

REPUBLIC OF KENYA



*Tabled by the
vice chairperson of
the Committee on
29/8/2018
Halima
H*



THE NATIONAL ASSEMBLY



12TH PARLIAMENT – SECOND SESSION – 2018

**DEPARTMENTAL COMMITTEE ON FINANCE AND
NATIONAL PLANNING**

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

*Approved
29/8
KDS*

DIRECTORATE OF COMMITTEE SERVICES
CLERK'S CHAMBERS,
PARLIAMENT BUILDINGS,
NAIROBI

AUGUST, 2018

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ABBREVIATIONS

DCI	-	Directorate of Criminal Investigations
EACC	-	Ethics and Anti - Corruption Commission
HELB	-	Higher Education Loans Board
KRA	-	Kenya Revenue Authority,
PAPAA	-	Public Appointments (Parliamentary Approval) Act, 2011
SRC	-	Salaries and Remuneration Commission
HR	-	Human Resource

CHAIRPERSON'S FOREWORD

Pursuant to the provisions of Standing Order no. 42, the Speaker of the National Assembly made a communication on **Tuesday, 7th August, 2018** regarding H.E the President to nominate Ms. Lyn Cherop Mengich as the nominee for appointment to the position of chairperson and Mrs. Halima Abdille Mohammed, Hon. Dalmas Otieno Onyango, EBS, EGH, FCII, Dr. Leah Mumbua Munyao, Mr. John Kennedy Monyoncho, Ms. Margaret Sawe, Ms. Nelly Perish Ashubwe , Dr. Amani Yuda Komora and CPA Sophie Moturi as nominees for appointment to the position of Members of the Salaries and Remuneration Commission.

The Speaker referred the notification for nomination of the Chairperson and Members of the Salaries and Remuneration Commission to the Departmental Committee on Finance and National Planning to undertake the necessary approval hearings.

On Wednesday, 22nd August, 2018 and Thursday, 23rd August, 2018 the Committee undertook approval hearings for the nominees. The Committee, in compliance with the Constitutional and other legal requirements and established procedures for vetting, ensured that its approval hearing meetings were open to the public and covered by the media.

May I take this opportunity to thank all Members of the Committee for their input and valuable contributions during the deliberations and vetting exercise. I also take this opportunity on behalf of the Committee to thank the Offices of the Speaker and the Clerk of the National Assembly for the logistical support accorded to it during the vetting exercise. Further, the Committee wishes to thank all the stakeholders for their participation in the approval hearings. The Committee is also thankful to the media for their coverage of the proceedings of the Committee, thus enhancing accountability and transparency of the vetting exercise.

Mr. Speaker,

On behalf of the Departmental Committee on Finance and National Planning, and pursuant to Articles 124(4)(b), 230(2) (a) and 250(2) of the Constitution, section 7 of the Salaries and Remuneration Commission Act, 2011, Section 8(1) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) and provisions of Standing Orders 45(4) and 199(6), it is my pleasant duty to table the Report of the Committee on the approval hearings of nominees for appointment to the positions of Chairperson and Members of the Salaries and Remuneration Commission for debate and adoption by the House.

THE HON. JOSEPH K. LIMO, MP,

CHAIRPERSON

EXECUTIVE SUMMARY

This report contains the Committee's proceedings during the approval hearings following the nomination of Ms. Lyn Cherop Mengich for appointment to the position of chairperson and; Mrs. Halima Abdille Mohammed, Hon. Dalmas Otieno Onyango, EBS, EGH, FCII, Dr. Leah Mumbua Munyao, Mr. John Kennedy Monyoncho, Ms. Margaret Sawe, Ms. Nelly Perish Ashubwe, Dr. Amani Yuda Komora and CPA Sophie Moturi for appointment to the position of Members of the Salaries and Remuneration Commission by H.E the President. The notification was communicated to the House by the Speaker on Tuesday, 7th August, 2018 pursuant to Standing Order no. 42.

The Clerk of the National Assembly requested for memoranda from the Public on suitability or otherwise of the nominee. By close of the deadline for submission, three memoranda had been submitted. Two for Mrs. Halima Abdille Mohammed and one against the nomination of Ms. Peris Ashubwe for appointment to the position of Member of the SRC, however, the memorandum had not been written in an affidavit. The Clerk of the National Assembly requested the author of the Memorandum to present in form of affidavit.

The nominees appeared before the Committee for the approval hearings on **Wednesday, 22nd and Thursday, 23rd August, 2018** and the Committee examined their suitability based on the criteria set out by the Public Appointments (Parliamentary Approval) Act, 2011.

The nominees were interviewed on their academic credentials, relevant experience, knowledge of sector issues and leadership and integrity.

Based on their performance during the vetting exercise the Committee found the nominees to have the knowledge and qualifications required for appointment to the respective positions that they had been nominated.

1.0 PREFACE

1.1 Establishment and mandate of the Committee

The Departmental Committee on Finance & National Planning is one of the twelve Departmental Committees of the National Assembly established under *Standing Order 216* whose mandates pursuant to the *Standing Order 216 (5)* are as follows:

- a) 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;
- b) To study the programme and policy objectives of Ministries and departments and the effectiveness of their implementation;
- c) To study and review all the legislation referred to it;
- d) To study, access and analyze the relative success of the Ministries and departments as measured by the results obtained as compared with their stated objectives;
- e) 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;
- f) To vet and report on all appointments where the Constitution or any law requires the National Assembly to approve, except those under Standing Order No.204 (Committee on appointments);**
- (fa) To examine treaties, agreements and conventions;
- g) To make reports and recommendations to the House as often as possible, including recommendation of proposed legislation;
- h) To consider reports of Commissions and Independent Offices submitted to the House pursuant to the provisions of Article 254 of the Constitution; and
- i) To examine any questions raised by Members on a matter within its mandate.

In accordance with the Second Schedule of the Standing Orders, the Committee is mandated to consider, Public finance, Monetary policies, Public debt, Financial institutions (excluding those in securities exchange), Investment and divestiture policies,

Pricing policies, Banking, Insurance, Population revenue policies including taxation and National planning and development.

In executing its mandate, the Committee oversees the following government Ministries and departments:

- i. The National Treasury and Ministry of Planning and its SAGAs;
- ii. Ministry of Devolution and ASAL and its SAGAs;
- iii. Salaries and Remuneration Commission;
- iv. Commission on Revenue Allocation;
- v. Office of the Controller of Budget;

1.2 Committee Membership

The Departmental Committee on Finance and National Planning was constituted by the House in December, 2017 and comprises of the following Members:-

1. The Hon. Joseph K. Limo, MP – **Chairman**
2. The Hon. Isaac W. Ndirangu – **Vice-Chairman**
3. The Hon. Jimmy O. Angwenyi, MP
4. The Hon. Alfred W. Sambu, MP
5. The Hon. Enoch Kibunguchy, MP
6. The Hon. Shakeel Shabbir, MP
7. The Hon. Abdul Rahim Dawood, MP
8. The Hon. Daniel E. Nanok, MP
9. The Hon. Andrew A. Okuome, MP
10. The Hon. David M. Mboni, MP
11. The Hon. Kuria Kimani, MP
12. The Hon. Joseph M. Oyula, MP
13. The Hon. Joshua Kandie, MP
14. The Hon. Lydia H. Mizighi, MP
15. The Hon. Mohamed Ali, MP
16. The Hon. Purity Ngirici, MP
17. The Hon. Samuel Atandi, MP
18. The Hon. Stanley M. Muthama, MP

1.3 Committee Secretariat

The Committee Secretariat comprises of: -

- | | | |
|------------------------|---|--|
| 1. Ms. Leah W. Mwaura | - | Senior Clerk Assistant/Lead Clerk |
| 2. Ms. Jennifer Ndeto | - | Principal Legal Counsel |
| 3. Ms. Laureen Wesonga | - | Third Clerk Assistant |
| 4. Mr. Josephat Motonu | - | Fiscal Analyst I |
| 5. Mr. Chelang'a Maiyo | - | Research & Policy Analyst III |
| 6. Mr. John Njoro | - | Serjeant-At-Arms |
| 7. Mr. Collins Mahamba | - | Audio Officer |

2.0 BACKGROUND

2.1 Establishment of the Salaries and Remuneration Commission

1. Article 230 of the Constitution provides as follows—

230. (1) There is established the Salaries and Remuneration Commission.

(2) The Salaries and Remuneration Commission consists of the following persons appointed by the President—

(a) a chairperson;

(b) one person each nominated by the following bodies from among persons who are not members or employees of those bodies—

(i) the Parliamentary Service Commission;

(ii) the Public Service Commission;

(iii) the Judicial Service Commission;

(iv) the Teachers Service Commission;

(v) the National Police Service Commission;

(vi) the Defence Council; and

(vii) the Senate, on behalf of the county governments;

(c) one person each nominated by—

(i) an umbrella body representing trade unions;

(ii) an umbrella body representing employers; and

(iii) a joint forum of professional bodies as provided by legislation;

(d) one person each nominated by—

(i) the Cabinet Secretary responsible for finance; and

(ii) the Attorney-General; and

(e) one person who has experience in the management of human resources in the public service, nominated by the Cabinet Secretary responsible for public service.

(3) The Commissioners under clause (1)(d) and (e) shall have no vote.

(4) The powers and functions of the Salaries and Remuneration Commission shall be to—

- (a) set and regularly review the remuneration and benefits of all State officers; and*
- (b) advise the national and county governments on the remuneration and benefits of all other public officers.*

(5) In performing its functions, the Commission shall take the following principles into account—

- (a) the need to ensure that the total public compensation bill is fiscally sustainable;*
- (b) the need to ensure that the public services are able to attract and retain the skills required to execute their functions;*
- (c) the need to recognise productivity and performance; and*
- (d) transparency and fairness.*

2. Section 7 of the Salaries and Remuneration Commission Act, 2011 provides for the procedure for nomination of chairperson and members of the Commission as follows—

7. (1) Within fourteen days of the commencement of this Act, or of the occurrence of a vacancy in the Commission relating to the members under Article 230(2)(b) and (c) of the Constitution, the relevant nominating body shall, by advertisement in at least two local daily newspapers of national circulation, invite applications from persons who qualify for nomination

under the Constitution and this Act for nomination as a member of the Commission.

(2) The relevant nominating body shall consider the applications received under subsection (1) to determine their compliance with the provisions of the Constitution and this Act, interview the applicants and forward the names of two persons so qualified, who shall be of opposite gender, to the Cabinet Secretary for onward transmission to the President.

(3) Deleted by Act No. 4 of 2018, Sch.

(4) Deleted by Act No. 4 of 2018, Sch.

(5) Deleted by Act No. 4 of 2018, Sch.

(6) Deleted by Act No. 4 of 2018, Sch.

(7) Deleted by Act No. 4 of 2018, Sch.

(8) Deleted by Act No. 4 of 2018, Sch.

(9) Deleted by Act No. 4 of 2018, Sch.

(10) The President shall, within seven days receipt of the names forwarded under subsection (2) nominate the members of the Commission from each category and forward the names of the nominees, together with the name of his nominee for Chairperson of the Commission, to the National Assembly.

(11) The National Assembly shall, within fourteen days of the day it next sits after receipt of the names of the nominees under subsection (9), consider all nominations and may approve or reject any nomination.

(12) Where the National Assembly approves the nominees, the Speaker shall forward the names of the approved nominees to the President for appointment.

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

(14) Where the National Assembly rejects any nomination, the Speaker shall communicate the decision to the President to submit fresh nominations.

2.2 Nomination process

Articles 230(2)(a) and 250 (2) of the Constitution read together with section 7 of the Salaries and Remuneration Commission Act, 2011 provide for the process through which the position is recruited. The Constitution provides that the recruitment of officers to public office should be conducted in a competitive, transparent and fair process before nomination for appointment by H.E. the President with the approval of the National Assembly.

2.3 Notification of nomination by the appointing authority

H. E the President on **Wednesday, 2nd August, 2018** communicated the names of nominees for the positions of Chairperson and Members of the Salaries and Remuneration Commission to the Speaker for approval by the National Assembly pursuant to Article 230 (2) (a).

2.4 Communication and committal to Committee

Pursuant to Standing Order 42 (1), the Speaker on **Tuesday, 7th August, 2018** communicated to the House a message from H.E. the President regarding the nominees to the positions of Chairperson and Members of the Salaries and Remuneration Commission.

The Speaker further informed the House that H.E. the President was seeking the approval of the National Assembly on the said nominations before appointment.

In accordance with Standing Order 42(3) (c) the Speaker having read the Message from the President referred the names of the nominees together with their curriculum vitae to the Departmental Committee on Finance and National Planning to conduct approval hearings. The Speaker advised the Committee to conduct extensive public participation as provided for under Article 118 of the Constitution as well as the Public Appointments (Parliamentary Approval) Act (No.33 of 2011) and report to the House within 14 days.

2.5 Notification to the public

Section 6(9) of the Public Appointments (Parliamentary Approval) Act No. 33 of 2011, 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”*.

The Clerk of the National Assembly on **Thursday, 9th August, 2018** 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, (No.33 of 2011), which allows public participation in committee proceedings. The notification gave provision for the submission of memoranda, on the suitability or otherwise of the nominee, by **Thursday, 16th July, 2018, at 5.00 pm.**

2.6 Notification to the nominees

The Clerk of the National Assembly vide letters **ref. NA/DCS/F&NP/2018/59, NA/DCS/F&NP/2018/60, NA/DCS/F&NP/2018/61, NA/DCS/F&NP/2018/62, NA/DCS/F&NP/2018/63, NA/DCS/F&NP/2018/64, NA/DCS/F&NP/2018/65, NA/DCS/F&NP/2018/66 and NA/DCS/F&NP/2018/67** dated **13th August, 2018** wrote to the nominees informing them of the nomination by H.E the President and requested them to appear for vetting by the Departmental Committee on Finance and National

Planning on **Wednesday, 22nd and Thursday, 23rd August, 2018** in the Committee Room on 2nd Floor, Continental House. The Clerk of the National Assembly further requested the nominees to bring with them clearance certificates from the Kenya Revenue Authority (KRA), the Higher Education Loans Board (HELB), Ethics and Anti-Corruption Commission (EACC) and Directorate of Criminal Investigations (DCI).

2.7 Clearance requirements

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 requesting for tax, education loans, integrity, affiliation to political parties and criminal record status of the nominees. The following institutions wrote back to the National Assembly clearing the nominees, Office of the Registrar of Political Parties (ORPP) (letter Ref: RPP/ORG/34 Vol. III (6)), Directorate of Criminal Investigations and Ethics and Anti-Corruption Commission (EACC) (letter Ref: EACC.7/10/5 VOL.VII).

2.8 Committee proceedings

The National Assembly having received the names of the nominee was obligated to conduct approval hearings and make a determination of the nominee's suitability or otherwise within fourteen days as provided for in section 8 (1) of the Public Appointments (Parliamentary Approval Act) (No.33 of 2011) read together with section 7(11) of the Salaries and Remuneration Commission Act, 2011.

The Committee held a total of three (3) Sittings to conduct the approval hearings, where it examined and reviewed the nominee's certificates, testimonials as well as consideration of public views.

2.9 Legal framework and issues for consideration in conducting the approval hearing

The Committee observed that the issues for consideration in relation to the nomination and approval exercise are as provided under section 7 of the Public Appointments (Parliamentary Approvals) Act, as follows-

- a) the procedure used to arrive at the nominee;
- b) the constitutional and 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 the nomination is being made.

(a) Procedure used to arrive at the nominees

The procedure for appointment of the Chairperson and Members of the Salaries and Remuneration Commission is outlined under the Constitution, the Public Appointments (Parliamentary Approval) Act, 2011 and the Salaries and Remuneration Commission Act, 2011.

The Committee observed that Article 230(2)(b) and (c) of the Constitution and the Public Appointments (Parliamentary Approvals) Act as well as the Salaries and Remuneration Commission Act, 2011 provides that nomination and appointment of the Chairperson and Members of the SRC is by the President after competitive recruitment as provided under section 7 of the SRC Act, 2011 and approval by the National Assembly.

(b) Constitutional and Statutory requirements

The Constitution, in addition, sets out certain requirements regarding the appointment of persons to public office which include –

(i) Leadership and Integrity

The Committee, in determining the suitability of the nominees, took into consideration the provisions on leadership and integrity as outlined under Chapter Six of the Constitution. In particular, the Committee took cognizance of the following provisions-

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

The Committee observed that suitability of the nominees should be evaluated holistically taking into account the nominees' academic credentials, professional

training, experience, background and personal qualities as well as the performance of the nominees during the approval hearing.

2.10 Qualifications for appointment of Chairperson and Members of the Salaries and Remuneration Commission

In conducting the Approval hearings, the Committee was guided by Article 230(2)(a) of the Constitution, Sections 5 and 7 of the Salaries and Remuneration Commission Act, 2011 and the provisions of Section 3 and 5 of the Public Appointments (Parliamentary Approval) Act, 2011.

Article 250(3) of the Constitution provides that to be appointed to a Commission or independent office a person shall have the specific qualifications required by the Constitution or national legislation. Further Article 250(4) provides that appointments to commissions and independent offices shall take into account the national values referred to in Article 10, and the principle that the composition of the commissions and offices, taken as a whole, shall reflect the regional and ethnic diversity of the people of Kenya.

As regards qualifications for appointment as a chairperson or member of the Salaries and Remuneration Commission section 5 of the Salaries and Remuneration Commission Act, 2011 provides as follows—

Qualification for appointment of chairperson and members

5. (1) A person shall be qualified for appointment as the chairperson if such person—

(a) holds a degree from a university recognized in Kenya;

(b) has knowledge and at least ten years' experience in matters relating to either—

(i) public management;

(ii) finance and administration;

- (iii) human resource management;
- (iv) economics; or
- (v) labour laws;
- (c) has knowledge of labour market trends in Kenya as relates to income in the public and private sector;
- (d) meets the requirements of Chapter Six of the Constitution; and
- (e) has had a distinguished career in their respective fields.

(2) A person shall be qualified for appointment as a member if the person—

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

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

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

Article 73 of the Constitution provides that: (2) The guiding principles of leadership and integrity include— (a) *selection on the basis of personal integrity, competence and suitability, or election in free and fair elections; (b) objectivity and impartiality in decision making, and in ensuring that decisions are not influenced by nepotism, favouritism, other improper motives or corrupt practices; (c) selfless service based solely on the public interest, demonstrated by— (i) honesty in the execution of public duties; and, (ii) the declaration of any personal interest that may conflict with public duties; (d) accountability to the public for decisions and for decisions and actions; and (e) discipline and commitment in service to the people.*

2.11 Submission of memoranda

At the close of business **Thursday, 16th August, 2018**, the Office of the Clerk, had received four memoranda: three in support of Mrs. Halima Abdille Mohammed's appointment and one contesting the suitability of Ms. Nelly Ashubwe from the Trade Union Congress of Kenya. However, the memorandum by TUC-Ke was not written under oath. The Clerk of the National Assembly wrote to the union vide letter ref. **NA/DCS/F&NP/2018/69** date **14th August, 2018** requesting them to submit their representations by written statement on oath with supporting evidence contesting the suitability of the said nominee for appointment to the office that she had been nominated.

The Union sent an affidavit sworn by Mr. Charles Mukhwaya stating that Ms. Ashubwe was not suitable for the position because she had not been nominated in accordance with the Constitution and Law. He gave the following reasons to justify his allegations: -

COTU (K) is not entitled to have a person nominated by itself to be a representative of trade unions in the SRC

1. The Petitioner is entitled to have its nominee fill the position of a representative of trade unions in the SRC by virtue of the decision of the Honourable Court in the case of Republic Vs Registrar of Trade Unions and others, *exparte* William Ochieng Ogolla and others, Nairobi High Court Judicial Review Miscellaneous Application No. 204 of 2011

2. That in the said Judicial Review Case, Judge C.W. Githua J. faulted the Registrar of Trade Unions for failing to register the Petitioner herein and as a result, the Judge found that the lack of registration had denied the Petitioner an opportunity of having a nominee in the SRC
3. Dr. Kinyua, the Head of Civil Service, at the Office of the President out rightly discriminated the Petitioner, unjustifiably and without any basis, disregard its nominee in favour of the COTU (K) nominee, Ms. Nelly Peris Ashubwe and hence he acted contrary to the provisions of Article 27 of the Constitution and thereby denied the Petitioner its right to equal protection of the law.
4. Dr. Kinyua, the Head of Civil Service, at the Office of the President acted contrary to the rules of natural justice and fair administration action by acting unreasonably, unlawful and failed to follow the procedure, by declining to forward the name of the Petitioner's nominee to the President and hence contravened the provisions of Article 47 of the Constitution as read with the provisions of the Fair Administrative Action Act.
5. Dr. Kinyua, the Head of Public Service, at the Office of the President, acted in breach of the legitimate expectation of the Petitioner, by ignoring and disregarding the name of its nominee and further failing to communicate to the Petitioner in regard to the same.
6. Dr. Kinyua, the Head of Public Service, does not have any such powers and or legal mandate to singly and arbitrarily reject any such name forwarded to it by the Petitioner or any other trade union.
7. The Petitioner represents the majority of workers in public sector and hence it is composed of the majority Public Officers/Servants and State Officers, whose interests are at all material times to be considered by the Salaries and Remuneration Commission.
8. The Petitioner is entitled to have a nominee in the Salaries and Remuneration Commission by virtue that its members are Public Officers/Servants and State Officers working in State Offices and/or Agencies, and whose interests lie at the mercy of the Salaries and Remuneration Commission.

9. COTU, K is composed of members from the Private Sector, whose interests do not in any way and are not in any way affected and/or considered by the Salaries and Remuneration Commission.
10. That by being locked, the Petitioner and its members' interests and those of Civil Servants shall be greatly compromised as they shall not have any representation in the Salaries and Remuneration Commission.
11. The foregoing notwithstanding and without any prejudice thereof, Ms. Nelly Peris Ashubwe was not validly nominated as her nomination was not subjected to competitive recruitment and neither was it conducted in a transparent manner as decreed by Section 6(1) and 7 of the Salaries and Remuneration Commission Act which requires that any such recruitment ought to be conducted in a competitive and transparent manner in accordance with Section 7 of the Act.
12. That Ms. Nelly Peris Ashubwe never applied to be nominated and neither was she ever shortlisted as one of the persons who had applied as per the advertisement issued by COTU (K) as evidenced by the list published in the local dailies.
13. That Ms. Nelly Peris Ashubwe, at the material time worked with Ms. Judith Guserwa & Company Advocates and hence her nomination exhibits a conflict of interest.
14. That Ms. Nelly Peris Ashubwe has neither worked as a public servant/or State Officer nor have any trade union background, and hence she is not qualified for the said position.

3.0 APPROVAL HEARINGS

The Committee conducted approval hearings for the nominees to the position of Chairperson and Members of the Salaries and Remuneration Commission on **Wednesday, 22nd and Thursday, 23rd August, 2018**. In conducting the vetting exercise, the Committee was guided by, among other documents, the Constitution, the Public Appointments (Parliamentary Approval) Act, 2011, the Salaries and Remuneration Commission Act, 2011 and the Standing Orders.

The Committee examined the nominees using the guidelines provided for in the Public Appointments (Parliamentary Approval) Act, 2011 and the provisions of the Salaries and Remuneration Commission Act, 2011. The Committee also considered the following in vetting the nominees:-

- a. Academic qualifications
- b. Employment record and work experience
- c. Professional association
- d. Public office, political activities and affiliations
- e. Potential conflict of interest
- f. Suitability to the position
- g. Tax compliance
- h. Vision and leadership
- i. Integrity
- j. Expectations and Key priorities

3.1 MS. LYN CHEROP MENGICH

Ms. Lyn Cherop Mengich had been nominated for the position of the Chairperson of the Salaries and Remuneration Commission. She appeared before the Committee for vetting on **Thursday, 23rd August, 2018**. She was orally interviewed by the Committee and responded to questions during the vetting as follows: -

3.1.1 Personal Background

Ms. Lyn Cherop Mengich is a Kenyan citizen of identity card number 5596241 and was born in 1962 in Uasin Gishu County.

3.1.2 Educational Background

Ms. Lyn Cherop Mengich holds a Masters of Science degree in Human Resource Management (2016) and a Bachelor of Arts Degree at the University of Nairobi (1986). She also completed the Advanced Management Program from Strathmore Business School in collaboration with IESE Business School (2007) and the International Human Resource Executive Development Program in the Corel University, USA (1999).

3.1.3 Professional Experience & Affiliations

She is a Fellow member of the Institute of Human Resource Management (IHRM). She also holds an IHRM Practicing Certificate.

3.1.4 Work Experience/Career Progression

Ms. Mengich has held Board positions and chaired committee meetings in the following organizations, Jamii Bora Bank (June 2015 to date) as a Board Member and Chair to the HR Board Committee, NCKK (November 2016 to date) as a Member of Finance and Administration Committee, Sovereign Group (July 2017 to date) as a Board Member and Chair of the HR Committee. She was a Board Member and Chair to the HR Committee to National Social and Security Fund (NSSF) from September 2015 to February 2016.

In addition to this, she has a wealth of experience in executive and management roles. She is currently the CEO of NUEVO Consulting (November 2013 to date). She has previously held the following leadership positions; HR Director, Barclays Bank, Kenya (March 2008- November 2013), HR Director in Kenya Commercial Bank (November 2004 – February 2008). She worked in different positions in Kenya Shell from November 1999 to October 2014. She had previously worked as HR Director in Smith Kline Beecham (now Glaxo Smith Kline) from August 1996 to October 1999. She started her career as a Management Trainee in Unilever (EAI) in 1986. After the training, she was appointed as Assistant Personnel Manager and was then promoted to Factory Personnel Manager in 1991. In 1994, she was promoted to Training and Development Manager and held that position up to July 1996.

