Department for Medical Services, Ministry of Health.**
8. Any Other Business; and
9. Adjournment.

MIN. NO. NA/DC-H/2025/158: PRELIMINARIES/INTRODUCTION

The meeting was called to order at 9.00 a.m. by the Chairperson who said the prayers. He thereafter welcomed the Members and the Secretariat for the introduction.

MIN. NO. NA/DC-H/2025/159: ADOPTION OF AGENDA

The agenda of the meeting was adopted having been proposed by Hon. Oron Joshua Odongo, MP, and seconded by the Hon. Lenguris Pauline, MP.

MIN. NO. NA/DC-H/2025/160: CONFIRMATION OF MINUTES OF THE PREVIOUS MEETINGS

The agenda item was deferred to a later date for consideration.

MIN. NO. NA/DC-H/2025/161: MATTERS ARISING

There were no matters arising.

MIN. NO. NA/DC-H/2025/162: PRE-APPROVAL BRIEFING FOR THE VETTING OF DR. FREDRICK OLUGA, OGW NOMINEE FOR PRINCIPAL SECRETARY, STATE DEPARTMENT FOR MEDICAL SERVICES, MINISTRY OF HEALTH.

The committee held its first meeting to consider this subject matter on 4th April, 2024 at 9:00 am, where it considered its rules of procedure during the exercised agreed on a framework for the approval hearing.

The Committee was briefed by the legal Counsel as follows;

a) **Background**

Pursuant to Standing Order 42(1), the Honourable Speaker on Wednesday, 26th March 2025, notified the Hon. Members that he had received a Message from His Excellency the President on the nomination of appointments to the offices of Principal Secretaries. The nominations were done in exercise of the power conferred upon His Excellency the President by Article 155(3) (a) of the Constitution.

Pursuant to Standing Order 45(1) and Standing Order 216 (5) (f) of the National Assembly Standing Orders, the nominee for the State Department for Medical Services was committed to the Departmental Committee on Health for consideration and vetting as follows:

Dr. Oluga Fredrick Ouma, OGW to the position of Principal Secretary, State Department for Medical Services.

As conveyed by the Honourable Speaker in the aforementioned message, the vetting exercise by the Departmental Committees is to be undertaken within twenty eight days from the date of notification of the nomination as stipulated under Section 8 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F. In this regard, the Clerk of the National Assembly has designated Friday, 4th April 2025 at 10:00am for vetting by the Departmental Committee on Health after which the Committee Report on this vetting exercise shall be tabled in the House.

b) **Legal Basis**

Article 132(2)(d) of the Constitution provides that the President shall nominate and, with the approval of the National Assembly, appoint, and may dismiss Principal Secretaries in accordance with Article 155.

Article 155 of the Constitution provides as follows—

“155. Principal Secretaries.

(1) There is established the office of Principal Secretary, which is an office in the public service.

(2) Each State department shall be under the administration of a Principal Secretary.

(3) The President shall—

a) nominate a person for appointment as Principal Secretary from among persons recommended by the Public Service Commission; and

b) With the approval of the National Assembly, appoint Principal Secretaries.

(4) The President may re-assign a Principal Secretary.

(5) A Principal Secretary may resign from office by giving notice, in writing, to the President.”

The recommendation of nominees by the Public Service Commission referred to in Article 155 (3) (a) of the Constitution is to be done as contemplated in Section 47 of the Public Service Commission Act, Cap. 185.

c) Parliamentary Approval of Public Appointments

She also briefed the committee on the following relevant provisions of the Constitution, the Public appointment (Parliamentary Approval Act). The approval of public appointments by Parliament is governed by various laws including—

- (a) The Public Appointments (Parliamentary Approval) Act (Cap. 7F);
- (b) Chapter 6 of the Constitution on leadership and integrity;
- (c) Article 232 of the Constitution on values and principles of public service;
- (d) Article 10 of the Constitution on national values and principles of governance;
- (e) The Leadership and Integrity Act (Cap. 185C);
- (f) The Public Service (Values and Principles) Act (Cap. 185A); and
- (g) The Public Officer Ethics Act (Cap. 185B).

The committee was further briefed by the research officer on the follows;

- (i) Education and training
- (ii) Employment record and work experience
- (iii) Previous leadership role
- (iv) Income and net worth
- (v) Areas of Potential conflict of interest

(MIN. NO. NA/DC-H/2025/163: APPROVAL HEARING FOR THE VETTING OF DR. DR. OLUGA FREDRICK OUMA, OGW NOMINEE FOR PRINCIPAL SECRETARY, STATE DEPARTMENT FOR MEDICAL SERVICES, MINISTRY OF HEALTH.

1. DR. OLUGA FREDRICK OUMA, OGW

Dr. Oluga was orally interviewed by the Committee and responded to questions during vetting as follows:

2. Personal Background

Dr. Oluga Fredrick Ouma, OGW is a Kenyan citizen of identity card number 23797977 and was born in Bondo district in 1984.

3. Educational Background

Dr. Oluga holds a Master of Medicine (MMed) in Internal Medicine From the University of Nairobi, School of Medicine a Degree in Medicine, and a Bachelor of Surgery (MBChB) from Moi University, School of Medicine, Medium Term

Monitoring & Evaluation Fellowship from University of Nairobi, Institute of Tropical & Infectious Diseases and several professional certifications gained locally and abroad. Kenya Certificate of Secondary Education (KCSE) from Maranda High School.

In addition he presented several professional certifications gained locally and abroad. He stated that he undertook Executive Education: Apprenticeship at the International Training Centre ILO, Executive Education: Health Labour Unions Leadership and Governance at Strathmore University, Certificate in Infectious Diseases: Dangerous Pathogens Infectious Diseases at College of Health Sciences, Makerere University, Uganda, Medical Education External Experience in Suez Canal University Hospital, Ismaili, Egypt, Medical Education External Experience at Portland Providence Hospital, Portland, Oregon, USA.

4. Work experience/career progression

In relation to his experience, Dr. Oluga indicated that he has been serving as the Acting Director and Head of the Directorate of Health Sector Coordination and Research Development at the Ministry of Health, Kenya, since October 2024 to the present.

He also served as Senior Deputy Director in Kenya's Ministry of Health, Jan 2023 - Oct 2024 where he provide strategic thinking, and technical leadership and built capacity for the development of health policies, standards, quality assurance, and regulations for the entire health sector in Kenya.

In March 2020 - Dec 2022 he served as Director of Health Services in Nairobi (Nairobi Metropolitan Services NMS) where he led the strategic thinking, development, and management of the city's health ecosystem, aimed at promoting, protecting, restoring, and rehabilitating the health of 7 million people.

He was a Co-Founder and Co-Chair in Feb 2019 - Feb 2021 where he set up leadership and governance structures, terms of reference, work plans, communication tools, executive charter for strategy development and execution; mobilized resources, built relationships, networks, collaborations and partnership frameworks; established organization policies, offices, advocacy plans; and represented the organization in international health and health workforce forums.

Further he informed the meeting that he was Elected by 88% vote as Secretary General & CEO | Kenya Medical Practitioners, Pharmacists and Dentists Union (KMPDU) in December 2014 – February 2020 to offer overall leadership to the health workforce organization, oversee overall planning, direction, and coordination of operations, budgeting, work plan development, health policy formulation, advocacy, stakeholder and Government engagement, and serving as Spokesperson for all doctors in Kenya.

From August 2014 to August 2019, he served as the Chief Registrar – Internal Medicine at Kenyatta National Hospital, where he provided strategic leadership in managing clinical workflows, health workforce coordination, quality assurance, and the representation of 120 staff. He also led capacity development initiatives for nurses and medical students assigned to the Department of Medicine.

Finally, from August 2012 to August 2014, he served as the H. Medical Officer In-Charge at Vihiga District Hospital, where he provided healthcare management and leadership to 600 health staff overseeing clinical, financial, and business processes.

5. Professional Associations & Affiliations

Dr. Oluga indicated that he has been a Member, Kenya Medical Association (KMA), Member, Kenya Medical Practitioners, Pharmacists and Dentists Union (KMPDU), Designated Health Practitioner (DHP), Directorate of Occupational Health & Safety, Ministry of Labor and Registered Medical Practitioner, Kenya Medical Practitioners and Dentists Council

6. Honors and Awards

Dr. Oluga Fredrick Ouma, OGW is a Recipient of the Presidential Order of the Grand Warrior in honour of the exemplary service, sacrifice, patriotism, heroism and high sense of civic duty. – December 2020

7. Clearance Requirements

The Committee confirmed that the nominee had been cleared by KRA, ORPP, DCI, EACC and HELB, having obtained clearance certificates to that effect. The nominee submitted to the committee all the documents required as per the letter sent by the Clerk of the National Assembly (annex) and a duly filled vetting questionnaire. The Committee was satisfied that nominee had complied with and acquired the clearance required from Kenya Revenue authority, Directorate of Criminal Investigation, Higher education Loans Board, Ethics and anti-corruption Commission and the Registrar of political parties. The Nominee further submitted and was also evident from the document he submitted that he had not been charged in a court of law nor convicted, neither was he adversely mentioned in an investigatory report of a Parliamentary Committee or Commission. The Nominee further submitted originals of his national identity card and his passport to proof his Kenyan citizenship. He further indicated that held no other citizenship.

8. Potential conflict of interest

Dr. Oluga indicated that he had no family or business interests that will pose conflict of interest, no family or business interests that will pose conflict of interest and on Personal involvement in any litigation related to the healthcare system could necessitate recusal. Currently he had no ongoing personal litigations that will pose conflict of interest.

He further added that in the event of identifying a conflict of interest, he will take immediate steps to mitigate its impact and that it will involve: Recusing himself from any decision-making or involvement in matters where a conflict exists and publicly disclosing the conflict and outlining measures taken to address it. He concluded that his actions shall be guided by my dedication to moral behavior and public trust and will make sure that my choices put the welfare of Kenyans and the development of public health programs first by proactively recognising and resolving any potential conflicts of interest.

9. Other issues under consideration

To examine suitability or otherwise of the nominee, the Committee posed questions to the nominee in the following thematic areas:

The Committee posed several questions to the nominee on his knowledge in the health sector. The nominee answered as follows-

a) **On financial net worth;**

Dr. Oluga estimates the net worth at Kes 196,000,000 (One hundred and ninety-six million shillings only) comprising of Land (Both personal and family-owned, in Nairobi and upcountry) some developed. Movable assets (two vehicles), Treasury Bonds, Profitable Business (Occupational medical practice and consultancy), Savings and SACCO Shares.

b) **On compliance and conflict of interest in their consultancy services ;**

Dr. Oluga assured the committee that they have never had a conflict of interest and have relinquished their directorship in their Consultancy firm. Dr. Oluga explained that their consultancy services are unrelated to the Ministry of Health and do not pose a conflict of interest.

c) **Health Financing And Sustainability of Health Financing;**

Dr. Oluga underscored that health finance is a key pillar for Universal Health Coverage (UHC), with current financing at around 11%, highlighting the medium-term need for sustainability. He noted that recently passed legal frameworks namely the Primary Health Care and Social Health Insurance Acts create a conducive environment for domestic resource mobilization. By strengthening funds established within the Social Health Authority (SHA) for primary health care, as well as for emergency, chronic, and critical care (all exchequer-funded), the Ministry aims to enhance resource mobilization through dedicated committee. Furthermore, he stressed the importance of developing mechanisms to increase contributions, which include collaborating with groups like SACCOs, to broaden the base of financial support for the health sector.

d) **On how he would address potential strikes now that he is one of the accounting officers at the helm of the Health Ministry;**

He indicated that he plans to leverage his experience and skills from union leadership to improve organization and mobilization within the Health Ministry and that he believes the organizational and mobilization expertise gained during his tenure as a union leader will help him effectively manage challenges in the sector. However, he pledged to promote dialogue in case of industrial action if confirmed for the position and will closely work with trade unions. He committed to keeping union officials fully informed about any issues, ensuring that the situation is explained honestly and clearly. His goal is to work together with all stakeholders to identify and implement joint solutions. He further stressed that it is important to strengthen dialogue and that he cannot shy away from dialogue since he has the ability and capacity to negotiate and that any negotiation efforts should be rooted in truth and be reflective of the available funds, emphasizing a realistic approach to problem-solving.

e) **Regarding the ongoing controversy over the rollout of the Social Health Authority (SHA),** Dr. Oluga expressed confidence in the new health insurance system, urging Kenyans to be patient. He noted that the defunct National Health Insurance Fund (NHIF) operated for 59 years and faced challenges, registering only 6 million members. In contrast, SHA and the Social Health Insurance Fund (SHIF)

have been in existence for only six months. He added the One of the main reasons for transitioning to SHA, is to achieve universal health coverage (UHC). He encouraged Kenyans to support the change, emphasizing that universality is measured by the availability of basic health services to every Kenyan. He further gave assurance to the to the committee that he is fully in support of the shift to SHA and SHIF. Achieving UHC is measured by key indicators of universality. Currently, under SHA, we have moved from 6 million to 21 million members.

Dr. Oluga acknowledged that there are fundamental policy issues that need to be addressed to ensure the smooth rollout of the new system and one of the basic issues that can be addressed is building consensus. He also stressed that the ministry's responsibility is to implement policies in line with public expectations, as outlined in Article 10 of the Constitution.

f) **On ensuring the stability of the Social Health Authority (SHA)**, Dr. Oluga emphasized that institutional stability is essential, especially given that SHA is still in its early stages of development. He acknowledged the importance of laying a strong foundation for the institution to succeed in its mandate. To achieve this, he outlined two key strategies:

- a) **Mobilizing the private sector:** Dr. Oluga expressed his intention to engage and collaborate with the private sector to support SHA's growth and sustainability. He sees this partnership as critical in strengthening service delivery and resource mobilization.
- b) **Developing a strategic plan:** He also committed to putting in place a clear and comprehensive strategic plan to guide SHA's operations and long-term vision. This, he noted, will provide direction and ensure that the institution develops in a structured and sustainable manner.

g) **Primary Health Care Networks and Facility Improvement Fund**

Dr. Oluga explained the establishment of primary healthcare networks in 47 counties and the role of the Facility Improvement Fund. He mentioned the need for a strategic plan to ensure the sustainability of the Facility Improvement Fund. Additionally, he highlighted the need to mobilize the private sector and enhance the capacity of health facilities to deliver quality care.

h) **On challenges surrounding Maternal Mobility And Neonatal health;**

Dr. Oluga emphasized the need for a comprehensive emergency transport system to ensure that pregnant women can access timely and effective care during critical moments. By improving maternal mobility and ensuring safe, prompt transport in emergencies. The strategy aims to reduce delays that contribute to maternal complications and neonatal mortality. This approach is seen as essential for improving overall health outcomes for mothers and newborns.

Dr. Oluga further emphasized the need to strengthen the audit process for maternal deaths, recognizing it as a vital step toward understanding the root causes and implementing targeted interventions.

i) **On the Availability of Health Products and Technologies (HPTs) through KEMSA**

Dr. Oluga underscored that the availability of Health Products and Technologies (HPTs) is a central pillar of Universal Health Coverage (UHC). He acknowledged

the challenges in health commodity security, emphasizing that KEMSA plays a crucial role in managing the supply chain to ensure consistent access to medical commodities. Recognizing the need for a robust financial framework, he highlighted the importance of establishing a trade financing mechanism to support the availability of these commodities. Additionally, Dr. Oluga discussed the necessity of overhauling the current health financing mechanism and strengthening intergovernmental relations to build a more resilient and responsive health system.

j) Corruption and Governance in the Ministry of Health

Dr. Oluga proposed the need to conduct a corruption risk assessment and to develop a comprehensive corruption prevention plan within the Ministry of Health. He emphasized that addressing corruption requires a strong governance perspective, pointing out that institutional and governance challenges are at the heart of many systemic issues within the health sector.

He noted the damaging impact of corruption on healthcare delivery, particularly how it undermines public trust, disrupts service provision, and weakens the overall effectiveness of health systems. Dr. Oluga called for a solution-oriented approach, rooted in systems strengthening and proactive oversight, rather than reactive measures alone.

Furthermore, he stressed the importance of transparency and integrity in all decision-making processes, reaffirming his commitment to accountability as a key principle in transforming the health ministry.

k) Regarding the United States Government's Stop Work Order,

Dr. Oluga acknowledged the significant impact it has had, noting that over 42,000 health workers were supported through funding amounting to KSh 17 billion. He emphasized the urgent need to reassess and realign health programs in light of this development.

He proposed a thorough review of the Social Health Authority (SHA) benefit packages, ensuring that essential programs previously supported by external partners are strategically onboarded into the SHA framework. Dr. Oluga further stressed the importance of shifting toward domestic financing, advocating for stronger local resource mobilization to reduce dependency on donor funding and enhance the resilience of the health system.

MIN. NO. NA/DC-H/2025/164: CONSIDERATION OF THE REPORT ON THE APPROVAL HEARINGS OF:DR. OLUGA FREDRICK OUMA, OGW NOMINEE FOR APPOINTMENT AS PRINCIPAL SECRETARY, STATE DEPARTMENT FOR MEDICAL SERVICES

Having considered the suitability, capacity, and integrity of the nominees, and pursuant to Section 8(2) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), the Committee recommends that the National Assembly **APPROVES** the appointments of: **Dr. Oluga Fredrick Ouma, OGW** to the position of **Principal Secretary, State Department for Medical Services**.

MIN. NO. NA/DC-H/2025/165: ADOPTION OF THE REPORT ON THE APPROVAL HEARINGS OF:DR. OLUGA FREDRICK OUMA, OGW NOMINEE FOR APPOINTMENT AS PRINCIPAL SECRETARY, STATE DEPARTMENT FOR MEDICAL SERVICES

The Report On the Approval Hearings of Dr. Oluga Fredrick Ouma, Ogw Nominee For Appointment As Principal Secretary, State Department For Medical Services was adopted after it was proposed the Hon. Dr. Pukose Robert, MP and seconded by the Hon. Prof. Jaldesa Guyo Waqo, MP

MIN. NO. NA/DC-H/2025/166: ANY OTHER BUSINESS

There was no other business arising

MIN. NO. NA/DC-H/2025/167: ADJOURNMENT

There being no other business, the meeting was adjourned at thirty minutes past noon. The next meeting will be called by notice.

SIGN.......... DATE.....8/4/2025.....

**HON. DR. NYIKAL JAMES WAMBURA, MP
CHAIRPERSON, DEPARTMENTAL COMMITTEE ON HEALTH**

**Annexure 3: Message from H.E. the
President nominating the fourteen (14)
Principal Secretaries**



① CNA
Prepare the necessary communication and action
SNA
25/3/25

25 MAR 2025

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.VI/(13)

20th March, 2025

Ref. No.
and date

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

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

Dear *Speaker*

② VIP
13/3/25
Special message
submitted to
on 13/3/25
NATIONAL ASSEMBLY
RECEIVED
25 MAR 2025
SPEAKER'S OFFICE
P. O. Box 41842, NAIROBI.
25/3/25

TRANSMITTAL LETTER

PARLIAMENTARY APPROVAL OF THE NOMINEES FOR APPOINTMENT TO THE RANK OF PRINCIPAL SECRETARIES

You are most graciously notified that **His Excellency the President** has, in exercise of the constitutional prerogative vested in the Head of State and Government effected nominations to the ranks of Principal Secretaries.

This presidential action follows the recommendations of the Public Service Commission, as required by **Article 155 (3)(a) of the Constitution**, which states:

"The President shall nominate a person for appointment as Principal Secretary from among persons recommended by the Public Service Commission." [Emphasis]

In that regard and in accordance with **Section 5 of the Public Appointments (Parliamentary Approval) Act** (Chapter 7F of the Laws of Kenya), kindly be pleased to receive the fourteen nominees for appointment as Principal Secretaries for consideration by the National Assembly, as follows:

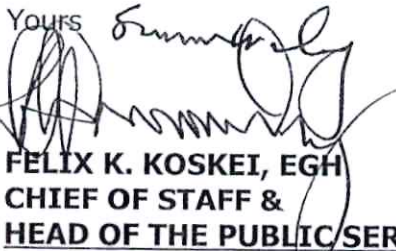
NAME	STATE DEPARTMENT
1. Dr. Jane Kere Imbunya	State Department for Public Service & Human Capital Development Ministry of Public Service, Human Capital Development & Special Programmes
2. Ms. Regina Akoth Ombam	State Department for Trade Ministry of Investments, Trade & Industry

3. Mr. Cyrell Odede Wagunda	State Department for Public Investments & Assets Management The National Treasury & Economic Planning
4. Dr. Caroline Wanjiru Karugu	State Department for East African Community (EAC) Affairs Ministry of East African Community (EAC) Affairs & The ASALs and Regional Development
5. Dr. Oluga Fredrick Ouma	State Department for Medical Services Ministry of Health
6. Mr. Ahmed Abdisalan Ibrahim	State Department for National Government Co-ordination Office of the Prime Cabinet-Secretary
7. Ms. Judith Nayaiai Ramaita Pareno	State Department for Justice, Human Rights & Constitutional Affairs Office of the Attorney-General & State Department for Justice
8. Dr. Bonface Makokha	State Department for Economic Planning The National Treasury & Economic Planning
9. Prof. Abdulrazak Shaukat	State Department for Science, Research & Innovation Ministry of Education
10. Mr. Stephen Isaboke	State Department for Broadcasting & Telecommunications Ministry of Information, Communication & Digital Economy
11. Mr. Michael Lenasalon	State Department for Devolution Office of the Deputy President

12. Mr. Fikirini Katoi Kahindi Jacobs	State Department for Youth Affairs Ministry of Youth Affairs & Sports
13. CPA Carren Ageng'o Achieng	State Department for Children Welfare Services Ministry of Labour & Social Protection
14. Mr. Aden Abdi Millah	State Department for Shipping & Maritime Affairs Ministry of Mining, Blue Economy & Maritime Affairs

To aid the August House in its consideration and approval processes, we have the pleasure of enclosing herewith the **Certificate of Presidential Nomination No. 1 of 2025** and the Report of the Public Service Commission together with the Curricula Vitae and Testimonials for all the nominees.

In acknowledgment of the unique mandate of Principal Secretaries as the Administrative heads of State Departments, the National Assembly is urged to consider the nominees on a priority basis.

Yours

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

Copy to: **Hon. Kimani Ichung'wah, MP, EGH**
Majority Leader
The National Assembly
Parliament Building
NAIROBI

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

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

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



**PRESIDENTIAL
NOMINATION NO. 1 of 2025**

THE CONSTITUTION OF KENYA

**NOMINATION
of
PRINCIPAL SECRETARIES**

IN EXERCISE of the powers conferred by **Article 155 (3) of the Constitution, I, WILLIAM SAMOEI RUTO**, President and Commander-in-Chief of the Kenya Defence Forces nominates —

NOMINEE	STATE DEPARTMENT
1. Dr. Jane Kere Imbunya	State Department for Public Service & Human Capital Development Ministry of Public Service, Human Capital Development & Special Programmes
2. Ms. Regina Akoth Ombam	State Department for Trade Ministry of Investments, Trade & Industry
3. Mr. Cyrell Odede Wagunda	State Department for Public Investments & Assets Management The National Treasury & Economic Planning



4. Dr. Caroline Wanjiru Karugu	State Department for East African Community (EAC) Affairs Ministry of East African Community (EAC) Affairs & The ASALs and Regional Development
5. Dr. Oluga Fredrick Ouma	State Department for Medical Services Ministry of Health
6. Mr. Ahmed Abdisalan Ibrahim	State Department for National Government Co-ordination Office of the Prime Cabinet-Secretary
7. Ms. Judith Nayaiai Ramaita Pareno	State Department for Justice, Human Rights & Constitutional Affairs Office of the Attorney-General & State Department for Justice
8. Dr. Bonface Makokha	State Department for Economic Planning The National Treasury & Economic Planning

1924

1925

1926

1927

1928



9. Prof. Abdulrazak Shaukat	State Department for Science, Research & Innovation Ministry of Education
10. Mr. Stephen Isaboke	State Department for Broadcasting & Telecommunications Ministry of Information, Communication & Digital Economy
11. Mr. Michael Lenasalon	State Department for Devolution Office of the Deputy President
12. Mr. Fikirini Katoi Kahindi Jacobs	State Department for Youth Affairs Ministry of Youth Affairs & Sports
13. CPA Carren Ageng'o Achieng	State Department for Children Welfare Services Ministry of Labour & Social Protection
14. Mr. Aden Abdi Millah	State Department for Shipping & Maritime Affairs Ministry of Mining, Blue Economy & Maritime Affairs



For appointment as Principal Secretaries of the **specified State Departments within various Ministries and State Offices** constituting the National Executive of the Government of Kenya.