3.1.5 Awards, Distinctions and Others

Ms. Lyn Cherop Mengich has been the Chairperson of the ACK language and Orientation School and the Chairperson of the HR Committee at All Saints Cathedral.

She has achieved the following in her career: -

1. Successfully managed the recruitment and development of management trainees.
2. Successfully managed the development of key talent.
3. Initiated and automated a key HR process. This was the first automation of a HR process.

3.1.6 Potential Conflict of interest

The nominee had no conflict of interest.

3.1.7 Clearance Requirements

The Committee confirmed that the nominee had been cleared by Statutory bodies including the KRA, HELB, ORPP, EACC and DCI having obtained clearance certificates to that effect.

3.1.8 Other Issues under consideration

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

1. Nominees perception of the previous commission

She stated that the previous commission had both successes and failures. The successes included the job evaluation exercise that was carried out, the development of a salary structure that encouraged equitable pay, the development of remuneration and benefits policy that guides remuneration and also the 4 year cycles of salary reconsideration. The failures included conflict lack of adequate communication with stakeholders especially on the implementation of policies relating to salaries.

She stated that in view of the previous commission being addressed as the “Sarah Serem Commission”, she noted the need for every organization to have an institutional brand and not an individual and if appointed she would strive to ensure the commission transcends beyond an individual.

On the misunderstandings between previous Commission and the Secretariat, she stated that she would initiate the culture change among the secretariat and commission by having clear separation of duties. She stated the need to have clear be rules of engagement on how to work together for one mission and one vision so as to development of a cohesive team

She also stated that she would deal with the current problem of ghost workers by using technology to access payrolls so as to identify the ghost workers in the public sector.

2. Leadership and integrity

She stated that she has practiced integrity especially due to her Christian background. She informed that Committee that she had never had any issues that would put her integrity to question.

3. Managing potential/actual conflict interest

She defined conflict of interest as when one has to decide between personal interest and the interest of the organization. If faced with that a matter that she has a direct interest in, she would first declare her conflict of interest and reclude herself from the discussion and have it recorded. She would also require that the members of the Commission adhere to the same principles to ensure transparency.

4. Guiding principles for the Commission

On the issue of perennial strikes, she stated some of the underlying causes of the strike was dissatisfaction with some of the job evaluation results which was due to lack of proper engagement. She stated that prior to implementation of any policy, there has to have been extensive engagements with the stakeholders. She also stated that there was need to have a win-win situation in any negotiation.

5. Public wage bill

She stated that the wage bill had continued to rise beyond the internationally required levels. She informed the Committee that the SRC has to work closely with other organizations in order to reduce the wage bill. The increase in the wage bill was a result of the devolved levels of government whereby there were no rationalization of staff when setting up offices at the county governments, resulting to high number of employees. She stated that she would enforce reward based on performance and productivity.

6. Relationship between SRC and the three arms of the government

She stated that she will ensure that there is a mechanism of engagement between the commission and all stakeholders. She would work to create win-win situations that will bring about unity without comprising the mandate either parties.

7. Perception on the Current pay and the job evaluation for Legislature

She stated that the current perception of the high pay of the Members of Parliament remains a perception and therefore the need to collect enough data to depict the true picture. On the grading of the Members of Parliament, she stated that the process carried out by the SRC ought to have an appeal process.

8. Regarding holding public office, political activities

She stated that she had never held any position in a political party neither has she been dismissed from office from any conflict between personal interest and public or official duties. She confirmed that she has never been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duty.

9. Human resource management

She stated that she would ensure that the Capacity Assessment and Rationalization of Public Service Programme (CARPS) report is implemented. She further stated that there was need to manage the public wage bill to sustainable levels so as to develop. She will ensure that the commission supports the Government in dealing with governance gaps in the public service especially by getting rid of ghost workers and payroll fraud. In terms of payroll audit, she stated that she would develop a system that allows transparency of the payroll.

10. Financial disclosure

She stated that her financial worth was Kshs. 80 Million.

3.1.9 Observations/Findings – Ms. Lyn Mengich

1. She is a Kenyan citizen born in Uasin Gishu County in 1962
2. Ms. Lyn Cherop Mengich holds a Masters of Science Degree in Human Resource Management (2016). She attained her Bachelor of Arts Degree in 1986 at the University of Nairobi.
3. The nominee had acquired requisite statutory clearances from the KRA, EACC, DCI and ORPP.
4. She has never been charged in a court of law and has no potential conflict of interest.

5. She has never been dismissed from office on contravention of the provisions of Article 75 of the Constitution that deals with conduct of state officer and has never been adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry.

The Committee noted that the nominee exhibited capacity to serve as Chairperson of the Salaries and Remuneration Commission and had impressive knowledge on topical issues touching on the human resource sector that will be invaluable while discharging her duties as the Chairperson of SRC.

3.2 MRS. HALIMA ABDILLE MOHAMUD

Mrs. Halima Abdille Mohamud has been nominated to be a Member of the Salaries and Remuneration Commission representing the Parliamentary Service Commission. She appeared before the Committee for vetting on **Thursday, 23rd August, 2018**. She was orally interviewed by the Committee and responded to questions during the vetting as follows:-

3.2.1 Personal Background

Senator Halima Abdille Mohamud is a Kenyan citizen of identity card number 25322209 and was born in Wajir County in 1988.

3.2.2 Educational background

She holds a Bachelor of Education in Science Degree from Kenyatta University and was pursuing a Masters degree in Gender and Development Studies at the University of Nairobi.

3.2.3 Work Experience/Career Progression

She was a nominated Senator from 2013 to 2017 where she served in various Committees of the Senate; Standing Committee on Education, Information and Technology Committee where she served as Vice Chairperson. The Committee was responsible for considering all matters related to human resource planning labour trade union relations, manpower and human resource planning gender, culture and social welfare youth, National youth service, children welfare, National heritage, sports, public entertainment, public amnesties recreation.

She also served as a Member for Standing Committee on Labour and Social Welfare and Parliamentary Broadcasting and Library.

She was also an Executive Member of the Kenya Women Parliamentary Association (KEWOPA), Kenya Women Senator Association (KEWOSA), Kenya Young Parliamentary Association (KYPA) and Kenya Parliamentary Human Rights Association (KEPHRA).

In addition, she worked as an Education Project Officer for Arid Land Development Focus-Kenya (ALDEF-K) from January 2012 to January 2013 and also as a Food Security and Livelihood Field Monitor from August 2011 to January 2012 in the same organization. The opportunity to work in the ALDEF-K gave her an opportunity to give back to her local community. She also worked for the Interim Independent Electoral Commission Referendum as a Presiding Officer in August 2010. In August, 2009, She also worked with the Kenya National Bureau of Statistics as a supervisor during the 2009 National Population Census.

While at the university, she was a student leader where she honed her skills in leadership and this also cultivated a desire to join national politics. She competitively campaigned for the position of Women MP for Wajir County and later dropped that ambition and was nominated to serve in the Senate (2013- 2017).

3.2.4 Professional Experience & Affiliations

Senator Halima Abdille Muhamud has represented the country in various States and attended the following workshops and seminars in different countries: -

1. IGAD meetings on Women and Peace at Djibouti as an Executive Member of Kenya Women Parliamentary Association (KEWOPA) - June 2013
2. 103rd International Labour Organization (ILO) Conference in Geneva as a Member of the Senate Labour Committee - June 2014
3. 3rd edition of Kenya Week at the United Nations, Education, Science and Cultural Organization (UNESCO) sessions in Paris as the Vice Chair of the Senate Education Committee.
4. Various International Women's Forum in New York, USA as a member of Kenya Women Senators Association (KEWOSA)- February 2014
5. Attended Commonwealth Human Rights Forum in the United Kingdom as a Member of Kenya Parliamentary Human Rights Association (KEPHRA)- January 2017

3.2.5 Potential Conflict of interest

The nominee has no conflict of interest.

3.2.6 Clearance Requirements

The Committee confirmed that the nominee had been cleared by Statutory bodies including the KRA, HELB, ORPP, EACC and DCI having obtained clearance certificates to that effect.

3.2.7 Other Issues under consideration

1. Motivation to serve as a member of SRC

She stated wanted to be part of change hence the reason for applying for the position. She stated that having served as a Senator; she would be in a better position to represent the interests of the Parliamentary Service Commission since she understands the job of a legislature better.

2. Nominees perception on the performance of the previous commission

She stated that the previous commission did not carry out its job as expected due to lack of communication. She stated that the previous commission failed to appreciate the role of MPs and if appointed she will ensure that the role of Parliament is well articulated.

3. Leadership and integrity

She stated that if appointed she will ensure that principles of good governance are adhered to and as dictated by the laws governing integrity. She also stated that her religious belief will also play a big role in ensuring that good governance is adhered to.

4. Regarding holding public office, political activities

She stated that she does not hold any position in a political party neither has she been dismissed from office from any conflict between personal interest and public or official duties. She confirmed that she has never been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duty.

5. Human resource and attainment of the Big four agenda and Vision 2030

She stated that she would ensure that the commission supports the Big four Agenda by ensuring that the issue of unemployment is addressed. She will also ensure carries out Capacity building in line with the vision 2030.

6. Financial disclosure

She informed the Committee that her current net worth is 35 Million and will rely on the salary of the position for future income

3.2.8 Observations/Findings – Senator Halima Abdille Mohamud

1. She is a Kenyan citizen born in Wajir County in 1988.
2. Mrs. Halima Abdille Mohamud holds a Bachelor of Education in Science Degree from Kenyatta University and was pursuing a Masters degree in Gender and Development Studies at the University of Nairobi.
3. The nominee had acquired requisite statutory clearances from the KRA, EACC, DCI and ORPP.
4. She has never been charged in a court of law and has no potential conflict of interest.
5. She has never been dismissed from office on contravention of the provisions of Article 75 of the Constitution that deals with conduct of state officer and has never been adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry.

The Committee noted that the nominee exhibited capacity to serve as Member of the Salaries and Remuneration Commission and had impressive knowledge on topical issues that will be invaluable while discharging her duties as a Member of SRC.

3.3 HON. DALMAS OTIENO ANYANGO, EBS, EGH, FCII

Hon. Dalmas Otieno Anyango, EBS, EGH, FCII was nominated to be a Member of the Salaries and Remuneration Commission representing the Public Service Commission. He appeared before the Committee for vetting on **Thursday, 23rd August, 2018**. He was orally interviewed by the Committee and responded to questions during the vetting as follows:-

3.3.1 Personal Background

Hon. Dalmas Otieno Anyango is a Kenyan citizen of identity card number 6794837 and was born in 1945 in Migori County.

3.3.2 Educational Background

He has a Post Graduate Certificate in Management, Insurance and Finance from the University of

Nairobi and a Bachelor of Science Degree in Applied Economics from Makerere University.

3.3.3 Professional Experience & Affiliations

Hon. Dalmas Otieno is an Associate of the Chartered Insurance Institute (ACII), London (1977). He is also a Fellow of the Chartered Insurance Institute by Examination (FCII) (1978) and he is a Chartered Insurance Practitioner (CIP) (1983).

3.3.4 Work Experience/Career Progression

He has worked in different sectors in the government. He was a Member of Parliament from 2013 – 2017. He was a Member of the Committees on Administration and National Security and Implementation. He also served as the Minister of Public Service from 2008 to 2013. Prior to that he had served as a Board Member of the Electricity Regulatory Board (1998-2001), Member of the Speaker's Committee in Parliament (1993-1994), Member of Parliamentary Sessional Committee (1993-1996), Member of the Parliamentary Public Investment Committee (1996-1997), Co-Chairman of the Inter-Parties Parliamentary Group (IPPG), Committee on Legal and Constitutional Reforms (1997), Member of Parliament for Rongo Constituency (1988-1997), Minister for Industry (1988-1991), Minister for Manpower Planning and Employment (1991), Minister for Transport & Communications for two terms (1994-1996) and Chairman of The Establishment Committee of RASCOM (1994). He also was involved in the process of privatization of Kenya Airways.

3.3.5 Potential Conflict of interest

The nominee had no conflict of interest.

3.3.6 Clearance Requirements

The Committee confirmed that the nominee had been cleared by Statutory bodies including the KRA, HELB, ORPP, EACC and DCI having obtained clearance certificates to that effect.

3.3.7 Other Issues under consideration

1. Nominees perception of the institution

He stated that he was instrumental in ensuring that the SRC was anchored in the Constitution. He noted that the Commission had carried out a job evaluation exercise previously however was not sure of the validity of the results that were presented. He noted

that the job evaluation exercise ought to have been supported by the Productivity Centre which was yet to be set up. He stated that having worked as a Minister for Public Service, his experience would be invaluable for the Commission.

2. Managing potential/actual conflict interest

He stated that he had no potential source of conflict of interest.

3. Guiding principles for the Commission

He stated that previously he had attempted to advocate for equal pay for individuals with equal positions however this didn't bear fruits. The creation of productivity centres would have supported this however this failed due to lack of support from other organizations.

On the ranking of Members of Parliament at number 47, he stated that, there was need to put into perspective on the representational role of Members of Parliament particularly those from countries like Kenya which may not be of the same magnitude as those of other developed worlds like UK. The oversight and legislation roles may however be similar. As such the previous ought to have put together all these factors before coming up with their findings.

4. Regarding holding public office, political activities

He stated that she had never help any position in a political party neither has he been dismissed from office from any conflict between personal interest and public or official duties. He confirmed that he has never been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duty.

5. Human and financial resource management

He stated the need to address productivity and the need to ensure fairness in every sector in terms of remuneration. This would be achieved through continuous stakeholder participation in the public sector.

6. Financial disclosure

He stated that he was worth Kshs. 320Million acquired from businesses.

3.3.8 Observations/Findings – Hon. Dalmas Otieno Anyango

1. He is a Kenyan citizen born in Migori County in 1945.
2. He has a Post Graduate Certificate in Management, Insurance and Finance from the University of Nairobi and a Bachelor of Science Degree in Applied Economics from Makerere University.
3. He had acquired requisite statutory clearances from the KRA, EACC, DCI and ORPP.
4. He had never been charged in a court of law and had no potential conflict of interest.
5. He had never been dismissed from office on contravention of the provisions of Article 75 of the Constitution that deals with conduct of state officer and had never been adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry.

The Committee noted that the nominee exhibited capacity to serve as Member of the Salaries and Remuneration Commission and had impressive knowledge on topical issues that will be invaluable while discharging her duties as a Member of SRC.

3.4 DR. LEAH MUMBUA MUNYAO

Dr. Leah Mumbua Munyao was nominated for the position of Member of the Salaries and Remuneration Commission representing the Teachers Service Commission. She appeared before the Committee for vetting on **Thursday, 23rd August, 2018**. She was orally interviewed by the Committee and responded to questions during the vetting as follows:-

3.4.1 Personal Background

Dr. Leah Mumbua Munyao is a Kenyan citizen of identity card number 2303535 and was born in Machakos County.

3.4.2 Educational Background

She holds a PhD in Education Administration and Planning from Catholic University of Eastern Africa, a Masters degree in Business Administration from ESAMI Business School, Masters in Education-Administration and Planning from the University of Nairobi, a Bachelor of Education (Arts) Degree from Kenyatta University and a Certificate of Global Diplomacy in the Modern World

from the University of London.

3.4.3 Professional Experience & Affiliations

Dr. Leah Mumbua Munyao is a Full Member of Kenya Institute of Management (FKIM) and was the first Chairperson of the University of Nairobi Alumnae Association Education Chapter. She has attended the following seminars and courses:

- 1) Symposium of Public Sector Heads of Human Resource: presented paper on the “Role of evidence based research in policy formulation” (July 2018).
- 2) National Professional Convention, Nairobi (July 2018).
- 3) Accounting officers program (AOP) from Kenya School of Government, Matuga (29th January – 2nd February, 2018).
- 4) Strategic Leadership Development Programme (SLDP) from Kenya School of Government (16th January – 24th February, 2017).
- 5) Governance and Leadership in Higher Education at Intercontinental Hotel Nairobi (August 2016)
- 6) African Health Leadership and Management Network (AHLMN) Fourth General Assembly and PSSSA MTR Report Dissemination forum (April 2016).
- 7) Ministerial Workshop on Economic and Social Sustainable Development for Kenya in China (September 2015).
- 8) Advanced Facilitation skills-Danish Capacity in Denmark (September 2014).
- 9) Governance, Leadership and Management Convention from Kenya Institute of Management (2011).
- 10) Enhancing the Woman Leader from Kenya Institute of Management (2011).
- 11) Fundraising, Sponsorship & Resource Mobilization from Peak Ford Management Consultants (2011).
- 12) Development of Institutional Risk Management Framework from Management Audit Consulting Ltd (2011).
- 13) Academic Integrity & Excellence from IEEE & Ministry of Education (2011).
- 14) Organizational Performance Index from Kenya Institute of Management (2011)
- 15) Advanced Leadership and Management Programme from Kenya Institute of Management (2010).

- 16) Governance, Leadership and Management from Kenya Institute of Management (2011).
- 17) Leadership Excellence from CIAR Africa (2009).
- 18) Presentation Skills from Resource Associates Ltd.
- 19) Managing for Results from KSPS (2006).
- 20) Conduct of Meetings & Minute writing from Kenya Institute of Administration.
- 21) Motivation: Achievement and Self Concept from the Ministry of Education (April 2004).
- 22) Critical and Creative Thinking from Kenyatta University (October 1996).

3.4.4 Work Experience

She is currently the Director of Academic Affairs at Kenya School of Government. Prior to that she rose through the ranks at the Management University of Africa where she was the Pioneer Director of Institutional Development (August 2011- February 2012), Pioneer University Registrar in Academic & Student Affairs (February 2012- August 2013) and was appointed to the position of the Director of Quality Assurance and Standards at the Management University of Africa (August 2013- May 2014). Previously, she was the Director of the School of Management at the Kenya Institute of Management (2008-2011), Deputy Principal at the Kenya School of Professional Studies (KSPS), Deputy Principal at Highway Secondary School, Pioneer Dean of Students at Highway Secondary School and a teacher at Highway Secondary School.

In addition, Dr. Leah Munyao was a Board Member of the Kenya Wildlife Training Institute (KWSTI), Board Member at State House Girls, Board Member at CGHU Secondary School, Board Member at Kwa Kavoo Secondary School, Member and Secretary of the Deep Wells Women Group and a Member of the African Inland Church (Langata), Patron Teens and Youth Committees.

3.4.5 Potential Conflict of interest

The nominee had no conflict of interest.

3.4.6 Clearance Requirements

The Committee confirmed that the nominee had been cleared by Statutory bodies including the KRA, HELB, ORPP, EACC and DCI having obtained clearance certificates to that effect.

3.4.7 Other Issues under consideration

1. Leadership and integrity

She had stated that she had no issue of integrity against her and if there was any issue to compromise her integrity, she'll declare it.

2. Managing potential/actual conflict interest

She stated that she had no potential source of conflict that would compromise her delivery of service

3. Motivation to serve as a member of SRC

She applied for the position as she was seeking for career growth and to also influence policy at the SRC.

4. Guiding principles for the Commission

She stated that she would ensure fair remuneration by encouraging well defined jobs and also deal with *ghost workers*, by carrying out payroll audit.

She stated that she would ensure that while in the SRC, she would advocate for evidence based policies by carrying out objective surveys. She stated that she has participated in job evaluations exercise that were carried out by the SRC, she has research skills that would be of value with the activities of the Commission and she knows and understands the policy making procedure and these values would all be of benefit to the SRC.

5. Regarding holding public office, political activities

She stated that she had never held any position in a political party neither has she been dismissed from office from any conflict between personal interest and public or official duties. She confirmed that she has never been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duty.

6. Human and financial resource management

On dealing with strikes, she stated that she would intensify negotiations in order to minimize labour disputes.

7. Financial disclosure

She stated that she was worth Kshs. 25 million, on future income, she stated that she'll depend on her salary from the SRC.

3.4.8 Observations/Findings – Dr. Leah Mumbua Munyao

1. She is a Kenyan citizen born in 1963 in Machakos County.
2. She holds a PhD in Education Administration and Planning from Catholic University of Eastern Africa, a Masters degree in Business Administration from ESAMI Business School, Masters in Education-Administration and Planning from the University of Nairobi, a Bachelor of Education (Arts) Degree from Kenyatta University and a Certificate of Global Diplomacy in the Modern World from the University of London.
3. She had acquired requisite statutory clearances from the KRA, EACC, DCI and ORPP.
4. She had never been charged in a court of law and had no potential conflict of interest.
5. She had never been dismissed from office on contravention of the provisions of Article 75 of the Constitution that deals with conduct of state officer and had never been adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry.

The Committee noted that the nominee exhibited capacity to serve as Member of the Salaries and Remuneration Commission and had impressive knowledge on topical issues that will be invaluable while discharging her duties as a Member of SRC.

3.5 MR. JOHN KENNEDY MONYONCHO

Mr. John Kennedy Monyoncho was nominated for the position of Member of the Salaries and Remuneration Commission representing the Defence Council. He appeared before the Committee for vetting on **Thursday, 23rd August, 2018**. He was orally interviewed by the Committee and responded to questions during the vetting as follows: -

3.5.1 Personal Background

Mr. John Kennedy Monyoncho is a Kenyan citizen of identity card number 8061993 and was born in 1964 in Kisii County.

3.5.2 Educational Background

Mr. Monyoncho was working towards attaining his PhD at the University of Nairobi. He has a Certificate in Financial Programming from the International Monetary Fund (2018), holds an MBA

in Finance from the University of Nairobi (2010), Bachelor of Philosophy in Finance from the University of Nairobi, (1988) and a Bachelor of Science Degree in Statistics from Pune University in India (1985).

3.5.3 Professional Experience & Affiliations

Mr. John Kennedy Monyoncho has undertaken several professional courses including:-

1. Strategic and Compensation Management (2013).
2. Training on Return on Investment for Training (2010).
3. Monitoring and Evaluation course in Arusha (2009).
4. National Income Accounts Course in Washington D.C. (1995).
5. Public Sector Accounts in the Context of 1993 System of National Accounts (October 1996).
6. International Training Skills Certificate from City and Guilds, London (2002).
7. Training of Trainers Course by ABANTU for Development (1999).
8. Advanced Certificate in Computer Application to Data Management
9. Training on Use of Spreadsheet and Word Processing Packages

3.5.4 Work Experience

He is currently the Director of Research, Compliance Policy and Planning at SRC from December 2015. He was previously the Technical Manager of Kenya National Bureau of Statistics from August 2007 to December 2012, Logistics and Administration Manager at the Kenya Integrated Household Budget Survey (October 2004- August 2007), Administration Manager at the Nairobi Securities Exchange (August to October 2004), Assistant Manager in Research at Nairobi Securities Exchange (2002-2004), Personal or Technical Assistant to the Economic Secretary in the Ministry of Finance and Planning, Director of Planning in the Ministry of Finance and Economic Planning (2001-2002), Statistical Officer in the Central Bureau of Statistics (1986-1992) where he was promoted to the position of Economist- Statistician (1992-1996) and finally Principal Economist/Statistician (1997-2001).

3.5.5 Professional Affiliations, Publications and Others

Mr. John Kennedy Maina has offered consultancy services in various organizations including,

- 1) National Bureau of Statistics, South Sudan - Consultant in the Development of a Statistical Compendium for the National Bureau of Statistics (2017).

- 2) Price WaterHouse Coopers - Lead on the Team on a Statistical Assignment for the National Bureau of Statistics in South Sudan (2016).
- 3) UN Women - Gender Statistician, Lead consultant in the development of a Needs Assessment for Sex Disaggregated Data and Gender Specific Information (2012).
- 4) USAID - Gender Statistician, as part of the larger team of consultant provide gender statistics to contribute to a USAID Gender Evaluation Programme for Kenya (2012).
- 5) National Gender and Equality Commission (NGEC) - Consultant in the preparation of an alternative approach to distributing Revenue using a composite Index specifically in Human Development and Gender Development Index (2012).
- 6) Kenya Police - Lead Consultant in developing Terms of Reference for developing a Monitoring and Evaluation framework for the Kenya Police (2009).
- 7) Ministry of Gender, Children and Social Development - Lead Consultant in preparing the Monitoring and Evaluation framework for Gender Mainstreaming (2009).
- 8) Ministry of Planning, National Development and Vision 2030 - He spearheaded preparation of sectoral Medium Term Plan to implement the Vision 2030 (2008).
- 9) National Council for Persons with Disability - Lead Consultant in Registration for Policy for persons with disabilities (2007).
- 10) UNDP - Associate Consultant in the estimation for the Millennium Development Goals costing for Kenya (2003/4).
- 11) Government of Kenya - Lead Consultant in preparing the National Youth Policy for Kenya and Action Plan (2003-4).
- 12) UNIFEM - Developed a Monitoring and Evaluation Tool for the three UNIFEM districts, Bondo, Muranga and Bungoma and produced a database for the UNIFEM districts (2003).
- 13) UNIFEM - Consultant in the production of a Regional Statistical booklet on Women and Men in East Africa (1999/2000).
- 14) UNECA - Consultant in the development of a gender profiling tool for Eastern Africa Region (1999).
- 15) SIDA, Sweden - Regional Project Manager for Gender Statistics Project for East and Central and Southern Africa
- 16) Women's Bureau, OVP & MHACS - Part of team of consultants that was to produce a Booklet on Women and Men in Kenya, Facts and Figures; Production of a Monograph on

Gender and Agriculture, 2000; And Production of a Monograph on A Gender Analysis of Health, 2000 (1999/2000).

Mr. John Kennedy has also published the following publications:-

- 1) How to invest in the financial Markets (2011).
- 2) How to Save Money for Investment (2007).
- 3) Regional Gender Statistics on Women and Men in East Central and Southern African Countries (August 1995).
- 4) Regional report on “Improving Gender Statistics in East Central and Southern Africa through Regional Co-operation” (February 1997).
- 5) Food Security and Gender; Presented to the National Council of Women of Kenya (June 2000).
- 6) Study on Nutrition intake of Children in Western Kenya and Nairobi (February 2000).
- 7) Marketing Patterns of Indigenous Vegetables, fruits and seeds in Selected Markets of Western and Nyanza provinces of Kenya (October 1998).
- 8) Input-Output Tables: The Kenyan Experience Presented at the International Input-Output Association (July 1994).
- 9) The Role of CBS in the Production of Gender Statistics. A paper written for the Director of Statistics and Presented at a Workshop on the Role of Focal Points (May 1994).
- 10) Growth and Contribution of the Co-operative Sector to the Kenyan Economy”, a joint paper presented to the Kenya Economic Association (November 1991).
- 11) The Urban Transport Problem: A Crisis: Presented to the Kenya Economic Association (August 1991).
- 12) Transport Storage and Communication Statistics: A paper presented at a National Symposium of Producers and Users of Statistics (November 1990).
- 13) Energy, Production, Supply and Utilization: A Proposal paper presented to “Environment 2000” at the UN Centre in Gigiri.
- 14) “The Role of Women in Rural Transformation” Published in a book entitled “Kenyan Women in Socio-economic Development” Women’s Bureau, MCS.

3.5.6 Potential Conflict of interest

The nominee had no conflict of interest.

3.5.7 Clearance Requirements

The Committee confirmed that the nominee had been cleared by Statutory bodies including the KRA, HELB, ORPP, EACC and DCI having obtained clearance certificates to that effect.

3.5.8 Other Issues under consideration

1. Nominees perception of the institution

He stated that the previous commission had no experience and therefore decisions made were part of the learning process. Therefore he proposed engaging stakeholders as much as possible. He therefore proposed spending more time engaging with the stakeholders.

2. Leadership and integrity

He stated that for the last five years he has worked with the Commission, there has not been any issues with ethics. He stated the need to have continuous training and sensitizing of staff on ethics and ensure laws relating to leadership and integrity are adhered to.

3. Managing potential/actual conflict interest

He stated that she had never held any position in a political party neither has he been dismissed from office from any conflict between personal interest and public or official duties. He confirmed that he has never been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duty.

4. Guiding principles for the Commission

He stated that there was need to set up a compliance department to ensure that the Commission achieves its mandates. He proposed working with public agencies to make them understand their mandates.

On the current issues of strikes, he stated that the previous commission had poor communication channels with the stakeholders and if adequate communication is employed it would see a reduction of industrial disputes. He also noted the importance of equal pay for work of equal value. He further noted that Job valuations will ensure that every employee of the same post doing equal work is paid the same.

5. Regarding holding public office, political activities

He stated that she had never held any position in a political party neither has she been dismissed from office from any conflict between personal interest and public or official duties. He confirmed that he has never been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duty

6. Financial disclosure

He informed the Committee that his joint net worth together was Kshs. 60-65 Million.

3.5. Observations/Findings – Mr. John Kennedy Monyoncho

1. He is a Kenyan citizen born in Kisii County in 1964.
2. He is currently working towards attaining his PhD at the University of Nairobi. He has a Certificate in Financial Programming from the International Monetary Fund (2018), holds an MBA in Finance from the University of Nairobi (2010), Bachelor of Philosophy in Finance from the University of Nairobi, (1988) and a Bachelor of Science Degree in Statistics from Pune University in India (1985).
3. He had acquired requisite statutory clearances from the KRA, EACC, DCI and ORPP.
4. He had never been charged in a court of law and had no potential conflict of interest.
5. He had never been dismissed from office on contravention of the provisions of Article 75 of the Constitution that deals with conduct of state officer and had never been adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry.

The Committee noted that the nominee exhibited capacity to serve as Member of the Salaries and Remuneration Commission and had impressive knowledge on topical issues that will be invaluable while discharging her duties as a Member of SRC.

3.6 MS. MARGARET SAWE

Ms. Margaret Sawe was nominated for the position of Member of the Salaries and Remuneration Commission representing the Senate on behalf of County Governments. She appeared before the Committee for vetting on Tuesday, 21st August, 2018. She was orally interviewed by the Committee and responded to questions during the vetting as follows:-

3.6.1 Personal Background

Mrs. Margaret Sawe is a Kenyan Citizen of Identity Card number 13364926 and was born in Uasin Gishu County in 1975.

3.6.2 Educational Background

She holds a Masters degree in Business Administration, Strategic Management (2013), a Higher Diploma in Human Resource Management (2001) and a Bachelor of Education Degree in Home Economics (1999).

3.6.3 Professional Experience & Affiliations

Mrs. Margaret Sawe holds a valid Human Resource Practicing License.

3.6.4 Work Experience

Mrs. Margaret Sawe currently works as a Consultant at Miale Business Services. She was also the Group Human Resource Manager at Sian Agriflora Limited (2009-2013), Human Resource Officer of Chevron Kenya/Caltex (2005-2009), Human Resource Assistant of I.C.R.C (Jan 2004-Nov 2005), Human Resource Assistant at Unga Group Limited (May 2002-Dec 2003), Human Resource Assistant at General Motors E.A (Apr 2001-Apr 2002) and an Administration Assistant in AMACO Insurance Company Limited (Dec 1999 to Apr 2001).

She was a County Executive Committee Member in the County Government of Uasin Gishu from 2015 to 2017 and also from 2013 to November 2015.

3.6.5 Potential Conflict of interest

The nominee has no conflict of interest.

3.6.6 Clearance Requirements

The Committee confirmed that the nominee had been cleared by Statutory bodies including the KRA, HELB, ORPP, EACC and DCI having obtained clearance certificates to that effect.

3.6.7 Other Issues under consideration

1. Challenges experienced by the previous Commission and how she intends to deal with them.

Mrs. Margaret Sawe stated that being a nascent Commission, they were on a learning curve

hence the myriad of challenges arising from miscommunications. She also stated that the previous members of the Salaries and Remuneration Commission took some time to set internal structures. She attributed the issues to inability of the Commission to engage stakeholders before implementing policies. She noted the need to open communication paths with stockholders before implementing policies which will go a long way in minimizing frictions.

2. Payroll systems and Ghost workers

In order to deal with the perennial problem of *ghost workers*, she would recommend a thorough audit of the payroll system and ensure that the commission leverages on ICT to ensure that it has access to the payroll of the entire of public service. She also noted due to transfers from one county to another, there was an urgent need for cleanup of payroll at the devolved level of governments to weed out possibility of *ghost workers*.

3. How she intends to ensure that Salaries and Remuneration Commission delivers its mandate

She stated that she had a strong bias towards internal engagement and therefore will use this to better the Commission. She also stated that her experience as a human resource practitioner will be invaluable in ensuring that the commission practices objectivity in job evaluation and adequately engages labour unions in order to avert a labour dispute relating to salaries and benefits.

4. Integrity and Leadership

In order to deal with ethics and integrity within the Commission, she stated that she would ensure that the rule of law is adhered to by all. She would also endeavor to be a role model by practicing fairness in her discharge of duties.

5. Affiliation to a political party

Mrs. Margaret Sawe informed the Committee that she was neither a member nor an affiliate of any political party.

6. How the Commission will contribute to the national priority – Big four Agenda

She stated that the Commission was a key entity in delivering big four agenda. She stated

that she would ensure that the public service optimizes on staff productivity in order to deliver on the big four agenda. She also noted the need to ensure that public servants are well motivated in order to increase productivity. She further stated that the huge wage Bill had the potential of hampering the delivery of the Big Four Agenda. She stated that public wage bill should be maintained at 35 % so as to leave the rest of the resources for development.

7. Good governance and development

She stated that the ongoing fight on corruption is a very good indicator and will contribute positively in increased business activity especially on the manufacturing pillar which was key in the realization of Vision 2030 Agenda.

8. Retention of County Government staff

She stated that there was need to ensure that county governments were a going concern especially in the core departments. She will ensure that even if there is a change of guard, critical staff are retained in order to ensure continuity and institutional memory. This will also ensure that county governments systems leave beyond a Governor. She stated on the need to competitively recruit Directors and Heads of Department at the counties to ensure that they are retained at the end of term of a Governor.

9. What was her opinion job evaluation carried out on Members of Parliament by the predecessor Commission.

She stated that job evaluation had many factors like the scope of responsibility and comparative pay with others in the same position. She stated that the previous Commission ought to have engaged the Members of Parliament before the carrying out the job evaluation so as to appreciate the role of a Member of Parliament.

10. Conflict between the Secretariat and the Members and how she would deal with it

She stated that there was need to ensure that the mandate of every function of the commission i.e Commissioners and Secretariat was clearly spelt out as per the law so as to minimize the conflict of mandate and functions.

11. Her net worth and source of income

She stated her joint net worth was 52 Million. Her source of income was salary and allowances payable through conferences.

3.6.8 Observations/Findings – Mrs. Margaret Jepchumba Sawe

1. She is a Kenyan citizen born in Uasin Gishu County in 1975.
2. She holds a Masters degree in Business Administration, Strategic Management (2013), a Higher Diploma in Human Resource Management (2001) and a Bachelor of Education Degree in Home Economics (1999).
3. She had acquired requisite statutory clearances from the KRA, EACC, DCI and ORPP.
4. She had never been charged in a court of law and had no potential conflict of interest.
5. She had never been dismissed from office on contravention of the provisions of Article 75 of the Constitution that deals with conduct of state officer and had never been adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry.

The Committee noted that the nominee exhibited capacity to serve as Member of the Salaries and Remuneration Commission and had impressive knowledge on topical issues that will be invaluable while discharging her duties as a Member of SRC.

3.7 MS. NELLY PERIS ASHUBWE

Ms. Nelly Peris Ashubwe was nominated for the position of Member of the Salaries and Remuneration Commission nominated by the umbrella body representing trade unions. She appeared before the Committee for vetting on **Wednesday, 21st August, 2018**. She was orally interviewed by the Committee and responded to questions during the vetting as follows: -

3.7.1 Personal Background

Ms. Nelly Peris Ashubwe is a Kenyan citizen of identity card number 7591079 and was born in Kakamega County in 1965.

3.7.2 Educational Background

Ms. Nelly Peris Ashubwe holds a Bachelors Degree in Law from the University of Nairobi (2008), a Bachelor of Education in Arts from Kenyatta University and a Diploma from the Kenya School of Law (2009).

3.7.3 Professional Experience & Affiliations

Ms. Nelly Peris Ashubwe has the following publications:-

1. Corporate Social Responsibility; An Appraisal of the Kenyan Situation.
2. Co-authored a book with Kenya Literature Bureau; Child Rights and Child Protection.

3.7.4 Work Experience

Ms. Nelly Peris Ashubwe is currently the Managing Partner at Eshiwani Ashubwe and Co. Advocates. She was a Legal Associate at J.A. Gureswa & Co. Advocates (2013). Before the commencement of her career in Law, she was a teacher at Premier Academy, Nairobi (2003-2011), Riara Groups of Schools, Nairobi (1999-2003), Consolata School, Nairobi (1992-1998), Kabimo High School, Rift Valley (1990-1992) and Kakamega High School, Kakamega (1989)- Teaching Practice.

3.7.5 Awards, Distinctions and Others

Ms. Nelly Peris Ashubwe has a program on Mulembe FM where she offers free legal advice to the listenership.

3.7.6 Potential Conflict of interest

The nominee has no conflict of interest.

3.7.7 Clearance Requirements

The Committee confirmed that the nominee had been cleared by Statutory bodies including the KRA, HELB, ORPP, EACC and DCI having obtained clearance certificates to that effect.

3.7.8 Other Issues under consideration

1. Nominee's Perception of the institution

She stated that the previous Commission performed well given the fact that this was the first commission and had no prior experience to learn from. She stated that the second commission will have an opportunity to learn from the mistakes committed by the previous commission. She emphasized on the need for the commissions to meaningfully engage with the stakeholders before implementing policies.

2. Experience Public Service

The Committee observed that the nominee had not worked within the public service for long hence she would be unable to work in the commission. On her experience in public service, Ms. Nelly Ashubwe stated that she had worked as a teacher thus showing that she was a worker and could therefore identify with the issues that they faced. As an advocate she had worked in the Industrial Courts representing trade unions hence she understands issues relating to conditions for workers and the demands that would arise out of the new position.

3. Public wage bill

She stated that she would ensure that public service is managed in a way to avoid duplicity of duties. This will go a long way in reducing the wage bill within the public sector.

4. Transition from teaching to legal practitioner

She stated that she previously worked in the Teachers Service Commission and resigned from her position due to insecurity at the time. She stated that she requested for transfer and was declined prompting her to moving to teach in the private schools and subsequently transferring to IGCSE schools. This opportunity accorded her flexibility to also pursue Law degree.

5. Integrity and Leadership

She stated that throughout her career, she had endeavored to live as a role model. She further stated that she would that she works as a team player and seeks advice appropriately.

In dealing with issues on ethics and integrity within the Commission, she stated that she would ensure integrity and ethics as a commissioner are key tenets in the discharge of her mandate. She will also ensure accountability remains a guiding principle of the commission. This will go a long way in combating governance related issues.

6. Managing Potential/Actual conflict of interest

She informed the Committee that she had no engagements that are likely to present potential conflicts of interest between her personal interests and her official duties in the event she is appointed for the role.

She stated that she currently had a court case against the Salaries and Remuneration

Commission. However, if appointed as a Member the Salaries and Remuneration Commission, she will recuse herself from the court case.

7. Regarding holding Public Office, Political Activities and Affiliations

She stated that she has not held any position in a political party, neither has she been dismissed from an office of duty for any conflict between personal interest and public or official duties. She also had not been associated with practices that depict bias, favoritism or nepotism in the discharge of public duties.

8. Role of the Commission and the realization of the Big four agenda

She stated that will ensure that the public wage bill is managed to ensure that the rest of the resources are used to achieve the Big four agenda. She stated that the huge burden on the public wage bill had a correlation with slow growth. She stated that she would work on a system to bring down the huge wage bill and ensure that there was harmonization of salaries.

9. Financial Disclosure

She informed the committee that her financial net worth was 15 Million. Her source of income was mainly from her family law firm.

10. Clarification on the contest by the Trade Union Congress of Kenya (TUC-Ke)

She stated that the nomination was through COTU upon application. She stated that TUC-Ke was a rival organization of COTU and hence the contestation. She informed the Committee that she had represented COTU in many trade dispute cases and hence her nomination.

3.7.9 Observations/Findings – Ms. Nelly Peris Ashubwe

1. She is a Kenyan citizen born in 1965 in Kakamega County.
2. She holds a Bachelors Degree in Law from the University of Nairobi (2008), a Bachelor of Education in Arts from Kenyatta University and a Diploma from the Kenya School of Law (2009).
3. She had acquired requisite statutory clearances from the KRA, EACC, DCI and ORPP.

4. She had never been charged in a court of law and had no potential conflict of interest.
5. She had never been dismissed from office on contravention of the provisions of Article 75 of the Constitution that deals with conduct of state officer and had never been adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry.
6. There was an objection to her nomination as a representative of an umbrella body representing trade unions.
7. The nominee presented herself before the Committee in a manner that gave the impression that she does not have the diplomacy and negotiation skills required for the position she had been nominated.

The Committee noted that the nominee did not exhibit capacity to serve as Member of the Salaries and Remuneration Commission.

3.8 DR. AMANI YUDA KOMORA

Dr. Amani Yuda Komora was nominated for the position of Member of the Salaries and Remuneration Commission nominated by an umbrella body representing employers. He appeared before the Committee for vetting on **Wednesday, 22nd August, 2018**. He was orally interviewed by the Committee and responded to questions during the vetting as follows: -

3.8.1 Personal Background

Dr. Amani Yuda Komora is a Kenyan citizen of identity card number 10310510 and was born in 1968 in Tana River County.

3.8.2 Educational Background

He holds a PhD in Human Resource Management and a Masters degree in Human Resource Management from Jomo Kenyatta University of Agriculture & Technology (JKUAT), a Higher Diploma in Human Resource Management from the Institute of Personnel Management (K) and a Bachelor of Arts in Anthropology and Sociology from the University of Nairobi.

3.8.3 Professional Experience & Affiliations

Dr. Amani Yuda Komora is a Full Member of the Institute of Human Resource Management (IHRM-K). He has attended the following conferences, workshops and trainings: -

1. Mwongozo Induction Programme for Boards of State Corporations at Mombasa Continental Resort, Mombasa (June 2017).
2. Risk Management for KPA Board of Directors Workshop by G-Optimize at Vipingo Ridge Resort, Kilifi (March 2017).
3. Governance & Risk Management Workshop for Board/Executive Management at Vipingo Ridge Resort, Kilifi (March 2017).
4. 2nd Convention for Human Resource Management Practitioners jointly organized by the CHRM/IHRM at Pride Inn Hotel, Shanzu, Mombasa (March 2017).
5. 19th Annual Human Resources Management Conference on Talent Management at Sawela Lodges, Naivasha (October 2016).
6. 105th Annual International Labour Organization (ILO) Conference for Tripartite Policy Makers in Geneva, Switzerland (June 2016).
7. 3rd Annual Human Resources Congress on Labour Productivity at White Sands Beach Hotel, Mombasa (May 2016).
8. 2nd Annual Human Resources Congress on Nurturing Talent for Corporate Success, WSBH, Mombasa (May 2015).
9. East and Central Africa Social Security Association (ECASSA) Training on Social Security Administration held in Port Louis, Mauritius (March 2015).
10. Study/Learning Visits to Leading Ports in Dubai (Jabel Ali) and South Africa, Durban (December 2014).
11. East and Central Africa Social Security Association (ECASSA) Workshop for Policy Makers on Social Security held in Livingstone, Zambia (November 2014).
12. 18th Annual Human Resources Management Conference on Moving the Boardroom table to HR Office, Crowne Plaza Hotel, Nairobi (October 2014).
13. Pension Trustees Development Program Kenya (PTDPK) held at the College of Insurance/Humber, Nairobi (September 2014).
14. Media Training Program for Corporate Executives by Red-house Public Relations Inc. at North Coast Beach Hotel, Mombasa (August 2014).
15. 1st Annual Human Resources Congress on Transformation of the HR Function into a Profit Centre, Serena Beach Resort, Mombasa (May 2014).
16. Balanced Scorecard Professionals Certification Boot Camp by the BSC Institute of Eastern

- Africa, at Westhouse, Nairobi (December 2013).
17. 17th National Human Resources Management Conference on Re-tooling the HR Function to Optimize Productivity, Safari Park Hotel, Nairobi (October 2013).
 18. Corporate Governance Training for Directors by the Centre for Corporate Governance (CCG) at Whitesands Hotel, Mombasa (June 2013).
 19. 16th National Human Resources Management Conference on Raising the Bar for HR Professionalism at Safari Park Hotel, Nairobi (October 2012).
 20. Quality Management System (ISO 9001:2008 Internal Auditors' Training & Integrity Audit at the Kenya School of Revenue Administration (KESRA), Mombasa (February 2012).
 21. 15th National Human Resources Management Conference on Marshalling the HR Function to the Boardroom by the IHRM, Nairobi (October 2011).
 22. Strategic Human Resource Management in the Public Service; Centre for African Research in Admin for Development (CAFRAD), Morocco (May 2010).
 23. Annual HR Practitioners Conference on Aligning HR Services to Vision 2030 by the IHRM, Nairobi (October 2009).
 24. Strategic Human Resources Planning training by Eastern and Southern African Management Institute (ESAMI HQS), Arusha, Tanzania (April 2009).
 25. Training on New Labor Laws by the Federation of Kenya Employers (FKE), Nairobi (November 2008).
 26. Training on Performance Management using the Balance Score Card (BSC) Model, BSC Institute in Washington DC, USA (February 2007).
 27. Study Tours to Anti-Corruption Agencies in Singapore and Hong Kong (For Best Practices orientation) (April 2006).
 28. Conference on Workplace HIV/AIDS Policy and Intervention Programs, Johannesburg – South Africa (June 2004).
 29. Training of Trainers for Public Sector Integrity Program (PSIP) Facilitators Workshop, Mombasa (July 2002).
 30. Training of Trainers Course by NORAD, at the International Law Institute (ILI) Kampala, Uganda (September 2001).
 31. Performance Management Workshop, Institute of Personnel Management (IPM-K), Nairobi (September 2001).

32. IPM (K) Conference on Human Resources Management, Nairobi (November 2000).
33. Seminar on Labor Laws in Kenya, Nairobi (May 1999).
34. Conference on Networking for Sustainable Development in Kenya, Nairobi (May 1995).
35. Conference on Coastal Zone Management (CZM), Bordeaux, France. Presented a Paper on Kenyan Experiences on CZM (February 1995).
36. Convention on Migratory Species of Wild Animals in Eastern Africa, Nairobi (June 1994).
37. Workshop on Environmental Conservation & Sustainable Development in Kenya, Mombasa (August 1993).

3.8.4 Work Experience

Dr. Amani Yuda Komora has a wide scope of experience in Human Resource Management and executive roles. He is currently the General Manager in Human Resources and Administration at Kenya Ports Authority (KPA). He was the Head of Human Resources at KPA (2012-2016) before being promoted to his current position. He worked as a Senior Assistant Commissioner in Operations at Kenya Revenue Authority (2012), Human Resource Manager at Kenya Anti-Corruption Commission (2005-2011), Assistant Commissioner in Human Resource at KRA (2004-2005), Senior Human Resources & Public Relations Officer at KRA (January 2001- June 2001), Human Resource Officer at KRA, (1998-2001), Management Trainee at KRA (1996-1998), Projects Officer at East African Wildlife Society (1993-1996), Project Assistant in Field Operations at Kuwait Embassy (1992-1993) and as an Untrained Teacher at Hola Secondary School (January 1989-June 1989)

3.8.5 Potential Conflict of interest

The nominee had no conflict of interest.

3.8.6 Clearance Requirements

The Committee confirmed that the nominee had been cleared by Statutory bodies including the KRA, HELB, ORPP, EACC and DCI having obtained clearance certificates to that effect.

3.8.7 Other Issues under consideration

1. Role of SRC in supporting the Big four agenda

He stated that the commission was a critical body that directly supports the national

government in the *Big Four Agenda*. He noted the need for the government to deal with the issue of *ghost workers* and he would assist the government by ensuring the commission employs scientific method to identifying ghost workers and instituting routine head counts. On the issue of dealing with aging work force, he stated that he would ensure that he uses his experience at the KPA on the introduction of a Management Trainee Programme for young and fresh graduates. This will ensure that there is a proper transition and also infusion of new energy in the public service.

2. Motivation to serve as a member of SRC and career growth

He stated that he was seeking to serve the country on higher positions so that he could directly influence policy at that higher level.

The Committee was concerned of the short stint of 6 months at the KRA. He stated that he was not properly advised on his new role at the KRA before moving; he thought he would get the same level of position as the previous job however the position was not available yet. Out of his experience at the Kenya Anticorruption Commission (KACC), he was offered a role to set up an integrity awareness unit. He also stated that he took a pay cut due to the increasing need for stability and therefore the new job at KRA offered a permanent and pensionable terms as compared to the one at KACC.

3. Integrity and Leadership

He stated that the value system has been inculcated throughout his career and he intends to continue pursuing the same. He stated that having worked and trained extensively on leadership and integrity he intends to ensure that the same is fostered in the commission.

4. Managing Potential/ Actual conflict of interest

He informed the Committee that she had no potential source of conflict of interest between his personal interests and his official duties in the event he is appointed for the role.

5. Restriction on other gainful employment

He stated that he would wish to continue contributing to the academia by offering lecturing services as he serves in the commission. However, if this would present a potential source of conflict, he would oblige to leave.

6. Regarding holding Public Office, Political Activities and Affiliations

He stated that he has not held any position in a political party, neither has he been dismissed from an office of duty for any conflict between personal interest and public or official duties. He also had not been associated with practices that depict bias, favoritism or nepotism in the discharge of public duties.

7. Financial Disclosure

His net worth is Kshs. 20 million.

3.8.9 Observations/Findings – Dr. Amani Yuda Komora

1. He is a Kenyan citizen born in Tana River County in 1968.
2. He holds a PhD in Human Resource Management and a Masters degree in Human Resource Management from Jomo Kenyatta University of Agriculture & Technology (JKUAT), a Higher Diploma in Human Resource Management from the Institute of Personnel Management (K) and a Bachelor of Arts in Anthropology and Sociology from the University of Nairobi.
3. He had acquired requisite statutory clearances from the KRA, EACC, DCI and ORPP.
4. He had never been charged in a court of law and had no potential conflict of interest.
5. He had never been dismissed from office on contravention of the provisions of Article 75 of the Constitution that deals with conduct of state officer and had never been adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry.

The Committee noted that the nominee exhibited capacity to serve as Member of the Salaries and Remuneration Commission and had impressive knowledge on topical issues that will be invaluable while discharging her duties as a Member of SRC.