IN TESTIMONY WHEREOF, I have caused this Nomination Certificate to be issued under the **HAND OF THE PRESIDENT** and **PUBLIC SEAL OF THE REPUBLIC**, on this the *Twentieth* Day of *March* in the **YEAR OF OUR LORD TWO THOUSAND AND TWENTY-FIVE.**



A handwritten signature in black ink, appearing to read 'William Samoei Ruto', written over a large, faint circular watermark or seal.

WILLIAM SAMOEI RUTO,
PRESIDENT.

Annexure 4: Communication from the Speaker



REPUBLIC OF KENYA

Mr. Abenayo Wasike, HoD
Mr. Benjamin Magak, HoD
Mr. Adan Gindicha, HoD
Ms. Tracy Chebet, HoD
Ms. Rose Wangchi, HoD
PLS IWA.

THIRTEENTH PARLIAMENT (FOURTH SESSION)

THE NATIONAL ASSEMBLY

NOTIFICATION FROM THE SPEAKER

[Pursuant to Standing Order 42(2)]

_____ (No. 003 of 2025) _____

ON

NOMINATION OF PERSONS FOR APPOINTMENT AS PRINCIPAL SECRETARIES



WHEREAS, the House, by a resolution passed on 13th February 2025, ordered that, upon receipt of any name of a person nominated for appointment to a State or public office from the President or any other office in the National Executive during the Short or Long Recesses of the Fourth Session, **the Speaker shall forthwith refer such Message to the relevant Committee for consideration, without having to recall the House**, and report such fact to the House on resumption;

FURTHER WHEREAS, on Tuesday, 25th March 2025, being a period during the short recess, I received a Message from His Excellency the President, seeking parliamentary approval of nominees for appointment as Principal Secretaries;

FURTHER WHEREAS, in the Message, His Excellency the President conveyed that, in exercise of powers conferred by the provisions of Article 155(3)(a) of the Constitution, he nominated **fourteen (14)** persons for appointment as **Principal Secretaries** as hereunder—

[Handwritten mark]

NO.	NAME	STATE DEPARTMENT
1.	Dr. Jane Kere Imbunya	State Department for Public Service & Human Capital Development, Ministry of Public Service, Human Capital Development & Social Programmes
2.	Ms. Regina Akoth Ombam	State Department for Trade, Ministry of Investments, Trade & Industry
3.	Mr. Cyrell Odede Wagunda	State Department for Public Investments & Assets Management, The National Treasury & Economic Planning
4.	Dr. Caroline Wanjiru Karugu	State Department for East African Community (EAC) Affairs, Ministry of East African Community (EAC) Affairs & The ASALs and Regional Development
5.	Dr. Oluga Fredrick Ouma	State Department for Medical Services, Ministry of Health

NO.	NAME	STATE DEPARTMENT
6.	Mr. Ahmed Abdisalan Ibrahim	State Department for National Government Coordination , Office of the Prime Cabinet Secretary
7.	Ms. Judith Nayaiai Ramaita Pareno	Justice, Human Rights & Constitutional Affairs , Office of the Attorney-General & Department for Justice
8.	Dr. Bonface Makokha	State Department for Economic Planning , The National Treasury & Economic Planning
9.	Prof. Abdulrazak Shaukat	State Department for Science, Research & Innovation , Ministry of Education
10.	Mr. Stephen Isaboke	State Department for Broadcasting & Telecommunications , Ministry of Information, Communication & Digital Economy
11.	Mr. Michael Lenasalon	State Department for Devolution , Office of the Deputy President
12.	Mr. Fikirini Katoi Kahindi Jacobs	State Department for Youth Affairs , Ministry of Youth Affairs & Sports

NO.	NAME	STATE DEPARTMENT
13.	CPA Carren Ageng'o Achieng	State Department for Children Welfare Services Ministry of Labour & Social Protection
14.	Mr. Aden Abdi Millah	State Department for Shipping & Maritime Affairs , Ministry of Mining, Blue Economy & Maritime Affairs

NOTING THAT, section 3 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F provides that an appointment under the Constitution or any other law for which the approval of Parliament is required **shall not be made unless the appointment is approved or deemed to have been approved by Parliament;**

FURTHER NOTING THAT, section 8 of the Public Appointments (Parliamentary Approval) Act, Cap. 7F provides that, unless otherwise provided in law, the Committee to which nominations are referred shall consider the matter and table a report in the House for debate and decision **within twenty-eight (28) days.**

NOW THEREFORE, in accordance with the provisions of the Public Appointments (Parliamentary Approval) Act, Cap. 7F and in furtherance of the resolution passed by the House on 13th February 2025 on consideration of business received during the recess period, it is **NOTIFIED** to all Members of the National Assembly and the general public as follows—

(1) **THAT**, the Message from His Excellency the President, together with the certificate of Presidential nominations, *curriculum vitae* and other testimonials of the nominees now stand referred to the respective Departmental Committees to undertake approval hearings as hereunder—

NO.	COMMITTEE	NOMINEE(S)
1.	Administration, and Internal Security	Mr. Ahmed Abdisalan Ibrahim
2.	Communication, Information and Innovation	Mr. Stephen Isaboke
3.	Defence, Intelligence and Foreign Relations	Dr. Caroline Wanjiru Karugu
4.	Education	Prof. Abdulrazak Shaukat
5.	Finance and National Planning	(i) Mr. Cyrell Wagunda Odede
		(ii) Dr. Bonface Makokha
6.	Justice and Legal Affairs	Ms. Judith Nayaiai Pareno Ramaita
7.	Labour	Dr. Jane Kere Imbunya
8.	Health	Dr. Oluga Fredrick Ouma
9.	Regional Development	Mr. Michael Lenasalon
10.	Social Protection	(i) Mr. Fikirini Katoi Kahindi Jacobs
		(ii) CPA Carren Ageng'o Achieng
11.	Trade, Industry & Cooperatives	Ms. Regina Akoth Ombam
12.	Transport and Infrastructure	Mr. Aden Abdi Millah

- (2) **THAT**, the respective Committees to which the nominations have been referred are expected to immediately commence the approval process and, thereafter, table their reports on or before **Tuesday, 22nd April 2025**, to enable the House to consider the nominees within the statutory timelines; and,
- (3) **THAT**, the Clerk is hereby required to transmit this Notification to all Members of the National Assembly, and facilitate the Committees to undertake the necessary approval hearings on the nominees referred to them for consideration.

I thank you.

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

Wednesday, 26th March 2025

Annexure 5: Advertisement notifying the public of the approval hearings



COUNTY GOVERNMENT OF BUSIA OFFICE OF THE GOVERNOR

Email: csselectionpanel@busiacounty.go.ke



VACANCY ANNOUNCEMENT COUNTY SECRETARY - JOB GROUP 'T' (1 POSITION)

Pursuant to the provisions of Section 44 as read together with Section 58 of the County Governments Act, 2012, and in view of the impending expiry of the current County Secretary's contract, the Selection Panel for the Recruitment of the County Secretary for the County Government of Busia invites applications from suitably qualified, result-oriented, and self-driven Kenyan citizens for the appointment to the above position.

Duties and Responsibilities

- i. Serve as the Secretary to the County Executive Committee.
- ii. Act as the Head of the County Public Service.
- iii. Be responsible for arranging the business and keeping minutes of the County Executive Committee.
- iv. Convey the decisions of the County Executive Committee to the appropriate people or authorities and track their implementation.
- v. Disseminate and oversee the implementation of National and County Government policies.
- vi. Coordinate County Government activities.
- vii. Provide directions to public officers in the County.
- viii. Perform any other functions as directed by H.E. the Governor and the County Executive Committee.

Requirements for Appointment

- i. Be a Kenyan citizen.
- ii. Hold a degree from a university recognized in Kenya.
- iii. Have at least ten (10) years of relevant professional experience.
- iv. Have at least five (5) years of experience in a leadership position at senior management level in a public service or private sector organization.
- v. Meet the requirements of leadership and integrity as prescribed in Chapter Six of the Constitution.

Terms of Service

Contract Duration: 5 years (Renewable).

How to Apply

- i. A cover letter.
- ii. A detailed curriculum vitae (CV) and testimonials.
- iii. Copies of academic and professional certificates.
- iv. A copy of the National Identity Card or Passport.
- v. Proof of membership to a professional body, where applicable.
- vi. For candidates with foreign degrees: Attach an approval letter from the Commission for University Education (CUE).

Clearance Requirements

- i. Directorate of Criminal Investigations (DCI).
- ii. Higher Education Loans Board (HELB).
- iii. Kenya Revenue Authority (KRA).
- iv. Ethics and Anti-Corruption Commission (EACC).
- v. Credit Reference Bureau (CRB).

Submission of Applications

All applications should be addressed to:

The Chairperson
Selection Panel for the Recruitment of the County Secretary
P.O. Box Private Bag-50400 Busia (K)

Delivery Options:

1. Post: Send your application to the address above.
2. Hand Delivery: Submit your application to the reception desk of the County Chief Officer - Human Resource & Public Communication at the Governor's Office, Town Hall - Busia-Kisumu Road, Door No. 30.
3. Email: Send your application to csselectionpanel@busiacounty.go.ke.

Deadline for submission: 2nd May 2025 (Close of Business).

NOTE: Only shortlisted candidates shall be contacted.



THE NATIONAL ASSEMBLY THIRTEENTH PARLIAMENT - FOURTH SESSION (2025)

IN THE MATTER OF ARTICLES 118(1)(b), 132(2), 155(3) OF THE CONSTITUTION AND 132(2)(f) OF THE CONSTITUTION 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 PRINCIPAL SECRETARIES

NOTIFICATION OF APPROVAL HEARINGS AND INVITATION TO SUBMIT MEMORANDA

WHEREAS, in accordance with provisions of Articles 132(2)(f) of the Constitution, His Excellency the President is empowered to nominate and with the approval of the National Assembly, appoint Principal Secretaries. In exercise of the said powers, His Excellency the President nominated the following persons for appointment as Principal Secretaries—

S/N	NOMINEE	STATE DEPARTMENT
1.	Mr. Ahmed Abdulsalan Ibrahim	State Department for National Government Coordination
2.	Mr. Stephen Isaboka	Office of the Prime Cabinet Secretary
3.	Dr. Caroline Wanjiru Karugu	State Department for Broadcasting & Telecommunications
4.	Prof. Abdulrazak Shaukat	Ministry of Information, Communication and Digital Economy
5.	Mr. Cyrell Odeko Wagunda	State Department for East African Community (EAC) Affairs
6.	Dr. Bonface Makokha	Ministry of East African Community (EAC) Affairs and The ASALs and Regional Development
7.	Dr. Oluga Fredrick Ouma	State Department for Science, Research & Innovation
8.	Ms. Judith Nayal Pareno	Ministry of Education
9.	Dr. Jane Kare Imbunya	State Department for Public Investments & Assets Management
10.	Mr. Michael Lenasalon	The National Treasury and Economic Planning
11.	CPA Carren Ageng'o Achiong	State Department for Economic Planning
12.	Mr. Fikiri Katal Kahindi Jacobs	The National Treasury and Economic Planning
13.	Ms. Regina Akoth Ombam	State Department for Medical Services
14.	Mr. Aden Abdi Millah	Ministry of Health

AND WHEREAS, following receipt of the nominations from His Excellency the President, the Rt. Hon. Speaker of the National Assembly vide a Notification made on Wednesday 27th March 2025 conveyed the Message to the Members of the National Assembly and referred the names and curriculum vitae of the nominees to the relevant Committees 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 respective Committees of the House shall conduct Approval Hearings (Vetting) of the nominees on the dates, times and at the venues indicated in the schedule below—

No.	NOMINEE	STATE DEPARTMENT	VENUE	DATE	TIME
1.	Mr. Ahmed Abdulsalan Ibrahim	State Department for National Government Coordination	Bunge Tower, 5 th Floor, Room 21	Friday, 4 th April, 2025	10.00 am
2.	Mr. Stephen Isaboka	Office of the Prime Cabinet Secretary	Bunge Tower, 3 rd Floor, Room 17	Friday, 4 th April, 2025	10.00 am
3.	Dr. Caroline Wanjiru Karugu	State Department for Broadcasting & Telecommunications	Mini-Chamber, County Hall, 1 st Floor	Monday, 7 th April, 2025	10.00 am
4.	Prof. Abdulrazak Shaukat	Ministry of Information, Communication and Digital Economy	Bunge Tower, 5 th Floor, Room 24	Friday, 4 th April, 2025	10.00 am
5.	Mr. Cyrell Odeko Wagunda	State Department for East African Community (EAC) Affairs	Bunge Tower, 3 rd Floor, Committee Room 18/19	Friday, 4 th April, 2025	10.00 am
6.	Dr. Bonface Makokha	Ministry of East African Community (EAC) Affairs and The ASALs and Regional Development	Bunge Tower, 3 rd Floor, Committee Room 18/19	Friday, 4 th April, 2025	12.00 pm
7.	Dr. Oluga Fredrick Ouma	State Department for Science, Research & Innovation	Bunge Tower, 5 th Floor, Committee Room 20	Friday, 4 th April, 2025	10.00 am
8.	Ms. Judith Nayal Pareno	Ministry of Education	Main Parliament Buildings, Committee Room 9	Monday, 7 th April, 2025	10.00 am
9.	Dr. Jane Kare Imbunya	State Department for Public Investments & Assets Management	Main Parliament Buildings, Committee Room 7	Friday, 4 th April, 2025	10.00 am
10.	Mr. Michael Lenasalon	The National Treasury and Economic Planning	Bunge Tower, 3 rd Floor, Room 16	Friday, 4 th April, 2025	10.00 am
11.	CPA Carren Ageng'o Achiong	State Department for Economic Planning	Bunge Tower, 5 th Floor, Room 26	Friday, 4 th April, 2025	10.00 am
12.	Mr. Fikiri Katal Kahindi Jacobs	State Department for Medical Services	Bunge Tower, 5 th Floor, Room 25	Friday, 4 th April, 2025	12.00 noon
13.	Ms. Regina Akoth Ombam	Ministry of Health	Main Parliament Buildings, Committee Room 7	Friday, 4 th April, 2025	12.00 noon
14.	Mr. Aden Abdi Millah	State Department for Shipping & Maritime Affairs	Bunge Tower, 5 th Floor, Room 23	Friday, 4 th April, 2025	10.00 am

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, 3rd April, 2025 by 5.00 p.m.

IT IS FURTHER NOTIFIED THAT the nominees are required to—

- (1) Appear for the approval hearings with the original identity cards, academic and professional certificates and other relevant testimonials; and
- (2) Obtain letters/certificates of compliance from the following institutions—
 - (a) The Ethics and Anti-Corruption Commission;
 - (b) The Kenya Revenue Authority;
 - (c) The Higher Education Loans Board;
 - (d) The Directorate of Criminal Investigations;
 - (e) The Office of the Registrar of Political Parties; and
 - (f) A Credit Reference Bureau.

SAMUEL NJOROGE, CBS
CLERK OF THE NATIONAL ASSEMBLY
Thursday, 27th March, 2025

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



THE NATIONAL ASSEMBLY
THIRTEENTH PARLIAMENT - FOURTH SESSION (2025)

IN THE MATTER OF ARTICLES 118(1)(b), 132(2), 155(3) OF THE CONSTITUTION AND
IN THE MATTER OF THE PUBLIC APPOINTMENTS [PARLIAMENTARY APPROVAL] ACT (CAP. 77) AND
IN THE MATTER OF APPROVAL BY THE NATIONAL ASSEMBLY OF PERSONS NOMINATED FOR APPOINTMENT AS PRINCIPAL SECRETARIES

NOTIFICATION OF APPROVAL HEARINGS AND INVITATION TO SUBMIT MEMORANDA

WHEREAS, in accordance with provisions of Articles 132(2)(d) of the Constitution, His Excellency the President is empowered to nominate and with the approval of the National Assembly, appoint Principal Secretaries. In exercise of the said powers, His Excellency the President nominated the following persons for appointment as Principal Secretaries:-

S/N	NAME	STATE DEPARTMENT
1.	Mr. Ahmed Abdulsalam Ibrahim	State Department for National Government Coordination Office of the Prime Cabinet Secretary
2.	Mr. Stephen Isaboka	State Department for Broadcasting & Telecommunications Ministry of Information, Communication and Digital Economy
3.	Dr. Caroline Wangũi Karugu	State Department for East African Community (EAC) Affairs Ministry of East African Community (EAC) Affairs and The ASALs and Regional Development
4.	Prof. Abdulrazzak Shaukat	State Department for Science, Research & Innovation Ministry of Education
5.	Mr. Cyrell Odeda Wagunda	State Department for Public Investments & Assets Management The National Treasury and Economic Planning
6.	Dr. Boniface Makokha	State Department for Economic Planning The National Treasury and Economic Planning
7.	Dr. Oluga Fredrick Ouma	State Department for Medical Services Ministry of Health
8.	Mrs. Judith Nayal Pareno	State Department for Justice, Human Rights & Constitutional Affairs Office of the Attorney-General and Department of Justice
9.	Dr. Jane Kare Imbunya	State Department for Public Service & Human Capital Development Ministry of Public Service, Human Capital Development and Special Programmes
10.	Mr. Michael Lanasalon	State Department for Devolution Office of the Deputy President
11.	CPA Carren Ageng'o Achlong	State Department for Children Welfare Services Ministry of Labour & Social Protection
12.	Mr. Fikiri Katal Kahindi Jacobs	State Department for Youth Affairs Ministry of Youth Affairs and Sports
13.	Mrs. Regina Akoth Ombam	State Department for Trade Ministry of Investments, Trade & Industry
14.	Mr. Aden Abdi Millah	State Department for Shipping & Maritime Affairs Ministry of Mining, Blue Economy & Maritime Affairs

AND WHEREAS, following receipt of the nominations from His Excellency the President, the Rt. Hon. Speaker of the National Assembly vide a Notification made on Wednesday 26th March 2025 conveyed the Message to the Members of the National Assembly and referred the names and curriculum vitae of the nominees to the relevant Committees 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. 77), the respective Committees of the House shall conduct Approval Hearings (Vetting) of the nominees on the dates, times and at the venues indicated in the schedule below:-

S/N	NOMINEE	STATE DEPARTMENT	VENUE	DATE	TIME
1.	Mr. Ahmed Abdulsalam Ibrahim	State Department for National Government Coordination	Bunge Tower, 5 th Floor, Room 21	Friday, 4 th April, 2025	10.00 am
2.	Mr. Stephen Isaboka	State Department for Broadcasting & Telecommunications	Bunge Tower, 3 rd Floor, Room 17	Friday, 4 th April, 2025	10.00 am
3.	Dr. Caroline Wangũi Karugu	State Department for East African Community (EAC) Affairs	Main Chamber, County Hall, 1 st Floor	Monday, 7 th April, 2025	10.00 am
4.	Prof. Abdulrazzak Shaukat	State Department for Science, Research & Innovation	Bunge Tower, 5 th Floor, Room 24	Friday, 4 th April, 2025	10.00 am
5.	Mr. Cyrell Odeda Wagunda	State Department for Public Investments & Assets Management	Bunge Tower, 3 rd Floor, Committee Room 18/19	Friday, 4 th April, 2025	10.00 am
6.	Dr. Boniface Makokha	State Department for Economic Planning	Bunge Tower, 3 rd Floor, Committee Room 18/19	Friday, 4 th April, 2025	12.00 pm
7.	Dr. Oluga Fredrick Ouma	State Department for Medical Services	Bunge Tower, 5 th Floor, Committee Room 20	Friday, 4 th April, 2025	10.00 am
8.	Mrs. Judith Nayal Pareno	Justice, Human Rights & Constitutional Affairs	Main Parliament Buildings, Committee Room 9	Monday, 7 th April, 2025	10.00 am
9.	Dr. Jane Kare Imbunya	State Department for Public Service & Human Capital Development	Main Parliament Buildings, Committee Room 7	Friday, 4 th April, 2025	10.00 am
10.	Mr. Michael Lanasalon	State Department for Devolution	Bunge Tower, 5 th Floor, Room 16	Friday, 4 th April, 2025	10.00 am
11.	CPA Carren Ageng'o Achlong	State Department for Children Welfare Services	Bunge Tower, 5 th Floor, Room 23	Friday, 4 th April, 2025	10.00 am
12.	Mr. Fikiri Katal Kahindi Jacobs	State Department for Youth Affairs	Bunge Tower, 5 th Floor, Room 26	Friday, 4 th April, 2025	12.00 noon
13.	Mrs. Regina Akoth Ombam	State Department for Trade	Main Parliament Buildings, Committee Room 7	Friday, 4 th April, 2025	12.00 noon
14.	Mr. Aden Abdi Millah	State Department for Shipping & Maritime Affairs	Bunge Tower, 5 th Floor, Room 23	Friday, 4 th April, 2025	10.00 am

AND WHEREAS, section 6(3) of the Public Appointments (Parliamentary Approval) Act (Cap. 77) 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(3) of the Public Appointments (Parliamentary Approval) Act (Cap. 77), 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, 3rd April, 2025 by 5.00 p.m.

IT IS FURTHER NOTIFIED that the nominees are required to:-
(1) Appear for the approval hearings with the original identity cards, academic and professional certificates and other relevant testimonials; and
(2) Obtain letters/certificates of compliance from the following institutions:-

- (a) The Ethics and Anti-Corruption Commission;
- (b) The Kenya Revenue Authority;
- (c) The Higher Education Loans Board;
- (d) The Directorate of Criminal Investigations;
- (e) The Office of the Registrar of Political Parties; and
- (f) A Credit Reference Bureau.

SAMUEL NJOROGE, CBS
CLERK OF THE NATIONAL ASSEMBLY
Thursday, 27th March, 2025

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

REPUBLIC OF KENYA



COUNTY ASSEMBLY OF MIGORI

RE-ADVERTISEMENT OF TENDERS

The County Assembly of Migori wishes to Re-advertise tender for Sale Motor Vehicles, Furniture & Other Items and therefore invites sealed applications from eligible individual/firms.