3.9 CPA SOPHIE MOTURI

CPA Sophie Moturi was nominated for the position of Member of the Salaries and Remuneration Commission representing a joint forum of professional bodies. She appeared before the Committee for vetting on **Wednesday, 22nd August, 2018**. She was orally interviewed by the Committee and responded to questions during the vetting as follows:-

3.9.1 Personal Background

CPA Moturi is a Kenyan citizen of identity card number 2933562 and was born in 1961 in Uasin Gishu County.

3.9.2 Educational Background

She holds a Masters Degree in Banking and Finance from Moi University (2009) and a Bachelor of Commerce (Accounting Option) from the University of Nairobi (1985). She is also a Certified Public Accountant from Strathmore College (1989).

3.9.3 Professional Experience & Affiliations

CPA Moturi is a member of the Institute of Certified Public Accountants of Kenya (ICPAK) and the Association of Women Accountants of Kenya. She has attended the following courses, seminars and workshops: -

1. Institute of Internal Auditors (IIA), International Conference in Australia (July 2017).
2. Governance, Risk and Control (GRC) Conference in Miami, USA (August 2016).
3. ICPAK Executive Seminar in Bangkok, Thailand (November 2015).
4. Presenter at the Institute of Chartered Accountants Ghana (ICAG) and IFAC roundtables workshop on the implementation of IPSAS in Kenya (May 2015).
5. Attended the 22nd ESAAG Annual International Conference held in Dar-es-Salaam Tanzania
6. Training on Meeting the Millennium Development Goals: Results-based management for sustainable development in Copenhagen, Denmark (February to May 2013).
7. 5 Day Corporate Governance Training Course – By the Centre for Corporate Governance in Mombasa, Kenya (25th– 29th June 2012).
8. Represented APSEA in various Constitution Implementation Forums and Bill development workshops.
9. Numerous Continuing Education workshops, seminars and conferences conducted by ICPAK
10. Micro Credit Summit for Africa and Middle East in Nairobi, Kenya.
11. Micro Finance Summit in Johannesburg, South Africa.
12. Micro Finance Conference by Strathmore University School of Business.
13. Taxpayers Workshops by KRA.
14. Caring for the Customer - Tack Training.

15. Army Family Team Building Course in Ft. Leavenworth, Kansas, USA
16. Personal Evaluation seminar incorporating the Briggs Meyers Test in Ft. Leavenworth, Kansas, USA.
17. PC Applications - Computer Institute in Rockville Maryland, USA.

3.9.4 Work Experience

She is currently the Director of Bomo Limited since 2014. She was a Member of the Vetting Panel of the Ethics and Anti-Corruption Commission (EACC) staff, (March 2013 to April 2013). In addition, she was a Trustee in Micro Enterprises Support Program Trust (MESPT) from November 2006 to December 2013. She also served as a Council Member of the Association of Professional Societies of East Africa representing ICPAK and was later elected by the APSEA Council as the Honorary Treasurer of APSEA (May 2011 to December 2013). In July 2011 to November 2011, she sat in the Selection Panel of the Independent Electoral and Boundaries Commission. In addition, she was the Chairperson of the Association of Women Accountants of Kenya (2006-2008), Board Member and Treasurer of Zabibu Centre (2006-2011), Director of the Life in Abundance International (LIA- Int) and LIA Kenya (NGOs) (2007-2011), Part time Lecturer at KCA University (2010), General Manager and Shareholder at Henkam Limited (2009-2014), Country Director and Finance and Administration Manager at Life in Abundance- Kenya (2005-2007), Manager of a jointly owned real estate investment (September 1999 to 2008), Manager at Henkam Promotions (July 1998 to June 2001), Finance and Administration Manager at Action Africa in Need, Kenya (1992-1993), Accountant at Action Africa in Need, Kenya (1991-1992), Accountant in Charge of the Client Accounting Department (CAD) at Price Water House Coopers (September 1990 to September 1991), Accountant in Client Accounting Department (CAD) at Price Water House Coopers (1988-1989) and an Audit Senior and Audit Assistant in various organizations (August 1985 to June 1988).

She is currently a Board Member of the Public Sector Accounting Standards Board (PSASB) and a Chairperson of the Government Owned Enterprises Committee and a Committee Member of the Governance and Strategy Committee. She is also a Trustee of the Kenya Professionals Development Fund and a Member of the Association of Professional Societies in East Africa (APSEA) Professional Resource Centre Committee. She was appointed as the Chairperson of the Board of Management of Kiganjo Primary School by Nyandarua County Education Board in February 2016.

Previously, she was a Member of the Professional Standards Committee of ICPAK (2015-2016),

Council Member in the Governing Council of the International Leadership University, Nairobi, the Chairperson of the Finance Committee, Member of the Executive Committee and Development Committee and the Chairperson of the ILU Staff Pension Scheme (November 2012 to November 2015). From August 2012 to 2014, she was a Member of the Association of Evangelicals of Africa (AEA) Building Committee. She was also a Member of the LIA Building Committee (2011-2017).

3.9.5 Awards, Distinctions and Others

She has received the following awards: -

1. Moran of the Order of the Burning Spear (MBS) – Awarded in 2011 by the Head of State for service to the Nation of Kenya.
2. Dedicated Leadership Award – Awarded in 2008 by the Association of Women Accountants of Kenya for Leading the Association with dedication from 2006-2008.

3.9.6 Potential Conflict of interest

The nominee had no conflict of interest.

3.9.7 Clearance Requirements

The Committee confirmed that the nominee had been cleared by Statutory bodies including the KRA, HELB, ORPP, EACC and DCI having obtained clearance certificates to that effect.

3.9.8 Other Issues under consideration

1. Nominee's Perception of the previous commission

She stated that the previous commission did a good job in the job evaluation and ensured that salary structures were put in place as well as harmonization of salaries. She also stated that the Commission benchmarked from best practices in delivering their mandate.

2. Motivation to serve as a member of SRC

She stated that her motivation of joining the SRC was to be part of a transformative agenda on the country. During her tenure at the SRC, she would ensure that there are no labour disputes related to salaries and remuneration.

3. Integrity and Leadership

She also stated that she has never had any matter brought against her that touches on her

integrity. She stated that her personal motto is do things to best of ability and strength. She also stated that she would continue employing excellence, diligence and distinction as she has exhibited in her previous employment.

4. Managing Potential/ Actual conflict of interest

She informed the Committee that she had no potential source of conflicts of interest between her personal interests and her official duties in the event she is appointed for the role.

5. Guiding principles for the Commission – equal pay for equal work

She stated that by the time her term is over, the wage bill she would ensure that the wage Bill is reduced to the levels dictated by the international policies.

She stated that she did not intend to reduce the salaries of public servants so as to reduce the wage bill, however increase development in the country without necessarily increasing salaries.

6. Regarding holding Public Office, Political Activities and Affiliations

She stated that he has not held any position in a political party, neither has he been dismissed from an office of duty for any conflict between personal interest and public or official duties. She also had not been associated with practices that depict bias, favouritism or nepotism in the discharge of public duties.

7. Human and Financial Resource Management

In the Big 4 agenda, SRC had a role to play as it would ensure that the public wage bill is sustainable in order to release the resources to the development and achievement of the big four agenda.

8. Financial Disclosure

She informed the Committee that her net worth was 150 M shillings Sources of income were from rental income, Bomo Limited and PSASB Allowances.

3.9.9 Observations/Findings – Mrs. Sophie Moturi

1. She is a Kenyan citizen born in Uasin Gishu County in 1961.
2. She holds a Masters Degree in Banking and Finance from Moi University (2009) and a

Bachelor of Commerce (Accounting Option) from the University of Nairobi (1985). She is also a Certified Public Accountant from Strathmore University (1989).

3. She had acquired requisite statutory clearances from the KRA, EACC, DCI and ORPP.
4. She had never been charged in a court of law and had no potential conflict of interest.
5. She had never been dismissed from office on contravention of the provisions of Article 75 of the Constitution that deals with conduct of state officer and had never been adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry.

The Committee noted that the nominee exhibited capacity to serve as Member of the Salaries and Remuneration Commission and had impressive knowledge on topical issues that will be invaluable while discharging her duties as a Member of SRC.

4.0 RECOMMENDATION

At the end of the vetting process, the Committee made the following recommendation: -

Having considered the suitability, capacity and integrity of the nominee, and pursuant to Article 250(2) of the Constitution, Sections 5 and 7(11) of the Salaries and Remuneration Commission Act, 2011 and Section 8(2) of the Public Appointments (Parliamentary Approval) Act, 2011

The Committee recommends that the National Assembly **approves** the nomination for appointment of: -

1. Ms. Lyn Cherop Mengich to the position of Chairperson of the Salaries and Remuneration Commission.
2. Ms. Halima Abdille Mohammed to the position of Member of the Salaries and Remuneration Commission.
3. Hon. Dalmas Otieno Onyango to the position of Member of the Salaries and Remuneration Commission.
4. Dr. Leah Mumbua Munyao to the position of Member of the Salaries and Remuneration Commission.
5. Mr. John Kennedy Monyoncho to the position of Member of the Salaries and Remuneration Commission.
6. Ms. Margaret Sawe to the position of Member of the Salaries and Remuneration Commission.
7. Dr. Amani Yuda Komora to the position of Member of the Salaries and Remuneration Commission.
8. CPA Sophie Moturi to the position of Member of the Salaries and Remuneration Commission.

The Committee recommends that the National Assembly **rejects** the nomination for appointment of **Ms. Nelly Peris Ashubwe** to the position of Member of the Salaries and Remuneration Commission.

THE HON. JOSEPH K. LIMO, MP,

CHAIRPERSON

SIGNED:  DATE: 28/8/2018

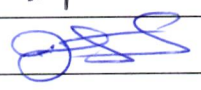
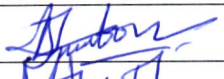
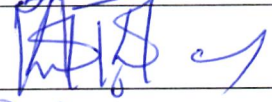
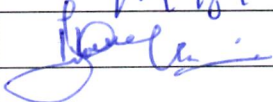
REPUBLIC OF KENYA



NATIONAL ASSEMBLY

**DEPARTMENTAL COMMITTEE ON FINANCE & NATIONAL PLANNING
ADOPTION SCHEDULE FOR THE REPORT ON THE VETTING OF NOMINEES FOR THE
POSITIONS OF CHAIRPERSON AND MEMBERS OF SRC**

DATE: 27TH AUGUST, 2018

NAME	SIGNATURE
1. HON. JOSEPH K. LIMO, MP – CHAIRMAN	
2. HON. ISAAC W. NDIRANGU – VICE-CHAIRMAN	
3. HON. JIMMY O. ANGWENYI, MP	
4. HON. ALFRED W. SAMBU, MP	
5. HON. ENOCH KIBUNGUCHY, MP	
6. HON. SHAKEEL SHABBIR AHMED, MP	
7. HON. ABDUL RAHIM DAWOOD, MP	
8. HON. DANIEL E. NANOK, MP	
9. HON. ANDREW A. OKUOME, MP	
10. HON. DAVID M. MBONI, MP	
11. HON. KURIA KIMANI, MP	
12. HON. JOSEPH M. OYULA, MP	
13. HON. JOSHUA KANDIE, MP	
14. HON. LYDIA H. MIZIGHI, MP	
15. HON. MOHAMED ALI, MP	
16. HON. PURITY NGIRICI, MP	
17. HON. SAMUEL ATANDI, MP	
18. HON. STANLEY M. MUTHAMA, MP	

**MINUTES OF THE 65TH SITTING OF THE DEPARTMENTAL COMMITTEE ON
FINANCE AND NATIONAL PLANNING HELD ON TUESDAY, 28TH AUGUST, 2018 IN
THE NEW MEMBERS' LOUNGE, MAIN PARLIAMENT AT 11.00 AM**

PRESENT

1. Hon. Joseph K. Limo, MP - **Chairperson**
2. Hon. Isaac W. Ndirangu, MP- **Vice Chairperson**
3. Hon. Jimmy O. Angwenyi, MP
4. Hon. Daniel E. Nanok, MP
5. Hon. Andrew A. Okuome, MP
6. Hon. David M. Mboni, MP
7. Hon. Joseph M. Oyula, MP
8. Hon. Joshua C. Kandie, MP
9. Hon. Lydia H. Mizighi, MP
10. Hon. Purity Ngirici, MP
11. Hon. Francis K. Kimani, MP
12. Hon. Stanley M. Muthama, MP
13. Hon. Mohamed A. Mohamed, MP
14. Hon. Samuel Atandi, MP

APOLOGY

1. Hon. Alfred Sambu, MP
2. Hon. Dr. Enoch Kibunguchy, MP
3. Hon. Shakeel Shabbir Ahmed, MP
4. Hon. Abdul Rahim Dawood, MP

INATTENDANCE

SECRETARIAT

- | | | |
|--------------------------|---|-----------------------------------|
| 1. Ms. Leah Mwaura | - | Senior Clerk Assistant/Lead Clerk |
| 2. Ms. Jennipher Ndeto | - | Principal Legal Counsel |
| 3. Ms. Laureen Wesonga | - | Third Clerk Assistant |
| 4. Mr. Josephat Motonu | - | Fiscal Analyst |
| 5. Mr. Chelang'a Maiyo | - | Research and Policy Analyst |
| 6. Mr. John Njoro | - | Serjeant-At-Arms |
| 7. Mr. Collins Mahamba | - | Audio Officer |
| 8. Ms. Catherine Waireri | - | Intern |

Agenda

1. Prayers

2. Preliminaries/Introductions
3. Communication from the Chair
4. Bills
5. Petitions
6. Papers
7. Personal statement (**Members Only**)
8. Confirmation of Minutes
9. Matters Arising
10. **Consideration of new additional amendments to the Finance Bill, 2018**
11. Adjournment

MIN.NO.NA/F&NP/2018/369: PRELIMINARIES/COMMUNICATION FROM THE CHAIRPERSON

The meeting was called to order at 11.28 pm with prayer from the Chairperson. He then invited the meeting to deliberate on the agenda.

MIN.NO.NA/F&NP/2018/370: CONFIRMATION OF MINUTES

Agenda was deferred.

MIN.NO.NA/F&NP/2018/371: CONSIDERATION OF NEW ADDITIONAL AMENDMENTS TO THE FINANCE BILL, 2018

The Chairperson informed the meeting that the Committee is supposed to hold constant meetings to consider any amendments to be moved by Members on the Finance Bill, 2018 since it is a money Bill. This would be the last meeting to consider the amendments.

Amendments by Hon. Adan Haji Ali, MP – Chairperson of the Departmental Committee on Agriculture, Livestock and Fisheries.

1. Hon. Ali intended to move an amendment to zero rate agricultural pest control products as opposed to the current position where 16% VAT is paid on them.
2. The Committee was in support of his amendment but noted that amendment on the same had been made in the Tax Laws (Amendment) Act, 2018 which had been assented to by the President on 18th July, 2018. According to the provisions of SO 49, no motion can be moved which is the same in substance as any question that has been resolved. This amendment was therefore not admissible because six months have not elapsed since it was discussed in the House.
3. The Committee resolved to engage the National Treasury on the same in their next engagement.

The Committee was also informed of additional amendments proposed by the Hon. Katoo Ole Metito, MP – Chairperson of the Departmental Committee on Defence and Foreign Relations and Hon. Adan Keynan, MP. The amendments were similar in text and

therefore Committee proposed that the amendments be carried by Hon. Katoo Ole Metito, MP.

The Committee adopted the amendment as follows:-

CLAUSE 18

THAT the Bill be amended in clause 18 by inserting the following new paragraph immediately after paragraph 95—

96. One personal motor vehicle, excluding buses and minibuses of seating capacity of more than 8 seats, imported by a public officer returning from a posting in Kenya's mission abroad and another motor vehicle by his spouse and which is not exempted from Value Added Tax under the First Schedule:

Provided that the exemption under this item shall not apply-

- (a) unless the officer is returning to Kenya from a posting in Kenya's mission abroad upon recall;
- (b) unless, in the case of an officer's spouse, the spouse accompanied the officer in the foreign mission and is returning with the officer;
- (c) if the officer or the spouse has either enjoyed a similar privilege within the previous four years from the date of importation or has imported a motor vehicle free of duty under item 6 of Part A of this Schedule;
- (d) unless the vehicle is imported within ninety days of the date of arrival of the officer or spouse or such longer period, not exceeding three hundred and sixty days from such arrival as the Commissioner may allow.
- (e) to State Officers.

Hon. Kuria Kimani, MP proposed to recommit the deliberation on the Committee's decision on the nomination of Mrs. Halima Mohamud as a Member of the Salaries and Remuneration Commission. He was seconded by Hon. Purity Ngirici, MP.

1. Hon. Kimani submitted that Mrs. Halima Abdille Mohamud had been nominated as a Senator in the 11th Parliament and proceeded to vie for the position of Woman MP, Wajir County which she narrowly missed. In light of the above the nominee had demonstrated capacity to serve in any public office. From her CV, it is evident that the nominee began her public engagement in the 2007 where she worked as a Volunteer with Kenya Red Cross Society. The nominee therefore had the requisite experience gained when she began working while still at school as seen from her curriculum vitae. She was working as a teacher in Wajir Girls Secondary while still a student at Kenyatta University and worked for the Interim Independent Electoral Commission as a Presiding Officer in 2007 and 2010.

2. The Committee therefore recommended the approval for appointment of Mrs. Halima Abdille Mohamud as a Member of the Salaries and Remuneration Commission after being proposed and seconded by Hon. Mohamed Ali, MP and Hon. Jimmy Angwenyi, MP.

Hon. Samuel Atandi, MP proposed to recommit the deliberation on the Committee's decision on the nomination of Ms. Nelly Peris Ashubwe as a Member of the Salaries and Remuneration Commission. He was seconded by Hon. Jimmy Angwenyi, MP.

1. Hon. Atandi submitted that the fact that the President chose a nominee submitted by COTU meant that COTU was the recognized umbrella trade union in the Country. He further submitted that the reason why the Trade Union Congress of Kenya (TUC – Ke) was because one of their members had been submitted to the H.E President. It was noted that some members of TUC-Ke were in support of Ms. Ashubwe's nomination as evidenced in the letter by the General Secretary of TUC- Ke. In conclusion, he noted that she had been the only nominee that had a legal background and she would therefore be invaluable to the Commission.
2. The Committee noted that the nominee did not have the relevant experience for the position as required by the SRC Act.
3. The nominee presented herself before the Committee in a manner that gave the impression that she does not have the diplomacy and negotiation skills required for the position she had been nominated. In making this conclusion, the Committee was guided by the Provisions of section 7 (c) where it paid regard to the nominee's abilities, experience and qualities meeting the needs of the SRC.

The Committee therefore stayed their decision to reject appointment of Ms. Nelly Peris Ashubwe as a Member of the Salaries and Remuneration Commission.

MIN.NO.NA/F&NP/2018/372: ADJOURNMENT

There being no other business to deliberate on, the meeting was adjourned at 1.33 p.m.

HON. JOSEPH K. LIMO, MP

(CHAIRPERSON)

SIGNED  DATE 28/8/2018

**MINUTES OF THE 64TH SITTING OF THE DEPARTMENTAL COMMITTEE ON
FINANCE AND NATIONAL PLANNING HELD ON MONDAY, 27TH AUGUST, 2018 IN
COMMITTEE ROOM 7, MAIN PARLIAMENT AT 2.30 PM**

PRESENT

1. Hon. Joseph K. Limo, MP - **Chairperson**
2. Hon. Isaac W. Ndirangu, MP- **Vice Chairperson**
3. Hon. Jimmy O. Angwenyi, MP
4. Hon. Andrew A. Okuome, MP
5. Hon. David M. Mboni, MP
6. Hon. Joseph M. Oyula, MP
7. Hon. Joshua C. Kandie, MP
8. Hon. Lydia H. Mizighi, MP
9. Hon. Purity Ngirici, MP
10. Hon. Francis K. Kimani, MP
11. Hon. Stanley M. Muthama, MP

APOLOGY

1. Hon. Alfred Sambu, MP
2. Hon. Dr. Enoch Kibunguchy, MP
3. Hon. Shakeel Shabbir Ahmed, MP
4. Hon. Abdul Rahim Dawood, MP
5. Hon. Daniel E. Nanok, MP
6. Hon. Mohamed A. Mohamed, MP
7. Hon. Samuel Atandi, MP

INATTENDANCE

SECRETARIAT

- | | | |
|--------------------------|---|-----------------------------------|
| 1. Ms. Leah Mwaura | - | Senior Clerk Assistant/Lead Clerk |
| 2. Ms. Jennipher Ndeto | - | Principal Legal Counsel |
| 3. Mr. Josephat Motonu | - | Fiscal Analyst |
| 4. Mr. Collins Mahamba | - | Audio Officer |
| 5. Ms. Catherine Waireri | - | Intern |

Agenda

1. Prayers
2. Preliminaries/Introductions
3. Communication from the Chair
4. Bills
5. Petitions
6. Papers
7. Personal statement (**Members Only**)
8. Confirmation of Minutes
9. Matters Arising
10. **i) Adoption of the report on the vetting of SRC Chairperson and Members**
ii) Consideration of new additional amendments to the Finance Bill, 2018
11. Adjournment

MIN.NO.NA/F&NP/2018/363: PRELIMINARIES/COMMUNICATION FROM THE CHAIRPERSON

The meeting was called to order at 3.00 pm with prayer from the Hon. Isaac W. Ndirangu, MP. The Chairperson then invited the meeting to deliberate on the agenda.

MIN.NO.NA/F&NP/2018/364: CONFIRMATION OF MINUTES

Agenda was deferred.

MIN.NO.NA/F&NP/2018/365: ADOPTION OF THE REPORT ON THE VETTING OF SRC CHAIRPERSON AND MEMBERS

i) Ms. Lyn Cherop Mengich

The Committee noted that: -

1. She was well informed on matters of human resource.
2. She was both academically and professionally qualified and had the ability to serve as the Chairperson of the Salaries and Remuneration Commission.
3. She presented herself well, tackled all questions well and has a lot of experience in human resource.
4. The nominee depicted ability to articulate issues in the Salaries and Remuneration Commission.

Hon. Jimmy Angwenyi, MP proposed the approval of the nominee and was seconded by Hon. Purity Ndirici, MP.

The Committee recommended that the National Assembly approves the nomination and subsequent appointment of Ms. Lyn Cherop Mengich as the Chairperson of the Salaries and Remuneration Commission.

ii) **Mrs. Halima Abdille Mohamud**

The Committee noted that: -

1. The nominee was qualified academically and in terms of ethics and integrity as required by the SRC Act.
2. The nominee represents the youth and has demonstrated she was hardworking given her age and the achievements she has made in her career.
3. The nominee presented herself well and tackled all questions well demonstrating that she understands the functions of the commission.
4. The Committee noted that the nominee had worked before completion of her studies in several other organization including Kenya Red Cross Society, Interim Independent Electoral Commission, Kenya National Bureau of Statistics among others. The Committee therefore noted the need to cumulatively put together the number of years has been actively engaged in the community and public service pending making the determination.

The Committee therefore did not approve her appointment.

iii) **Hon. Dalmas Otieno Anyango**

The Committee noted that: -

1. The nominee had a distinguished career in public service spanning for close to thirty years.
2. The nominee was experienced, qualified academically and professionally and had the ability to serve and also advice the members of the Salaries and Remuneration Commission on issues presented.
3. The nominee was well informed on matters of the country and economy.
4. The nominee would serve as a mentor to other members of the Salaries and Remuneration Commission given his long service in the public sector and mainly as a Cabinet Minister.

5. The nominee demonstrated capacity to carry the vision of SRC and would be able to articulate issues in the Salaries and Remuneration Commission.

Hon. Stanley Muthama, MP proposed the appointment of the nominee and was seconded by Hon. Andrew Okuome, MP.

The Committee recommended that the National Assembly approves the nomination and subsequent appointment of Hon. Dalmas Otieno Anyango as a Member of the Salaries and Remuneration Commission.

iv) Ms. Leah Mumbua Munyao

The Committee noted that: -

1. The nominee was experienced, qualified academically and professionally and had the ability to serve in the Salaries and Remuneration Commission.
2. The nominee was well informed on research methods and this would be invaluable to the Salaries and Remuneration Commission.

Hon. Andrew Okuome, MP proposed the appointment of the nominee and was seconded by Hon David Mboni, MP.

The Committee recommended that the National Assembly approves the nomination and subsequent appointment of Dr. Leah Mumbua Munyao as a Member of the Salaries and Remuneration Commission.

v) Mr. John Kennedy Monyoncho

The Committee noted that: -

1. The nominee was experienced, qualified academically and professionally and had the ability to serve in the Salaries and Remuneration Commission.
2. The nominee had a passion to work and could articulate issues well which would be of benefit to the Salaries and Remuneration Commission
3. The nominee has worked in the Salaries and Remuneration Commission secretariat previously and would therefore carry the historical knowledge of the previous Commission.
4. The nominee had published his findings which was considered to be very commendable.

Hon. Francis Kuria Kimani, MP proposed the appointment of the nominee and was seconded by Hon. Stanley Muthama, MP.

The Committee recommended that the National Assembly approves the nomination and subsequent appointment of Mr. John Kennedy Monyoncho as a Member of the Salaries and Remuneration Commission.

vi) Mrs. Margaret Sawe

The Committee noted that: -

1. The nominee was experienced, qualified academically and professionally and had the ability to serve in the Salaries and Remuneration Commission.
2. The nominee was knowledgeable and had previously worked with the county government which would be of benefit to the Salaries and Remuneration Commission

Hon. Lydia Mizighi, MP proposed the appointment of the nominee and was seconded by Hon. Francis Kuria Kimani, MP.

The Committee recommended that the National Assembly approves the nomination and subsequent appointment of Mrs. Margaret Sawe as a Member of the Salaries and Remuneration Commission.

vii) Dr. Amani Yuda Komora

The Committee noted that: -

1. The nominee was experienced, qualified academically and professionally and had the ability to serve in the Salaries and Remuneration Commission.
2. The nominee was thorough in answering questions presented to him.
3. The nominee has worked well with one of the largest trade unions therefore beneficial to the Salaries and Remuneration Commission.

Hon. Joseph Ndirangu, MP proposed the appointment of the nominee and was seconded by Hon. David Mboni, MP.

The Committee recommended that the National Assembly approves the nomination and subsequent appointment of Dr. Amani Yuda Komora as a Member of the Salaries and Remuneration Commission.

viii) CPA Sophie Muturi

The Committee noted that: -

1. The nominee was experienced, qualified academically and professionally and had the ability to serve in the Salaries and Remuneration Commission.
2. The nominee is still a mentor despite having to handle a lot professionally and therefore qualified for leadership.
3. The nominee is among the most respected members of ICPAK and has been involved in the Selection Panel for IEBC .
4. The nominee holds the coveted Moran of the Burning Spear award.

Hon. Jimmy Angwenyi, MP proposed the appointment of the nominee and was seconded by Hon. Andrew Okuome, MP.

The Committee recommended that the National Assembly approves the nomination and subsequent appointment of CPA Sophie Muturi as a Member of the Salaries and Remuneration Commission.

ix) Ms. Nelly Peris

The Committee was briefed on the matter that had been brought to the fore relating to the contestation against the nominee by the TUC – Ke. The Committee was further briefed that TUC-Ke successfully went to court and an interim conservatory order was granted stopping and or halting the consideration of memoranda, interviewing, vetting and subsequent appointment of Nelly Peris Ashubwe pending the inter-partes hearing and determination of the instant motion on 29th August, 2018. In addition, the Committee was informed that the orders were received by Parliament on the same day vetting was taking place i.e 22nd August, 2018.

The Legal Counsel informed the Committee that the Constitution did not provide the definition of Umbrella body of Trade Unions. However, in the Labor Act, the bodies representing Trade Unions was known as a federation. Both COTU and TUC-Ke could therefore be deemed as federations and in light of the above, both unions were entitled to submit names for H.E the President to nominate. H.E the President was at liberty a nominee therefore qualified to present a nominee to represent Trade Unions in the Salaries and Remuneration Commission.

The Committee noted that: -

1. The nominee was experienced, qualified academically and professionally and had the ability to serve in the Salaries and Remuneration Commission.

2. There was an objection by TUC – Ke to her nomination as a representative of an umbrella body representing trade unions.
3. The nominee did not have the relevant experience for the position as required by the SRC Act.
4. The nominee presented herself before the Committee in a manner that gave the impression that she does not have the diplomacy and negotiation skills required for the position she had been nominated.

The Committee therefore did not approve her appointment.

MIN.NO.NA/F&NP/2018/366: CONSIDERATION OF NEW ADDITIONAL AMENDMENTS TO THE FINANCE BILL, 2018

The Committee was informed that Hon. Jude Njomo, M.P had submitted the following amendments to the Finance Bill, 2018 for consideration by the Committee,

NEW CLAUSE

THAT, the Bill be amended by inserting the following new clause immediately after clause 57-

Insertion of 57A. The Banking Act is amended by inserting the following immediately after new section section 16A-

16B. A bank or financial institution shall not impose any charges on a credit facility which cumulatively exceed zero point zero five per cent.

The Committee rejected the proposal as this would put banks into a lot of risk and therefore hinder their activities and stall the growth of the banking industry.

Hon. Kimani Ichungwah submitted the following memorandum for consideration by the Committee,

New Clause

THAT, the Bill be amended by inserting the following new clause immediately after clause 10-
10A. The Income Tax is amended by inserting the following new section immediately after section 36-

36A. (1) A person shall, upon payment of any amount in respect of advertising fees for any activity related to betting, lottery or gaming, deduct a tax at the rate of thirty percent from the amount.

(2) Where a person deducts tax under this section he or she shall, on or before the tenth day of the month following the month in which the deduction was made-

- a) remit the amount so deducted to the Commissioner together with a return in writing of
 - i) the amount of the payment;
 - ii) the amount of tax deducted; and
 - iii) such other information as the Commissioner may specify; and
- b) furnish the persons to whom the payment is made with a certificate stating the amount of the payment and the amount of the tax deducted.

(3) A person who willfully contravenes this section commits an offence and shall be liable, upon conviction to a fine of two million shillings or ten times the value of tax due, whichever is higher.

The Committee rejected the proposal as the Withholding Tax would not have a great effect in the reduction of the Advertisements of Betting and Lotteries. The Committee noted that there would be a more effective tax that would achieve this objective. The Committee also noted, on the same proposal that there were other channels of advertisements and therefore despite blocking media centers from advertising Betting and Lotteries, the companies would use other channels to reach their audience.

The Committee was further Hon. Aden Duale submitted the following memorandum for consideration by the Committee,

CLAUSE 7

THAT, clause 7 of the Bill be amended by inserting the following new paragraph immediately after paragraph (ab) –

- (ac) contributions to the National Housing Development Fund;

CLAUSE 65

THAT, the Bill be amended in clause 65 by inserting the following new paragraph immediately after paragraph 14 –

- 15. The Employment Act, 2007.

NEW CLAUSE

THAT, the Bill be amended by inserting the following new clause immediately after clause 67-

67A. Section 2 of the Employment Act is amended by inserting the following new definition in the proper alphabetical sequence-

"employer contribution" means the employer's contribution payable into the National Housing Development Fund;

"employee contribution" means a contribution payable under this Act for the benefit of the employee;

"employee earnings" means the taxable amount determined under the Income Tax Act for purposes of levying income tax on the employee emoluments.

Provided that no deduction shall be taken into account for National Housing Development Fund contributions when computing the employee earnings.

"National Housing Development Fund" means to the Fund established under section 6 of the Housing Act.

CLAUSE 68

THAT, the Bill be amended by deleting clause 68 and substituting therefor the following new clause-

68. The Employment Act is amended by inserting the following new section immediately after section 31

—

31A. (1) An employer shall pay to the National Housing Development Fund in respect of each employee —

- (a) the employer's contribution at one point five per centum of the employee's monthly earnings; and
- (b) the employee's contribution at one point five per centum of the employee's monthly earnings:

Provided that the sum of the employer and employee contributions shall not exceed five thousand shillings a month.

(2) The benefits to an employee shall accrue as follows —

- (a) for employees who qualify for affordable housing, the contributions accrue to the employee and shall be used to finance the purchase of a home under the affordable housing scheme; or
- (b) for employees who are not eligible for affordable housing, upon the expiry of fifteen years from the date of the start of making the contributions, or after the

attainment of retirement age, whichever is sooner—

- (i) a transfer of their contributions to a pension scheme registered with the Retirement Benefits Authority;
- (ii) a transfer their contributions to any person registered and eligible for affordable housing under the National Housing Development Fund; or
- (iii) a transfer their contributions to their spouse or dependent children; or
- (iv) to receive their contributions in cash:

Provided that contributions paid out in cash shall be included in the contributor's taxable income for the year and be subjected to tax at the prevailing rates.

- (3) All contributions shall get a return based on the return on the Fund.
- (4) The employer shall remit both employee and employer contributions to the National Housing Development Fund before the tenth day of the following month.

The Committee approved the proposal as it brings more clarification on the National and Housing Development Fund.

- (5) If the contributions due under this section are not paid on or before the day on which the payments are due, a penalty equal to two times the contributions shall be payable by the employer for each month or part thereof during which the contributions remains unpaid, and any such penalties shall be recoverable as a sum due and payable to the National Housing Development Fund.

The Chairperson would seek further clarification on the above amendment as it was too punitive to Kenyans and would therefore seek an amendment from the proposer.

On the taxing of exports of scrap metal, the export of scrap metal was banned in the last Parliament and therefore tax cannot be imposed on an illegality. The Committee decided to therefore delete in totality the particular amendment.

MIN.NO.NA/F&NP/2018/367: ANY OTHER BUSINESS

The meeting noted that there were matters pending before the Committee and Members will agree on the Committee's program in the next meeting.

MIN.NO.NA/F&NP/2018/368: ADJOURNMENT

There being no other business to deliberate on, the meeting was adjourned at 7.30 p.m. The next meeting would be communicated.

HON. JOSEPH K. LIMO, MP

(CHAIRPERSON)

SIGNED  DATE 28/8/2018

**MINUTES OF THE 63RD SITTING OF THE DEPARTMENTAL COMMITTEE ON
FINANCE AND NATIONAL PLANNING HELD ON THURSDAY, 23RD AUGUST, 2018
IN 2ND FLOOR, CONTINENTAL HOUSE AT 2.30 PM**

PRESENT

1. Hon. Joseph K. Limo, MP - **Chairperson**
2. Hon. Isaac W. Ndirangu, MP- **Vice Chairperson**
3. Hon. Jimmy O. Angwenyi, MP
4. Hon. Andrew A. Okuome, MP
5. Hon. David M. Mboni, MP
6. Hon. Joseph M. Oyula, MP
7. Hon. Stanley M. Muthama, MP
8. Hon. Samuel Atandi, MP

APOLOGY

1. Hon. Alfred Sambu, MP
2. Hon. Dr. Enoch Kibunguchy, MP
3. Hon. Shakeel Shabbir Ahmed, MP
4. Hon. Abdul Rahim Dawood, MP
5. Hon. Daniel E. Nanok, MP
6. Hon. Lydia H. Mizighi, MP
7. Hon. Purity Ngirici, MP
8. Hon. Mohamed A. Mohamed, MP

INATTENDANCE

SECRETARIAT

- | | | |
|--------------------------|---|-----------------------------------|
| 1. Ms. Leah Mwaura | - | First Clerk Assistant/ Lead Clerk |
| 2. Ms. Jennipher Ndeto | - | Principal Legal Counsel |
| 3. Ms. Deborah Mupusi | - | Media Relations Officer |
| 4. Mr. Collins Mahamba | - | Audio Officer |
| 5. Mr. John Njoro | - | Serjeant-At-Arms |
| 6. Ms. Catherine Waireri | - | Intern |

Agenda

1. Prayers
2. Preliminaries/Introductions

3. Communication from the Chair
4. Bills
5. Petitions
6. Papers
7. Personal statement (**Members Only**)
8. Confirmation of Minutes
9. Matters Arising
10. **Vetting of Mrs. Halima Abdille Mohammed, nominee for the position of Member of the Salaries and Remuneration Commission.**
11. Adjournment

MIN.NO.NA/F&NP/2018/359: PRELIMINARIES/COMMUNICATION FROM THE CHAIRPERSON

The meeting was called to order at 2.30 p.m. with prayer from the Chairperson. He then called for introduction of those present before welcoming the meeting to deliberate on the day's agenda.

MIN.NO.NA/F&NP/2018/360: CONFIRMATION OF MINUTES

Agenda was deferred.

MIN.NO.NA/F&NP/2018/361: VETTING OF MRS. HALIMA ABDILLE MOHAMUD FOR THE POSITION OF MEMBER OF THE SALARIES AND REMUNERATION COMMISSION

Mrs. Halima Abdille Mohamud appeared before the Committee where she was vetted pursuant to the requirements of the Public Appointment (Parliamentary Approval) Act. The nominee was administered an oath before proceeding to give a brief background as follows:

1. She is a Kenyan citizen of identity card number 25322209 and was born in Wajir County in 1988.
2. She holds a Masters degree in Gender and Development Studies from the University of Nairobi and a Bachelor of Education in Science Degree from Kenyatta University.
3. She was a nominated Senator from 2013 to 2017. She served in various Committees of the Senate; Education and Technology Committee as the Vice Chairperson and as a Member of the Committees on Labour and Social Welfare Committee and Parliamentary Broadcasting and Library. She was also an Executive Member of the Kenya Women Parliamentary Association (KEWOPA), Kenya Women Senator Association

(KEWOSA), Kenya Young Parliamentary Association (KYPA) and Kenya Parliamentary Human Rights Association (KEPHRA).

4. In addition, she worked as an Education Project Officer for Arid Land Development Focus-Kenya (ALDEF-K) from January 2012 to January 2013 and also as a Food Security and Livelihood Field Monitor from August 2011 to January 2012 in the same organisation. She also worked for the Interim Independent Electoral Commission Referendum as a Presiding Officer in August 2010.
5. She has represented the country in various States and attended the following workshops and seminars in different countries:-
 1. IGAD meetings on Women and Peace at Djibouti as an Executive Member of Kenya Women Parliamentary Association (KEWOPA) - June 2013
 2. 103rd International Labour Organization (ILO) Conference in Geneva as a Member of the Senate Labour Committee - June 2014
 3. 3rd edition of Kenya Week at the United Nations, Education, Science and Cultural Organization (UNESCO) sessions in Paris as the Vice Chair of the Senate Education Committee.
 4. Various International Women's Forum in New York, USA as a member of Kenya Women Senators Association (KEWOSA)- February 2014
 5. Attended Commonwealth Human Rights Forum in the United Kingdom as a Member of Kenya Parliamentary Human Rights Association (KEPHRA)- January 2017

1. Motivation to serve as a member of SRC

She stated wanted to be part of change hence the reason for applying for the position. She stated that having served as a Senator; she would be in a better position to represent the interests of the Parliamentary Service Commission since she understands the job of a legislature better.

2. Nominees perception on the performance of the previous commission

She stated that the previous commission did not carry out its job as expected due to lack of communication. She stated that the previous commission failed to appreciate the role of MPs and if appointed she will ensure that the role of Parliament is well articulated.

3. Leadership and integrity

She stated that if appointed she will ensure that principles of good governance are adhered to and as dictated by the laws governing integrity. She also stated that her religious belief will also play a big role in ensuring that good governance is adhered to.

4. Regarding holding public office, political activities

She stated that she does not hold any position in a political party neither has she been dismissed from office from any conflict between personal interest and public or official duties. She confirmed that she has never been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duty.

5. Human resource and attainment of the Big four agenda and Vision 2030

She stated that she would ensure that the commission supports the Big four Agenda by ensuring that the issue of unemployment is addressed. She will also ensure carries out Capacity building in line with the vision 2030.

6. Financial disclosure

She informed the Committee that her current net worth is 35 Million and will rely on the salary of the position for future income.

MIN.NO.NA/F&NP/2018/362: ADJOURNMENT

There being no other business to deliberate on, the meeting was adjourned at 3.30 p.m. The next meeting was scheduled at 2.30pm on Monday, 27th August, 2018.

HON. JOSEPH K. LIMO, MP

(CHAIRPERSON)

SIGNED  DATE..... 28/8/2018

**MINUTES OF THE 62ND SITTING OF THE DEPARTMENTAL COMMITTEE ON
FINANCE AND NATIONAL PLANNING HELD ON THURSDAY, 23RD AUGUST, 2018
IN 2ND FLOOR, CONTINENTAL HOUSE AT 9.30 AM**

PRESENT

1. Hon. Joseph K. Limo, MP - **Chairperson**
2. Hon. Isaac W. Ndirangu, MP- **Vice Chairperson**
3. Hon. Jimmy O. Angwenyi, MP
4. Hon. Andrew A. Okuome, MP
5. Hon. David M. Mboni, MP
6. Hon. Joseph M. Oyula, MP
7. Hon. Francis K. Kimani, MP
8. Hon. Joshua C. Kandie, MP
9. Hon. Stanley M. Muthama, MP
10. Hon. Shakeel Shabbir Ahmed, MP
11. Hon. Abdul Rahim Dawood, MP
12. Hon. Daniel E. Nanok, MP
13. Hon. Lydia H. Mizighi, MP
14. Hon. Purity Ngirici, MP
15. Hon. Samuel Atandi, MP

APOLOGY

1. Hon. Alfred Sambu, MP
2. Hon. Dr. Enoch Kibunguchy, MP
3. Hon. Mohamed A. Mohamed, MP

INATTENDANCE

SECRETARIAT

- | | | |
|--------------------------|---|-----------------------------------|
| 1. Ms. Leah Mwaura | - | First Clerk Assistant/ Lead Clerk |
| 2. Ms. Jennipher Ndeto | - | Principal Legal Counsel |
| 3. Ms. Laureen Wesonga | - | Third Clerk Assistant |
| 4. Ms. Deborah Mupusi | - | Media Relations Officer |
| 5. Mr. Collins Mahamba | - | Audio Officer |
| 6. Mr. John Njoro | - | Serjeant-At-Arms |
| 7. Ms. Catherine Waireri | - | Intern |

Agenda

1. Prayers
2. Preliminaries/Introductions
3. Communication from the Chair
4. Bills
5. Petitions
6. Papers
7. Personal statement (**Members Only**)
8. Confirmation of Minutes
9. Matters Arising
10. i) **Vetting of the nominees for the position of the Chairperson and Members of the Salaries and Remuneration Commission.**
 - i) Ms. Lyn Cherop Mengich (Chairperson) - 9.30am
 - ii) Mr. John Kennedy Monyoncho (Member) - 10.30am
 - iii) Hon. Dalmas Otieno Anyango (Member) - 11.30am
 - iv) Dr. Leah Mumbua Munyao (Member) - 12.30pm
 - v) Mrs. Halima Abdille Mohammed (Member) - 2.30pm
11. Adjournment

MIN.NO.NA/F&NP/2018/352: PRELIMINARIES/COMMUNICATION FROM THE CHAIRPERSON

The meeting was called to order at 9.30 a.m. with prayer from the Chairperson. He then called for introductions of those present before welcoming the meeting to deliberate on the day's agenda.

MIN.NO.NA/F&NP/2018/353: CONFIRMATION OF MINUTES

Agenda was deferred.

MIN.NO.NA/F&NP/2018/354: VETTING OF MS. LYN CHEROP MENGICH FOR THE POSITION OF CHAIRPERSON OF THE SALARIES AND REMUNERATION COMMISSION – NOMINEE FOR CHAIRPERSON POSITION

Ms. Lyn Mengich appeared before the Committee where she was vetted pursuant to the requirements of the Public Appointment (Parliamentary Approval) Act. She was administered an oath before proceeding to give a brief background as follows:-

1. She is a Kenyan citizen of identity card number 5596241 and was born in Uasin Gishu County in 1962.

2. She holds a Masters of Science in Human Resource Management (2016). She attained her Bachelor of Arts Degree in 1986 at the University of Nairobi. She has also completed the Advanced Management Program (2007) from Strathmore Business School in collaboration with IESE Business School and the International Human Resource Executive Development Program in the Corel University, USA (1999).
3. She is a Fellow member of the Institute of Human Resource Management (IHRM). She also holds an IHRM Practicing Certificate.
4. She has held Board positions and chaired committee meetings in the following organizations, Jamii Bora Bank (June 2015 to date) as a Board Member and Chair to the HR Board Committee, NCKK (November 2016 to date) as a Member of Finance and Administration Committee, Sovereign Group (July 2017 to date) as a Board Member and Chair of the HR Committee. She was a Board Member and Chair to the HR Committee to National Social and Security Fund (NSSF) from September 2015 to February 2016.
5. In addition to this, she has a wealth of experience in executive and management roles. She is currently the CEO of NUEVO Consulting (November 2013 to date). She has previously held the following leadership positions; HR Director, Barclays Bank, Kenya (March 2008- November 2013), HR Director in Kenya Commercial Bank (November 2004 – February 2008). She worked in different positions in Kenya Shell from November 1999 to October 2014. She had previously worked as HR Director in Smith Kline Beecham (now Glaxo Smith Kline) from August 1996 to October 1999. She started her career as a Management Trainee in Unilever (EAI) in 1986. After the training, she was appointed as Assistant Personnel Manager and was then promoted to Factory Personnel Manager in 1991. In 1994, she was promoted to Training and Development Manager and held that position up to July 1996.

On her suitability for the position, the Committee also examined her on the following issues as follows:

1. Nominees perception of the previous commission

She stated that the previous commission had both successes and failures. The successes included the job evaluation exercise that was carried out, the development of a salary structure that encouraged equitable pay, the development of remuneration and benefits policy that guides remuneration and also the 4 year cycles of salary reconsideration. The failures included conflict lack of adequate communication with stakeholders especially on the implementation of policies relating to salaries.

She stated that in view of the previous commission being addressed as the “Sarah Serem Commission”, she noted the need for every organization to have an institutional brand and not an individual and if appointed she would strive to ensure the commission transcends beyond an individual.

On the misunderstandings between previous Commission and the Secretariat, she stated that she would initiate the culture change among the secretariat and commission by having clear separation of duties. She stated the need to have clear be rules of engagement on how to work together for one mission and one vision so as to development of a cohesive team

She also stated that she would deal with the current problem of ghost workers by using technology to access payrolls so as to identify the ghost workers in the public sector.

2. Leadership and integrity

She stated that she has practiced integrity especially due to her Christian background. She informed that Committee that she had never had any issues that would put her integrity to question.

3. Managing potential/actual conflict interest

She defined conflict of interest as when one has to decide between personal interest and the interest of the organization. If faced with that a matter that she has a direct interest in, she would first declare her conflict of interest and recluse herself from the discussion and have it recorded. She would also require that the members of the Commission adhere to the same principles to ensure transparency.

4. Restrictions on gainful employment

She would not continue in her current position as her position would require that.

5. Guiding principles for the Commission

On the issue of perennial strikes, she stated some of the underlying causes of the strike was dissatisfaction with some of the job evaluation results which was due to lack of proper engagement. She stated that prior to implementation of any policy, there has to have been extensive engagements with the stakeholders. She also stated that there was need to have a win-win situation in any negotiation.

6. Public wage bill

She stated that the wage bill had continued to rise beyond the internationally required levels. She informed the Committee that the SRC has to work closely with other organizations in order to reduce the wage bill. The increase in the wage bill was a result of the devolved levels of government whereby there were no rationalization of staff when setting up offices at the county governments, resulting to high number of employees. She stated that she would enforce reward based on performance and productivity.

6. Relationship between SRC and the three arms of the government

She stated that she will ensure that there is a mechanism of engagement between the commission and all stakeholders. She would work to create win-win situations that will bring about unity without comprising the mandate either parties.

7. Perception on the Current pay and the job evaluation for Legislature

She stated that the current perception of the high pay of the Members of Parliament remains a perception and therefore the need to collect enough data to depict the true picture. On the grading of the Members of Parliament, she stated that the process carried out by the SRC ought to have an appeal process.

7. Regarding holding public office, political activities

She stated that she had never held any position in a political party neither has she been dismissed from office from any conflict between personal interest and public or official duties. She confirmed that she has never been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duty.

8. Human resource management

She stated that she would ensure that the Capacity Assessment and Rationalization of Public Service Programme (CARPS) report is implemented. She further stated that there was need to manage the public wage bill to sustainable levels so as to develop. She will ensure that the commission supports the Government in dealing with governance gaps in the public service especially by getting rid of ghost workers and payroll fraud. In terms of payroll audit, she stated that she would develop a system that allows transparency of the payroll.

9. Financial disclosure

She stated that her financial worth was Kshs. 80 Million.

MIN.NO.NA/F&NP/2018/355: VETTING OF MR. JOHN MONYONCHO FOR THE POSITION OF MEMBER OF THE SALARIES AND REMUNERATION COMMISSION – NOMINEE REPRESENTING DEFENCE COUNCIL

Mr. Kennedy Monyoncho appeared before the Committee where he was vetted pursuant to the requirements of the Public Appointment (Parliamentary Approval) Act. Hon. David Mboni, M.P and Hon. Jimmy Angwenyi declared that the nominee was known to them. The nominee was administered an oath before proceeding to give a brief background as follows:-

1. He is a Kenyan citizen of identity card number 8061993 and was born in Kisii County.
2. He is currently working towards attaining his PhD at the University of Nairobi. He has attained a Certificate in Financial Programming from the International Monetary Fund (2018). He also holds a MBA in Finance from the University of Nairobi (2010), Bachelor of Philosophy in Finance from the University of Nairobi, (1988) and a Bachelors of Science Degree in Statistics from Pune University in India (1985).
3. He is currently the Director of Research, Compliance Policy and Planning at SRC from December 2015. He was previously the Technical Manager of Kenya National Bureau of Statistics from August 2007 to December 2012, Logistics and Administration Manager at the Kenya Integrated Household Budget Survey (October 2004- August 2007), Administration Manager at the Nairobi Securities Exchange (August to October 2004),

Assistant Manager in Research at Nairobi Securities Exchange (2002-2004), Personal or Technical Assistant to the Economic Secretary in the Ministry of Finance and Planning, Director of Planning in the Ministry of Finance and Economic Planning (2001-2002), Statistical Officer in the Central Bureau of Statistics (1986-1992) where he was promoted to the position of Economist- Statistician (1992-1996) and finally Principal Economist/Statistician (1997-2001).

4. He has offered consultancy services in various organizations including, the National Bureau of Statistics, South Sudan - Consultant in the Development of a Statistical Compendium for the National Bureau of Statistics (2017) ; Price WaterHouse Coopers - Lead on the Team on a Statistical Assignment for the National Bureau of Statistics in South Sudan (2016); UN Women - Gender Statistician, Lead consultant in the development of a Needs Assessment for Sex Disaggregated Data and Gender Specific Information (2012) among others.
5. He is also a member of Toast Masters International and the Institute of Economic Affairs.