INVITATION TO TENDER-OPEN NATIONAL TENDER

TENDER NUMBER: MCA/FEP/01/2024-2025

TENDER DESCRIPTION: SALE OF MOTOR VEHICLES, FURNITURE & OTHER ITEMS

S/NO.	REG NO./SERIAL NO.	MAKE/ MODEL	TYPE / USE	FRAME NO.	LOCATION
1.	KBY 024C	FORD EVEREST	STATION WAGON	MNBL54D10DW504588	COUNTY ASSEMBLY
2.	KBY 022C	FORD EVEREST	STATION WAGON	MNBL54D10DW504584	COUNTY ASSEMBLY
3.	KBW 283V	TOYOTA PRADO TX	STATION WAGON	JTEBH3FX0K115904	COUNTY ASSEMBLY
4.	KBY 448C	TOYOTA RAV4	STATION WAGON	JTMDEREVO00045957	COUNTY ASSEMBLY
5.	COOLING FRIDGE	SAMSUNG-GRAY	TWIN COOLING	R551K56H02A	COUNTY ASSEMBLY
6.	COOKER	SIMFER	GAS/ELECTRIC	MFB2-9502SGWHM	COUNTY ASSEMBLY
7.	COOKER	SIMFER	GAS/ELECTRIC	226.900007AG	COUNTY ASSEMBLY
8.	TYRES	ASSORTED	USED/OLD	SMALL/ MEDIUM SIZES 50No.	COUNTY ASSEMBLY
9.	OFFICE CHAIRS AND TABLES	ASSORTED	USED/OLD	VARIETY	COUNTY ASSEMBLY
10.	IRON SHEETS	ASSORTED	USED/BURNT	VARIETY 55No.	COUNTY ASSEMBLY
11.	TV SET- 24"	GLD 24 INCH CONCAVE	Y.O.M 2016	2/107Q OLD MODEL	COUNTY ASSEMBLY
12.	TV SET- 65"	SAMSUNG-HD	Y.O.M 2016	50P635 FLAT SCREEN	COUNTY ASSEMBLY
13.	TV SET 43"	SAMSUNG	Y.O.M 2016	PS43F4500AKXXE-FLAT SCREEN	COUNTY ASSEMBLY
14.	TV SET 42"	LG	Y.O.M 2016	6023RGM5Z455	COUNTY ASSEMBLY
15.	TV SET 42"	LG	Y.O.M 2016	6023R8B52470	COUNTY ASSEMBLY
16.	PRINTER-PRO 400	LASER JET -HP	PRINTER	M401DN	COUNTY ASSEMBLY
17.	PRINTER-PRO 200	LASER JET-HP	COLOUR PRINTER	NOT LEGIBLE	COUNTY ASSEMBLY
18.	PRINTER-MFP	LASER JET AT DS OFFICE	M1132MFP		COUNTY ASSEMBLY
19.	DESK TOP COMPUTER	HP - PRO COMPLETE	TRF4100RDN	CPU-D582EA#BH5	COUNTY ASSEMBLY
20.	PRINTER-HP	LASER JET	M452DN	NOT LEGIBLE	COUNTY ASSEMBLY
21.	DESK TOP	HP- PRO	CPU ONLY	TRF4100R88	COUNTY ASSEMBLY
22.	DESK TOP	HP- PRO	CPU ONLY	TRF60402R2	COUNTY ASSEMBLY
23.	DESK TOP	HP-PRO	CPU ONLY	TRF60402PD	COUNTY ASSEMBLY
24.	DESK TOP	HP-PRO	CPU-ONLY	TRF60402MM	COUNTY ASSEMBLY
25.	DESK TOP	HP-PRO	CPU-ONLY	TRF4100RDN	COUNTY ASSEMBLY
26.	IPAD	APPLE	TABLET	F8QN609XF1BC	COUNTY ASSEMBLY
27.	IPAD	APPLE	TABLET	DLXKPOLDFCYD	COUNTY ASSEMBLY
28.	IPAD	APPLE	TABLET	BMPKD1W4FCYC	COUNTY ASSEMBLY
29.	IPAD	APPLE	TABLET	DMPK5K2QFCY9	COUNTY ASSEMBLY
30.	IPAD	APPLE	TABLET	DMPL61JAF18Y	COUNTY ASSEMBLY
31.	IPAD	APPLE	TABLET	F9FW50UWIMXK	COUNTY ASSEMBLY
32.	IPAD	APPLE	TABLET	DMPK59WFCYC	COUNTY ASSEMBLY
33.	IPAD	APPLE	TABLET	F8QLD00IFCYD	COUNTY ASSEMBLY
34.	IPAD	APPLE	TABLET	DMPK5FYPF6Y9	COUNTY ASSEMBLY
35.	IPAD	APPLE	TABLET	DMPK5PEAFCY9	COUNTY ASSEMBLY
36.	IPAD	APPLE	TABLET	DMPK59EFCY9	COUNTY ASSEMBLY
37.	IPAD	APPLE	TABLET	F9FWK0E6JIMXK	COUNTY ASSEMBLY
38.	IPAD	APPLE	TABLET	DMPL20RYFCY9	COUNTY ASSEMBLY

All Motor Vehicles, Furniture & Other Items on sale can be viewed at the places and time indicated on the bid document.

The new tender document containing the submission information, details of items to be disposed may be downloaded free of charge from the website (www.migoriassembly.go.ke)

Further Information can be obtained from The Supply Chain Management Office at the County Assembly during working hours between 8.00am - 5.00pm from Monday to Friday or via migoriaccounting@gmail.com. Completed tender documents enclosed in plain sealed envelopes and clearly marked with the tender name and tender number should be addressed to:

ACCOUNTING OFFICER
COUNTY ASSEMBLY OF MIGORI
P.O BOX 985-40400
SUNA-MIGORI

And deposited in the tender box located at the entrance of Cafeteria so as to be received not later than 10th April, 2025 at 10am. The tenders shall be opened immediately thereafter in the presence of the firm's representatives who may choose to attend. The new tender document supersedes the previous one. Late bids shall be rejected.

ODIWIUOR HESBORN OLUOCH
Ag. HEAD OF SUPPLY CHAIN MANAGEMENT SERVICES
FOR: ACCOUNTING OFFICER
COUNTY ASSEMBLY OF MIGORI

Annexure 6: Letters from the Clerk of the National Assembly inviting the nominees for the approval hearings



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/DC-H/2025/027

27th March 2025

Dr. Oluga Fredrick Ouma, OGW

Email: fredrickoluga@gmail.com

Cell: +254710969275

NAIROBI

Dear *D. Oluga*

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

Following your nomination for appointment to the position of Principal Secretary, State Department for Medical Services, the Departmental Committee on Health of the National Assembly hereby invites you for approval hearing (vetting) pursuant to Section 6(3) of the Public Appointments (Parliamentary Approval) Act (CAP. 7F). The approval hearing will be held on **Friday, 4th April 2025**, in **Bunge Tower, 5th Floor, Committee Room 20**, at **10:00 am**.

Kindly fill out the attached Questionnaire as required by the Public Appointments (Parliamentary Approval) Act (CAP. 7F) and return it **on or before Wednesday, 2nd April 2025**.

You are required to bring with you the original of your national identity card, together with 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;
3. Higher Education Loans Board;
4. Directorate of Criminal Investigations;
5. Office of the Registrar of Political Parties; and
6. A Credit Reference Bureau.

Our Liaison Officers on this subject are **Mr. Hassan A. Arale**, who may be contacted on **Tel. No. 0721480578** or email: hassan.arale@parliament.go.ke, **Mr. Timothy Kimathi**, **Tel. No. 0725650878** or email: timothy.kimathi@parliament.go.ke and **Ms. Gladys Kiprotich**, **Tel. No. 0718721253** or [email: gladys.kiprotich@parliament.go.ke](mailto:gladys.kiprotich@parliament.go.ke).

Yours

JEREMIAH NDOMBI, MBS

For: CLERK OF THE NATIONAL ASSEMBLY

Encl

Annexure 7: Letters from the Clerk of the National Assembly to KRA, EACC, DCI, HELB and ORPP 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/001/2025

27th March 2025

Mr. Humphrey Wattanga Mulongo

Commissioner General
Kenya Revenue Authority
Times Tower Building
P.O Box 48240-00100

NAIROBI

Dear *Mr. Wattanga*

**RE: REQUEST FOR INFORMATION ON PERSONS NOMINATED FOR
APPOINTMENT AS PRINCIPAL SECRETARIES.**

The National Assembly is in receipt of a notification of fourteen persons for appointment as Principal Secretaries by His Excellency the President.

As you are aware, the National Assembly is required to approve the nominees for appointment in accordance with the provisions of Article 132 (2) (d) of the Constitution and the Public Appointment (Parliamentary Approval) Act (Cap. 7F).

Article 124(4) (a) of the Constitution provides that **“when a House of Parliament considers any appointment for which its approval is required under the Constitution or an Act of Parliament, the appointment shall be considered by a Committee of the House”**

In view of the foregoing, and in accordance with Standing Order 216(5) (f) as read with the Second Schedule to the National Assembly Standing Orders, the relevant Departmental Committee of the National Assembly is mandated to consider, for approval by the House, appointment under Articles 132 (2) (d).

Further, pursuant to Section 7(b) of the Public Appointment (Parliamentary Approval) Act (Cap. 7F), Committees are mandated to consider whether the nominees meet all Constitutional and Statutory requirements relating to the office in question.

In this regard, the nominations have since been committed to Departmental Committees for consideration. Consequently, the Committees request you to provide a report on the tax compliance status of the following nominees-

	Name	ID No.
1.	Mr. Ahmed Abdisalan Ibrahim	20865145
2.	Mr. Aden Abdi Millah	11692023
3.	Mr. Stephen Isaboke	9148176
4.	Prof. Abdulrazak Shaukat	8009288
5.	Mr. Cyrell Odede Wagunda	1545354
6.	Dr. Bonface Makokha	13671582
7.	Dr. Oluga Fredrick Ouma	23797977
8.	Ms. Judith Naiyai Pareno	10883558
9.	Dr. Jane Kare Imbunya	34645601
10.	CPA Carren Ageng'o Achieng	13235213
11.	Dr. Caroline Wanjiru Karugu	20584192
12.	Mr. Michael Lenasalon	26629462
13.	Mr. Fikirini Katoi Kahindi Jacobs	33271223
14.	Ms. Regina Akoth Ombam	9089480

This information will assist the Committees to effectively undertake their mandate. We will appreciate if the information is received by **Thursday, 3rd April 2025**.

The liaison officer on this subject is Mr. **Benjamin Magut, Principal Clerk Assistant** who may be contacted on **Tel. 0712974966** or email **benjamin.magut@parliament.go.ke**

Yours



JEREMIAH NDOMBI, MBS
FOR: CLERK OF THE NATIONAL ASSEMBLY



**THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK**

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

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

When replying, please quote

Ref: NA/DDC/002/2025

27th March 2025

Mr. Amin Mohamed Ibrahim, EBS, MBS, OGW

Director
Directorate of Criminal Investigations
Mazingira Complex, Kiambu Road
NAIROBI

Dear *Mr Ibrahim*

**RE: REQUEST FOR INFORMATION ON PERSONS NOMINATED FOR
APPOINTMENT AS PRINCIPAL SECRETARIES**

The National Assembly is in receipt of a notification of fourteen persons for appointment as Principal Secretaries by His Excellency the President.

As you are aware, the National Assembly is required to approve the nominees for appointment in accordance with the provisions of Article 132 (2) (d) of the Constitution and the Public Appointment (Parliamentary Approval) Act (Cap. 7F).

Article 124(4) (a) of the Constitution provides that **“when a House of Parliament considers any appointment for which its approval is required under the Constitution or an Act of Parliament, the appointment shall be considered by a Committee of the House”**

In view of the foregoing, and in accordance with Standing Order 216(5) (f) as read with the Second Schedule to the National Assembly Standing Orders, the relevant Departmental Committee of the National Assembly is mandated to consider, for approval by the House, appointment under Articles 132 (2) (d).

Further, pursuant to Section 7(b) of the Public Appointment (Parliamentary Approval) Act (Cap. 7F), Committees are mandated to consider whether the nominees meet all Constitutional and Statutory requirements relating to the office in question.

In this regard, the nominations have since been committed to Departmental Committees for consideration. Consequently, the Committees request you to provide

a report on whether the following nominees are adversely mentioned in any investigation carried out by the Directorate;

	Name	ID No.
1.	Mr. Ahmed Abdisalan Ibrahim	20865145
2.	Mr. Aden Abdi Millah	11692023
3.	Mr. Stephen Isaboke	9148176
4.	Prof. Abdulrazak Shaukat	8009288
5.	Mr. Cyrell Wagunda Odede	1545354
6.	Dr. Bonface Makokha	13671582
7.	Dr. Oluga Fredrick Ouma	23797977
8.	Ms. Judith Naiyai Pareno	10883558
9.	Dr. Jane Kare Imbunya	34645601
10.	CPA Carren Ageng'o Achieng	13235213
11.	Dr. Caroline Wanjiru Karugu	20584192
12.	Mr. Michael Lenasalon	26629462
13.	Mr. Fikirini Katoi Kahindi Jacobs	33271223
14.	Ms. Regina Akoth Ombam	9089480

This information will assist the Committees to effectively undertake their mandate. We will appreciate if the information is received by **Thursday, 3rd April 2025.**

The liaison officer on this subject is Mr. **Benjamin Magut, Principal Clerk Assistant** who may be contacted on **Tel. 0712974966** or email benjamin.magut@parliament.go.ke

Yours



JEREMIAH NDOMBI, MBS
FOR: CLERK OF THE NATIONAL ASSEMBLY



**THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK**

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Email: cna@parliament.go.ke
www.parliament.go.ke/the-national-assembly

When replying, please quote

Ref: NA/DDC/005/2025

27th March 2025

Mr. Abdi A. Mohamud, MBS
Commission Secretary
Ethics and Anti-Corruption Commission
Milimani/Valley Road Junction

NAIROBI

Dear *Mr Mohamud*

**RE: REQUEST FOR INFORMATION ON PERSONS NOMINATED FOR
APPOINTMENT AS PRINCIPAL SECRETARIES**

The National Assembly is in receipt of a notification of fourteen persons for appointment as Principal Secretaries by His Excellency the President.

As you are aware, the National Assembly is required to approve the nominees for appointment in accordance with the provisions of Article 132 (2) (d) of the Constitution and the Public Appointment (Parliamentary Approval) Act (Cap. 7F).

Article 124(4) (a) of the Constitution provides that **“when a House of Parliament considers any appointment for which its approval is required under the Constitution or an Act of Parliament, the appointment shall be considered by a Committee of the House.”**

In view of the foregoing, and in accordance with Standing Order 216(5) (f) as read with the Second Schedule to the National Assembly Standing Orders, the relevant Departmental Committee of the National Assembly is mandated to consider, for approval by the House, appointment under Articles 132 (2) (d).

Further, pursuant to Section 7(b) of the Public Appointment (Parliamentary Approval) Act (Cap. 7F), Committees are mandated to consider whether the nominees meet all Constitutional and Statutory requirements relating to the office in question.

In this regard, the nominations have since been committed to Departmental Committees for consideration. Consequently, the Committees request you to provide a report on the integrity of the following nominees as set out in Chapter Six of the Constitution.

	Name	ID No.
1.	Mr. Ahmed Abdisalan Ibrahim	20865145
2.	Mr. Aden Abdi Millah	11692023
3.	Mr. Stephen Isaboke	9148176
4.	Prof. Abdulrazak Shaukat	8009288
5.	Mr. Cyrell Wagunda Odede	1545354
6.	Dr. Bonface Makokha	13671582
7.	Dr. Oluga Fredrick Ouma	23797977
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9.	Dr. Jane Kare Imbunya	34645601
10.	CPA Carren Ageng'o Achieng	13235213
11.	Dr. Caroline Wanjiru Karugu	20584192
12.	Mr. Michael Lenasalon	26629462
13.	Mr. Fikirini Katoi Kahindi Jacobs	33271223
14.	Ms. Regina Akoth Ombam	9089480

This information will assist the Committees to effectively undertake their mandate. We will appreciate if the information is received by **Thursday, 3rd April 2025.**

The liaison officer on this subject is Mr. **Benjamin Magut, Principal Clerk Assistant** who may be contacted on **Tel. 0712974966** or email benjamin.magut@parliament.go.ke

Yours



JEREMIAH NDOMBI, MBS
FOR: CLERK OF THE NATIONAL ASSEMBLY



**THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK**

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

When replying, please quote

Ref: NA/DDC/004/2025

27th March 2025

Mr. Geoffrey Monari
Chief Executive Officer
Higher Education Loans Board
Anniversary Towers, 19th Floor
P.O Box, 69489-00400
NAIROBI

Dear *Mr Monari*

**RE: REQUEST FOR INFORMATION ON PERSONS NOMINATED FOR
APPOINTMENT AS PRINCIPAL SECRETARIES**

The National Assembly is in receipt of a notification of fourteen persons for appointment as Principal Secretaries by His Excellency the President.

As you are aware, the National Assembly is required to approve the nominees for appointment in accordance with the provisions of Article 132 (2) (d) of the Constitution and the Public Appointment (Parliamentary Approval) Act (Cap. 7F).

Article 124(4) (a) of the Constitution provides that **“when a House of Parliament considers any appointment for which its approval is required under the Constitution or an Act of Parliament, the appointment shall be considered by a Committee of the House”**

In view of the foregoing, and in accordance with Standing Order 216(5) (f) as read with the Second Schedule to the National Assembly Standing Orders, the relevant Departmental Committee of the National Assembly is mandated to consider, for approval by the House, appointment under Articles 132 (2) (d).

Further, pursuant to Section 7(b) of the Public Appointment (Parliamentary Approval) Act (Cap. 7F), Committees are mandated to consider whether the nominees meet all Constitutional and Statutory requirements relating to the office in question.

In this regard, the nominations have since been committed to Departmental Committees for consideration. Consequently, the Committees request you to provide a report on the repayment status of any loans that may have been advanced by the Higher Education Loans Board to the following nominees;

	Name	ID No.
1.	Mr. Ahmed Abdisalan Ibrahim	20865145
2.	Mr. Aden Abdi Millah	11692023
3.	Mr. Stephen Isaboke	9148176
4.	Prof. Abdulrazak Shaukat	8009288
5.	Mr. Cyrell Wagunda Odede	1545354
6.	Dr. Bonface Makokha	13671582
7.	Dr. Oluga Fredrick Ouma	23797977
8.	Ms. Judith Naiyai Parenno	10883558
9.	Dr. Jane Kare Imbunya	34645601
10.	CPA Carren Ageng'o Achieng	13235213
11.	Dr. Caroline Wanjiru Karugu	20584192
12.	Mr. Michael Lenasalon	26629462
13.	Mr. Fikirini Katoï Kahindi Jacobs	33271223
14.	Ms. Regina Akoth Ombam	9089480

This information will assist the Committees to effectively undertake their mandate. We will appreciate if the information is received by **Thursday, 3rd April 2025**.

The liaison officer on this subject is Mr. **Benjamin Magut, Principal Clerk Assistant** who may be contacted on **Tel. 0712974966** or email benjamin.magut@parliament.go.ke

Yours



JEREMIAH NDOMBI, MBS
FOR: CLERK OF THE NATIONAL ASSEMBLY



**THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK**

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

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

When replying, please quote

Ref: NA/DDC/003/2025

27th March 2025

Ms. Anne N. Nderitu, CBS

Registrar of Political Parties
Lions Place, 1st Floor
Karuna Close, Waiyaki Way
Sarit Center,
NAIROBI

Dear *Ms Nderitu*

**RE: REQUEST FOR INFORMATION ON PERSONS NOMINATED FOR
APPOINTMENT AS PRINCIPAL SECRETARIES**

The National Assembly is in receipt of notifications of fourteen persons for appointment as Principal Secretaries by His Excellency the President.

As you are aware, the National Assembly is required to approve the nominees for appointment in accordance with the provisions of Article 132 (2) (d) of the Constitution and the Public Appointment (Parliamentary Approval) Act (Cap. 7F).

Article 124(4) (a) of the Constitution provides that **“when a House of Parliament considers any appointment for which its approval is required under the Constitution or an Act of Parliament, the appointment shall be considered by a Committee of the House.”**

In view of the foregoing, and in accordance with Standing Order 216(5) (f) as read with the Second Schedule to the National Assembly Standing Orders, the relevant Departmental Committee of the National Assembly is mandated to consider, for approval by the House, appointment under Articles 132 (2) (d).

Further, pursuant to Section 7(b) of the Public Appointment (Parliamentary Approval) Act (Cap. 7F), Committees are mandated to consider whether the nominees meet all Constitutional and Statutory requirements relating to the office in question.

In this regard, the nominations have since been committed to Departmental Committees for consideration. Consequently, the Committees request you to provide a report on whether the nominees hold an office in any political party in Kenya.

	Name	ID No.
1.	Mr. Ahmed Abdisalan Ibrahim	20865145
2.	Mr. Aden Abdi Millah	11692023
3.	Mr. Stephen Isaboke	9148176
4.	Prof. Abdulrazak Shaukat	8009288
5.	Mr. Cyrell Wagunda Odede	1545354
6.	Dr. Bonface Makokha	13671582
7.	Dr. Oluga Fredrick Ouma	23797977
8.	Ms. Judith Naiyai Pareno	10883558
9.	Dr. Jane Kare Imbunya	34645601
10.	CPA Carren Ageng'o Achieng	13235213
11.	Dr. Caroline Wanjiru Karugu	20584192
12.	Mr. Michael Lenasalon	26629462
13.	Mr. Fikirini Katoi Kahindi Jacobs	33271223
14.	Ms. Regina Akoth Ombam	9089480

This information will assist the Committees to effectively undertake their mandate. We will appreciate if the information is received by **Thursday, 3rd April 2025**.

The liaison officer on this subject is Mr. **Benjamin Magut, Principal Clerk Assistant** who may be contacted on **Tel. 0712974966** or email benjamin.magut@parliament.go.ke

Yours



JEREMIAH NDOMBI, MBS
FOR: CLERK OF THE NATIONAL ASSEMBLY

**Annexure 8: Letters of clearance from
EACC, KRA, DCI, ORPP and HELB**



REPUBLIC OF KENYA

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

~~Mr. Mugo~~
~~Mr. Karoti~~
~~Mr. Arale~~
~~Mr. Sindiga~~
~~Mr. Dennis~~
~~Mr.~~



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

Ref: RPP/ORG/34 VOL. VIII (70)

Date: 2nd April 2025

Clerk of the National Assembly
Clerk's Chambers
Parliament Buildings
P.O. Box 41842-00100
NAIROBI

London
Circulate to all relevant Committees
AT/07/25

03 APR 2025

Mr. Abenayo Wasike, HoD
Mr. Adan Gindcha, HoD
Mr. Benjamin Mlagur, HoD
Ms Rose Wanjohi, HoD
Ms. Tracy Chebet, HoD

Attn: Jeremiah Ndombi, MBS

Dear Sir,

pls place before the relevant vetting committees. DJL
04/04/25

RE: REQUEST FOR INFORMATION ON PERSONS NOMINATED FOR APPOINTMENT AS PRINCIPAL SECRETARIES

Reference is made to letter Ref. NA/DDC/003/2025 dated 27th March 2025 and on the above subject matter.

Pursuant to Article 77 (2) of the Constitution and according to the records held by this Office as at 2nd April 2025, the list of the nominees tabulated herein are **NOT** officials of any registered political party.

S/No.	Nominee	ID No.	Official of Registered Political Party
1.	Mr. Ahmed Abdisalan Ibrahim	20865145	Not an official
2.	Mr. Aden Abdi Millah	11692023	Not an official
3.	Mr. Stephen Isaboke	9148176	Not an official
4.	Prof. Abdulrazak Shaukat	8009288	Not an official
5.	Mr. Cyrell Wagunda Odede	1545354	Not an official
6.	Dr. Bonface Makokha	13671582	Not an official
7.	Dr. Oluga Fredrick Ouma	23797977	Not an official
8.	Ms. Judith Naiyai Pareno	10883558	Not an official
9.	Dr. Jane Kere Imbunya	34645601	Not an official
10.	CPA Carren Ageng'o Achieng	13235213	Not an official

11.	Dr. Caroline Wanjiru Karugu	20584192	Not an official
12.	Mr. Michael Lenasalon	26629462	Not an official
13.	Mr. Fikirini Katoi Kahindi Jacobs	33271223	Not an official
14.	Ms. Regina Akoth Ombam	9089480	Not an official

Yours faithfully,


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

NATIONAL POLICE SERVICE

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



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

DIRECTORATE OF CRIMINAL INVESTIGATIONS

DCI/CRO/SEC/6/7/2/A/VOL.XVI/91

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

Attn: Jeremiah Ndombi, MBS

RE: REQUEST FOR INFORMATION ON PERSONS NOMINATED FOR APPOINTMENT
 AS PRINCIPAL SECRETARIES

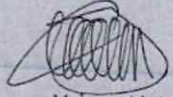
Reference is made to your letter NA/DDC/002/2025 dated 27th March, 2025 on the above matter.

Forensic fingerprint analysis of the below named nominees was conducted in the criminal database and found that they have no previous criminal records.

S/NO.	NOMINEE	ID NO
1.	Mr. Aden Abdi Millah	11692023
2.	Mr. Stephen Isaboke	9148176
3.	Prof Abdulrazak Shaukat	8009288
4.	Dr. Boniface Makokha	13671582
5.	Dr. Oluga Fredrick Ouma	23797977
6.	Ms. Judith Naiyai Pareno	10883558
7.	Mr. Michael Lenasalon	26629462
8.	Mr. Fikirini Katoi Hahindi Jacobs	33271223

The below named nominees are advised to present themselves to the nearest Huduma Centre DCI desk for fingerprinting services. Alternatively, they can centrally access the same service at DCI Headquarters fingerprint and Police Clearance Certificate application centre for the exercise.