On his suitability for the position, the Committee also examined her on the following issues as follows:

1. Nominees perception of the institution

He stated that the previous commission had no experience and therefore decisions made were part of the learning process. Therefore he proposed engaging stakeholders as much as possible. He therefore proposed spending more time engaging with the stakeholders.

2. Leadership and integrity

He stated that for the last five years he has worked with the Commission, there has not been any issues with ethics. He stated the need to have continuous training and sensitizing of staff on ethics and ensure laws relating to leadership and integrity are adhered to.

3. Managing potential/actual conflict interest

He stated that she had never held any position in a political party neither has he been dismissed from office from any conflict between personal interest and public or official duties. He confirmed that he has never been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duty.

4. Guiding principles for the Commission

He stated that there was need to set up a compliance department to ensure that the Commission achieves its mandates. He proposed working with public agencies to make them understand their mandates.

On the current issues of strikes, he stated that the previous commission had poor communication channels with the stakeholders and if adequate communication is employed it would see a reduction of industrial disputes. He also noted the importance of equal pay for work of equal

value. He further noted that Job valuations will ensure that every employee of the same post doing equal work is paid the same.

5. Regarding holding public office, political activities

He stated that she had never help any position in a political party neither has she been dismissed from office from any conflict between personal interest and public or official duties. He confirmed that he has never been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duty

6. Financial disclosure

He informed the Committee that his joint net worth together was Kshs. 60-65 Million.

MIN.NO.NA/F&NP/2018/356: VETTING OF HON. DALMAS OTIENO ANYANGO FOR THE POSITION OF MEMBER OF THE SALARIES AND REMUNERATION COMMISSION – NOMINEE FOR THE PUBLIC SERVICE COMMISSION

Hon. Dalmas Otieno Anyango appeared before the Committee where he was vetted pursuant to the requirements of the Public Appointment (Parliamentary Approval) Act. The nominee was administered an oath before proceeding to give a brief background as follows:

- i) Hon. Dalmas Otieno Anyango is a Kenyan citizen of identity card number 6794837 and was born in 1945 in Migori County.
- ii) He holds a Post Graduate Certificates in Management, Insurance and Finance at the University of Nairobi and a Bachelor of Science Degree in Applied Economics from Makerere University.
- iii) He is an Associate of the Chartered Insurance Institute (ACII), (London, 1977). He is also a Fellow of the Chartered Insurance Institute by Examination (FCII), (1978) and he is a Chartered Insurance Practitioner (CIP), (1983).
- iv) He has worked in different sectors in the government. He was a Member of Parliament from 2013 – 2017. He was a Member of the Committees on Administration and National Security and Implementation. He also served as the Minister of Public Service from 2008 to 2013. Prior to that he had served as a Board Member of the Electricity Regulatory Board (1998-2001), Member of the Speaker's Committee in Parliament (1993-1994), Member of Parliamentary Sessional Committee (1993-1996), Member of the Parliamentary Public Investment Committee (1996-1997), Co-Chairman of the Inter-Parties Parliamentary Group (IPPG), Committee on Legal and Constitutional Reforms (1997), Member of Parliament for Rongo Constituency (1988-1997), Minister for Industry (1988-1991), Minister for Manpower Planning and Employment (1991), Minister for Transport & Communications for two terms (1994-1996) and Chairman of

The Establishment Committee of RASCOM (1994). He also was involved in the process of privatization of Kenya Airways.

1. Nominees perception of the institution

He stated that he was instrumental in ensuring that the SRC was anchored in the Constitution. He noted that the Commission had carried out a job evaluation exercise previously however was not sure of the validity of the results that were presented. He noted that the job evaluation exercise ought to have been supported by the Productivity Centre which was yet to be set up. He stated that having worked as a Minister for Public Service, his experience would be invaluable for the Commission.

2. Managing potential/actual conflict interest

He stated that he had no potential source of conflict of interest.

3. Guiding principles for the Commission

He stated that previously he had attempted to advocate for equal pay for individuals with equal positions however this didn't bear fruits. The creation of productivity centres would have supported this however this failed due to lack of support from other organizations.

On the ranking of Members of Parliament at number 47, he stated that, there was need to put into perspective on the representational role of Members of Parliament particularly those from countries like Kenya which may not be of the same magnitude as those of other developed worlds like UK. The oversight and legislation roles may however be similar. As such the previous ought to have put together all these factors before coming up with their findings.

4. Regarding holding public office, political activities

He stated that she had never held any position in a political party neither has he been dismissed from office from any conflict between personal interest and public or official duties. He confirmed that he has never been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duty.

5. Human and financial resource management

He stated the need to address productivity and the need to ensure fairness in every sector in terms of remuneration. This would be achieved through continuous stakeholder participation in the public sector.

6. Financial disclosure

He stated that he was worth Kshs. 320 Million acquired from businesses.

MIN.NO.NA/F&NP/2018/357: VETTING OF DR. LEAH MUMBUA MUNYAO FOR THE POSITION OF MEMBER OF THE SALARIES AND REMUNERATION COMMISSION

Dr. Leah Mumbua Munyao appeared before the Committee where she was vetted pursuant to the requirements of the Public Appointment (Parliamentary Approval) Act. The nominee was administered an oath before proceeding to give a brief background as follows:

- i) She is a Kenyan citizen of identity card number 2303535 and was born in Machakos County.
- ii) She is currently the Director of Academic Affairs at Kenya School of Government. Prior to that she rose through the ranks at the Management University of Africa where she was the Pioneer Director of Institutional Development (August 2011- February 2012), Pioneer University Registrar in Academic & Student Affairs (February 2012- August 2013) and was appointed to the position of the Director of Quality Assurance and Standards at the Management University of Africa (August 2013- May 2014). Previously, she was the Director of the School of Management at the Kenya Institute of Management (2008-2011), Deputy Principal at the Kenya School of Professional Studies (KSPS), Deputy Principal at Highway Secondary School, Pioneer Dean of Students at Highway Secondary School and a teacher at Highway Secondary School.
- iii) In addition, Dr. Leah Munyao was a Board Member of the Kenya Wildlife Training Institute (KWSTI), Board Member at State House Girls, Board Member at CGHU Secondary School, Board Member at Kwa Kavoo Secondary School, Member and Secretary of the Deep Wells Women Group and a Member of the African Inland Church (Langata), Patron Teens and Youth Committees.
- i) She holds a PhD in Education Administration and Planning from Catholic University of Eastern Africa. She holds a Masters in Business Administration, Esami Business School, Masters in Education- Administration and Planning, University of Nairobi. She holds a Bachelor of Education (Arts) Degree from Kenyatta University and a Certificate of Global Diplomacy in the Modern World from the University of London.
- ii) She is a full Member of Kenya Institute of Management (FKIM) and was the first Chairperson of the University of Nairobi Alumnae Association Education Chapter. She is also a Member of the Kenya Association of Public Administrators & Management (KAPAM).

1. Leadership and integrity

She had stated that she had no issue of integrity against her and if there was any issue to compromise her integrity, she'll declare it.

2. Managing potential/actual conflict interest

She stated that she had no potential source of conflict that would compromise her delivery of service

3. Motivation to serve as a member of SRC

She applied for the position as she was seeking for career growth and to also influence policy at the SRC.

4. Guiding principles for the Commission

She stated that she would ensure fair remuneration by encouraging well defined jobs and also deal with *ghost workers*, by carrying out payroll audit.

She stated that she would ensure that the while in the SRC, she would advocate for evidence based policies by carrying out objective surveys. She stated that she has participated in job evaluations exercise that were carried out by the SRC, she has research skills that would be of value with the activities of the Commission and she knows and understands the policy making procedure and these values would all be of benefit to the SRC.

5. Regarding holding public office, political activities

She stated that she had never held any position in a political party neither has she been dismissed from office from any conflict between personal interest and public or official duties. She confirmed that she has never been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duty.

6. Human and financial resource management

On dealing with strikes, she stated that she would intensify negotiations in order to minimize labour disputes.

7. Financial disclosure

She stated that she was worth Kshs. 25 million, on future income, she stated that she'll depend on her salary from the SRC.

MIN.NO.NA/F&NP/2018/358: ADJOURNMENT

There being no other business to deliberate on, the meeting was adjourned at 1.00 p.m. The next meeting was scheduled at 2.00pm on the same day.

HON. JOSEPH K. LIMO, MP

(CHAIRPERSON)

SIGNED



DATE.....

28/8/2018

**MINUTES OF THE 61ST SITTING OF THE DEPARTMENTAL COMMITTEE ON
FINANCE AND NATIONAL PLANNING HELD ON WEDNESDAY, 22ND AUGUST,
2018 IN 2ND FLOOR, CONTINENTAL HOUSE AT 2.30 PM**

PRESENT

1. Hon. Joseph K. Limo, MP - **Chairperson**
2. Hon. Isaac W. Ndirangu, MP- **Vice Chairperson**
3. Hon. Jimmy O. Angwenyi, MP
4. Hon. Andrew A. Okuome, MP
5. Hon. Shakeel Shabbir Ahmed, MP
6. Hon. Daniel E. Nanok, MP
7. Hon. Lydia H. Mizighi, MP
8. Hon. Purity Ngirici, MP
9. Hon. Samuel Atandi, MP
10. Hon. David M. Mboni, MP
11. Hon. Joseph M. Oyula, MP
12. Hon. Francis K. Kimani, MP
13. Hon. Mohamed A. Mohamed, MP
14. Hon. Joshua C. Kandie, MP
15. Hon. Stanley M. Muthama, MP

APOLOGY

1. Hon. Alfred Sambu, MP
2. Hon. Dr. Enoch Kibunguchy, MP
3. Hon. Abdul Rahim Dawood, MP

INATTENDANCE

SECRETARIAT

- | | | |
|--------------------------|---|------------------------------------|
| 1. Ms. Leah Mwaura | - | Senior Clerk Assistant/ Lead Clerk |
| 2. Ms. Jennipher Ndeto | - | Principal Legal Counsel |
| 3. Ms. Laureen Wesonga | - | Third Clerk Assistant |
| 4. Ms. Deborah Mupusi | - | Media Relations Officer |
| 5. Mr. Collins Mahamba | - | Audio Officer |
| 6. Mr. John Njoro | - | Serjeant-At-Arms |
| 7. Ms. Catherine Waireri | - | Intern |

Agenda

1. Prayers
2. Preliminaries/Introductions
3. Communication from the Chair
4. Bills
5. Petitions
6. Papers
7. Personal statement (**Members Only**)
8. Confirmation of Minutes
9. Matters Arising
10. i) **Adoption of the report on the consideration of the Finance Bill, 2018 and,**
ii) **Vetting of the nominees for the position of Members of the Salaries and Remuneration Commission**
 - i) **Ms. Margaret Sawe** - **9.30am**
 - ii) **Ms. Nelly Ashubwe** - **10.30am**
 - iii) **Dr. Amani Komora** - **11.30am**
 - iv) **CPA Sophie Muturi** - **12.30pm**
11. Adjournment

MIN.NO.NA/F&NP/2018/344: PRELIMINARIES/COMMUNICATION FROM THE CHAIRPERSON

The meeting was called to order at 2.30 p.m. with prayer from the chairperson. The Chairperson called for introductions of those present before welcoming the meeting to deliberate on the day's agenda.

MIN.NO.NA/F&NP/2018/345: CONFIRMATION OF MINUTES

Agenda was deferred.

MIN.NO.NA/F&NP/2018/346: VETTING OF MS. MARGARET SAWE FOR THE POSITION OF MEMBER OF THE SALARIES AND REMUNERATION COMMISSION- NOMINEE REPRESENTING SENATE ON BEHALF OF THE COUNTY GOVERNMENTS

Ms. Margret Sawe appeared before the Committee where she was vetted pursuant to the requirements of the Public Appointment (Parliamentary Approval) Act. She was administered an oath before proceeding to give a brief background as follows:-

Academic and professional background

In respect of her academic and professional background the nominee informed the Committee as follows: -

1. Mrs. Margaret Sawe is a Kenyan Citizen of Identity Card number 13364926 and was born in 1975 in Uasin Gishu County.
2. She holds a Masters degree in Business Administration, Strategic Management (2013), a Higher Diploma in Human Resource Management (2001) and a Bachelor of Education Degree in Home Economics (1999).
3. She was currently works as a Consultant at Miale Business Services. She was also the Group Human Resource Manager at Sian Agriflora Limited (2009-2013), Human Resource Officer of Chevron Kenya/Caltex (2005-2009), Human Resource Assistant of I.C.R.C (Jan 2004-Nov 2005), Human Resource Assistant at Unga Group Limited (May 2002-Dec 2003), Human Resource Assistant at General Motors E.A (Apr 2001-Apr 2002) and an Administration Assistant in AMACO Insurance Company Limited (Dec 1999 to Apr 2001).
4. She was a County Executive Committee Member in the County Government of Uasin Gishu from 2015 to 2017 and also from 2013 to November 2015.
5. She was a member of the Institute of Human Resource Management.

On her suitability for the position, the Committee examined her on the following issues as follows:

1. Challenges experienced by the previous Commission and how she intends to deal with them.

Mrs. Margaret Sawe stated that being a nascent Commission, they were on a learning curve hence the myriad of challenges arising from miscommunications. She also stated that the previous members of the Salaries and Remuneration Commission took some time to set internal structures. She attributed the issues to inability of the Commission to engage stakeholders before implementing policies. She noted the need to open communication paths with stockholders before implementing policies which will go a long way in minimizing frictions.

2. Payroll systems and Ghost workers

In order to deal with the perennial problem of *ghost workers*, she would recommend a thorough audit of the payroll system and ensure that the commission leverages on ICT to ensure that it has access to the payroll of the entire of public service. She also noted due to transfers from one county to another, there was an urgent need for cleanup of payroll at the devolved level of governments to weed out possibility of *ghost workers*.

3. How she intends to ensure that Salaries and Remuneration Commission delivers its mandate

She stated that she had a strong bias towards internal engagement and therefore will use this to better the Commission. She also stated that her experience as a human resource practitioner will be invaluable in ensuring that the commission practices objectivity in job evaluation and adequately engages labour unions in order to avert a labour dispute relating to salaries and benefits.

4. Integrity and Leadership

In order to deal with ethics and integrity within the Commission, she stated that she would ensure that the rule of law is adhered to by all. She would also endeavor to be a role model by practicing fairness in her discharge of duties.

5. Affiliation to a political party

Mrs. Margaret Sawe informed the Committee that she was neither a member nor an affiliate of any political party.

6. How the Commission will contribute to the national priority – Big four Agenda

She stated that the Commission was a key entity in delivering big four agenda. She stated that she would ensure that the public service optimizes on staff productivity in order to deliver on the big four agenda. She also noted the need to ensure that public servants are well motivated in order to increase productivity. She further stated that the huge wage Bill had the potential of hampering the delivery of the Big Four Agenda. She stated that public wage bill should be maintained at 35 % so as to leave the rest of the resources for development.

7. Good governance and development

She stated that the ongoing fight on corruption is a very good indicator and will contribute positively in increased business activity especially on the manufacturing pillar which was key in the realization of Vision 2030 Agenda.

8. Retention of County Government staff

She stated that there was need to ensure that county governments were a going concern especially in the core departments. She will ensure that even if there is a change of guard, critical staff are retained in order to ensure continuity and institutional memory. This will also ensure that county governments systems leave beyond a Governor. She stated on the need to competitively recruit Directors and Heads of Department at the counties to ensure that they are retained at the end of term of a Governor.

9. What was her opinion job evaluation carried out on Members of Parliament by the predecessor Commission.

She stated that job evaluation had many factors like the scope of responsibility and comparative pay with others in the same position. She stated that the previous Commission ought to have engaged the Members of Parliament before the carrying out the job evaluation so as to appreciate the role of a Member of Parliament.

10. Conflict between the Secretariat and the Members and how she would deal with it

She stated that there was need to ensure that the mandate of every function of the commission i.e Commissioners and Secretariat was clearly spelt out as per the law so as to minimize the conflict of mandate and functions.

11. Her net worth and source of income

She stated her joint net worth was 52 Million. Her source of income was salary and allowances payable through conferences.

MIN.NO.NA/F&NP/2018/347: VETTING OF MS. NELLY PERIS ASHUBWE FOR THE POSITION OF MEMBER OF THE SALARIES AND REMUNERATION COMMISSION- NOMINEE REPRESENTING UMBRELLA BODY REPRESENTING TRADE UNIONS

Ms. Nelly Peris Ashubwe appeared before the Committee where she was vetted pursuant to the requirements of the Public Appointment (Parliamentary Approval) Act. She was administered an oath before proceeding to give a brief background as follows:-

Academic and professional background

In respect of her academic and professional background the nominee informed the Committee as follows: -

1. She is a Kenyan citizen of identity card number 7591079 and was born in 1965 in Kakamega County.
2. She holds a Bachelors Degree in Law from the University of Nairobi (2008), a Bachelor of Education in Arts from Kenyatta University and a Diploma from the Kenya School of Law (2009).
3. She was currently the Managing Partner at Eshiwani Ashubwe and Co. Advocates. She was a Legal Associate at J.A. Gureswa & Co. Advocates (2013). Before the commencement of her career in Law, she was a teacher at Premier Academy, Nairobi (2003-2011), Riara Groups of Schools, Nairobi (1999-2003), Consolata School, Nairobi (1992-1998), Kabimoi High School, Rift Valley (1990-1992) and Kakamega High School, Kakamega (1989) - Teaching Practice.

4. She was a member of the Law Society of Kenya and previously employed by the Teachers Service Commission.

On her suitability for the position, the Committee examined her on the following issues as follows:

1. Nominee's Perception of the institution

She stated that the previous Commission performed well given the fact that this was the first commission and had no prior experience to learn from. She stated that the second commission will have an opportunity to learn from the mistakes committed by the previous commission. She emphasized on the need for the commissions to meaningfully engage with the stakeholders before implementing policies.

2. Experience Public Service

The Committee observed that the nominee had not worked within the public service for long hence she would be unable to work in the commission. On her experience in public service, Ms. Nelly Ashubwe stated that she had worked as a teacher thus showing that she was a worker and could therefore identify with the issues that they faced. As an advocate she had worked in the Industrial Courts representing trade unions hence she understands issues relating to conditions for workers and the demands that would arise out of the new position.

3. Public wage bill

She stated that she would ensure that public service is managed in a way to avoid duplicity of duties. This will go a long way in reducing the wage bill within the public sector.

4. Transition from teaching to legal practitioner

She stated that she previously worked in the Teachers Service Commission and resigned from her position due to insecurity at the time. She stated that she requested for transfer and was declined prompting her to moving to teach in the private schools and subsequently transferring to IGCSE schools. This opportunity accorded her flexibility to also pursue Law degree.

5. Integrity and Leadership

She stated that throughout her career, she had endeavored to live as a role model. She further stated that she would that she works as a team player and seeks advice appropriately.

In dealing with issues on ethics and integrity within the Commission, she stated that she would ensure integrity and ethics as a commissioner are a key tenets in discharged of her

mandate. She will also ensure accountability remains a guiding principle of the commission. This will go a long way in combating governance related issues.

6. Managing Potential/Actual conflict of interest

She informed the Committee that she had no engagements that are likely to present potential conflicts of interest between her personal interests and her official duties in the event she is appointed for the role.

She stated that she currently had a court case against the Salaries and Remuneration Commission. However, if appointed as a Member the Salaries and Remuneration Commission, she will reclude herself from the court case.

7. Regarding holding Public Office, Political Activities and Affiliations

She stated that she has not held any position in a political party, neither has she been dismissed from an office of duty for any conflict between personal interest and public or official duties. She also had not been associated with practices that depict bias, favoritism or nepotism in the discharge of public duties.

8. Role of the Commission and the realization of the Big four agenda

She stated that will ensure that the public wage bill is managed to ensure that the rest of the resources are used to achieve the Big four agenda. She stated that the huge burden on the public wage bill had a correlation with slow growth. She stated that she would work on a system to bring down the huge wage bill and ensure that there was harmonization of salaries.

9. Financial Disclosure

She informed the committee that her financial net worth was 15 Million. Her source of income was mainly from her family law firm.

10. Clarification on the contest by the Trade Union Congress of Kenya (TUC-Ke)

She stated that the nomination was through COTU upon application. She stated that TUC-Ke was a rival organization of COTU and hence the contestation. She informed the Committee that she had represented COTU in many trade dispute cases and hence her nomination.

The Committee therefore tasked the Secretariat to undertake research on the membership of both COTU and TUC- Ke and to also provide an opinion on who was the umbrella body representing the trade unions as contemplated by the Constitution of Kenya, 2010

MIN.NO.NA/F&NP/2018/348: VETTING OF DR. AMANI YUDA KOMORA FOR THE POSITION OF MEMBERS OF THE SALARIES AND REMUNERATION COMMISSION— NOMINEE REPRESENTING UMBRELLA BODY REPRESENTING EMPLOYERS

Dr. Amani Yuda Komora appeared before the Committee where he was vetted pursuant to the requirements of the Public Appointment (Parliamentary Approval) Act. He was administered an oath before proceeding to give a brief background as follows:-

Academic and professional background

In respect of his academic and professional background the nominee informed the Committee as follows: -

1. He is a Kenyan citizen of identity card number 10310510 and was born in 1968 in Tana River County.
2. He holds a PhD in Human Resource Management and a Masters degree in Human Resource Management from Jomo Kenyatta University of Agriculture & Technology (JKUAT), a Higher Diploma in Human Resource Management from the Institute of Personnel Management (K) and a Bachelor of Arts in Anthropology and Sociology from the University of Nairobi.
3. He has a wide scope of experience in Human Resource Management and executive roles. He is currently the General Manager in Human Resources and Administration at Kenya Ports Authority (KPA). He was the Head of Human Resources at KPA (2012-2016) before being promoted to his current position. He worked as a Senior Assistant Commissioner in Operations at Kenya Revenue Authority (2012), Human Resource Manager at Kenya Anti-Corruption Commission (2005-2011), Assistant Commissioner in Human Resource at KRA (2004-2005), Senior Human Resources & Public Relations Officer at KRA (January 2001- June 2001), Human Resource Officer at KRA, (1998-2001), Management Trainee at KRA (1996-1998), Projects Officer at East African Wildlife Society (1993-1996), Project Assistant in Field Operations at Kuwait Embassy (1992-1993) and as an Untrained Teacher at Hola Secondary School (January 1989-June 1989)
4. He has attended the following conferences, workshops and trainings including , Mwongozo Induction Programme for Boards of State Corporations at Mombasa Continental Resort, Mombasa (June 2017); Risk Management for KPA Board of Directors Workshop by G-Optimize at Vipingo Ridge Resort, Kilifi (March 2017); Governance & Risk Management Workshop for Board/Executive Management at Vipingo Ridge Resort, Kilifi (March 2017); 2nd Convention for

Human Resource Management Practitioners jointly organized by the CHRM/IHRM at Pride Inn Hotel, Shanzu, Mombasa (March 2017) among others.

5. He is a Member of the Institute of Human Resource Management (IHRM-K).

On his suitability for the position, the Committee also examined him on the following issues as follows:

1. Role of SRC in supporting the Big four agenda

He stated that the commission was a critical body that directly supports the national government in the *Big Four Agenda*. He noted the need for the government to deal with the issue of *ghost workers* and he would assist the government by ensuring the commission employs scientific method to identifying ghost workers and instituting routine head counts. On the issue of dealing with aging work force, he stated that he would ensure that he uses his experience at the KPA on the introduction of a Management Trainee Programme for young and fresh graduates. This will ensure that there is a proper transition and also infusion of new energy in the public service.

2. Motivation to serve as a member of SRC and career growth

He stated that he was seeking to serve the country on higher positions so that he could directly influence policy at that higher level.

The Committee was concerned of the short stint (6 months) at the KRA. He stated that he was not properly advised on his new role at the KRA before moving; he thought he would get the same level of position as the previous job however the position was not available yet. Out of his experience at the Kenya Anticorruption Commission (KACC), he was offered a role to set up an integrity awareness unit. He also stated that he took a pay cut due to the increasing need for stability and therefore the new job at KRA offered a permanent and pensionable terms as compared to the one at KACC.

3. Integrity and Leadership

He stated that the value system has been inculcated throughout his career and he intends to continue pursuing the same. He stated that having worked and trained extensively on leadership and integrity he intends to ensure that the same is fostered in the commission.

4. Managing Potential/ Actual conflict of interest

He informed the Committee that she had no potential source of conflict of interest between his personal interests and his official duties in the event he is appointed for the role.

5. Restriction on other gainful employment

He stated that he would wish to continue contributing to the academia by offering lecturing services as he serves in the commission. However, if this would present a potential source of conflict, he would oblige to leave.

6. Regarding holding Public Office, Political Activities and Affiliations

He stated that he has not held any position in a political party, neither has he been dismissed from an office of duty for any conflict between personal interest and public or official duties. He also had not been associated with practices that depict bias, favoritism or nepotism in the discharge of public duties.

7. Financial Disclosure

He informed the Committee that his net worth as declared in the application form was in consideration of the value of the asset he owns in terms of property. He earns Kshs. 8.5 in salary and averages of Kshs. 2m and Kshs. 5m from agricultural businesses.