S/NO.	NOMINEE	ID NO
1.	Mr. Ahmed Abdisalan Ibrahim	20865445
2.	Mr. Cyrell Wagunda Odede	1545354
3.	Dr. Jane Kare Imbunya	34645601
4.	CPA Carren Ageng'o Achieng	13235213
5.	Dr. Caroline Wanjiru Karugu	20584192
6.	Ms. Regina Akoth Ombam	9089480


 Mohamed I. Amin, CBS, OGW, ndc(K)
 DIRECTOR OF CRIMINAL INVESTIGATIONS

NATIONAL ASSEMBLY
 RECEIVED
 03 APR 2025
 CLERK'S OFFICE
 P.O. Box 41842 NAIROBI



2nd April, 2025

DOC
8/14/25
 Mr. Aberayo Wasie, HoD
 Mr. Benjamin Mages, HoD
 Mr. Adam Gindicha, HoD
 Ms. Rose Wanjohi, HoD
 Ms. Tracy Chebet, HoD

To place before
the relevant
vetting Comms.
Int 04/04/25

Mr. Abenago Wasike, HoD
Mr. Adan Gindicha, HoD
Mr. Benjamin Magut, HoD
Mr. Rose Wanjohi, HoD
Ms. Tracy Chebet, HoD

pls bring to the attention of
the vetting Comms. Dtl 07/04/25



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:

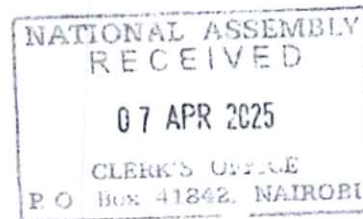
Our Ref: EACC.7/10/5 VOL XXXI (63)

4th April 2025

Mr. Samuel Njoroge, CBS

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

NAIROBI



Dear Mr. Njoroge,

RE: REQUEST FOR INFORMATION ON PERSONS NOMINATED FOR APPOINTMENT AS PRINCIPAL SECRETARIES

Your letter referenced NA/DDC/005/2025 dated 27th March 2025, on the 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
1.	Abdisalan Ibrahim Ahmed	20865145
2.	Aden Abdi Millah	11692023
3.	Stephen Motari Isaboke	9148176
4.	Prof. Shaukat Ali Abdulrazak	8009288
5.	Cyrell Odede Wagunda	1545354
6.	Dr. Bonface Barasa Makokha	13671582
7.	Dr. Fredrick Ouma Oluga	23797977
8.	Nayiai Judith Ramaita Pareno	10883558
9.	Dr. Jane Kere Imbunya	34645601
10.	CPA Carren Achieng Ageng'o	13235213
11.	Dr. Caroline Wanjiru Karugu	20584192
12.	Michael Loikianu Lenasalon	26629462
13.	Jacobs Katoi Kahindi Fikirini	33271223
14.	Regina Akoth Ombam	9089480

Tuangamize Ufisadi, Tuijenge Kenya



The information provided herein is based on records available as of 4th April 2025.

Yours *Sincerely*



Abdi A. Mohamud, MBS
SECRETARY/CHIEF EXECUTIVE OFFICER

Annexure 9: Curricula vitae of the nominee

COVER LETTER

DR. OLUGA FREDRICK OUMA, OGW

Afya House, Cathedral Road, P.O Box 30016-00100 Nairobi, Kenya | +254 (0)710 969 275
fredrickoluga@gmail.com | LinkedIn: Dr. Ouma Oluga

28th March, 2025.

To.
The Health Committee
National Assembly
Parliament Buildings
Nairobi.

Dear Sir,

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

Reference is made to your letter dated 27th March 2025, Ref: NA/DDC/DC-H/2025/027.

I am honored to submit myself for approval hearing (vetting) for the position of Principal Secretary, State Department for Medical Services in the Ministry of Health. With a deep commitment to public service and extensive experience in healthcare leadership, I am eager to contribute to the advancement of our national health system.

Throughout my career, I have demonstrated a strong capacity for policy formulation, strategic leadership, and healthcare management. My expertise in health systems strengthening, public health administration, stakeholder engagement, change management and public finance management has enabled me to drive impactful reforms, enhance service delivery, and foster partnerships that improve healthcare outcomes.

If approved, I am committed to upholding integrity, transparency, and efficiency in the Government's objectives, ensuring that our healthcare sector meets the highest standards and serves all citizens equitably.

Attached are the academic testimonials and other relevant documents you requested.


Dr. Ouma Oluga, OGW



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/DC-H/2025/027

27th March 2025

Dr. Oluga Fredrick Ouma, OGW

Email: fredrickoluga@gmail.com

Cell: +254710969275

NAIROBI

Dear **O. Oluga**

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

Following your nomination for appointment to the position of Principal Secretary, State Department for Medical Services, the Departmental Committee on Health of the National Assembly hereby invites you for approval hearing (vetting) pursuant to Section 6(3) of the Public Appointments (Parliamentary Approval) Act (CAP. 7F). The approval hearing will be held on **Friday, 4th April 2025**, in **Bunge Tower, 5th Floor, Committee Room 20**, at **10:00 am**.

Kindly fill out the attached Questionnaire as required by the Public Appointments (Parliamentary Approval) Act (CAP. 7F) and return it **on or before Wednesday, 2nd April 2025**.

You are required to bring with you the original of your national identity card, together with 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;
3. Higher Education Loans Board;
4. Directorate of Criminal Investigations;
5. Office of the Registrar of Political Parties; and
6. A Credit Reference Bureau.

Our Liaison Officers on this subject are **Mr. Hassan A. Arale**, who may be contacted on **Tel. No. 0721480578** or email: hassan.arale@parliament.go.ke. **Mr. Timothy Kimathi**, **Tel. No. 0725650878** or email: timothy.kimathi@parliament.go.ke and **Ms. Gladys Kiprotich**, **Tel. No. 0718721253** or email: gladys.kiprotich@parliament.go.ke.

Yours

JEREMIAH NDOMBI, MBS

For: CLERK OF THE NATIONAL ASSEMBLY

Encl

003

VETTING_QUESTIONNAIRE_OFO_PS

No. 33 of 2011 [Rev. 2012]
Public Appointments (Parliamentary Approval) Act
[Issue 1] 8

SCHEDULE
[Section 6(8).]

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

Notes:

- a. This questionnaire applies to appointments to public office arising by or under the Constitution or any other law where parliamentary approval is required.
- b. The questionnaire shall be used by the relevant parliamentary committee to vet a nominee appearing before the committee in the process of parliamentary approval.
- c. The questionnaire shall be filled and submitted by the nominee to the relevant parliamentary committee through the Clerk of the relevant House of Parliament on or before a date set by the committee.
- d. The submission of false information in the questionnaire is an offence and may result in prosecution.
- e. Any form of canvassing by a nominee shall lead to disqualification.
- f. The nominee must answer all the questions.

1. **Name:** (State full name) - Dr. Oluga Fredrick Ouma
2. **Position:** (State office to which you have been nominated).-
Principal Secretary for Medical Services
3. **Sex:** Male
4. **Date of Birth:** 19th October 1984
5. **Marital Status:** Married
6. **Daytime phone number:** 0710969275
7. **Mobile phone number:** 0710969275
8. **Email Address:** fredrickoluga@gmail.com
9. **ID Number:** 23797977
10. **PIN Number:** A005872629C
11. **Nationality:** KENYAN
12. **Postal Address:**
P.O Box 30016-00100
Ministry of Health,
Afya House, Cathedral Road, Nairobi.
13. **Town/City:** NAIROBI

VETTING_QUESTIONNAIRE_OFO_PS

Knowledge of Languages: (Specify Languages): English, Swahili, Luo

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

Master of Medicine (MMed) in Internal Medicine -
University of Nairobi, School of Medicine (2019)

Bachelor of Medicine and Bachelor of Surgery (MBCbB) -
Moi University, School of Medicine (2010)

Medium Term Monitoring & Evaluation Fellowship
University of Nairobi, Institute of Tropical & Infectious Diseases (2014)

Additional Education

- **Executive Education: Apprenticeship - International Training Centre ILO (May 2017)**
- **Executive Education: Health Labour Unions Leadership and Governance -**
Strathmore University (May 2017)
- **Certificate in Infectious Diseases: Dangerous Pathogens Infectious Diseases -**
College of Health Sciences, Makerere University, Uganda (October 2013)
- **Medical Education External Experience -**
Suez Canal University Hospital, Ismaili, Egypt (December 2009)
- **Medical Education External Experience -**
Portland Providence Hospital, Portland, Oregon, USA (April - May (2009)

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

- **Ag. Director and Head, Directorate of Health Sector Coordination and Research Development | Ministry of Health Kenya -**
Oct. 2024 - Present
- **Senior Deputy Director, Ministry of Health | Kenya -**
Jan 2023 - Oct 2024
- **Director of Health Services | Nairobi Metropolitan Services (NMS) -**
March 2020 - Dec 2022
- **Co-Founder & Co-Chair | Health Workers for All Coalition -**
Feb 2019 - Feb 2021
- **Secretary General & CEO | Kenya Medical Practitioners, Pharmacists and Dentists Union (KMPDU) -**

VETTING_QUESTIONNAIRE_OFO_PS

December 2014 – February 2020

- **Chief Registrar – Internal Medicine | Kenyatta National Hospital -**
August 2014 – August 2019
- **Medical Officer In-Charge | Vihiga District Hospital -**
August 2012 – August 2014
- **Lecturer | Uzima University School of Medicine -**
August 2012 – August 2014
- **Vice-President – External Affairs | International Federation of Medical Students Association (IFMSA) -**
August 2010 – December 2011

CONSULTANCY

- Health System Consultant: Universal Health Coverage, Democratic Republic of Congo. - Jan-May 2023

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

1. Recipient of the Presidential Order of the Grand Warrior in honour of the exemplary service, sacrifice, patriotism, heroism and high sense of civic duty. – **December 2020**

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

1. Member, Kenya Medical Association (KMA)
2. Member, Kenya Medical Practitioners, Pharmacists and Dentists Union (KMPDU)
3. Designated Health Practitioner (DHP), Directorate of Occupational Health & Safety, Ministry of Labor
4. Registered Medical Practitioner, Kenya Medical Practitioners and Dentists Council

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

1. Kenya Association of Physicians (KAP) - Member
2. Kenya Medical Association (KMA)- Member
3. Kenya Medical Practitioners, Pharmacists and Dentist Union (KMPDU) - Secretary General
4. Amnesty International- Member
5. Health Workers for All Coalition- Co-chair
6. International Federation of Medical students' Association (IFMSA)- Vice President
7. Medical Students Association of Kenya (MSAKE)- President
8. Medical Student Association of Moi University (MSAMU) - Chair Sports Club if any

VETTING_QUESTIONNAIRE_OFO_PS

20. Published Writings:

a. List the titles, publishers and dates of books, articles, reports, letters to the editor, editorial pieces or other published materials you have authored or edited.

1. Nasimiyu, C., Ngere, I., Dawa, J., Amoth, P., Oluga, O., Ngunu, C., Mirieri, H., Gachohi, J., Dayan, M., Liku, N., Njoroge, R., Odinoh, R., Owaka, S., Khamadi, S. A., Konongoi, S. L., Galo, S., Elamenya, L., Mureithi, M., Anzala, O., ... Njenga, M. K. (2023). Near-Complete SARS-CoV-2 Seroprevalence among Rural and Urban Kenyans despite Significant Vaccine Hesitancy and Refusal. *Vaccines*, 11(1), 68. <https://doi.org/10.3390/vaccines11010068>
2. Mwenda AS, Muturi A, Oluga FO. Six stormy years and the audacity to confront a challenging future: taking stock of the Kenyan Doctors' Union. *Pan Afr Med J*. 2018 Sep 13;31:31. doi: 10.11604/pamj.2018.31.31.16153. PMID: 30918558; PMCID: PMC6430841.

b. Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of any bar association, committee, conference or organization of which you were a member.

1. Ministry of Health Schemes of Service
2. Nairobi Metropolitan Services Nutrition Action Plan 2020/21-2024/24
3. Nairobi Metropolitan Services Contingency Plan For General Election 2022
4. Nairobi City County Emergency Health Response Plan
Copies Attached.
5. Guidelines on Management of the Public Service Internship Programme
6. Nairobi City County Fiscal Policy paper 2019/20, 2020/21, 2021/22 2022/23
7. Nairobi City County Integrated Development plan 2023-2027
8. Nairobi City County Health Training Needs Assessments
9. Nairobi City County HIV AID Implementation Plan

21. Public Office, Political Activities and Affiliations:

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

1. Ag. Director and Head, Directorate of Health Sector Coordination and Research Development | Ministry of Health Kenya - Oct. 2024 – Present (Appointed).
2. Senior Deputy Director, Ministry of Health | Kenya - Jan 2023 - Oct 2024 (Appointed).
3. Director of Health Services | Nairobi Metropolitan Services (NMS) - March 2020 - Dec 2022 (Appointed).
4. Medical Officer In-Charge | Vihiga District Hospital - August 2012 – August 2014 (Appointed).

VETTING_QUESTIONNAIRE_OFO_PS

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

None to Declare

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

No

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

No

22. Deferred Income/Future Benefits:

I have conducted a consultancy on Occupational Health Safety, and I expect to be paid about Kes. 10,000,000 anytime from May onwards.

Dividends to stocks or Sacco shares business profits

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

None to declare.

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

- 1 Salary Ksh. 455,000 by 12 Months =5.5 Million
2. Consultancy Ksh. 10,000,000/-
3. Treasury Bonds income 1 Million
4. Rentals - 2.4 Million
5. Others (Farming, etc 2.8 Million)

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

VETTING_QUESTIONNAIRE_OFO_PS

My tax status is up to date, and I have provided Tax compliance certificate

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

I estimate my net worth at Kes 196,000,000 (One hundred and ninety-six million shillings only) comprising of Land (Both personal and family owned, in Nairobi and upcountry) - some developed. Movable assets (two vehicles), Treasury Bonds, Profitable Business (Occupational medical practice and consultancy), Savings and SACCO Shares.

27. Potential Conflict of Interest:

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

I will proactively disclose any potential conflicts of interest including family members, personal relationships, financial holdings, or involvement in ongoing litigation before taking on the role. An ethics committee will assess this disclosure, which will be carried out in compliance with the Constitution, established statutes, and procedures.

Potential Conflicts may include:

- **Family and Business Interests:** Close family members with business interests in the sector could present a conflict. Currently, I have no family or business interests that will pose conflict of interest
- **Financial Holdings:** Investment holdings could create a potential for bias. Currently, I have no family or business interests that will pose conflict of interest
- **Ongoing Litigation:** Personal involvement in any litigation related to the healthcare system could necessitate recusal. Currently, I have no ongoing personal litigations that will pose conflict of interest

In the event of identifying a conflict of interest, I will take immediate steps to mitigate its impact. This will involve:

- **Recusal:** Recusing myself from any decision-making or involvement in matters where a conflict exists.
- **Disclosure and Transparency:** Publicly disclosing the conflict and outlining measures taken to address it.

My actions shall be guided by my dedication to moral behaviour and public trust. I will make sure that my choices put the welfare of Kenyans and the development of public health programs first by proactively recognising and resolving any potential conflicts of interest.

VETTING_QUESTIONNAIRE_OFO_PS

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

Constitutional provisions on conflict of interest and public office include articles 75, 76 and 77 in chapter six of the Constitution, particularly as concerns State officers. I commit to upholding and maintaining the highest ethical standards, avoiding and addressing any potential conflicts of interest in the discharge of my mandate.

1. Identifying and Disclosing Conflicts:

- **Regular Assessments:** I will conduct periodic self-assessments to identify any potential conflicts arising from personal or professional relationships, financial holdings, or other interests.
- **Disclosure Procedures:** In line with established statutes and guidelines, I will disclose any potential conflicts identified following the assessment.
- **Confidentiality:** A confidential process will be maintained for disclosures, with appropriate safeguards to protect the privacy of individuals involved.

2. Addressing Conflicts:

- **Recusal:** If a conflict of interest is identified, I will recuse myself from any decision-making or involvement in matters where a conflict exists.
- **Documentation:** All disclosures and recusals will be documented and maintained in a transparent manner, adhering to relevant data privacy regulations.
- **Escalation:** In situations where recusal is not sufficient, I will escalate the matter to the appropriate oversight body for further guidance.

By implementing these robust conflict of interest practices, I am committed to fostering a culture of transparency and accountability within the Ministry of Health. This will ensure that all decisions are made in the best interests of public health and the Kenyan people.

- **Pro-Bono/Charity Work/donation to charity:**

(Describe what you have done by way of pro bono or charity work, listing specific instances, the amount contributed, and the amount of time devoted to each).

- i. Medical camps Turkana, Nyamira, and Rarieda
- ii. Patron of Medical Student Association of Kenya (MSAKE)
- iii. Patron Association of Community Health Volunteers of Kenya (ACHVOK)
- iv. Treasurer of Maranda High School Alumni Association and Maranda at 100.
- v. Mentor of Public Service Commission Emerging Leaders Training Program
- vi. Vice Chairperson of Okela Secondary School
- vii. Vice Chairperson of Chianda High School
- viii. Patron Medical Students Association of Uzima University (MSAUU)

VETTING_QUESTIONNAIRE_OFO_PS

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

NO

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

NO

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

NO

References:

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

- **Lt. Gen. Mohamed A. Badi, CBS, ndc (K), ss**
Former Director General
Nairobi Metropolitan Services
Tel: +254722762836 | Email: badima@gmail.com
- **Prof. Fred Namenya Were**
Executive Director
Kenya Paediatric Research Consortium
Tel: +254 (0) 722 718770 | Email: frednwere@gmail.com
- **Dr. Kevin Ndede**
Consultant Physician and Senior Lecturer
Kenya Methodist University, School of Medicine
Tel: +254 (0) 723655343 | Email: ndedeomondi@gmail.com

No. 33 of 2011 [Rev. 2012]

Public Appointments (Parliamentary Approval)

[Issue 1] 10

CURRICULUM VITAE

SKILLS, EXPERIENCE AND EXPERTISE

15+ Years' Executive and Strategic Leadership in the Health and Workforce Sectors – Creating Sustainable, Value-Based Change in Health and Labor Ecosystems; Supporting Universal Health Coverage Efforts; Championing Health as Human Right; Developing Health Workforce Strategies; and Optimizing Quality of Care, Service Delivery, Standards, and Community Involvement and Building Strategic Partnerships and Collaborations.

Visionary and Executive Health Care Leader: with experience conceptualizing, establishing and leading healthcare ecosystems, organizations, services and operations for optimum service delivery and consumer experience.

Strategic Negotiator, Board Advisor, and Leader: cultivating a sense of accountability, oversight, collaboration, integrations and partnerships across the organization and providing valuable perspectives and thoughts to Boards and Senior Leaders to drive executive decision-making, establish vision, focus, alignment, enablement, and strategies that build synergy and rally staff, stakeholders and community across a shared vision, value and impact.

Collaborative and diplomatic stakeholder liaison: managing relations with Foreign, National and Local Governments, public and private sector players, non-profits, development partners, health sector stakeholders and communities to strengthen health ecosystems, drive policy development, institute quality in services, develop health workforce, and advocate for the rights and welfare of patients and health workforce.

Change Facilitator: proven record in problem-definition, solution identification and championing sustainable and value-based change through evidence generation, partnership and coalition building, advocacy and policy development for health ecosystems, health workforce development and management, community development and human rights advocacy.

Effective Communicator: delivering concise, clear and actionable messages in Fluent English and Kiswahili; with technical proficiency in MS Office Suite to produce correspondences, communication documents, presentations, and technical reports.



LEADERSHIP IN ACTION

Oversight at Peak: USD 220 M annual budgets | + USD 9 M annual revenues | Teams of 5000+ | 8,526 health facilities

Health Ecosystems Conceptualization, Design and Development: 32 New Health facilities established | 746 community health units initiated | N° of facilities up from 99 to 128

Policy Influencing & Formulation: Kenya Health Act, 2017, 56 Agreements, 30+ Policies, SOPs

- | | | |
|--------------------------------------|-----------------------------------|----------------------------|
| • Healthcare Leadership & Governance | • Health Policy Formulation | • Budget Management |
| • Organizational Leadership | • Health Ecosystem Development | • People Leadership |
| • Strategy Development & Execution | • Health Policy Advocacy | • Operations Management |
| • Clinical Leadership & Guidance | • Stakeholder Management | • Board Engagement |
| • Change Creation & Management | • Resource Mobilization | • Partnerships & Alliances |
| • Health Workforce Management | • Capacity Building & Development | • Quality Improvements |
| • Digital Health Transformation | • Government Relations | • Public Policy Reforms |

HEALTHCARE LEADERSHIP EXPERIENCE & MILESTONES

A. Ag. Director and Head, Directorate of Health Sector Coordination and Research Development | Ministry of Health Kenya Oct. 2024 - Present

As the Head, Directorate of Health Sector Coordination and Research Development, I coordinate relationship between the National Government Ministries, Departments and Agencies (MDAs) with the Ministry of Health; manage partnerships between the Ministry of Health and the multilateral and bilateral development partners notably World Bank, World Health Organization, USAID, JICA, FCDO amongst many more; ensure alignment of policy and strategy implementation between the Ministry of Health and County Governments; and facilitate the absorption of technical and financial support from Non-Governmental Organizations in policy development and implementation at the National and County levels.

In this role:

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1. Spearheaded successful signing of 2 distinct batches of Intergovernmental Participatory Agreements (IPAs) between the Ministry of Health and 47 County governments to facilitate strengthening of community health systems that enabled payment of stipends to 107,000 Community Health Promoters (CHPs) and the equipping of county health facilities also known as the National Equipment Support Programme (NESP.)
2. Spearheaded Intergovernmental engagements to facilitate establishment of 226 Primary Care Networks in 43 County Governments rallying 100% financial support from development partners thus saving exchequer funding and accelerating success in the establishment of Primary Healthcare Systems at County Governments.
3. Initiated the development of Health Sector Coordination and Partnership Framework as a precursor to achieving government's goal of One Plan, One Budget and One Monitoring and Evaluation Framework which will track and trace donor funding, expenditure and impact at National Level and County level.
4. Facilitated the operationalization of Facility Improvement Fund Act in 47 Counties by providing technical advisory to the Council of County Governors (CoG) with a published guideline for all county health facilities on financial resource management based on translation of the FIF Act 2023 as an outcome.
5. Coordinated the successful signing of Cabinet Memo to facilitate establishment of an emergency transport system for mothers and newborns called m-mama that will reduce delays and mortality from delays in accessing hospitals. The Ministries involved are: The Ministry of Health; Ministry of Information, Communication and Technology and the Digital Economy; Ministry of Roads and Transport; Ministry of Foreign Affairs; The National Treasury and Planning; and the Attorney General.

B. Healthcare Consultant

Jan. - May 2023

Following a successful transformation of Nairobi's Health Department, I was invited to offer Health Advisory as below:

1. Led Feasibility Study for the development of primary healthcare system including the enactment of laws and policies for Social Health Insurance, the design, construction, equipping, staffing and commissioning of 30-bed capacity primary health facilities in Kinshasa and the establishment of Quality and Accreditation Standards for Clinical Engineering, Medicines Regulatory Agency, Digital Health Agency and the Health Promotion Fund in DRC.
2. Led the risk assessment for claims management by the National Health Insurance Management Agency - the Government of Zambia.
3. Led the feasibility study and market survey for the design and development of Pensioners' Medical Scheme for County Pension Fund (CPF) Financial Services.

C. Senior Deputy Director, Ministry of Health | Kenya

Jan 2023 – Oct. 2024

As Senior Deputy Director in Kenya's Ministry of Health, I provide strategic thinking, technical leadership and build capacity for the development of health policies, standards, quality assurance, and regulations for the entire health sector in Kenya.