MIN.NO.NA/F&NP/2018/349: VETTING OF CPA SOPHIE MOTURI FOR THE POSITION OF MEMBER OF THE SALARIES AND REMUNERATION COMMISSION – NOMINEE REPRESENTING JOINT FORUM OF PROFESSIONAL BODIES

CPA Sophie Moturi appeared before the Committee where she was vetted pursuant to the requirements of the Public Appointment (Parliamentary Approval) Act. She was administered an oath before proceeding to give a brief background as follows:-

1. She is a Kenyan citizen with identity card number 2933562 and was born in 1961 in Kisii County.
2. She holds a Masters Degree in Banking and Finance from Moi University (2009) and a Bachelor of Commerce (Accounting Option) from the University of Nairobi (1985). She is also a Certified Public Accountant from Strathmore University (1989).
3. She is currently the Director of Bomo Limited since 2014. She was a Member of the Vetting Panel of the Ethics and Anti-Corruption Commission (EACC) staff, (March 2013 to April 2013). She was a Trustee in Micro Enterprises Support Program Trust (MESPT) from November 2006 to December 2013, Council Member of the Association of Professional Societies of East Africa representing ICPAK and was later elected by the APSEA Council as the Honorary Treasurer of APSEA (May 2011 to December 2013). She was a Member of the Selection Panel of the Independent Electoral and Boundaries Commission from July 2011 to November 2011. She was the Chairperson of the Association of Women Accountants of Kenya (2006-2008), Board Member and

Treasurer of Zabibu Centre (2006-2011), Director of the Life in Abundance International (LIA- Int) and LIA Kenya (NGOs) (2007-2011), Part time Lecturer at KCA University (2010), General Manager and Shareholder at Henkam Limited (2009-2014), Country Director and Finance and Administration Manager at Life in Abundance- Kenya (2005-2007), Manager of a jointly owned real estate investment (September 1999 to 2008), Manager at Henkam Promotions (July 1998 to June 2001), Finance and Administration Manager at Action Africa in Need, Kenya (1992-1993), Accountant at Action Africa in Need, Kenya (1991-1992), Accountant in Charge of the Client Accounting Department (CAD) at Price Water House Coopers (September 1990 to September 1991), Accountant in Client Accounting Department (CAD) at Price Water House Coopers (1988-1989) and an Audit Senior and Audit Assistant in various organizations (August 1985 to June 1988). She is currently a Board Member of the Public Sector Accounting Standards Board (PSASB) and a Chairperson of the Government Owned Enterprises Committee and a Committee Member of the Governance and Strategy Committee. She is also a Trustee of the Kenya Professionals Development Fund and a Member of the Association of Professional Societies in East Africa (APSEA) Professional Resource Centre Committee. She was appointed as the Chairperson of the Board of Management of Kiganjo Primary School by Nyandarua County Education Board in February 2016. Previously, she was a Member of the Professional Standards Committee of ICPAK (2015-2016), Council Member in the Governing Council of the International Leadership University, Nairobi, the Chairperson of the Finance Committee, Member of the Executive Committee and Development Committee and the Chairperson of the ILU Staff Pension Scheme (November 2012 to November 2015). From August 2012 to 2014, she was a Member of the Association of Evangelicals of Africa (AEA) Building Committee. She was also a Member of the LIA Building Committee (2011-2017).

4. She has attended the following courses, seminars and workshops including Institute of Internal Auditors (IIA), International Conference in Australia (July 2017); Governance, Risk and Control (GRC) Conference in Miami, USA (August 2016); ICPAK Executive Seminar in Bangkok, Thailand (November 2015); Presenter at the Institute of Chartered Accountants Ghana (ICAG) and IFAC roundtables workshop on the implementation of IPSAS in Kenya (May 2015); the 22nd ESAAG Annual International Conference held in Dar-es-Salaam Tanzania among others.
5. She is a member of the Institute of Certified Public Accountants of Kenya (ICPAK) and the Association of Women Accountants of Kenya.

On her suitability for the position, the Committee also examined her on the following issues as follows:

1. Nominee's Perception of the previous commission

She stated that the previous commission did a good job in the job evaluation and ensured that salary structures were put in place as well as harmonization of salaries. She also stated that the Commission benchmarked from best practices in delivering their mandate.

2. Motivation to serve as a member of SRC

She stated that her motivation of joining the SRC was to be part of a transformative agenda on the country. During her tenure at the SRC, she would ensure that there are no labour disputes related to salaries and remuneration.

3. Integrity and Leadership

She also stated that she has never had any matter brought against her that touches on her integrity. She stated that her personal motto is do things to best of ability and strength. She also stated that she would continue employing excellence, diligence and distinction as she has exhibited in her previous employment.

4. Managing Potential/ Actual conflict of interest

She informed the Committee that she had no potential source of conflicts of interest between her personal interests and her official duties in the event she is appointed for the role.

5. Guiding principles for the Commission – equal pay for equal work

She stated that by the time her term is over, the wage bill she would ensure that the wage Bill is reduced to the levels dictated by the international policies.

She stated that she did not intend to reduce the salaries of public servants so as to reduce the wage bill, however increase development in the country without necessarily increasing salaries.

6. Regarding holding Public Office, Political Activities and Affiliations

She stated that he has not held any position in a political party, neither has he been dismissed from an office of duty for any conflict between personal interest and public or official duties. She also had not been associated with practices that depict bias, favouritism or nepotism in the discharge of public duties.

7. Human and Financial Resource Management

In the Big 4 agenda, SRC had a role to play as it would ensure that the public wage bill is sustainable in order to release the resources to the development and achievement of the big four agenda.

8. Financial Disclosure

She informed the Committee that her net worth was 150 M shillings Sources of income were from rental income, Bomo Limited and PSASB Allowances.

MIN.NO.NA/F&NP/2018/350: ANY OTHER BUSINESS

The Vice Chairperson thanked Members for the objective manner in which they had conducted the vetting exercise. He further informed the Members that the Committee was scheduled to vet the remaining set of nominees the following day.

MIN.NO.NA/F&NP/2018/351: ADJOURNMENT

There being no other business to deliberate on, the meeting was adjourned at 5.15 p.m. The next meeting was scheduled at 9.30 am the following day.

HON. JOSEPH K. LIMO, MP

(CHAIRPERSON)

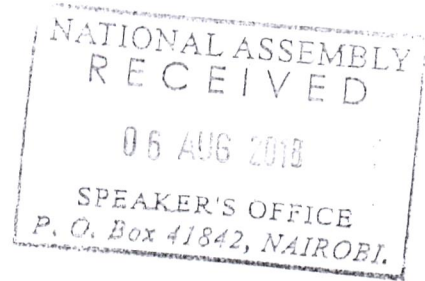
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DATE.....

28/8/2018

③
Lest
pls deep
KA
07/8/18



THE PRESIDENCY
EXECUTIVE OFFICE OF THE PRESIDENT
HEAD OF THE PUBLIC SERVICE

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

STATE HOUSE

P.O. Box 40530-00100

Nairobi, Kenya

2nd August, 2018

Ref. No. **OP/CAB.1/40A**

and date

Hon. Justin B. Muturi, EGH, MP,
Speaker
The National Assembly
Parliament Building
Parliament Road
NAIROBI.

①
Noted. CNA to prepare the
necessary communication

BW
SNA
7/8/18

Dear *Hon. Muturi,*

RE: NOMINEES FOR THE POSITION OF CHAIRPERSON AND MEMBERS OF THE SALARIES AND REMUNERATION COMMISSION

We refer to the above subject matter.

In full discharge of the Constitutional and Statutory requirements, we humbly convey to the National Assembly for its consideration and approval His Excellency the President's Nominees for the position of Chairperson and Members of the Salaries and Remuneration Commission; namely:

A. Chairperson

Ms. Lyn Cherop Mengich

B. Members

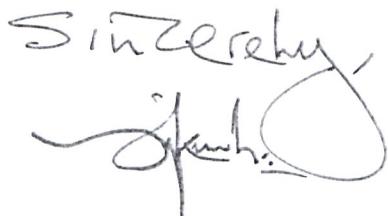
Enabling Provision	Nominating Body	Nominee
Art. 230 (2) (b) (i)	Parliamentary Service Commission	Ms. Halima Abdille Mohammed
Art. 230 (2) (b) (ii)	Public Service Commission	Hon. Dalmas Otieno Onyango

Art. 230 (2) (b) (iv)	Teachers Service Commission	Dr. Leah Mumbua Munyao
Art. 230 (2) (b) (vi)	Defence Council	Mr. John Kennedy Monyoncho
Art. 230 (2) (b) (vii)	Senate, on behalf of the County Governments	Ms. Margaret Sawe
Art. 230 (2) (c) (i)	Umbrella body representing Trade Unions	Ms. Nelly Peris Ashubwe
Art. 230 (2) (c) (ii)	Umbrella body representing Employers	Dr. Amani Yuda Komora
Art. 230 (2) (c) (iii)	A Joint forum of Professional Bodies	CPA Sophie Moturi

The nominations and transmittal to the National Assembly are made pursuant to Article 250 (2) (b) of the Constitution, Section 7 (10) of the Salaries and Remuneration Commission Act, (Act. No. 10 of 2011) and Sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act (Act No. 33 of 2011).

Enclosed herewith are the Nominees' Curriculum Vitae and Testimonials, to aid the August House in its consideration and approval processes.

Yours



JOSEPH K. KINYUA, EGH
HEAD OF THE PUBLIC SERVICE

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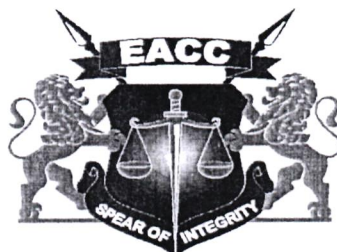
Mr. Michael Sialai, CBS
Clerk of the National Assembly
The National Assembly
Parliament Building,
Parliament Road
NAIROBI.

SALARIES & REMUNERATION COMMISSION NOMINEES

No.	Nominee	Position	ID No.	PIN No.
1.	Ms. Lyn Cherop Mengich	Chairperson	5596241	A001280353G
2.	Ms. Halima Abdille Mohamud	Member	25322209	A0048567431
3.	Hon. Dalmas Otieno Anyango	Member	6794837	A000103530R
4.	Dr. Leah Mumbua Munyao	Member	2303535	A001161675H
5.	Mr. John Kennedy Monyoncho	Member	8061993	A001484201D
6.	Ms. Margaret Sawe	Member	13364926	A002753057X
7.	Ms. Nelly Peris Ashubwe	Member	7591079	A001309508P
8.	Dr. Amani Yuda Komora	Member	10310510	A002271593P
9.	CPA Sophie Moturi	Member	2933562	A001173507A

INDEPENDENT POLICING OVERSIGHT AUTHORITY NOMINEES

No.	Name	Position	ID No.	PIN No.
1.	Mrs. Anne Makori	Chairperson	7027683	A001332118X
2.	Ms. Doreen Nkatha Muthaura	Member	21857801	A003651277V
3.	Ms. Fatuma Mahamud Mohamed	Member	1261840	A003823194D
4.	Dr. Walter Owen Ogony	Member	4829939	A001137527K
5.	Mr. Jonathan Lodompul Ltipalei	Member	4187108	A002627896R
6.	Ms. Praxedes Chepkoech Tororey	Member	6664481	A001657898V
7.	Dr. Jimmy Mutuku Mwithi	Member	9136038	A001558090F
8.	Hon. Waiganjo John Muriithi	Member	9507187	A002534925S



② LGH/HO
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FA
20/8/18
URGENT

ETHICS AND ANTI-CORRUPTION COMMISSION

INTEGRITY CENTRE (Valley Rd./Jakaya Kikwete Rd. Junction) P.O. Box 61130 – 00200, NAIROBI, Kenya
TEL.: 254 (020) 2717318 / 2720722, MOBILE: 0729 888881/2/3

Fax: 254 (020) 2717473 Email: eacc@integrity.go.ke Website: www.eacc.go.ke

When replying please quote:

Our Ref: EACC.7/10/5 VOL.VII

15th August 2018

Michael R. Sialai, EBS

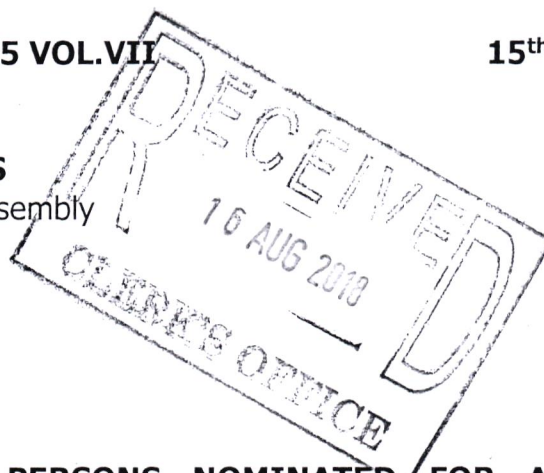
Clerk of the National Assembly

National Assembly

Parliament Building

P O Box 41842-00100

NAIROBI



① ① Committee
15/08

RE: VETTING OF PERSONS NOMINATED FOR APPOINTMENT AS CHAIRPERSONS AND MEMBERS OF THE SALARIES & REMUNERATION COMMISSION AND INDEPENDENT POLICING OVERSIGHT AUTHORITY BY THE NATIONAL ASSEMBLY

Your letter referenced NA/DCS/DC/2018/ dated 8th August, 2018 on the above subject matter, refers.

We wish to confirm that we have not undertaken any investigations where the following candidates have been found culpable.

SALARIES AND REMUNERATION COMMISSION NOMINEES			
S/NO	NAME	ID NUMBER	POSITION
1.	Ms. Lyn Cherop Mengich	5596241	Chairperson
2.	Ms. Halima Abdille Mohamud	25322209	Member
3.	Hon. Dalmas Otieno Anyango	6794837	Member
4.	Dr. Leah Mumbua Munyao	2303535	Member
5.	Mr. John Kennedy Munyoncho	8061993	Member
6.	Ms. Margaret Sawe	13364926	Member
7.	Ms. Nelly Peris Ashumbwe	7591079	Member
8.	Dr. Amani Yuda Komora	10310510	Member
9.	CPA Sophie Njeri Moturi	2933562	Member

INDEPENDENT POLICING OVERSIGHT AUTHORITY NOMINEES			
S/NO	NAME	ID NUMBER	POSITION
1.	Anne Makori	7027683	Chairperson
2.	Muthaura Doreen Nkatha	2185780	Member
3.	Fatuma Mohamud Mohamed	1261840	Member
4.	Dr. Walter Owen Ogony	4829939	Member
5.	Jonathan Lodompui Ltipalei	4187108	Member
6.	Tororey Praxedes Chepkoech	6664481	Member
7.	Dr. Jimmy Mutuku Mwithi	9136038	Member
8.	Hon. Waiganjo John Muriithi	9507187	member

The information provided is based on records available as at 13th August 2018.

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

MICHAEL K. MUBEA, EBS
DEPUTY SECRETARY/CEO - TECHNICAL SERVICES
FOR: SECRETARY/CHIEF EXECUTIVE OFFICER

LCK/tmm

401

NATIONAL POLICE SERVICE

Telegrams: "IDENT CRIMINAL", Nairobi
 Telephone: 020-8512089/98
 Fax: 020-2606149
 E-mail: identsnbi@gmail.com
 When replying please quote ref No. and date



CRIMINAL RECORDS OFFICE,
 P.O. Box 30460 - 00100 GPO,
NAIROBI

DIRECTORATE OF CRIMINAL INVESTIGATIONS

DCI/CRO/SEC/6/7/2/A/VOL.VI/139

14TH AUGUST, 2018

The Clerk

National Assembly
 Clerk's Chambers
 Parliament Buildings
 P O Box 41842 - 00100

NAIROBI

Attn: Michael R. Sialai, EBS

① D/Committee
 8
 15/08
 ② hcat
 pls deal
 FA 15/8/18

SUBJECT: VETTING OF PERSONS NOMINATED FOR APPOINTMENT AS CHAIRPERSONS AND MEMBERS OF THE SALARIES & REMUNERATION COMMISSION AND INDEPENDENT POLICING OVERSIGHT AUTHORITY BY THE NATIONAL ASSEMBLY

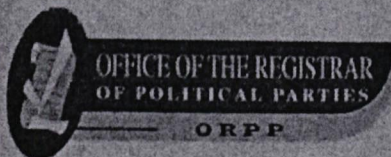
Your correspondence Ref. No. NA/DCSDC/2018/ dated 8 August, 2018 refers.

This office confirms that the below mentioned applied for Police Clearance Certificates on diverse dates and were **genuinely** issued with certificates by this office as follows:-

S/NO.	NAME	IDENTITY NO.	DATE OF ISSUE
1.	MS. LYN CHEROP MENGICH	5596241	18/5/2018
2.	MS. HALIMA ABDILLE MOHAMUD	25322209	13/3/2018
3.	HON. DALMAS OTIENO ANYANGO	6794837	7/8/2018
4.	DR. LEAH MUMBUA MUNYAO	2303535	16/3/2018
5.	MR. JOHN KENNEDY MONYONCHO	8061993	5/2/2018
6.	MS. MARGARET SAWE	13364926	12/10/2018

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821



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 Email: registrar@orpp.or.ke
 Website: www.orpp.or.ke
 When replying please quote

REF NO.: RPP/ORG/34 Vol. III (6)



Republic of Kenya

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

DATE: 9th August, 2018

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



Undelivered
 8
 13/8

Dear Sir,

RE: VETTING OF PERSONS NOMINATED FOR APPOINTMENT AS CHAIRPERSONS AND MEMBERS OF THE SALARIES AND REMUNERATION COMMISSION AND INDEPENDENT POLICING OVERSIGHT AUTHORITY BY THE NATIONAL ASSEMBLY

Reference is made to letter Ref. NA/DCS/DC/2018 dated 8th August, 2018 on the above subject matter.

According to the records held by this office as at 9th August, 2018, the list of the nominees tabulated herein below are not officials of a registered political party.

SALARIES AND RENUMERATION COMMISSION NOMINEES				
No.	Nominee	Position	ID No.	PIN No.
1.	Ms. Lyn Cherop Mengich	Chairperson	5596241	A001280353G
2.	Ms Halima Abdille Mohamud	Member	25322209	A0048567431
3.	Hon. Dalmas Otieno Anyango	Member	6794837	A000103530R
4.	Dr. Leah Mumbua Munyao	Member	2303535	A001161675H
5.	Mr. John Kennedy Monyoncho	Member	8061993	A001484201D
6.	Ms. Margaret Sawe	Member	13364926	A002753057X
7.	Ms. Nelly Peris Ashubwe	Member	7591079	A001309508P
8.	Dr. Amani Yuda Komora	Member	10310510	A002271593P
9.	CPA Sophie Moturi	Member	2933562	A001173507A



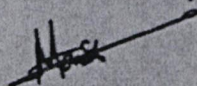
Office of the Registrar of Political Parties-ORPP



@ORPPKenya

INDEPENDENT POLICING OVERSIGHT AUTHORITY NOMINEES				
No.	Nominee	Position	ID No.	PIN No.
1.	Mrs. Anne Makori	Chairperson	7027683	A001332118X
2.	Ms. Doreen Nkatha Muthaura	Member	21857801	A003651277V
3.	Ms. Fatuma Mahamud Mohamed	Member	1261840	A003823194D
4.	Dr. Walter Owen Ogony	Member	4829939	A001137527K
5.	Mr. Johnathan Lodompul Ltipalei	Member	4187108	A002627896R
6.	Ms. Prazedes Chepkoech Tororey	Member	6664481	A001657898V
7.	Dr. Jimmy Mutuku Mwithi	Member	9136038	A001558090F
8.	Hon. Waiganjo John Muriithi	Member	9507187	A002534925S

Yours faithfully,



Joshua Kimulu
For: Registrar of Political Parties



Office of the Registrar of Political Parties-ORPP



@ORPPKenya

No. 33 of 2011 [Rev. 2012]

Public Appointments (Parliamentary Approval)

[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:** Lyn Cherop Mengich

2. **Position:** Chair Person of the salaries and remuneration commission

3. **Sex:** Female

4. **Date of Birth:** 2nd October 1962, Nandi district, Kenya

5. **Marital Status:** Married

6. **Daytime phone number:** 0723383600

7. **Mobile phone number:** 0723383600

8. **Email Address:** lynmengich@nuevo.co.ke lynmengich@gmail.com

9. **ID Number:** 5596241

10. **PIN Number:** A001280353G

11. **Nationality:** Kenyan

12. **Postal Address:** P.O.BOX 24811- 00502

13. **Town/City:** Nairobi

14. **Knowledge of Languages:** English, Kiswahili and Nandi

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).

1.JomoKenyatta University of Science and Technology: 2014 to 2016: Master of Science in Human Resource Management awarded on 25/11/2016

2.Strathmore University and University of Navara Spain: March to November 2007: Advanced Management program awarded in November 2007

3.University of Nairobi: 1983 to 1985: Bachelor of Arts Second class Honors awarded on 9/9/1986

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)

- **Nuevo Consulting** : CEO and Consultant- November 2013 – to date
- **Barclays Bank:** HR Director- 2008 - November 2013.
- **Kenya commercial Bank:** HR Director- Nov 2004 to Feb 2008
- **Shell:** Talent Manager for Africa, Change Manager for Africa and Regional Manager for East Africa- Nov 1999 Oct 2004 Nov 1999 Oct 2004
- **Smithkline Beecham (now Glaxo Smithkline):** HR Director - August 1996 to Oct 1999
- **Unilever:** Training and Development Manager, Factory Personnel Manager, Assistant Personnel Manager and Management Trainee- 1986 to July 1996

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

- **Governing council Kenya Institute of Bankers:** Award of distinguished service awarded in 2013
- **Barclays Africa:** leadership in change management awarded by the HR council in 2012
- **Barclays Kenya:** Recognition for outstanding leadership awarded in 2011
- **Institute of Human Resource Management:** Fellow of the institute awarded in 2010

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

- Fellow of the Institute of Human Resource Management since 2010
- Member of the Institute of Human Resource Management since 2000

18. **Memberships:** (List all professional, business, fraternal, scholarly, civic, charitable or other organizations, (other than those listed in response to Question 17) to which you belong or have belonged).

- Alumni of Strathmore Business School and University of Navara Since Nov 2007

19. **Published Writings:**

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

Influence of Organizational Learning on Organizational Performance of Commercial banks in Kenya: International Journal of Science and Research (IJSR) ISSN: 2319-7064 Index: Volume 5 Issue 10, October 2016

(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.

Attached are 2 policies and 2 reports that I prepared.

1. Standard Group reward policy
2. CPF South Sudan expatriate assignment policy
3. KRA Training report
4. GA Insurance job evaluation report

20. Public Office, Political Activities and Affiliations:

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

None

(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

(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, favoritism or nepotism in the discharge of public duties?

No

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

Uncompleted contracts: Kenya Shillings 3 million

21.. **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

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

2017 January to December: Employment income: KES 4,660,000

2018 January to July 2018: Employment income: KES 2,700,000

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

I have fully complied with my tax obligation

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

KES 80 Million

Potential Conflicts of Interest:

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

None

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

I will disclose to the commission any matter which I may have an interest or may create a conflict with my duties. After disclosure, I shall not participate in the deliberation or voting on the matter. The declaration of conflict of interest shall also be recorded in the minutes of that meeting. In determining what constitutes conflict of interest, I will consider any matters that might prejudice ability to perform in the public interest or incompatibility between private interests and public interests.

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

1. I have contributed to education of a child I met in the streets of Karen. I sponsored 25 % of his school's fees from form one up to graduation at Strathmore University. I also paid for uniforms, books and personal requirements in secondary school – amount contributed is approximately 400,000
2. I was a mentor in the Junior achievement program for about two years. This involved mentoring students for 2 hours every month.
3. Together with the Human Resource team at KCB we supported two girls from Mathare slums to pay for their secondary school fees at Kathiani Girls. Estimate of my contribution is KES 70,000
4. I offered pro-bono training on performance management to two Church Institutions (All saints Cathedral Church and All Cathedral Diocese)– the trainings is worth

400,000

5. I Serve on voluntary basis as Member of NCKK Finance & administration committee , Chair of ACK language and orientation committee and Chair of HR committee at All saints Cathedral.

25. 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- I have never been charged in a court of law

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

No - I have never been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry

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

I have no objection

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

1. Richard Kiplagat
Chairman of Jamii Bora Board
Email: rkiplagat@africappractice.com
Tel: 0722514078

2. Canon Peter Karana
NCKK Secretary General
Email: gsoffice@ncck.org
Tel: 0736642449

3. Ambassador Nehemiah Rotich
Email: rodam664@gmail.com
Tel: 0722632494

No. 33 of 2011 [Rev. 2012]

Public Appointments (Parliamentary Approval)

[Issue 1] 10

xNo. 33 of 2011 [Rev. 2012]

Public Appointments (Parliamentary Approval)

[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) HALIMA ABDILLE MOHAMUD

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

MEMBER, SALARIES AND REMUNERATION COMMISSION

3. **Sex:** FEMALE

4. **Date of Birth:** (State year and place of birth) 2nd Feb, 1988

5. **Marital Status:** MARRIED

6. **Daytime phone number:** 0710442994

7. **Mobile phone number:** 0710442994

8. **Email Address:** halima.mohamud@yahoo.com

9. **ID Number:** 25322209

10. **PIN Number:** A004856743I

11. **Nationality:** KENYAN

12. Postal Address: 301-70200

13. Town/City: WAJIR

14. Knowledge of Languages: (Specify Languages): ENGLISH, KISWAHILI, SOMALI, ARABIC(FAIR)

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).