In this role, I achieved the following:

6. Contributed to the strategic planning for the State department of public health and professional standards.
7. Led supervision and quality assessment in 1350 hospitals,
8. Led the establishment of primary care networks for county governments.
9. Built and managed teams for health and safety response during Africa Climate Summit, the UN Habitat Assembly, National Events and Celebrations.
10. Coordinated and convened stakeholders in the development Kenya's EL-Nino preparedness contingency plan;
11. Provided strategic thinking and decision support to the Principal Secretary on health workforce development, health worker union engagement, health students internship and attachment, and public health events.
12. Contributed to the development of political and social issues particularly in the drafting, debating and presidential ascent of Digital Health Act, Primary Health Act, Social Health Act and Facility Improvement Finance Act.
13. Initiated development of a framework for coordinating and strengthening health professionals' regulatory boards and councils.
14. Mobilized USD 2 Million from development partners for Health Workforce strategic activities, training and development.

D. Director of Health Services | Nairobi Metropolitan Services (NMS)

March 2020 – Dec 2022

As Director of Health Services in Nairobi, I led the strategic thinking, development and management of the city's health ecosystem, aimed at promoting, protecting, restoring, and rehabilitating the health of 7 million people. With oversight of 12,000 skilled health workers, I was responsible for strategic planning and execution, resource mobilization, community and stakeholder engagement, health workforce development, public health sanitation and hygiene, public and private hospital management, and quality oversight respectively.

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My leadership resulted in rapid, visible, and sustainable change, workforce alignment, good governance, social and resource accountability, and compliance with laws and regulations.

**Leadership Scope : Health Workforce : 12,000 | Budgets : USD 220 M per year |
Facilities: 8,526 (118 public & 406 private facilities, 3120 private clinics & 5000 private community clinics)**

Performance Milestones:

10. Health Ecosystems

- Leadership for Quality Performance and Excellence of Health Ecosystems:
 - Established Clinical Governance Structures that enabled significant 80% and 100% reduction in preventable maternal deaths at East Africa's largest and oldest Maternity Hospital for 2021 and 2022 respectively.
 - Initiated Quality Assurance to enable better patient experiences and perception of public services.
 - Increase public utilization of clinical services from 31% to 56% in one year.
 - Increased skilled birth attendance from 71% to 94% in 2 years.
 - Reduced out-referral of emergency cases from County health facilities to Kenyatta National Hospital from 34% to 5% by expanding scope of services and generating new services.
 - Led Strategic Planning and Execution for elevation of 4 hospitals from Level 4 to Level 5 status.
 - Led the Digital Health Transformation of 118 health facilities automating clinical and business processes, increasing data driven decision making and eliminating paper use and costs
- Leadership for Health Ecosystems Access and Equity in Health Services:
 - Led the Conceptualization, design, construction, equipping, staffing and commissioning of 32 new health facilities within 2 years.
 - Led redesign, construction, equipping, staffing and commissioning of Nairobi's first 350 bed Level 6 Pediatric Hospital within one year.
 - Introduced Mental Health Services and Wellness programs in 24 health facilities.
- Leadership for Health Ecosystems Sustainability
 - Led the negotiation and contracting between hospitals and social health insurance fund for 118 health facilities increasing the number of health facilities with insurance contracts from 4 to 118.
 - Established management structures for health facilities and build capacity for all facility managers.

11. Public Health Policy Development

- Coordinated the formulation of 30 health strategies, policies, work plans, frameworks, SOPs notably a Health Workforce Training Guidelines; Nutrition Action Plan; Partnership Engagement Framework; and Emergency Referral and Medical Standard Operating Procedures.
- Coordinated the enactment, gazettement and launch of Kenya's first Community Health Services Act by Nairobi City County in 2021.

12. Health Workforce Development and Management

- Built, engaged and managed 118 management and technical teams to deliver on the diverse and complex programmatic and presidential agendas with strict timelines.
- Managed a health workforce of 12,000 talents namely 5000 technical staff and 7460 community health workers coordinating their performance to achieve the overall organization mandate for health.
- Spearheaded the talent acquisition, induction and management of 2400 new health workforce to operationalize 32 health facilities.
- Expanded the Benefit package for health workers establishing Comprehensive Insurance, Work Injury Benefits Scheme, Personal Accident scheme and anonymized Psychosocial care program.
- Provided strategic leadership for registration, accreditation and expansion of Pumwani School of Nursing and its establishment as Centre for Health Workforce Development with programs on clinical, administrative and leadership through support by University of Mary Baltimore (UMB)
- Expanded training opportunities for Health Workforce by 30%.
- Established Performance Contracting, appraisal and monitoring mechanism for health workforce leaders and managers.
- Provided a framework for supervision of 27,000 health care professionals, 7,460 community health workers, and 15,000 cross-sectoral support workforces.

13. Community Health Strategies and Programs

- Spearheaded establishment of 746 Community Health Units.
- Led the development of Community Health Standards and Policies.
- Led mobilization and recruitment of communities for increased utilization of public health facilities and services.

CURRICULUM VITAE

14. Resource Mobilization, Finance and Budget Administration

- Mobilized USD 20 million from USAID and World Food Program (WFP) for cash-transfer to 72,000 vulnerable families during COVID-19 pandemic
- Negotiated increased exchequer funding from USD 65 M in 2018/2019 financial year to USD 95 M in 2020/2021 finance year and further to USD 120 M in 2021/2022.
- Mobilized additional USD 100 M in 2021 from USAID, World Bank, European Union and their implementing partners to supplement Exchequer allocation from the National Treasury.
- Improved collective health sector revenue collection from an annual average of USD 2 M in FY 2018/2019 to USD 9 M in FY2020/2021, a fivefold increase.
- Provided financial acumen and judicious budget management of USD 220 M worth of projects, programs inclusive of health workforce emoluments, development and benefits.
- Mobilized USD 10 M from National Cancer Institute to initiate, set-up and develop the City Cancer Challenge program in Nairobi.

15. Managing Special Programs

- Spearheaded the identification, assessment and enrolment of 326,000 indigent families into Universal Health Coverage government social insurance support program.
- Provided support to Kenya Government's COVID-19 National Emergency Response working under immense pressure and spotlight with senior most government officials at the Cabinet and National Security Council.
- Generating new business and projects through the initiation of water, sanitation, sewer, public lighting and security programs as pre-requisite to commissioning of every hospital built in slum area.
- Applied apprenticeship design and development as Vice-Chairman of high-labour, high impact presidential initiative named Kazi Mtaani in which more than 20,000 young people were engaged in gainful employment during the COVID-19 pandemic.

16. Technical Leadership

- Using physician expertise, I initiated weekly Mortality and Morbidity Audits which resulted in 15% reduction in deaths occurring in all hospitals after six months.
- Spearheaded improvement in clinical workflow and processes for all outpatient clinics more than 100% increase in patients attended from 2.5 million to 5 million per year.
- Provided clinical leadership for the reduction of HIV prevalence reduction 6.1% to 5.1% which was recognized and awarded by UNAIDS in October 2021.
- Chaired the Nairobi County COVID-19 Taskforce and Incident Management System, technical leadership and oversight in managing 328,484 COVID cases (41% of reported cases nationally) and administering 3,263,549 vaccines to fully cover 59% of adult population.
- Provided technical leadership for expansion of immunization coverage for Nairobi's under 5 years population from 62% to 86%.
- Provided leadership for reduction of Mother to child transmission of HIV from 10.1% in 2021 to 8.6% in 2022.

17. Building and Optimizing Partnerships, Collaborations and Relationships

- Harnessed collaboration with MPESA foundation and Accurate Steel, both private companies, to secure through perimeter wall fencing hospitals, staff and patients in highly insecure slums of Nairobi.
- Harnessed partnership with Equity Bank to mobilize support and donation for health workforce safety, wellness and protection including donation of PPEs to all Nairobi facilities for one year.
- Collaborated with Board leadership of Kenya Private Sector Alliance and Kenya Association Manufacturers applying strategic thinking and problem-solving skills for COVID-19 vaccine deployment to industries to enable quick return-to-work and saving of millions of jobs during COVID-19 pandemic.
- Partnered with host Communities to provide security, cleaning and casual services in all Nairobi's health facilities creating 25,000 indirect jobs and supporting 500 small-scale businesses in Nairobi.

18. Legal Compliance and Accountability Mechanisms

- Ensured all facilities in Nairobi were compliant with regulatory laws and guidelines.
- Development a framework for fast-tracked inspection and licensing of private health businesses and clinics providing compliance education and support to enable young health professionals start clinic.

19. Media Management and Engagement

- Engaged mass, print and social media efficiently communicating the health directorate vision and projects with clarity, simplicity and respectfully.
- Built personal and organizational influence and authenticity by applying high standards integrity in all written correspondences, reports and advertisements.

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E. Co-Founder & Co-Chair | Health Workers for All Coalition

February 2019 – February 2021

Leveraged leadership and financial acumen, networks, influence and strategic vision during the 4th Human Resources for Health Forum in Dublin, Ireland November 2018 to co-found and operationalize Health Workers for All Coalition (HW4A) with aim of uniting civil society around human resource for health worldwide. The Coalition began activities during the 71st World Health Assembly April 2019.

As Co-Founder and Co-Chair, set up leadership and governance structures, terms of reference, work plans, communication tools, executive charter for strategy development and execution; mobilized resources, built relationships, networks, collaborations and partnership frameworks; established organization policies, offices, advocacy plans; and represented the organization in international health and health workforce forums.

Leadership Scope: Admin Staff: 56; influencing 65.1 million global health workers | Budgets: USD 50 M per year

Performance Milestones:

20. Organizational Leadership and Set-Up

- Co-founded Health Workers for All Coalition (HW4A) influencing adoption of the name and spearheading development of vision, mission, secretariat set-up, governance structures, organization policies, advocacy plan, organization culture and values.
- Led coalition membership growth from 0 to 31 civil society organizations recruiting the established international NGOs such as Wemos Netherlands, Amref Health Africa, Medicus Mundi, ACHEST (Uganda) and Peoples Health Movement.

21. Global Health Workforce Policy

- Led advocacy for the WHO's Declaration of 2020 as the "Year of Midwifery and Nursing" and supported WHO's Expert Advisory Group to develop the WHO report on the **State of Midwifery and Nursing**.
- Led the Civil Society coordination and contribution in the 4th Round of Review of the **Global Code of Practice on International Recruitment of Health Workers**.
- Contributed to **WHO Resolution 69:19 on development of National Health Workforce Accounts** encouraging national governments to strengthen health workforce data systems for planning and decision.

22. Stakeholder Engagement and Representation

- Recruited, mobilized and coordinated health workforce advocacy actions for 31 Civil Society Organizations.
- Represented the global health workforce, the Coalition, and member civil societies at multinational and multilateral health assemblies to advance visibility and voice of the global health workforce for all.

23. Resource Mobilization and Budget Administration

- Mobilized USD 100M in funding over two years from Wemos, Open Society Foundation, Amref Health Africa, ACHEST, and Medicus Mundi Switzerland to support coalition activities.
- Judiciously administered the resources prioritizing institutional capacity passing audit without queries.

24. Development, Political and Social Experience

- Led the drafting, stakeholder review, adoption and delivery of HW4A political declaration which was delivered to WHO on April 7th 2021.
- Engaged with Country Presidents, Director General of the WHO, Ministers of Health and Ministers of Labor in panels, one-on-meetings and policy engagements and negotiations concerning health workforce.

F. Secretary General & CEO | Kenya Medical Practitioners, Pharmacists and Dentists Union (KMPDU)

December 2014 – February 2020

Elected by 88% vote to offer overall leadership to the health workforce organization, oversee overall planning, direction, and coordination of operations, budgeting, work plan development, health policy formulation, advocacy, stakeholder and Government engagement, and serving as Spokesperson for all doctors in Kenya.

Leadership Scope: 50 Secretariat: 7200 Membership | Budgets: USD 1.8 M per year | Value: USD 4+ B per year

Performance Milestones:

25. Risk and Crisis Management

- Led the 100 day #lipakamatender campaign on health reforms applying risk and crisis management skills to manage diverse interests, communicate in complex and sensitive situations, adapt quickly, work under pressure and deliver quick results.

26. Negotiation in Complex Environments

- Successfully Negotiated Kenya's first and only registered health sector Collective Bargaining Agreements collectively worth USD 4 plus Billion with 56 Government of Kenya agencies namely 47 County Governments the Ministry of Health Moi Teaching & Referral Hospital Kenyatta National Hospital Moi

CURRICULUM VITAE

University School of Medicine, University of Nairobi School of Medicine, Jomo Kenyatta University of Agriculture & Technology, Kenyatta University School of Medicine, Egerton University College of Health Sciences, and Maseno University College of Health Sciences.

- Negotiated the first and only Schemes of Service for Medical Officers, Pharmacists, and Dentists in Kenya.
27. Membership growth, development and management
- Drove membership growth from 1,200 to 7,200 doctors attaining 90% recruitment and participation of all doctors employed and working in Kenya.
 - Initiated a Care for Carers, a wellness promotion and illness assistance program for doctors in distress.
 - Establishment a benevolent fund to support families whose principal bread-winner were doctors registered as union members.
 - Doubled access to training opportunities for Kenya doctors through negotiation key scholarship programs for Neurosurgery, Oncology, Dermatology, Anesthesiology and Psychiatry specialization in South Africa, United Kingdom, Egypt and other East African Universities.
 - Established membership education programs on entrepreneurship, contract negotiation, financial literacy and mentorships resulting in generation of 100 plus group owned new businesses and employing health workforce.
28. Public Policy
- Advocated and spearheaded the development Internship Policy and guidelines for public service.
 - Contributed to drafting, collection of views, and enactment of Health Act 2017, Kenya's most impactful health legislation in recent times that established Health Human Resources Advisory Council.
29. Financing and Resource Mobilization
- Grew annual membership fees collection from USD 0.14M (2014) to USD 1.8M (2020).
 - Mobilized USD 5 M from private donors and crowd funding initiatives.
30. Health Workforce Retention and Wellbeing
- Reduced physician brain-drain by 65% between 2014 and 2018.
 - Improved salaries for all health workers by 300% within 5 years.
31. Media engagement and Communication
- Hosted monthly media editors and health journalists' breakfast for five years propelling health discussions as second most discussed subject in Kenya's media.
 - Produced weekly concise, clear and relevant communication materials on topical issues including policy briefs, memos, articles, news briefs, to union members, government, members of the public and health stakeholders.
32. Problem-Solving
- Provided solutions, advice and guidance to individual doctors in difficult circumstances
 - Participated conflict resolutions between employees in workplaces
 - Designed and drafted solutions to government institutions facing employee hostilities and poor relations,
33. Political Engagement and Relations
- Led union delegation with meetings with the President on five occasions
 - Convened and influenced parliamentary committees for health and labour to amend or pass budgets, health legislation, oversight executive and advocate for health workforce development and management reforms.

G. Chief Registrar – Internal Medicine | Kenyatta National Hospital August 2014 – August 2019

Delivered strategic leadership to steer overall management of clinical work flows, health workforce management, quality assurance, representation of 120 staff and capacity development of nurses and medical students assigned to medicine.

H. Medical Officer In-Charge | Vihiga District Hospital August 2012 – August 2014

Provided healthcare management and leadership to 600 health staff responsible for clinical, financial and business processes at Vihiga County's referral hospital.

Leadership Scope: Workforce: 600 Health Staff

Performance Milestones:

- 34. Oversaw development a monitoring and evaluation for clinical governance and outcomes.
- 35. Established multidisciplinary and integrated specialist teams to improve patient outcomes.

CURRICULUM VITAE

36. Reduced Diabetes, HIV, and Malaria-related mortality by 20% by implementing treatment protocols aligned to National Health Guidelines.
37. Ensured compliance to laws and represented patients and relatives in court processes.

I. Lecturer | Uzima University School of Medicine

August 2012 – August 2014

Designed, developed and delivered lessons in basic sciences and clinical clerkship to pioneer undergraduate MD students at the university.

Leadership Scope: Team: 12 Staff; 320 Medical Students | Budgets: KES 20 M per year

Performance Milestones:

38. Mentored and supported 320 undergraduate students develop adaptive skills, leadership and
39. Provided technical support and thoughts to the University Board and Vice Chancellor on curriculum development.
40. Represented the Medical School in regulatory meetings called by Ministry of Health and Ministry of Education.

J. Vice-President – External Affairs | International Federation of Medical Students Association (IFMSA) August 2010 – December 2011

Led engagements with 129 national medical students' associations and represented 1.2 million medical students worldwide to amplify their voices and advocate for health workforce absorption and development by governments at the global level.

Leadership Scope: Staff: 7 Team members | 1.2 million medical students | Budgets: USD 50,000 per year

Performance Milestones:

41. Provided visionary leadership, support, and representation for 29 African Medical Student Associations and 200,000 African Medical Students engaging Ministers of Health from African Governments on Medical Education policies.
42. Steered advocacy against Human Rights violations during the Darfur clashes and gave input in WHO's "Save Lives: Make Hospitals Safe in Emergencies" theme for World Health Day 2010.
43. Increased membership by 25% by recruiting 12 African countries into the IFMSA.
44. Initiated and rolled out five International Medical Student Exchange programs names:
 - Kenya-Uganda Student Exchange Program, Kenya – Egypt Student Exchange Program, East & Southern Africa Exchange Program, and North-American Medical Universities' Overseas Observer-ship for Africa students.
45. Expanded opportunities for research, training, publications, and advocated for open access to international journals for African medical students.

EDUCATIONAL & TRAINING

- **Master of Medicine (MMed) in Internal Medicine** – University of Nairobi, School of Medicine (2019)
- **Bachelor of Medicine and Bachelor of Surgery (MBChB)** – Moi University, School of Medicine (2010)
- **Medium Term Monitoring & Evaluation Fellowship** – University of Nairobi, Institute of Tropical & Infectious Diseases (2014)

Additional Education:

- **Executive Education: Apprenticeship** – International Training Centre ILO (May 2017)
- **Executive Education: Health Labour Unions Leadership and Governance** – Strathmore University (May 2017)
- **Certificate in Infectious Diseases: Dangerous Pathogens Infectious Diseases** – College of Health Sciences, Makerere University, Uganda (October 2013)
- **Medical Education External Experience** – Suez Canal University Hospital, Ismaili, Egypt (December 2009)
- **Medical Education External Experience** – Portland Providence Hospital, Portland, Oregon, USA (April – May 2009)

PROFESSIONAL AFFILIATIONS & LICENSURE

Registered Medical Practitioner - Kenya Medical Practitioners and Dentists Council

Specialist Recognition Certificate: Internal Medicine — Kenya Medical Practitioners and Dentists Council

Designated Health Practitioner (DHP) - Directorate of Occupational Health & Safety, Ministry of Labour

Member - Kenya Medical Practitioners, Pharmacists and Dentists Union (KMPDU)

Member - Kenya Medical Association (KMA)

CURRICULUM VITAE

LEADERSHIP & COMMUNITY ENGAGEMENTS

Vice Chairman: Okela Secondary School Board of Management (February 2020 - Present)
Executive Committee Treasurer: Maranda High School Alumni Association (August 2019 - Present)
President — Medical Students Association of Kenya, MSAKE (February 2009 – December 2010)
Chair — Medical Students Association of Moi University, MSAMU (February 2009 – December 2010)

REFEREES

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CHAPTER 6 OF THE CONSTITUTION

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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 : A005872629C

Certificate Date: 17/01/2025

Name and Address :

Fredrick Nickson Ouma Oluga
5th Avenue House, Nairobi, Langata District,
PO Box:157,
Postal Code:00202

Certificate Number:

KRAELD1449945625



**This is to confirm that Fredrick Nickson Ouma Oluga,
Personal Identification Number A005872629C
has filed relevant tax returns and
paid taxes due as provided by Law.**

CERTIFIED TRUE COPY OF ORIGINAL
SAMUEL OWADE MUGA, ADVOCATE
ADVOCATE & COMMISSIONER FOR OATHS
P. O. Box 101196 - 00101, NAIROBI
DATE: 29/03/2025 SIGN: [Signature]

**This Certificate will be valid for
twelve (12) months up to 16/01/2026.**

CERTIFIED TRUE COPY OF ORIGINAL
SAMUEL OWADE MUGA, ADVOCATE
ADVOCATE & COMMISSIONER FOR OATHS
P. O. Box 101196 - 00101, NAIROBI

DATE:.....SIGN:.....

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.

**ACKNOWLEDGEMENT RECEIPT
OF SELF DECLARATION**

Acknowledgement Receipt
SELF-2024-38415



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

03 December, 2024

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

Applicants Serial Number	SELF-2024-38415
Name of Applicant	Dr. Fredrick Nickson Ouma Oluga
Applicant Identity Number / Alien Number	23797977
Applicants Address	157 - 00202, Riverside



CERTIFIED TRUE COPY OF ORIGINAL
SAMUEL OWADE MUGA, ADVOCATE
ADVOCATE & COMMISSIONER FOR OATHS
P. O. Box 101196 - 00101, NAIROBI

DATE: 29/03/2024 SIGN:

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.



HELB-95205

Certificate OF CLEARANCE STUDENT LOAN

CERTIFIED TRUE COPY OF ORIGINAL
SAMUEL OWADE MUGA, ADVOCATE
ADVOCATE & COMMISSIONER FOR OATHS
P. O. Box 101196 - 00101, NAIROBI

DATE: 29/03/2025 SIGN:

This is to confirm that FREDRICK NICKSON OUMA OLUGA

ID No 23797977 Registration No MED/30/2004

attended MOI UNIVERSITY

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

CHIEF EXECUTIVE OFFICER January 23, 2025
Date

CHIEF OPERATIONS OFFICER January 23, 2025
Date

This certificate is issued without erasures, alterations or cancellations

NATIONAL POLICE SERVICE



DIRECTORATE OF CRIMINAL INVESTIGATIONS

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

Ref. No. **PCC-G5SVQ5DBY**

Date. **2 December 2024**

POLICE CLEARANCE CERTIFICATE

I hereby certify that the fingerprints recorded from

FREDRICK NICKSON OUMA OLUGA

*holder of ID No. **23797977** 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

CERTIFIED TRUE COPY OF ORIGINAL

SAMUEL OWIDE MUGA, ADVOCATE

ADVOCATE & COMMISSIONER FOR OATHS

P. O. Box 101196-00101, NAIROBI

DATE: 29/12/2024 SIGN:

(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"



MCRB/C897379

Metropol Credit Reference Bureau Ltd

CRB Certificate

FREDRICK NICKSON OUMA OLUGA

National ID Number: 23797977

CERTIFIED TRUE COPY OF ORIGINAL
SAMUEL OWADE MUGA, ADVOCATE
ADVOCATE & COMMISSIONER FOR OATHS
P. O. Box 101196 - 00101, NAIROBI

DATE: 29/12/2024 SIGN:

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

With Default

With No Default

as at December 02, 2024



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

M-41

350
024



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/ORG/34/I Vol. I (48)

Date: 27th March 2025

Fredrick Nickson Ouma Oluga
 Email: fredrickoluga@gmail.com

Dear Sir,

**RE: REQUEST FOR CLEARANCE
 FREDRICK NICKSON OUMA OLUGA – ID NO. 23797977**

The above subject matter refers.

This Office acknowledges receipt of your letter dated 26th March 2025 and duly notes the content therein.

According to the records held by this Office as at 27th March 2025, **Fredrick Nickson Ouma Oluga** of ID No. **23797977** is not an official nor a member of any registered political party in Kenya.

Yours faithfully,


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

CERTIFIED TRUE COPY OF ORIGINAL
 SAMUEL OWADE MUGA, ADVOCATE
 ADVOCATE & COMMISSIONER FOR OATHS
 P. O. Box 101196 - 00101, NAIROBI

DATE: 29/03/2025 SIGN: 

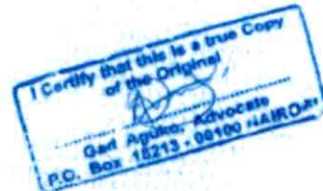
Annexure 10: Certificates and Testimonials

026

TSO

**ACADEMIC & OTHER
TESTIMONIALS**

UNIVERSITY OF NAIROBI



This is to certify that

Frederick Ouma Oluo

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

MASTER OF MEDICINE IN INTERNAL MEDICINE

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

Twentieth Day of December in the Year
2019

AG. VICE-CHANCELLOR

DEPUTY VICE-CHANCELLOR (ACADEMIC AFFAIRS)



UNIVERSITY OF NAIROBI

MEDIUM TERM MONITORING AND EVALUATION FELLOWS

This certificate of participation is awarded to

Dr Fredrick Oluga



on the 25th March 2014 upon successful completion of the six month medium term UoN HIV Fellow

A handwritten signature in blue ink, appearing to read "Isaac Kibwage".

Prof. Isaac O. Kibwage, PhD, HSC
Principal
College of Health Sciences
University of Nairobi

A handwritten signature in blue ink, appearing to read "James Kiarie".

Prof James Kiarie , MBChB, MMED, MPH
Director
UNITID Fellowship Program
University of Nairobi

25028



**INFECTIOUS DISEASES INSTITUTE
COLLEGE OF HEALTH SCIENCES
MAKERERE UNIVERSITY**



CERTIFICATE OF COMPLETION

This is to certify that:

Dr. Fredrick Oluga

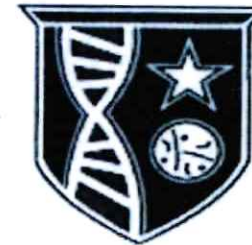


Successfully completed a four(4) day

East African Clinician Training in Especially Dangerous Pathogens
(29th October – 1st November 2013)



Richard Coutinho
for **Dr Alex Coutinho, MD, MPH**
Executive Director
Infectious Diseases Institute



85029

1030

25 0560



MOI UNIVERSITY

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

Frederick Ouma Oluya

the degree of




**Bachelor of Medicine
and Bachelor of Surgery**

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

on the 10th day of **December 2010**


SECRETARY TO SENATE


VICE-CHANCELLOR


SECRETARY TO COUNCIL

031



**Suez canal university
Faculty of medicine
Department of cardiothoracic surgery**

To whom it may concern .

Dear sir

RE. EXCHANGE PROGRAMME

This is certify that Fredrick Oluga attended learning activity at suez canal university hospital from 25/12/2009 to 2/01/2010 as part of Moi University and suez canal university student exchange programme, during this period ,they attended to patients in the surgical wards ,cardiothoracic intensive care unit and observed open heart surgery.

Prof. MORSI. M . AMIN
CHAIRMAN
DEPARTMENT OF CARDIOTHORACIC SURGERY





AIC KIJABE HOSPITAL

Medical Education Department

RECOMMENDS

DR. FRED OLUGA



TO THE KENYA MEDICAL PRACTITIONERS & DENTIST BOARD

*HAVING COMPLETED THE
ACADEMIC, CLINICAL, AND SPIRITUAL OBJECTIVES
IN THE 12 MONTHS COURSE OF
INTERNSHIP*


Executive Director


Internship Coordinator

032



INDIANA UNIVERSITY
SCHOOL OF MEDICINE

This certificate testifies that

Fredrick Ouma Oluga

Has satisfactorily completed a rotation in
Internal Medicine at Providence Portland
as part of the **ASAATC** Consortium of the
Indiana University - Moi University partnership.



Robert M. Einterz

*Robert M. Einterz, Associate Dean
Indiana University School of Medicine*

Dated: 26 May 2009

28034

The Kenya National Examinations Council



This is to certify that the candidate named below sat for the Kenya Certificate of Secondary Education examination in the subjects named below and qualified for the award of a

Kenya Certificate of Secondary Education

THE CANDIDATE REACHED THE GRADE SHOWN IN THE SUBJECTS NAMED

OLUGA FREDRICK OUMA

M

712 101/002

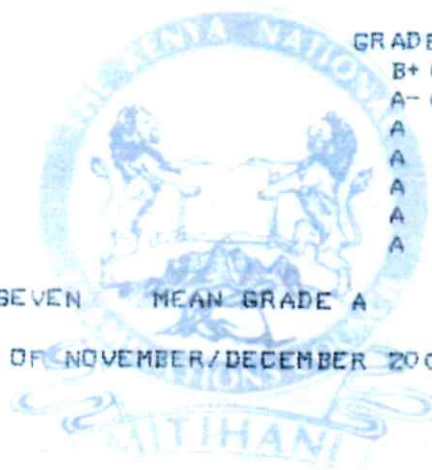
MARANDA HIGH SCHOOL

- 101 ENGLISH
- 102 KISWAHILI
- 121 MATHEMATICS
- 231 BIOLOGY
- 232 PHYSICS
- 233 CHEMISTRY
- 312 GEOGRAPHY

- GRADE
- B+ (PLUS)
- A- (MINUS)
- A
- A
- A
- A
- A

SUBJECTS NAMED SEVEN MEAN GRADE A

EXAMINATION OF NOVEMBER/DECEMBER 2002



I Certify that this is a true Copy of the Original
Gen. Ag. Adv. Advocate
P.O. Box 18213 - 00100 NAIROBI

Secretary

Kenya National Examinations Council



Chairman

Kenya National Examinations Council

This is a secure document using special paper. Please hold it up to the light to verify that the word MITIHANI can be seen through the paper.

KCSE 2207375

Not valid without a hologram (See overleaf)

5 & 0
1672-4101
19

IP 035

THE KENYA NATIONAL EXAMINATIONS COUNCIL



I Certify that this is a true Copy
of the Original
Gad Aguko, Advocate
P.O. Box 16213 - 00100 NAIROBI

KENYA CERTIFICATE OF PRIMARY EDUCATION K C P E

This is to certify that the candidate named below sat the Examination for **Kenya Certificate of Primary Education** and reached the Grades shown in the subjects named: -

NAME : OLUGA FREDRICK OLUMA 705724/002

SCHOOL : OKELA 705724

	GRADE
ENGLISH LANGUAGE	A
KISWAHILI	D+
MATHEMATICS	A
SCIENCE AND AGRICULTURE	B+
GEOGRAPHY, HISTORY & CIVICS AND RELIGIOUS EDUCATION	A-
ART & CRAFT AND MUSIC	A
HOME SCIENCE AND BUSINESS EDUCATION	A

EXAMINATION OF 1998

Secretary
Kenya National Examinations Council

Chairman
Kenya National Examinations Council

This certificate was issued without any alteration whatsoever. See overleaf for grades and mark intervals.

KCPE 5444975



CERTIFICATE

OF PARTICIPATION

Awarded to

Dr. Ouma Oluga

for participating in the 2018 National Professionals Convention held at the Safari Park Hotel on July 5th and 6th 2018.

Theme: The role of Professionals in Leadership and Integrity




Irene Wanyoike, MCI Arb,
Chairman
Association of Professional Societies in East Africa (APSEA)


Halakhe D. Waqo, CBS, MCI Arb,
Secretary/ Chief Executive Officer
Ethics and Anti-Corruption Commission (EACC)

1036

037



CERTIFICATE OF PARTICIPATION

delivered to



Fredrick Ouma OLUGA

who participated in the training activity

Learning Forum on quality apprenticeship (NEW)

Nairobi, Kenya

Organized in cooperation with the Department EMP/SKILLS of
the International Labour Organization, Geneva

FROM 18 September 2017

TO 22 September 2017

22 September 2017

Date

Alessandra Molz

Activity Manager



USAID
FROM THE AMERICAN PEOPLE



IntraHealth



Strathmore Business School

EXECUTIVE EDUCATION

This is to certify that

Dr. Ouma Oluga

has successfully completed the Health Labor Unions Leadership Management and Governance training program offered by USAID funded Human Resources for Health (HRH) Kenya Mechanism at Maanzoni Lodge from 15th - 17th May 2017.

I Certify that this is a true Copy
of the Original
[Signature]
Gad Aguko, Advocate
P.O. Box 18213 - 00100 NAIROBI

Dr. George Njenga

Dean,
Strathmore Business School,
Nairobi, Kenya.

Dr. Wasunna Owino

Chief of Party HRH Kenya Mechanism,
Country Director IntraHealth International.



Strathmore
UNIVERSITY

038



EAST AFRICA LABOUR RESEARCH INSTITUTE

Certificate of Completion



This is to certify that

Dr. Fredrick Oluga

Has successfully completed a basic Labour Research Methodology Training offered by the African Labour Research and Education Institute

(ALREI)

Held at Kampala Kolping Hotel, from 13th - 15th May, 2015

[Signature]

Caroline Khamati Mugalla
Executive Secretary
EATUC

[Signature]

Hilma Mote
Executive Director
ALREI





SN: 0000 33 2/11

National Resuscitation Council of Kenya

Certificate of Merit

Awarded to

Dr. Fredrick Oluo

who has successfully completed

ADVANCED CARDIAC LIFE SUPPORT COURSE (ACLS)

Held at

A.C.C. Kitale hospital

on

27th - 29th July 2011

[Signature]

Course Director

[Signature]

Course Coordinator

Certificate valid for three years

I Certify that this is a true Copy
of the Original
Gert Agudo, Advocate
P.O. Box 18213 - 00100 NAIROBI

160040

RESUSCITATION COUNCIL OF KENYA

Certificate

This is to certify that

Oluga Fredrick Ouma

*has completed a course in
Advanced Cardiac Life Support Provider Course
according to the guidelines of
the Resuscitation Council of Kenya.*



[Signature]
Training Coordinator

[Signature]
Course Director

October 2010
Date



05/041

Certificate Of Participation

This is to certify that

Cuma Oluga



attended the

Business Acumen Training

on

12th – 13th April 2014

at

Thayu Retreat and Conference Centre, Tigoni

Managing Director



13/04/2014

Date

ATTICE

21 042

SA0043



Certificate of Participation

presented to



Dr. Fredrick Oluga

for successfully participating in
**Comprehensive Post Abortion Care Service
Provider Training**

from **22nd - 24th February, 2012**
held in **The Heron Hotel, Nairobi - Kenya.**

A handwritten signature in black ink, appearing to be "Joachim Osur".

Dr. Joachim Osur
Program Director
Ipas Africa Alliance

Serial No.10021



MINISTRY OF HEALTH

NATIONAL AIDS AND STI CONTROL PROGRAM (NAS COP)

AWARDS THIS CERTIFICATE TO:

Fredrick Oluga

Having completed a one week training and mentorship on
Comprehensive Pediatrics HIV/AIDS Care and Management

Venue: AIC KIJABE MISSION HOSPITAL

From: 21st March 2011 To: 1st April 2011

Sign

Dr. Ibrahim Mohammed
Head NASCOP - Ministry of Medical Services



Sign

Chief of Party AIDS Relief Program

AIDS RELIEF



21044

Serial No.12655



MINISTRY OF HEALTH
NATIONAL AIDS AND STI CONTROL PROGRAM (NAS COP)

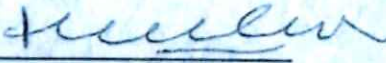
AWARDS THIS CERTIFICATE TO:

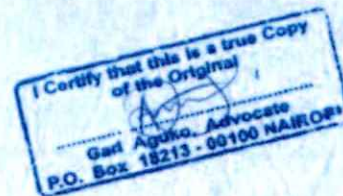
Fredrick Oluga

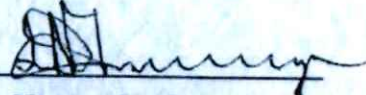
Having completed a one week training and mentorship on
Comprehensive Basic Adult HIV/AIDS Care and Management

Venue: AIC KIJABE MISSION HOSPITAL

From: 21st March 2011 To: 1st April 2011

Sign 
Dr. Ibrahim Mohammed
Head NASCOP - Ministry of Medical Services



Sign 
Chief of Party AIDSRelief Program

AIDS RELIEF



045



National Resuscitation Council of Kenya

Certificate of Merit

Awarded to

Mr. Fredrick Ouga

who has successfully completed

ADVANCED TRAUMA LIFE SUPPORT COURSE (ATLS)

Held at

A.T.C Kijane hospital

on

22nd - 24th march 2011

[Signature]

Course Director

[Signature]

Course Coordinator

Certificate valid for three years





EMERGENCY RESPONSE TRAINERS (A)

Certificate of Participation

AWARDED TO



Fredrick Oluga

FOR SUCCESSFULLY COMPLETING
Advanced Cardiac Life Support Course
IN JULY 2010

[Signature]
Course Director



[Signature]
Training Coordinator

Certificate of Attendance

This is to certify that

Fredrick N. Oluga

participated in a workshop on

BLOOD DONOR SENSITIZATION

20th March 2010 at ELDORET WAGON HOTEL

Organized by

BLOODLINK FOUNDATION

in collaboration with

NATIONAL BLOOD TRANSFUSION SERVICE (NBTS)

M Oduor

Dr. Margaret Oduor
Director
National Blood Transfusion Service



J.N. Wangendo

J.N. Wangendo
Executive Director
Bloodlink Foundation





Medical Students Association of Moi University (MSAMU)

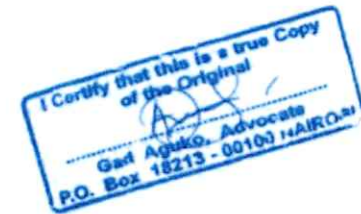


3rd International Medical Students Scientific Conference
on Emerging Trends on Reproductive HealthCare in Africa

Organizer Certificate of Merit

awarded to

FREDRICK N. OLUGA



For his Extraordinary Leadership and outstanding performance as the
OVERALL CO-ORDINATOR and MSAMU CHAIR
during the international Medical Students conference held in Eldoret, Kenya
From 2nd to 5th September 2009.

Dr. Sierra Washington

Director of International Programs, ASANTE-Reproductive Health,
Indiana University School of Medicine

Dr. Paul Ayuo

MBChB, MMed (Internal Medicine)
Dean, Moi University School of Medicine

851049



INDIANA UNIVERSITY
SCHOOL OF MEDICINE



University of Toronto
School of Medicine





MSAMU



MEDICAL STUDENTS ASSOCIATION OF MOI UNIVERSITY

Certificate of Appreciation

awarded to

.....Fredrick N. Oluga.....



For his Extraordinary Leadership and Committed service as Chairman for the year 2009 during which MSAMU organized a historic International Medical Students Conference, Medical Electives outside Kenya, Several Scientific Workshops, free healthcare days, community service and volunteership, among other achievements.

[Signature]

Dr. Paul Ayuo

Dean,

Moi University, School of Medicine

[Signature]

Mrs. E. Amayamu

Senior Assistant Dean of Students

Moi University, School of Medicine

3RD INTERNATIONAL MEDICAL STUDENTS SCIENTIFIC CONFERENCE

on EMERGING TRENDS IN REPRODUCTIVE HEALTHCARE IN AFRICA

25 - 29 SEPTEMBER 2009

MEDICAL EDUCATION CENTRE, MOI UNIVERSITY, SCHOOL OF MEDICINE



25TH SEPTEMBER 2009

Fredrick OLUGATHE THIRD INTERNATIONAL MEDICAL STUDENTS CONFERENCE

On behalf of the Students, staff and the entire Moi University Medical School community, I would like to sincerely congratulate you as the **Chairman of Medical Students Association of Moi University (MSAMU)** and the **President of the Medical Students Association of Kenya (MSAKE)** for your pivotal role during the organization of the historic International Medical Student's Scientific conference held at Moi University, School of Medicine's Medical Education Centre (MEC) – Eldoret.

This Conference which was the first organized and hosted by MSAMU attracted 297 medical students, young doctors and reproductive health specialists from all over Africa and the World with an unrivalled diversity of attending delegates.

It not only brought positive attention to the School of Medicine but also created a scientific forum to discuss emergent challenges in Reproductive Health in Africa such as cervical cancer, HIV/AIDS, and Obstetric fistulas. The resolutions of this conference if implemented will go a long way in changing Healthcare provision in Africa and especially Reproductive Health.

I sincerely acknowledge your efforts in coming up with the Conference idea, assembling an effective organizing committee, identification of sponsors and successful fundraising for the conference, ensuring participation of most medical students from within Kenya, East Africa and beyond Africa, daily management and administration of conference activities, coordination and communications and invitation of high profile key note speakers of international reputation.

I am proud to endorse your organizational abilities, innovativeness in devising solutions to complex challenges and your ability to work under immense pressure. Above all, I am proud to note your skills as an extraordinary leader.

Sincerely,

Dr. Paul Ayuo

Dean, School of Medicine

Moi University

CLOSING CEREMONY CHIEF GUEST

Prof. Peter Anyang' Nyong'o
MP, EGH, MINISTER MEDICAL SERVICES

CONFERENCE KEYNOTE SPEAKERS

DR. Sierra Washington,
Associate Clinical Professor,
Obstetrics and Gynecology
Indiana University
Director of International
Programs, ASANTE-
Reproductive Health, Indiana
University

Prof. Isaac Adewole
Prof. of Obstetrics and
Gynecology
University of Ibadan, Nigeria.
Advisor to the Ministry of
Health, Government of Nigeria
And Chair of Working
Committee on Ca. Cervix in Sub
Saharan Africa.

Dr. Jean Chamberlain
Professor, Obstetrics and
Gynecology
McMaster University, Canada
Founder and Executive
Director, Save the Mothers
International

Dr. Hillary Mabeya
Lecturer, Department of
Obstetrics and Gynecology
Moi University School of
Medicine

Dr. S.R. Mishra
Chairman, Department of
Reproductive Health
C.E.O. Mediheal Group of
Hospitals

Dr. Marcel Reyner
Regional Director,
International Centre for
Reproductive Health (ICRH)

Dr. E.O Were
Senior Lecturer, Department of
Reproductive Health
Moi University School of
Medicine





TOWN CAMPUS CHRISTIAN UNION


Certificate of Appreciation


Is hereby presented to

Fredrick Oluga

In recognition of your commitment in serving as
Bible Study Leader in the year 2004 - 2005 to the Christian Union.

Presented on: 1st July 2006


Nixon Omulimi
Chairman, TCCU


Mrs. Dinah Chelagat
Patron, TCCU



BONDO DISTRICT EXAMINATION COMMITTEE

Certificate of Merit

I Certify that this is a true Copy
of the Original
Gard Agulao, Advocate
P.O. Box 16213 - 00100 HAWAII

This Certificate is Awarded to FREDRICK OLUGA - MARANDA HIGH SCHOOL

For BEING THIRD BEST IN GEOGRAPHY (80A)

in BONDO DISTRICT MOCK Year 2002

Signed by [Signature]
Secretary
B.D.E.C.

Signed by [Signature]
Patron
The District Education Officer
BONDO DISTRICT

Signed by [Signature]
Chairman
KSSHA
BONDO SUB-BRANCH

BONDO DISTRICT EXAMINATION COMMITTEE

2

I Certify that this is a true Copy
of the Original
Gael Agulak, Advocate
P.O. Box 18213 - 00100 HAIKONAI

Certificate of Merit

This Certificate is Awarded to FREDRICK OLUGA - MARANDA HIGH SCHOOL

For BEING THE BEST OVERALL - SCORE 480/700

in BONDO DISTRICT MOCK Year 2002

Signed by [Signature]
Secretary
B.D.E.C.

Signed by [Signature]
Patron
The District Education Officer
BONDO DISTRICT

Signed by [Signature]
Chairman
KSSHA
BONDO SUB-BRANCH

2054

BONDO DISTRICT EXAMINATION COMMITTEE

I Certify that this is a true Copy
of the Original

Gadi Aguko, Advocate
P.O. Box 18213 - 00100 NAIROBI


Certificate of Merit

This Certificate is Awarded to FREDRICK OLUGA - MARANDA HIGH SCHOOL

For BEING SECOND BEST IN PHYSICS (50B-)

in BONDO DISTRICT MOCK Year 2002

Signed by 
Secretary
B.D.E.C.

Signed by 
Patron
The District Education Officer
BONDO DISTRICT

Signed by 
Chairman
KSSHA
BONDO SUB-BRANCH

BONDO DISTRICT EXAMINATION COMMITTEE

Certificate of Merit



This Certificate is Awarded to .. FREDRICK OLUGA - MARANDA HIGH SCHOOL

For .. BEING THIRD BEST IN BIOLOGY (70A)

..... *in* .. BONDO DISTRICT MOCK

Year .. 2002

Signed by
Secretary
B.D.E.C.

Signed by
Patron
The District Education Officer
BONDO DISTRICT

Signed by
Chairman
KSSHA
BONDO SUB-BRANCH

BONDO DISTRICT EXAMINATION COMMITTEE

Certificate of Merit



This Certificate is Awarded to FREDRICK OLUGA - MARANDA HIGH SCHOOL

For BEING THE BEST IN CHEMISTRY (81A)

in BONDO DISTRICT MOCK Year 2002

Signed by [Signature]
Secretary
B.D.E.C.

Signed by [Signature]
Patron
The District Education Officer
BONDO DISTRICT

Signed by [Signature]
Chairman
KSSHA
BONDO SUB-BRANCH

057

BONDO DISTRICT EXAMINATION COMMITTEE

Certificate of Merit

I Certify that this is a true Copy
of the Original
Gar. Agukro, Advocate
P.O. Box 18213 - 00100 NAIROBI

This Certificate is Awarded to FREDRICK OLUGA - MARANDA HIGH SCHOOL

For BEING THIRD BEST IN KISWAHILI (81A)

..... in BONDO DISTRICT MOCK Year 2002

Signed by
Secretary
B.D.E.C.

Signed by
Patron
The District Education Officer
BONDO DISTRICT

Signed by
Chairman
KSSHA
BONDO SUB-BRANCH

058



**SLAYA & BONDO DISTRICTS SECONDARY SCHOOLS
MATHEMATICS ASSOCIATION**

Merit Certificate

I Certify that this is a true Copy
of the Original
Gad Aguirre, Advocate
P.O. Box 18213 - 00103 MAKATI

This Certificate is Awarded to Fredrick Oluga
of Maranda High School
for outstanding performance in Mathematics Term I Year 2002 Joint test
The Student is ranked 10th out of 3717 in form 4 with a score of 79 A-

[Signature]
Chairman

[Signature]
Secretary

[Signature]
Patron

82059

060

ITEN MATHEMATICS

I M C

CONTEST

Certificate of Excellence

This Certificate is awarded to:

FREDRICK OLUGA _____ of

MARANDA HIGH SCHOOL _____ for

Outstanding performance in the Maths Contest of:

2001

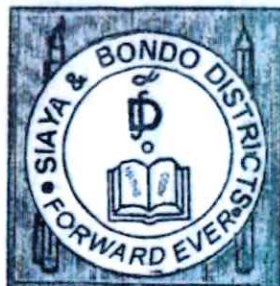
Congratulations!



Chairman Organising Committee

I Certify that this is a true Copy
of the Original
Gest Aguko, Advocate
P.O. Box 18213 - 00100 (Nairobi)

Date 10.9.01



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POLICY PUBLICATIONS

Opinion

Six stormy years and the audacity to confront a challenging future: taking stock of the Kenyan Doctors' Union



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Key words: Human resources for health, doctors' union, advocacy, health service commission, industrial unrest

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Abstract

The Kenya Medical Practitioners, Pharmacists and Dentists Union (KMPDU) was formed in August 2011. Within the last six years, this union has galvanized the Kenyan doctors together, agitated for healthcare policy reforms and successfully negotiated and registered a Collective Bargaining Agreement (CBA). Though political will and the national citizens' psyche on matters pertaining to public healthcare remain a challenge, this union has made its foot prints on the Kenyan conversation space. KMPDU looks forward to engaging local, regional and international health stake holders to improve the state of the country's health care, key among these being to have a national commission handling all the human resources for health.

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Opinion

In 2011, after a rigorous and tedious process, the Kenya Medical Practitioners, Pharmacists and Dentists Union (KMPDU) was registered [1]. This was made possible after promulgation of Kenya's new constitution which has a comprehensive bill of rights that accords every worker the right to join and participate in the activities of a trade union [1, 2]. This union was born at a time when myriad challenges faced the health sector-poor staffing, poor remuneration, challenges with post graduate training and inadequate health care funding from the government [1]. Though the primary role of a trade union is members' welfare mostly in matters remuneration, the doctors' plight has been impossible to dismember from the patients'. As such, the union has seen its mandate drift from mere agitation for its members' rights and remuneration to essentially health policy advocacy. In this article, we look through the milestones since the formation of the union, the challenges that persist and the promise ahead.

Formation of the union: The union was duly registered in August 2011 following years of lobbying and mobilization [1]. Since its inception, it has galvanized the voice of the Kenyan doctor on matters health advocacy and doctors' welfare.

Milestones: It may look sadistic to enlist industrial actions and demonstrations as milestones, but this is one area every Kenyan citizen would easily remember about KMPDU in recent days. Numerous industrial actions have taken place since the registration of the union with the latest one being a 100-day strike that saw union leaders imprisoned for contempt of court and harassed by political and social leaders [1, 3, 4]. What many might not know is that the doctors took these steps as the last option when dialogue with government authorities was no longer bearing fruits. Looking at the positive side of things, this series of strikes is what has kept the government on its toes regarding making their pledges and promises about health remain on course. Another great stride has to do with uniting the doctors and helping in bonding the union members together. Usually there will exist a gap between consultants and junior doctors, with much of their interaction happening at the work place. During the successive strikes and other national mobilization events, doctors have managed to bridge these gaps by coming together during branch meetings, nationwide doctors' assemblies and shared social medial groups. Often branch officials (more junior) have delegated some duties to consultants and professors all to a better member harmony. After the recent strike was called off, the doctors organized a medical camp and corporate social responsibility event where they spent a day at one of the Kenyan prisons, seeing the sick and donating foodstuff among other items. One could not hesitate to notice the ease with which the administration of this correctional facility handled the doctors. And the happiness on the faces of the inmates [5]. Just after the union turned 6, the Collective Bargaining Agreement (CBA) between the doctors and the 47 county governments was signed and deposited with the courts. This is after that between KMPDU and the national government and two other parastatals was signed immediately after calling off of the latest doctors' strike earlier in the year [6].

Challenges: The greatest challenge bedeviling the country's health sector at the moment is the devolution of most of the healthcare in accordance with the Kenyan constitution. Although certain county governments have made significant investment in health, the handling of the human resources for health has been a big headache. Different counties have been at loggerheads with the doctors because of complaints about transfers, release for post graduate training, prompt salary payments and insufficient staffing

among others. It is the authors' believe, and in fact majority of Kenyan healthcare workers hopes that the urgent solution to healthcare human resources challenges at the moment will be the formation of a health service commission to handle all the human resources for health from a central national point. Even as we write, the nurses are on strike for the fourth month running. Clinical officers have joined them a week ago. Public health care remains nearly grounded. And this portends bad for the future of the country's health sector. The other challenge is the ignorant skeptical Kenyan. Him that will not differentiate between a doctor and the hospital cleaner wearing a lab coat. Her that will just accept and move on when the public hospital closes down. Him that does not bother to ask their elected leaders when hospitals run without adequate staffing or drugs. There is a degree of silence and apathy that even 100 days of doctors' strike and a week in jail could not uproot from majority of Kenyans. And majority of these are plainly ignorant. The middle-class Kenyan will not know that a hospital is understaffed and the few healthcare workers overworked. They had rather complain that the doctor is perpetually absent. They will not demand how come the taxes they pay cannot upgrade their local district hospital to match the services offered at the smaller private facility across the street. And finally, the political leader, who rarely seeks treatment from a public hospital will not bother to listen about public health facilities' concerns. The most we have gained has been task force reports and recommendations that end up being shelved off and forgotten. Having state officers compelled to seek treatment from public hospitals (at least the amenity wings) as long as their care is being catered for from the exchequer might be the intervention that saves our public health system. If recent outbreaks of cholera in our country are anything to go by, we are losing ground on issues we had taken care of a while back.

The promise that lies ahead

Influencing health related politics: KMPDU is often invited to and also convenes key policy and implementation forums both at the county and the national level. Recently during the inauguration of newly elected governors, at least 5 counties recognized and invited KMPDU officials at the Branch level as part of their important guests. Additionally, the KMPDU has built a relevant relationship with several stakeholders in the public arena including the presidency of the country which would easily facilitate influence public policy on health off politics and through politics. The KMPDU sees a necessary need to engage directly with likeminded parliamentarians to influence healthcare policy. Finally, the KMPDU's active and vibrant membership is actively engaged in shaping public opinion through writings in the dailies, TV interviews hence driving the larger KMPDU positions and influence politics.

Reverting human resources for health to the National government: The Devolution of Health created enormous opportunities for faster and more region and/or disease burden specific decision making. However, devolution of health was carried out without a devolution policy. Devolution therefore created darkness within the health sector with little or no social and leadership accountability, uncoordinated policy development and implementation framework and incoherence in health planning and investments. Devolution of Health in Kenya must be revisited in order to develop a policy structure upon which financial, accountability and management clarity to citizens, sector actors and health professionals is achieved. The debate to revert healthcare management back to the national government has been alive since the health devolution in 2013. KMPDU holds the view that standardizing the aspect of Human Resources for Health management portends enormous benefits to strengthen the Health System and cure the challenges facing counties and the national government. One means to standardize is to create a Health

Services Commission. The commission equally can handle several other aspects of health systems regulation and standardization such health data and information custody, infrastructure planning amongst others. To this extent, management of healthcare benefits from economies of scale and economies of impact on programs if there is a coordinated and concerted nationwide approach rather than a piecemeal county driven approach. This is an agenda item KMPDU shall engage Kenyans on for 2 years to 2019.

Members welfare and health advocacy: The welfare of doctors and health professionals in general is not separable from the general welfare of the patients from a quality perspective. KMPDU thus approaches advocacy for improvement of members' welfare by advocating for the general improvement and strengthening of the healthcare system. KMPDU advocates for increasing healthcare funding towards the Abuja Declaration of 2001 [7], reforming the legislative and regulatory framework for hospitals, medical insurance and health professionals that led to the enactment of the Health Act 2016 [8] and the improvement of quality of medical care. In the next five years KMPDU plans to campaign on a Universal Health Agenda to improve access, affordability, and quality of healthcare including promotion of healthy lifestyles. This advocacy shall include engaging relevant stakeholders to change necessary laws that hinder healthcare provision in any way. To this extent, KMPDU is already conducting an audit of all the laws, regulations and policies in the healthcare for purposes of streamlining them towards enabling a more efficient, accessible and affordable health service provision to all Kenyans. At the international level, the admission of KMPDU into the International Association of Medical Regulatory authorities (IAMRA) accords the platform for these ideas and agenda items to be spread beyond the country's borders.

Conclusion

Six years after its formation, KMPDU has covered significant milestones given the prevailing environment. The biggest challenge remains in winning the political opinion leaders and arousing the interest in health matters among the Kenyan citizens. We hope in the next 5 years; the union should be able to shape policy on matters healthcare reform and reorganization of the human resources for health through the creation of a central body to handle this challenging duty.

Competing interests

The authors declare no competing interest.

Authors' contributions




Aruryaru Stanley Mwenda developed the concept and the first draft paper. Alex Muturi and Fredrick Ouma Oluga made significant input in all sections of the paper. All authors were equally involved in the final manuscript development and have read and approve of its submission or publication.

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Article

Near-Complete SARS-CoV-2 Seroprevalence among Rural and Urban Kenyans despite Significant Vaccine Hesitancy and Refusal

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Abstract: Considering the early inequity in global COVID-19 vaccine distribution, we compared the level of population immunity to SARS-CoV-2 with vaccine uptake and refusal between rural and urban Kenya two years after the pandemic onset. A population-based seroprevalence study was conducted in the city of Nairobi (n = 781) and a rural western county (n = 810) between January and February 2022. The overall SARS-CoV-2 seroprevalence was 90.2% (95% CI, 88.6–91.2%), including 96.7% (95% CI, 95.2–97.9%) among urban and 83.6% (95% CI, 80.6–86.0%) among rural populations. A comparison of immunity profiles showed that >50% of the rural population were strongly immunoreactive compared to <20% of the urban population, suggesting more recent infections or vaccinations in the rural population. More than 45% of the vaccine-eligible (≥18 years old) persons had not taken a single dose of the vaccine (hesitancy), including 47.6% and 46.9% of urban and rural participants, respectively. Vaccine refusal was reported in 19.6% of urban and 15.6% of rural participants, attributed to concern about vaccine safety (>75%), inadequate information (26%), and concern about vaccine effectiveness (9%). Less than 2% of vaccine refusers cited religious or cultural beliefs. These findings indicate that despite vaccine inequity, hesitancy, and refusal, herd immunity had been achieved in Kenya and likely other African countries by early 2022, with natural infections likely contributing to most of this immunity. However, vaccine campaigns should be sustained due to the need for repeat boosters associated with waning of SARS-CoV-2 immunity and emergence of immune-evading virus variants.

Keywords: COVID-19 vaccine; vaccine hesitancy; vaccine refusal; herd immunity; SARS-CoV-2 seroprevalence



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1. Introduction

The COVID-19 vaccine has replaced the earlier mitigation measures as the most effective measure for controlling the spread of the SARS-CoV-2 virus and ending the public health and economic devastations brought about by the most severe pandemic since the

1918 influenza pandemic [1]. In early 2021, the World Health Organization (WHO) advocated for scaling up vaccination to achieve the herd immunity target of vaccinating at least 70% of the population in each country globally by June 2022 [2]. Whereas vaccine inequity was experienced early, global vaccine production reached nearly 1.5 billion monthly doses in November 2021, providing enough vaccines to achieve equitable distribution [3]. For Africa, there was a steady increase in vaccine deliveries through the COVID-19 Vaccine Global Access (COVAX), starting from February 2021 and reaching the optimal target numbers between November 2021 and January 2022 [4]. By the end of January 2022, COVAX had delivered >30% of the 1.6 billion doses required to vaccinate 70% of the population in the continent [5].

With vaccine availability addressed, Africa embarked on vaccinating at least 36 million eligible persons weekly from January 2022 to achieve the 70% coverage global target by June 2022 [6]. As of May 2022, the WHO reported that only 14.7% of the population in the African region had been fully vaccinated against COVID-19 [7]. This low coverage was attributed to multiple factors, including late realization of vaccine equity, slow roll-out of country vaccination programs, and high levels of vaccine hesitancy and refusal [5]. Lack of confidence in safety and effectiveness and inadequate knowledge are the most common causes of vaccine hesitancy and refusal [8,9]. There have been wide variations in levels of hesitancy globally, ranging from 17% to 60% in Europe, 9–17% in North America, and 2–36% in Africa [10–12]. On the other hand, there has been minimal data from Africa on COVID-19 vaccine refusal, often underpinned by strong cultural, religious, political, and emotional factors that can be difficult to overcome [13].

In March 2021, one year after reporting its first COVID-19 case, Kenya rolled out the COVID-19 vaccination program, initially limiting it to frontline health workers, other essential services providers, and security personnel [14]. While the program was gradually expanded, it was not until November 2021 that the country launched a national vaccination program targeting 35.5 million persons aged ≥ 15 years old [15]. While COVID-19 vaccines were widely available countrywide by the end of December 2021, only 17.6% of the population was fully vaccinated by the end of February 2022. Prior studies in Kenya had shown >34% immunity eight months after introduction of SARS-CoV-2 in the country (November 2020), and modeling had forecasted achieving herd immunity by the end of 2021 [16,17]. Kenya's capital city, Nairobi, was the hotspot throughout the early phase of the pandemic, while the rural areas often accounted for less than 50% of COVID-19 cases reported [15]. Here, we determined the levels of SARS-CoV-2 population immunity in urban and rural Kenya two years into the pandemic, and evaluated vaccine hesitancy and refusal in the two populations.

2. Materials and Methods

2.1. Study Site and Design

We conducted a cross-sectional survey among residents of urban (Nairobi city) and rural (Kakamega) counties of Kenya (Figure 1) between 17 January and 24 February 2022, 10 months after the COVID-19 vaccine introduction and 2 years after the first COVID-19 case was detected in the country. Nairobi county, which is the most populous urban area in the country, had been a hotspot of COVID-19 transmission throughout the pandemic, whereas Kakamega county, located 350 kilometers west of Nairobi, is 90% rural [16] and was never classified as a hotspot throughout the pandemic. Nairobi was included as a high-transmission county while Kakamega county was randomly selected from 37 low-transmission counties.

2.2. Participant Selection

The sample size was estimated at 768 persons per site as determined using the Fleiss formula [18] with an assumption of a 35–50% level of SARS-CoV-2 prevalence [16] and 5% precision. Further estimating an average of 3 persons per household, the number of households was determined as 256. At each study site, a three-stage random sampling

was conducted, first to select the administrative sub-counties, second the wards where the household survey would be rolled out, and third, the households. Wards are the smallest administrative units within the counties. In each county, we randomly selected 30–50% of the wards for inclusion into the study. To identify households in the wards, random geographic coordinates corresponding to 256 households were generated. These households were distributed across the wards proportionate to the total population in the ward. All occupants within the selected households were eligible for enrolment irrespective of age.

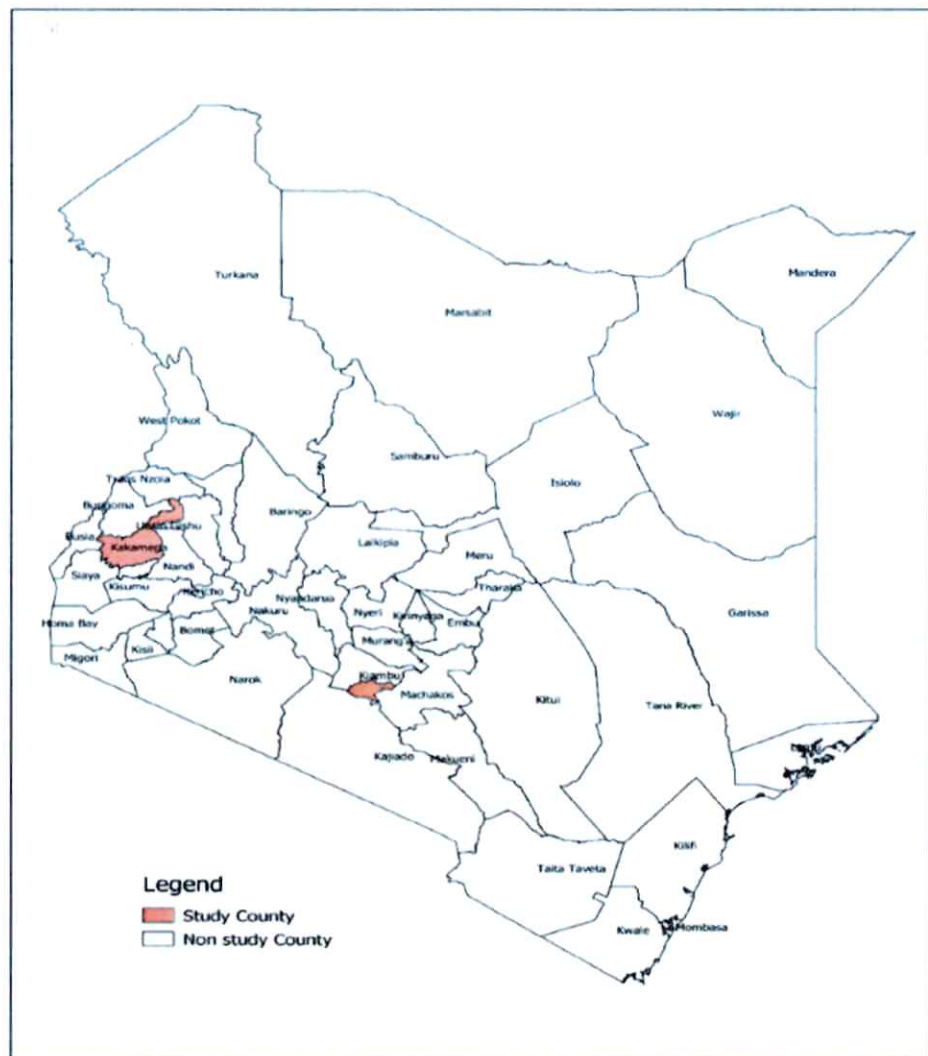


Figure 1. Map of Kenya showing the location of the two study sites: Nairobi, the capital city, and Kakamega, the rural site.

2.3. Procedure for Replacement of Selected Households

Criteria for replacing selected households included households without a suitable respondent to grant consent, households whose head declined to grant consent, and if there was no household at the expected geocoordinates. Households without a competent adult or household head were revisited twice before being declared non-respondent. Replacement was carried out using randomly selected replacement households. Participants who were not home during the study visit were revisited within seven days during a time they were likely to be available.

2.4. Data Collection

Data were collected from consenting participants using a structured questionnaire (Table S1), programmed on the Research Electronic Data Capture (REDCap) tool [19] and stored in Washington State University (WSU) servers. The data elements in the questionnaire included sociodemographic data (age, sex, education level, occupation), past medical history (COVID-19 diagnosis, underlying chronic diseases such as hypertension, diabetes, heart disease, cancer, etc.), COVID-19 knowledge and practices, and COVID-19 vaccine awareness and acceptability. The questions were adopted from previous surveys conducted by the Kenya Ministry of Health, Trends, and Insights for Africa (TIFA) and published local studies [16,20,21]. The data tools were pretested, piloted, and customized for the Kenyan context. The COVID-19 knowledge and attitudes questionnaire was administered to participants aged ≥ 12 years, while the vaccine awareness and acceptability questions were administered to participants aged ≥ 18 years. The questionnaires were translated to Kiswahili, the national language, and where necessary were administered in local languages. The questionnaires were administered in-person by trained research assistants.

2.5. Serum Collection and Testing for SARS-CoV-2 IgG Antibodies

Venous blood samples (approximately 5 mL for adults and children aged 13 or older, 2–3 mL for children 2–12 years, and 1.5 mL for children <2 years) for antibody assays were collected from each participant. The blood samples were collected using a sterile technique and shipped at 2–8 °C to the Center for Virus Research at the Kenya Medical Research Institute (CVR/KEMRI) in Nairobi, Kenya, for serum separation, testing, and storage. To detect both infection- and vaccine-induced SARS-CoV-2 spike protein antibodies, the Wantai SARS-CoV-2 total antibodies ELISA kit (Wantai Biological Pharmacy, Beijing, China) was used, while including extra validation steps previously described [16].

2.6. Statistical Analysis

Data were cleaned and analyzed using R Statistical Software, version 4.2.0 [22]. Descriptive statistics were determined for sociodemographic information, history of chronic illness or COVID-19 illness, knowledge and attitudes on COVID-19 vaccines, source of information on COVID-19 vaccines, and vaccine uptake. Where applicable, categorical variables were compared using the chi-square test and Fisher's exact test.

Calculating seroprevalence of SARS-CoV-2, the unweighted SARS-CoV-2 seroprevalence was the proportion of the individuals positive for anti-SARS-CoV-2 antibodies, whereas the weighted prevalence was adjusted for age and sex to the population of the study county based on the Kenya National Census of 2019 [23]. Seroprevalence was reported as the point estimates and 95% confidence intervals. The frequencies of the ratio of positive versus negative (P/N ratio) were plotted and a comparison between urban and rural populations' immunoreactivity to SARS-CoV-2 was carried out. Any participant with a P/N ratio ≥ 1 was considered positive, and those with a P/N ratio ≥ 20 were classified as strongly immunoreactive. Statistical significance was set at $p < 0.05$ and the 95% confidence level and calculated as previously described [24].

For factors associated with vaccine uptake and refusal, separate multivariable Poisson regression for two outcome measures (vaccine uptake and vaccine refusal) were fitted to assess the independent associations with explanatory variables. In the univariable analysis, explanatory variables that were selected a priori were evaluated and the crude prevalence ratio and corresponding p -values with the outcome were determined. Explanatory variables that had a p -value < 0.2 were moved into the multivariable model.

Multivariable regression was then applied to identify independent explanatory factors associated with the outcome variables (either vaccine uptake or refusal) and estimate the magnitude of the adjusted prevalence ratios (aPR) for the assessed factors. Model selection was conducted using the stepwise backward elimination method with the Akaike information criterion values used for model selection. The 95% confidence intervals (CIs)

were computed for the aPR with statistical significance set at a p -value < 0.05 . Model goodness of fit was assessed by the Hosmer–Lemeshow test.

2.7. Ethical Considerations

This study was reviewed and approved by the Kenya Medical Research Institute Scientific and Ethical Review Committee (number SSC 4098) and the National Commission for Science, Technology, and Innovation (License number NACOSTI/P/21/13539). Additional ethical approval was provided by the University of Nairobi Institutional Review Board (Approval number P223/03/2022). Administrative approvals were provided by the Nairobi and Kakamega County health departments. All study participants provided written assents (for those aged 12–17 years) or consents (for those aged ≥ 18 years) before enrolment.

3. Results

3.1. Study Participants

We enrolled 1591 participants, 781 (49.1%) from the urban site with a median age of 29 years (IQR 20), and 810 (50.9%) from the rural site with a median age of 26 years (IQR 36). Overall, 29.9% ($n = 476$) of the participants were < 18 years old, while 10.0% ($n = 159$) were ≥ 60 years, as shown in Table 1.

Table 1. Sociodemographic characteristics of all study participants.

Characteristic	Urban Participants, N = 781		Rural Participants, N = 810	
	n (%)	95% CI (%)	n (%)	95% CI (%)
Sex				
Female	497 (63.6)	60.0, 67.0	469 (57.9)	54.0, 61.0
Male	284 (36.4)	33.0, 40.0	341 (42.1)	39.0, 46.0
Age group (years)				
≤ 9	94 (12.0)	9.9, 15.0	188 (23.2)	20.0, 26.0
10–19	94 (12.0)	9.9, 15.0	154 (19.0)	16.0, 22.0
20–29	215 (27.5)	24.0, 31.0	96 (11.9)	9.7, 14.0
30–39	174 (22.3)	19.0, 25.0	108 (13.3)	11.0, 16.0
40–49	93 (11.9)	9.8, 14.0	84 (10.4)	8.4, 13.0
50–59	65 (8.3)	6.5, 11.0	67 (8.3)	6.5, 10.0
60+	46 (5.9)	4.4, 7.8	113 (14.0)	12.0, 17.0
Level of education				
Primary	265 (34.1)	31.0, 38.0	198 (24.5)	22.0, 28.0
Secondary	215 (27.7)	25.0, 31.0	116 (14.3)	12.0, 17.0
Post-secondary	168 (21.6)	19.0, 25.0	35 (4.3)	3.1, 6.0
Child	102 (13.1)	11.0, 16.0	223 (27.6)	25.0, 31.0
No formal education	27 (3.5)	2.3, 5.1	237 (29.3)	26.0, 33.0
Missing	4 (0.5)	0.1, 1.3	1 (0.1)	0.0, 0.7
Occupation				
Child (< 18 years)	159 (20.4)	18.0, 23.0	317 (39.1)	36.0, 43.0
Student	44 (5.6)	4.2, 7.6	24 (3.0)	1.9, 4.4
Informal employment	187 (23.9)	21.0, 27.0	46 (5.7)	4.2, 7.6
Formal employment	35 (4.5)	3.2, 6.2	20 (2.5)	1.6, 3.9
Self-employed	161 (20.6)	18.0, 24.0	267 (33.0)	30.0, 36.0
Healthcare worker	10 (1.3)	0.65, 2.4	2 (0.2)	0.04, 1.0
Unemployed	181 (23.2)	20.0, 26.0	126 (15.6)	13.0, 18.0
Other	4 (0.5)	0.16, 1.4	8 (1.0)	0.6, 2.0
Reported chronic illness *				
No	668 (85.5)	83.0, 88.0	721 (89.0)	87.0, 91.0
Yes	113 (14.5)	12.0, 17.0	89 (11.0)	9.0, 13.0
Ever diagnosed with COVID-19				
No	738 (94.5)	93.0, 96.0	809 (99.9)	99.0, 100
Yes	43 (5.5)	4.1, 7.4	1 (0.1)	0.01, 0.80

* Chronic breathing problems, heart disease, hypertension, stroke, diabetes, cancer, liver disease, tuberculosis, kidney disease.

3.2. SARS-CoV-2 Seroprevalence

Serum samples from 1565 participants were tested for SARS-CoV-2 antibodies, 769 (49.1%) from urban and 796 (50.9%) from rural counties. The untested samples did not meet the quality control thresholds. Conclusive test results were obtained for 1537 (98.2%) participants, while the rest (1.8%) were indeterminate. The overall unweighted SARS-CoV-2 seroprevalence was 91.0% (95% CI, 89.4–92.3%), while the weighted prevalence was 90.2% (95% CI, 88.6–91.2%). In the urban county, the unweighted seroprevalence was 97.3% (95% CI, 95.8–98.3%), while the weighted prevalence was 96.7% (95% CI, 95.2–97.9%). In the rural county, the unweighted seroprevalence was 84.7% (95% CI, 82.0–87.2%), while the weighted prevalence was 83.6% (95% CI, 80.6–86.0%). The comparison of immunoreactivity (total IgM and IgG antibodies) against SARS-CoV-2 between participants from the two groups showed that 52.3% of seropositive rural participants were significantly more immunoreactive (P/N ratio ≥ 20 , $p < 0.001$) when compared to $<20\%$ of the seropositive urban participants (Figure 2). In contrast, a larger proportion (15.3%) of rural participants were seronegative to the virus, when compared to 2.7% of the urban participants ($p = <0.001$).

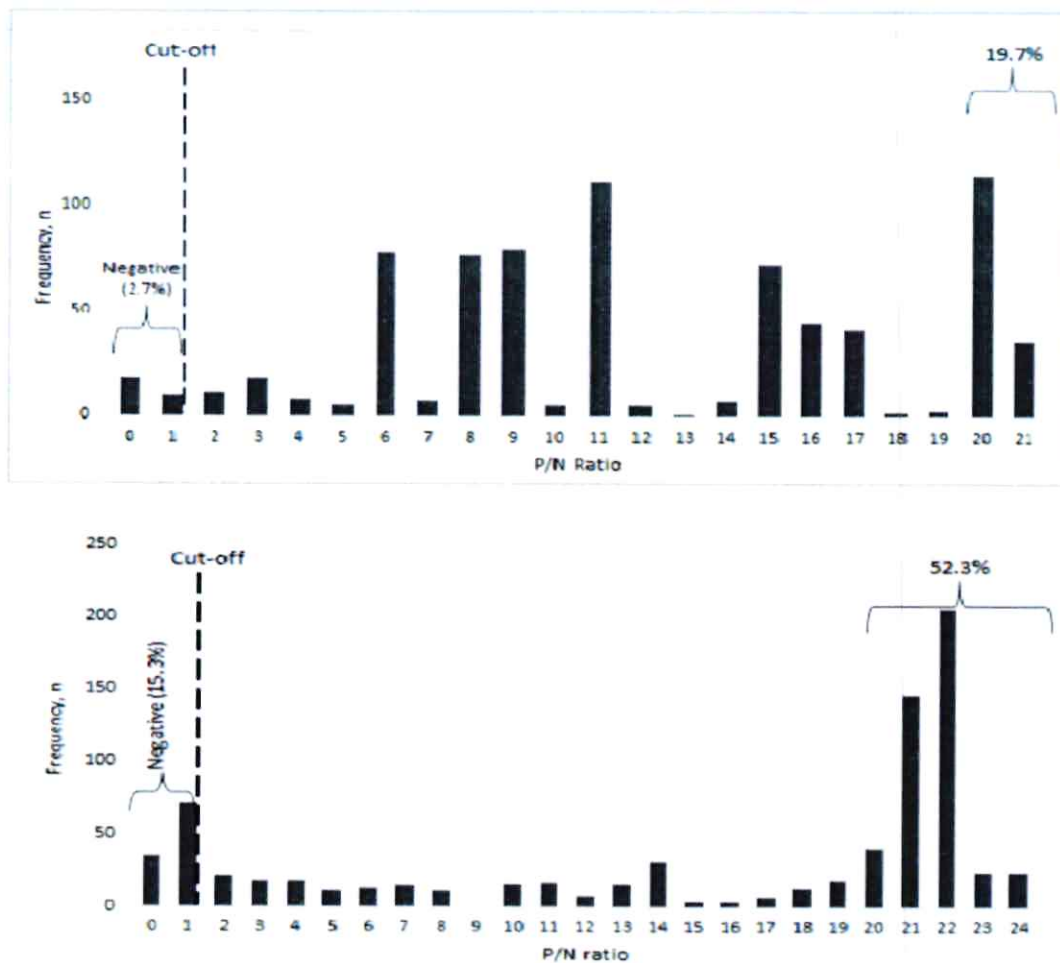


Figure 2. Frequency of the P/N ratio among urban (top panel) and rural (bottom panel) participants in Kenya, February 2022. Results were expressed as positive/negative ratios, with a value ≥ 1 considered positive. A significantly higher proportion of rural participants were more immunoreactive, suggesting recent infection or vaccination.

3.3. Vaccine Knowledge and Uptake

Of the enrolled participants, 1254 (79.3%) who were ≥ 12 years old, including 670 (53.4%) from the urban and 584 (46.6%) from the rural counties, participated in the assessment of COVID-19 vaccine knowledge, attitude, and uptake. Almost all participants (97.5% urban, 97.6% rural) were aware of the availability of the COVID-19 vaccines. Among those aware, 70.0% of urban and 74.2% of rural participants knew that it protected those vaccinated, however, only 39.2% of urban and 40.4% of rural participants knew that community vaccination might also protect people who did not receive the vaccine (e.g., children). Mass media was the most common source of vaccine information (71.7% urban, 72.6% rural), and the most trusted (35.2% urban, 75.1% rural). Other less used and trusted sources of information included government workers, healthcare workers, and churches, as shown in Figure 3. Compared to urban participants, a higher proportion of rural participants reported their source of COVID-19 information as church or healthcare workers. A higher proportion of urban participants compared to rural participants trusted government or healthcare workers.

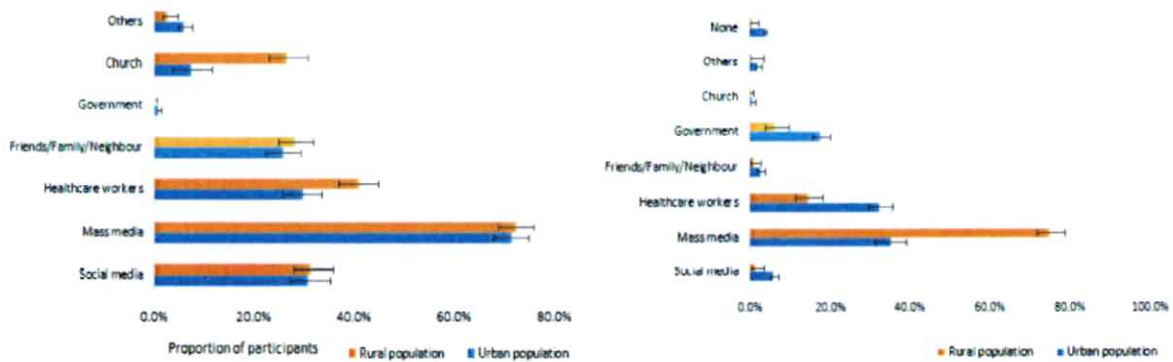


Figure 3. Sources of COVID-19 vaccine information (left panel) and the most trusted sources of COVID-19 vaccine information (right panel) among the urban and rural study participants.

Over 90% of the participants (90.5% urban, 93.9% rural) agreed that vaccines were necessary, and that the government should make them available for everyone eligible (Figure 4).

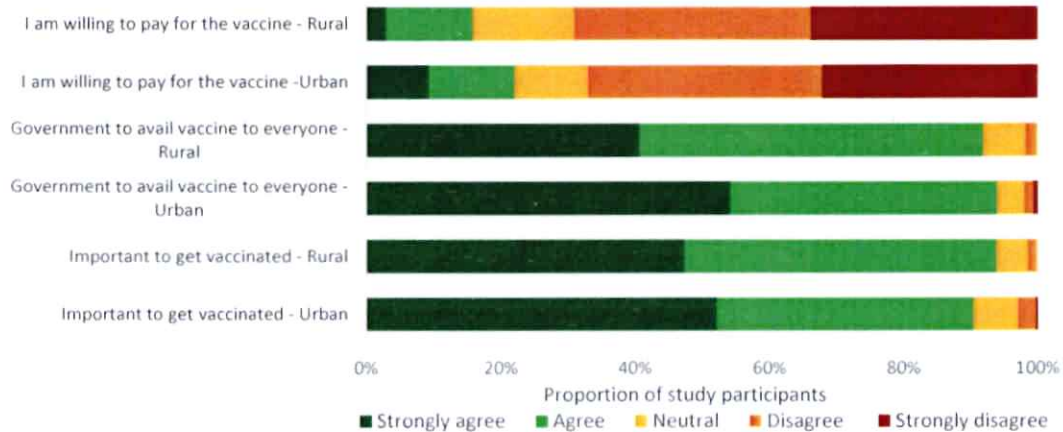


Figure 4. Participants' attitudes towards the COVID-19 vaccine.

Of 1115 enrolled participants that were ≥18 years old and therefore vaccine-eligible, 52.4% (n = 326) of urban and 53.1% (n = 262) of rural participants had received at least one dose of the vaccine, despite widespread availability and public education of the vaccine at least 3 months before the study was conducted. Among vaccinated participants, 40.7% had received AstraZeneca, 35.3% received Johnson and Johnson, 12.6% received Pfizer, and 11.4% received Moderna. Reasons given for uptake of the vaccine included perceived high-risk health status (26.7% urban, and 31.5% rural), belief in vaccine effectiveness (24.9% urban, 4.9% rural), and government directive on mandatory vaccination for certain groups (18.2% urban, 22.0% rural), as shown in Table 2.

Table 2. Reasons for COVID-19 vaccine uptake among vaccinated urban and rural study participants.

Reasons for COVID-19 Vaccine Uptake	Urban Participants, N = 326		Rural Participants, N = 262	
	n (%)	95% CI (%)	n (%)	95% CI (%)
Perceived high-risk health status	108 (26.7)	23.0, 31.0	106 (31.5)	27.0, 37.0
Vaccine effectiveness	98 (24.9)	21.0, 30.0	12 (4.9)	2.7, 8.7
GOK directive	66 (18.2)	14.0, 23.0	65 (22.0)	17.0, 27.0
Number of COVID-19 deaths	53 (15.2)	12.0, 20.0	60 (20.6)	16.0, 26.0
Employer requirement	45 (13.2)	9.9, 17.0	8 (3.3)	1.6, 6.7
Number of COVID-19 cases	43 (12.7)	9.4, 17.0	97 (29.6)	25.0, 35.0
Suggestions from healthcare workers	24 (7.5)	5.0, 11.0	35 (13.2)	9.5, 18.0
Suggestions from family/friends/neighbor	18 (5.7)	3.5, 9.1	4 (1.7)	0.6, 4.6
Advanced age	11 (3.6)	1.9, 6.5	19 (7.6)	4.8, 12.0
Free vaccine	11 (3.6)	1.9, 6.5	11 (4.5)	2.4, 8.2
Others *	12 (3.9)	2.1, 6.9	4 (1.7)	0.6, 4.6

* Country of vaccine origin, number of doses, type of vaccine, for travel purposes.

The vaccination rate among those previously diagnosed with COVID-19 was 81.8%, and 53.6% among those with chronic medical conditions. Although age, occupation, previous COVID-19 diagnosis, vaccine knowledge and attitudes were significantly associated with vaccine uptake on univariable analysis (Table S2), only age, occupation, past COVID-19 diagnosis, and positive vaccine attitudes remained significant on multivariable analysis. Compared to the 18–30 years age group, urban participants aged > 30 years were up to 1.7 times more likely to have been vaccinated, while the rural participants aged 31–40 years were 1.6 times more likely to have been vaccinated (Table 3). Among the urban population, persons in formal employments (aPR 1.68, 95% CI: 1.06, 2.59) and those previously diagnosed with COVID-19 (aPR 1.54, 95% CI: 1.05, 2.20) were more likely to be vaccinated; whereas among the rural population, students were 2.5 times more likely to be vaccinated.

Table 3. Factors associated with COVID-19 vaccine uptake among the urban and rural study participants.

Characteristic	Urban Participants			Rural Participants		
	aPR ¹	95% CI ¹	p-Value	aPR ¹	95% CI ¹	p-Value
Age group						
18–30	Ref	Ref		Ref	Ref	
31–40	1.42	1.05, 1.91	0.021	1.35	0.88, 2.12	0.2
41–50	1.68	1.18, 2.37	0.004	1.58	1.01, 2.51	0.046
51–60	1.49	1.00, 2.18	0.042	1.42	0.88, 2.31	0.15
61+	1.60	1.00, 2.47	0.041	1.38	0.89, 2.17	0.2
Main occupation						
Unemployed	Ref	Ref		Ref	Ref	
Self-employment	1.10	0.80, 1.51	0.6	1.40	1.00, 2.01	0.060
Formal employment	1.68	1.06, 2.59	0.023	1.60	0.86, 2.86	0.12
Student	1.37	0.81, 2.25	0.2	2.50	1.32, 4.60	0.004
Informal employment	1.16	0.85, 1.59	0.4	1.17	0.67, 1.95	0.6
Healthcare worker	1.79	0.86, 3.35	0.091	1.04	0.06, 4.90	>0.9

Table 3. Cont.

Characteristic	Urban Participants			Rural Participants		
	aPR ¹	95% CI ¹	p-Value	aPR ¹	95% CI ¹	p-Value
Diagnosed with COVID-19				NA *		
No	Ref	Ref				
Yes	1.54	1.05, 2.20	0.021			
COVID-19 Vaccine attitudes				NA *		
Vaccines are important						
Strongly Agree/Agree	Ref	Ref				
Neutral	0.62	0.33, 1.05	0.10			
Strongly Disagree/Disagree	0.23	0.04, 0.71	0.037			
Vaccine protects against infection				NA *		
No/Don't know	Ref	Ref				
Yes	1.12	0.87, 1.44	0.4			
Source of COVID-19 information				NA *		
Social media						
No	Ref	Ref				
Yes	1.26	1.00, 1.58	0.052			
COVID-19 Knowledge						
Vaccine protects the unvaccinated	NA *					
Yes				Ref	Ref	
No/Don't know				0.88	0.68, 1.13	0.3
Children can be vaccinated	NA *					
No/Don't know				Ref	Ref	
Yes				1.22	0.95, 1.57	0.12
Vaccine has no side effects	NA *					
No/Don't know				Ref	Ref	
Yes				1.14	0.87, 1.48	0.4
COVID-19 Vaccine attitudes						
I trust the COVID-19 vaccine information from the media	NA *					
Neutral				Ref	Ref	
Strongly Agree/Agree				1.43	0.81, 2.80	0.3
Strongly Disagree/Disagree				1.47	0.58, 3.61	0.4
Source of COVID-19 vaccine information						
Mass Media	NA *					
No				Ref	Ref	
Yes				1.17	0.86, 1.61	0.3

aPR¹ = adjusted prevalence ratio, CI¹ = confidence interval, NA * = not assessed.

3.4. Vaccine Refusal

Among the 1115 vaccine-eligible participants, 47.9% (298/622) of urban and 46.9% (231/493) of rural participants had not been vaccinated. Among the eligible participants, 19.6% (122/622) of urban and 15.6% (77/493) of rural participants indicated that they would never take the vaccine. Key reasons for vaccine refusal included concern about its safety, side effects, and a lack of information (Table 4).

Although occupation, history of chronic breathing problems, source of COVID-19 vaccine information, vaccine knowledge and attitudes were significantly associated with vaccine refusal on univariable analysis (Table S3), only participants' occupation and COVID-19 vaccine attitudes were significantly associated with vaccine refusal on multivariable analysis. Those employed in informal sectors were less likely to refuse the vaccine (aPR 0.20, 95% CI: 0.05, 0.88). Urban participants who disagreed or strongly disagreed with the importance of vaccines were more likely to refuse the vaccine (aPR 2.57, 95% CI: 1.32, 4.58).

Age, level of education, and history of chronic medical conditions were not significantly associated with vaccine refusal (Table 5).

Table 4. Reasons for vaccine refusal among those not vaccinated.

Reasons for COVID-19 Vaccine Refusal *	Urban Participants, N = 122		Rural Participants, N = 77	
	n (%)	95% CI	n (%)	95% CI
Concerns about side effects	55 (45.1%)	36%, 54%	41 (53.2%)	42%, 65%
Concerns about vaccine safety	36 (29.5%)	22%, 39%	22 (28.6%)	19%, 40%
Lack of vaccine information	32 (26.2%)	19%, 35%	19 (24.7%)	16%, 36%
Concerns about vaccine effectiveness	11 (9.0%)	4.8%, 16%	2 (2.6%)	0.45%, 9.9%
Vaccine can cause COVID-19	3 (2.5%)	0.64%, 7.6%	2 (2.6%)	0.45%, 9.9%
Religious reasons	1 (0.8%)	0.04%, 5.2%	2 (2.6%)	0.45%, 9.9%
Cultural reasons	1 (0.8%)	0.04%, 5.2%	2 (2.6%)	0.45%, 9.9%
Others **	30 (24.6%)	17%, 33%	9 (11.7%)	5.8%, 22%

* Multiple responses per participant allowed. ** Not interested, pregnant, underlying medical conditions, COVID-19 cases have gone down.

Table 5. Factors associated with COVID-19 vaccine refusal among study participants.

Characteristic	Urban Participants, N = 122			Rural Participants, N = 77		
	aPR ¹	95% CI ¹	p-Value	aPR ¹	95% CI ¹	p-Value
Age group						
18–30	Ref	Ref		Ref	Ref	
31–40	1.24	0.80, 1.89	0.3	1.65	0.80, 3.37	0.2
41–50	0.59	0.20, 1.34	0.3	1.38	0.54, 3.52	0.5
51–60	1.21	0.61, 2.19	0.6	1.20	0.50, 2.90	0.7
61+	0.58	0.14, 1.60	0.4	1.20	0.57, 2.51	0.6
Level of education		NA *				
No formal education				Ref	Ref	
Primary				0.66	0.36, 1.21	0.2
Secondary				0.52	0.26, 1.04	0.066
Post-secondary				1.02	0.37, 2.77	>0.9
Main Occupation		NA *				
Unemployed				Ref	Ref	
Self Employed				0.73	0.44, 1.22	0.2
Employed				0.76	0.15, 3.78	0.7
Student				1.74	0.55, 5.53	0.3
Informal Employment				0.20	0.05, 0.88	0.033
Healthcare worker				0.00	0.00, Inf	>0.9
Willing to pay for vaccine privately		NA *				
Neutral				Ref	Ref	
Strongly Disagree/Disagree				1.46	0.69, 3.11	0.3
Strongly Agree/Agree				0.55	0.14, 2.16	0.4
Trust in vaccine information from the media		NA *				
Neutral				Ref	Ref	
Strongly Agree/Agree				0.49	0.25, 0.94	0.032
Strongly Disagree/Disagree				0.72	0.18, 2.79	0.6
Vaccines are important						
Strongly Agree/Agree	Ref	Ref				
Neutral	2.09	1.21, 3.43	0.005			
Strongly Disagree/Disagree	2.57	1.32, 4.58	0.003			
History of chronic breathing problems						
No	Ref	Ref				
Yes	1.90	0.98, 3.38	0.041			
History of hypertension						
No	Ref	Ref				
Yes	0.54	0.19, 1.23	0.2			
Unknown	1.39	0.08, 6.31	0.7			

aPR ¹ = adjusted prevalence ratio, CI ¹ = confidence interval, NA * = not assessed.

4. Discussion

Two years after the first case of COVID-19 was confirmed and six months after the widespread availability of vaccines, we found high levels (84–97%) of population immunity against the SARS-CoV-2 virus among both rural and urban populations of Kenya. This herd immunity was observed despite low levels (<55%) of vaccine uptake and high levels (16–20%) of vaccine refusal among the two populations. Widespread SARS-CoV-2 transmission across all communities in the country is the most plausible explanation for this herd immunity, an argument supported by the findings of significantly higher seroprevalence in urban (97.8%) than rural (85.9%) populations. Throughout the pandemic, Nairobi City, densely populated (>4 million people) with >65% of residents living in informal settlements, served as a hotspot of the pandemic [25]. In contrast, immunity among residents of the rural Kakamega County was lower and included a >14% naive population, perhaps reflecting lower community transmission of the virus in such rural areas [26]. When we compared the spectrum of immunity against the virus between the two populations, we found >50% of the seropositive rural population strongly immunoreactive when compared to <20% in the rural population, suggesting recent infection, likely linked to the Omicron variant that dominated the fifth wave ongoing at the time of the study. In contrast, the level of immunity in the urban population was evenly spread, reflecting recurrent infections, including breakthrough infections and vaccination.

The population immunity to SARS-CoV-2 reported in this study, which was higher than in studies conducted in Kenya during the early phases of the pandemic [25], reflected a continuous high-transmission rate of the virus despite global introduction of vaccines in March 2021 [7]. Scientists projected that at least 70% of the population needed to be immunized against SARS-CoV-2 to achieve the herd immunity needed to break virus transmission [27,28]. Considering the morbidity profile of SARS-CoV-2, the global health community led by the World Health Organization (WHO) contended that herd immunity needed to be achieved through vaccination rather than natural infection [29]. However, the inequities in COVID-19 vaccine availability to low- and medium-income countries experienced in the early phase likely resulted in herd immunity in many countries being driven by natural infections rather than vaccination [30]. While our findings clearly show that there likely is only a small population of SARS-CoV-2-naive individuals, COVID-19 vaccination programs must continue because of studies showing rapid immunity decay and high prevalence of breakthrough infections associated with the continued emergence of new virus variants [31,32].

The COVID-19 vaccination efforts faced considerable hesitancy, with <50% of the population having started receiving doses by February 2022, almost a year after the introduction of vaccines [21]. Our study found participants who had previously been diagnosed with COVID-19 and older populations more likely to be vaccinated, suggesting that people that felt more susceptibility to the disease were more likely to accept the intervention [33]. However, some studies have shown no association between past infection with COVID-19 and vaccine uptake [34]. Our study found participants engaged in formal employments more likely to be vaccinated, perhaps associated with vaccine mandates imposed by the government and employers [35]. As shown in other studies, participants who did not think vaccines were important in controlling the pandemic were >2 times more likely to be vaccine-hesitant [36].

Our study found up to 20% of the eligible population refusing to take the COVID-19 vaccine. While this proportion may not be large enough to prevent the achievement of herd immunity, it may create pockets of SARS-CoV-2 transmission and associated morbidities and mortalities in the future. The COVID-19 vaccine refusal levels reported in other African countries ranged from 6% to 61%; however, these studies often failed to segregate hesitancy from refusal [37]. Among the reasons given for vaccine refusal in our study included concerns about safety (>75%), inadequate information (26%), and concerns about effectiveness (9%). Interestingly, the commonly cited reasons for vaccine refusal such as religious or cultural beliefs were cited by less than 2% of the participants in our study [10,38].

Participants cited mass media as the most common and trusted source of COVID-19 vaccine information, contrary to studies in the early phase of the pandemic that found mass media less trusted than healthcare workers, the government, and religious leaders [39,40]. Mass media may have gained traction over time by focusing on myths, vaccine safety concerns, and side effects, which were identified early as common reasons for vaccine hesitancy and refusal [41,42].

The study had some limitations. First, we did not verify the vaccination status of all participants who reported being vaccinated, possibly indicating that the vaccine uptake may have been lower than reported. Second, our serological test did not differentiate between infection- and vaccination-induced SARS-CoV-2 antibodies, which would have more clearly defined the levels of population immunity induced by the two pathways. However, given the introduction of multiple types of vaccines, the commonly suggested comparative ELISA between SARS-CoV-2 anti-spike protein and anti-nucleoprotein would not have provided a conclusive answer.

5. Conclusions

Despite considerable COVID-19 vaccine hesitancy and refusal, Kenya and likely other African countries had achieved herd immunity by early 2022, with natural infections contributing almost 50% of this immunity. However, due to the rapidly waning SARS-CoV-2 immunity and emergence of immune-evading virus variants, vaccine campaigns with upgraded vaccines should be sustained globally. There is considerable vaccine hesitancy and refusal; however, its impact on controlling the pandemic appears minimal, with almost all participants having attained antibodies against SARS-CoV-2.

Supplementary Materials: The following are available online at <https://www.mdpi.com/article/10.3390/vaccines11010068/s1>. Table S1: Study questionnaire; Table S2: Factors associated with COVID-19 vaccine uptake in the univariable analysis; Table S3: Factors associated with COVID-19 vaccine refusal in the univariable analysis.

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Informed Consent Statement: Written informed consent was obtained from all subjects involved in the study.

Data Availability Statement: The data presented in this study are available upon request from the corresponding author.

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