May 2014-to Date: University of Nairobi ,awaiting graduation.
Masters in Gender and Developmental Studies

September 2007-July 2011: Kenyatta University
Bachelor of Education Science

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)

- MARCH 2013- AUGUST 2017: WAS A NOMINATED SENATOR, PARLIAMENT OF KENYA.
- JAN 2012-JAN 2013: WORKED WITH ARID LAND DEVELOPMENT FOCUS AS AN EDUCATION PROJECT OFFICER.
- AUGUST 2011- JAN 2012: WORKED WITH ARID LAND DEVELOPMENT FOCUS AS A FOOD SECURITY & LIVELIHOOD FIELD MONITOR
- JAN- APRIL 2011: BOG TEACHER, WAJIR GIRLS SEC SCHOOL
- AUGUST 2010: PRESIDING OFFICER, IIEC 2010 REFERENDUM
- AUGUST 2009: SUPERVISOR, NATIONAL POPULATION CENSUS
- DECEMBER 2007; Worked with Electoral commission of Kenya as a clerk.
- APRIL-JULY 2007; WORKED WITH KENYA RED CROSS.

16. Honors and Awards: (List any scholarships, fellowships, honorary degrees, academic or professional honors, 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).

.....
.....N/A.....
.....

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

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

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.....N/A.....
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19. **Published Writings:**

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

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.....N/A.....
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(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.

Available -

20. Public Office, Political Activities and Affiliations:

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

I was a senator at 11th parliament which was a political office.

(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.

I was a member of ODM party at 11th parliament and run on jubilee ticket on august 2017 general election. Currently i have no linkage with any political party.

(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

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

There is no such benefit that I am anticipating as I am not a contractor nor do I have a business.

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

.....
.....
..... NO
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.....
.....

22. **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. Pension from pension department amounting 4 million.

2. Salary and allowances from parliament.

23. **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).

Complied

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

I have a house at Nairobi South C valuing 30 million and a prado valuing 2 million.

I have a residential house in wajir worth 3 million.

25. **Potential Conflicts of Interest:**

- (a) Identify the family members or other persons, parties, categories obligation 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.

No family member or friend working with SRC.

In case such conflicts were to rise, I could declare the conflict of interest

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

Disclosure of the conflict of interest in regards to an area of concern that may collide with organization and individual's interest.

Procedures of determining areas of concern

- **Advice**
- **Disclosure**
- **Action**
- **Reporting**

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

- **April 07 – July, 2007 : Volunteer for Kenya Red Cross.**
- **12th – 13th Nov. 2009 : Took part in charity walk to help orphaned & needy**
- **Student sat Baraka Za Ibrahim Orphanage Centre in Kibera. Organized by Kenyatta University Culture Committee.**
- **Jan-April 2011 : Taught Wajir Girls Secondary School as a BOG teacher**

27. 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**.....

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

.....NO.....

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

.....NO.....
.....

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

Prof. Olive Mugenda
Former V.C Kenyatta University

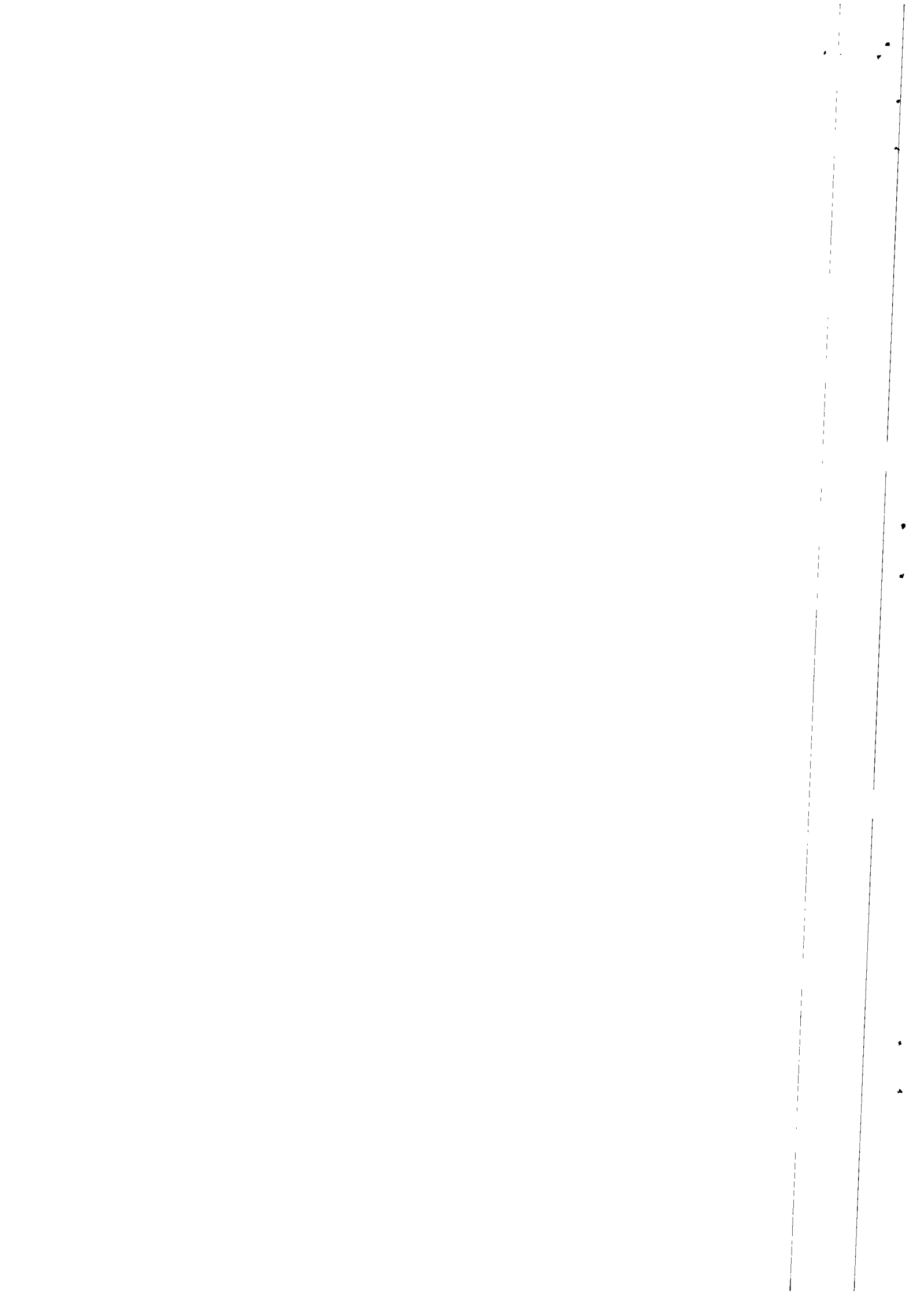
Tel: 0732990666

Madam Maryan
Principle Wajir Girls' Secondary School

Tel: 0724811325

Prof. Were
Director and Lecturer
University Of Nairobi

Tel. No: 0725781000



SCHEDULE

[Section 6(8).]

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

Notes:

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- 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)..... DALMAS OTIENO ANYANGO.....
2. **Position:** (State office to which you have been nominated).
..... COMMISSIONER SALARIES AND
..... REMUNERATION COMMISSION (SRC)
3. **Sex:** MALE
4. **Date of Birth:** (State year and place of birth)..... 19th APRIL 1945
5. **Marital Status:** MARRIED
6. **Daytime phone number:** +254722751906
7. **Mobile phone number:** +254722751906 & +254731751906
8. **Email Address:** dmotieno001@gmail.com
9. **ID Number:** 6794837

10. PIN Number: A000103530R

11. Nationality: KENYAN

12. Postal Address: P.O. Box 1632-00606

13. Town/City: NAIROBI

14. Knowledge of Languages: (Specify Languages): ENGLISH, SWAHILI, LLD

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).

CHARTERED INSURANCE INSTITUTE, LONDON ACH, FCII 1978
MAKERERE UNIVERSITY 1968-1971 BSC(ECON.) 1971

STRATHMORE COLLEGE 1966-1967 "A" LEVELS 1968

RAPOGI HIGH SCHOOL 1962-1965 "O" LEVEL 1965

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)

USAID - AHADI CONSULTANT 2018 to date
NATIONAL ASSEMBLY 2007-2017, 1988-1997
ELECTRICITY REGULATORY COMMISSION 1998-2002
ALICO KENYA (AIG) 1972-1988
THABITI FINANCE CO. LTD 1978-1988

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

FELLOW (BY EXAMINATION) CII } CHARTERED
ASSOCIATE (BY EXAMINATION) CII } INSURANCE
INSTITUTE 1978
ORDER OF THE GOLDEN HEART EGH 1989 KENYA
ORDER OF BURNING SPEAR EBS 1986 KENYA
UNITED NATIONS COMMITTEE OF EXPERTS
IN PUBLIC ADMINISTRATION 2017 UN

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

CHARTERED INSURANCE INSTITUTE LONDON
ACII, FCII, CIP (CHARTERED INSURANCE
PRACTITIONER).

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

COMMITTEE OF AFRICAN MINISTERS
OF PUBLIC SERVICE, CHAIRMAN 2009-2013

.....
.....
.....

19. Published Writings:

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

.....
.....
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NONE
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(b) Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of any bar association, committee, conference or organization of which you were a member.

20. Public Office, Political Activities and Affiliations:

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

.....
MEMBER OF PARLIAMENT 1988-1997, 2007-2011
.....
ELECTIVE
.....
MINISTER FOR INDUSTRY 1988-1991
MINISTER FOR MANPOWER & EMPLOYMENT 1991-92
MINISTER FOR TRANSPORT & COMMUNICATIONS
1992-1996
.....
MINISTER FOR PUBLIC SERVICE 2008-2013
.....
MINISTERIAL APPOINTMENTS
.....

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

.....
1) KANU 1987-2005, BRANCH CHAIRMAN,
NEC, NCC, NDC MEMBER, CHAIRMAN
STRATEGY AND REFORM COMMITTEES
.....

2) ODM 2006 - 2017, BRANCH CHAIRMAN,
NEC, NGC, NDC MEMBER, NATIONAL
TREASURER, MEMBER CONSTITUTIONAL
REFORM COMMITTEES.

3) NATIONAL LIBERAL PARTY - MEMBER

(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

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

NONE VESTED

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

NO

23. **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) 2017 NATIONAL ASSEMBLY KSHS 8,722,000/-
CONSULTANCIES 300,000/-
2) 2018 CONSULTANCY FEES 1,000,000/-
PENSIONS 17,680,000/-

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

YES, FULLY COMPLIED

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

KSHS 320,000,000/-

26. **Potential Conflicts of Interest:**

(a) Identify the family members or other persons, parties, categories obligation 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.

NO POTENTIAL CONFLICT
OF INTEREST

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

NO IMMEDIATE CONFLICT BUT WOULD
DECLARE ANY THAT WOULD
EMERGE HEREAFTER.

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

NONE

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

NO

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

NO

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

NO

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

1. HON. J.B. MUTURI, SPEAKER KNA

2. MR. ALI NGANI, LAWYER

3. MR. CHARLES OGALO, FINANCIAL
CONSULTANT.

No. 33 of 2011 [Rev. 2012]

Public Appointments (Parliamentary Approval)

[Issue 1] 10

NAME: HON . DALMAS OTIENO ANYANGO, EBS, EGH, FCII
ADDRESS: P.O. Box 1632-00606, NAIROBI-KENYA
CELL: 0722751906 & 0731751906



6794837

FAMILY BACKGROUND AND EDUCATION BACKGROUND

- Born in 1945 in Kangeso Village, Rongo Constituency, Migori County. Married to Patricia Otieno 1965, Jane Otieno 1980 and Dorothy Otieno 2013.
- Rapogi Secondary School 1962-1965 "O" Level Division 1;
- Strathmore College 1966 to 1967 A Levels - 3 principals;
- Makerere University, 1968-1971 B.Sc Applied Economics, Second Class Honours (Upper Division)
- 1977-1979 Post-graduate Study Courses in Management, Insurance and Finance at the University of Nairobi.

PROFESSIONAL QUALIFICATIONS (1977-1988)

Associate of the Chartered Insurance Institute, (ACII), London 1977; Fellow of the Chartered Insurance Institute by Examination (FCII), 1978 and Chartered Insurance Practitioner (CIP), 1983.

WORK EXPERIENCE

Private Sector Service (1971-1988); Agency Manager Alico Kenya 1971 -1982
Lion Dollar Agency Manager in American International Group (AIG) 1978; Director of KCB (1988-1991)
Treasurer Kenyatta University Council (1983-1987) & Director Kenya National Assurance 1986-1988

MEMBER OF PARLIAMENT AND MINISTERIAL APPOINTMENTS (1991-1997)

Member of Parliament for Rongo Constituency (1988-1997); Minister for Industry (1988-1991),
Minister for Manpower Planning and Employment (1991); Minister for Transport & Communications (1991 – 1996); Chairman of the African Ministers of Transport & Communications for two terms (1994-1996);
Chairman of Establishment Committee of RASCOM (1994) and Privatised Kenya Airways

APPOINTMENTS TO BOARDS AND PARLIAMENTARY COMMITTEES (1993-1997)

Board Member Electricity Regulatory Board (1998 – 2001), Member of the Speaker's Committee in Parliament (1993 – 1994), Member of Parliamentary Sessional Committee (1993 – 1996), Member of Parliamentary Public Investment Committee (PIC) (1996 – 1997), Co-Chairman of the Inter-Parties Parliamentary Group (IPPG) Committee on Legal and Constitutional Reforms (1997).

MINISTER FOR PUBLIC SERVICE (2008-2013)

Oversighted the Development of:

Integrated Payroll and Personnel Database (IPPD), Integrated Records Management System (IRMIS), Government Human Resource Information System (GHRIS); framework for preparation of Schemes of Service; Management Guides on Human Resource Planning and Policy Architecture (HRPPA); Performance Management and Measurement, Monitoring, Evaluation & Leadership and developed and launched the Public Service Recognition and Award Scheme.

Sponsored enactment of the Kenya School of Government Act and Moved Retirement Age to 60 years. Established the Training Revolving Fund for public servants; Implemented commuter allowances and reviewed salaries for the entire civil service. Sponsored the establishment of the Salaries and Remuneration Commission. Established the Civil Servant's Medical Scheme; Implemented the African Charter on Values and Principles of Public Service; Proposed the contributory Pension Scheme; Promoted a Culture of Innovation and Creativity in the public service; Chairman of the Conference of African Ministers for Public Service (CAMPS)

MEMBER OF PARLIAMENT 2013 TO 2017

Member of the Parliamentary Committee on Administration and National Security
Member, Parliamentary Implementation Committee.

SCHEDULE

[Section 6(8).]

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

Notes:

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- 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. LEAH MUMBUA MBALUKA MUNYAO**

2. **Position:** (State office to which you have been nominated).
Nominee to Salary and Remuneration Commission

3. **Sex:** **Female**

4. **Date of Birth:** (State year and place of birth) **December 26, 1963, Machakos**

5. **Marital Status:** **Married**

6. **Daytime phone number:** **020 -2375340**

7. **Mobile phone number:** **0722 213 652 & 0731 455 132**

8. **Email Address:** **leahmunyao@gmail.com** **leah.munyao@ksg.ac.ke**

9. **ID Number:** **2303535**

10. **PIN Number:** **A00116 1675H**

11. **Nationality:** **KENYAN**

12. Postal Address:5306-00100.

13. Town/City: Nairobi

14. Knowledge of Languages: (Specify Languages) English, Kiswahili, and Kikamba :

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).

S.No	University / college	Dates of Attendance	Academic award obtained	Dates of Award
1.	Catholic University of Eastern Africa	2008-2016	Doctor of Philosophy – Education Administration and Planning	May 26, 2016
2.	ESAMI	2010-2014	Master in Business Administration (MBA)	November 22, 2014
3.	University of Nairobi	2002-2005	Master in Education Administration and Planning	March 11, 2005
4.	Kenyatta University	1985- 1988	Bachelor of Education (Arts)	December 8, 1988

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)

S.No	Date	Employment	Position
1.	May 2014 to date	Kenya School of Government (KSG)	Director Academic Affairs
2.	August 2013 – May 2014	Management University of Africa (MUA)	Director Quality Assurance
3.	February 2012- August 2013	Management University of Africa (MUA)	Pioneer Registrar Academic & Student Affairs
4	August 2011- February 2012	Management University of Africa (MUA)	Pioneer Director Institutional Development
5.	March 2008-August 2011	Kenya Institute of Management (KIM)	Director, KIM School of Management
6.	Sept 2005- March 2008	Kenya School of Professional Studies (KSPS)	Deputy Principal
7	July 2002- Sept 2005	Teachers Service Commission (TSC)	Deputy Principal – Highway Secondary School

8	June 1996-July 2002	Teachers Service Commission (TSC)	HOD- pioneer Dean Studies & Careers Highway Secondary School
9.	May 1988- June 1996	Teachers Service Commission (TSC)	Subject Head, Class teacher – Highway Secondary School

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

✓ I have never been awarded any scholarship, fellowship, , honorary degrees, academic or professional honours, honorary society memberships, military awards

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

S. No	Nature of Association	Institution	Position	Date
1.	Alumni- Education Chapter	University of Nairobi	Chairperson	November 26, 2015 –to date
2.	Kenya Association of Public Administrators & Management (KAPAM)	Kenya Chapter	Member	2018

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

- i. Kenya Institute of Management –Full Member (FMKIM)
- ii. Deepwells women Group

19. **Published Writings:**

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

S.No	Title	Publisher	Date
1.	Embedding Total Quality Management in International Organization for Standardization 9001: 2008 for Continuous	International Journey of Academic and Reflection	2017

	Improvement for Distance Education: Perspective of Learning in Kenya		
2.	Juggling between School and Work in a Globalized Society;	Management Digest Vol 1 ISSN 2074-4730	2011
3.	Module 11 –<i>Programme and Quality of Higher Education,</i>	Management Digest Vol 1 I ISSN 2074-4730	2010
4.	Explore History and Government: form 1-3	Longman Publishers	2003
5	Explore History and Government: form 4	Longman Publishers	2005

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

20. Public Office, Political Activities and Affiliations:

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

✓ I have never been involved in active politics

(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.

- i. I serve in Board of management in secondary schools; State House Girls and Kwa kavoo Secondary School, GHJU Secondary school, among others where I am not compensated.**
- ii. I am a member of Kiaswa Cooperative Society**
- iii. Church elder (A.I.C Langata)**

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

✓ NO, I have never dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution?

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

✓ NO, I have never been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duties?

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

- i. **Salary - Monthly –(ksh 478,333.00**
- ii. **Dividends –(ksh 5 thousand)**
- iii. **Gratuity to be paid after end of contract-(ksh 2million)**
- iv. **Policy –Old Mutual to mature in 2024-(ksh 6milliom)**

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

✓ **NO, I don't have any plans, commitments or agreements to pursue outside employment**

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

- i. **Salary – January – December 2017-(ksh 5,498 664.00)**
- ii. **Dividends from cooperative savings –(ksh 3500)**

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

✓ **YES, I have fully complied with my tax obligations to the State up to the end of the financial year immediately preceding the nomination for appointment.**

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

S.No	Assets Description	
1.	Land in Mavoko(Katani) 1.2 acre	5 million
2	Land in Kajiado- kaputiei North I acre	1.2 million
3	Land in Kajiado- kaputiei North (jointly owned with deep wells women group)	1 million
4.	Land in machakos – 1/8 acre	1.3 million
5.	House in Southlands jointly owned	14 million
6.	Car (on loan)	2.2 million
7.	Cooperative shares	47,000
	TOTAL	24,747,000

26. **Potential Conflicts of Interest:**

(a) Identity the family members or other persons, parties, categories obligation or financial arrangements that are likely to present potential conflicts-of-interest when you first

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

- **None**

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

I will resolve potential conflict of interest by:

- i. Reading through agenda of meetings in advance
- ii. Identify potential area/s of conflict
- iii. Declare upfront
- iv. Disqualify myself when the matter is being dealt with

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

- i. I support Mother Teresa Children's home in Langata
- ii. I have participated in construction of a tuition Block at Kwakavoo secondary school

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

✓ **NO, I have not been charged in a court or law in the last three years**

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

NO, I have never been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years

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

NO, I have no any objection to the making of enquiries with my present employer/referees in the course of consideration of your nomination

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

1. Dr. Ludeki Chweya, Director General, School of Government, P.O BOX 23030,-00604, Telephone : 0702 168 290 ; 0721 849 684
Nairobi, Kenya
2. Mr. Simon Mulindi Angote, Ag Secretary/Human Resource Development, State department of Public Service and Youth, Nairobi, Kenya;
Telephone: 0721 849 684
3. Mrs. Sharon Kisire, General Manager, Human Resource and Administration, Kenya Pipeline Corporation, P.O BOX 73442-00200

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Public Appointments (Parliamentary Approval)

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Public Appointments (Parliamentary Approval)

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SCHEDULE

[Section 6(8).]

**CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR
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Notes:

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- 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) *JOHN KENNEDY MONYONCHO MAINA*

2. **Position:** (State office to which you have been nominated).
*COMMISSIONER (Representing the Defense Council) TO THE SALARIES AND
REMUNERATION COMMISSION*

3. **Sex:** *Male*

4. **Date of Birth:** (State year and place of birth) *23rd January 1964, Kisii Kenya*

5. **Marital Status:** *Married*

6. **Daytime phone number:** *+254722526711*

7. **Mobile phone number:** *+254722526711*

8. **Email Address:** *kenmonyoncho@gmail.com*

9. **ID Number:** *8061993*

10. **PIN Number:** *A001484201D*

11. **Nationality:** *Kenyan*

12. **Postal Address:** *3668-00100*

13. **Town/City:** *Nairobi Kenya*

14. **Knowledge of Languages:** (Specify Languages): English, Kiswahili, Ekegusii and French

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

University/College Institution	Dates of Attendance	Academic Award Attained	Award	Year Awarded
International Monetary Fund	2018	Certificate	Financial Programming	2018
University of Nairobi	2012 to Date	Degree	Master of Business Administration (Finance)	2010
University of Nairobi		Degree	Bachelor of Philosophy (Economics)	1988
University of Pune –India	1983-1985	Degree	Bachelor of Science (Statistics)	1985

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)

Institution	Position	Period
Salaries and Remuneration Commission	Director	December 2015 – August 2018
Salaries and Remuneration Commission	Deputy Director	January 2013– November 2015
Kenya National Bureau of Statistics (STATCAP Project)	Technical Manager	August 2007 – December 2012
Kenya National Bureau of Statistics (STATCAP Project)	Logistics and Administration Manager	October 2004 – August 2007

Nairobi Securities Exchange (NSE)	Research Officer	August 2002- October 2004
Ministry of Finance and Planning	Personal/Technical Assistant to the Economic Secretary	2001 – September 2002
Central Bureau of Statistics	Principal Economist Statistician	1997-2001
Central Bureau of Statistics	Senior Economist/Statistician	1992-1996
Central Bureau of Statistics	Statistician	1986-1992

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

- *NONE*

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

Association	Position	Period
Toast Masters International	Member	2008 to date
Institute of Economic Affairs	Member	2000 to date

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

Same as above (in 17)

19. **Published Writings:**

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

Title of Item	Type	Year Published
1. How to invest in the financial Markets, 2011	Book	2011
2. How to Save Money For Investment, 2007	Book	2007
3. Regional Gender Statistics on" Women and Men in East Central and Southern African Countries" August 1995	Statistical Booklet	1995
4. Regional report on "Improving Gender	Report	1997

Statistics in East Central and Southern Africa through Regional Co-operation", February 1997		
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(b) Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of any bar association, committee, conference or organization of which you were a member.

20. Public Office, Political Activities and Affiliations:

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

NOT APPLICABLE

(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.

NOT APPLICABLE

(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, favoritism or nepotism in the discharge of public duties?

NO.

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

Source of Income	Amount	Date
Stocks	Kshs 50,000	Every six months
SACCO Dividends	Kshs 120,000	Every year
Dividends (Enweath Financial Services)	Kshs 300,000	Every Year

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

The Commitments are currently running

Institution	Position	Compensation
Gospel Centres International	Associate Pastor	No Compensation
Enweath Financial Services	Board Member	Board Allowances
Management Today	Director/Board Member	Board Allowances

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

Year	Source of Income	Amount
2017	Employment Income	Kshs 6,120,000
	Rental Income	Kshs 618,000
	Stocks Income	Kshs 50,000
	Share Dividends	Kshs 80,000
2018		
	Employment Income	Kshs 3,570,000
	Rental Income	Kshs 360,500
	Stocks Income	Kshs 25,000
	Share Dividends	Kshs 120,000

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

- *I am fully Complaint with my Tax Obligations*

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

- *Kshs 61 million*

26. **Potential Conflicts of Interest:**

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

- **NONE**

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

- NOT APPLICABLE

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

- *I have contributed to the Standard Marathon Charity Runs.*
- *I have also contributed to the Lewa Conservancies Marathon Runs.*
- *I have made Donations to local primary and church Construction*

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

- *No, I have not been charged in any court of Law in the past three years.*

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

- *NO*

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

- *I have NO Objection*

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

- Mr. Joseph Mukui Director, MoPND 0722673890
jnmukui@yahoo.com
- Dr. Thomas Kibua Lecturer, Strathmore University 0735432121
- Mrs Anne Gitau Commission Secretary, SRC 072279702
agitau@src.go.ke

No. 33 of 2011 [Rev. 2012]

Public Appointments (Parliamentary Approval)

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SCHEDULE

[Section 6(8).]

**CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR
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- 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).....**Margaret Jepchumba Sawe**.....

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

...Commissioner – Salaries and Remuneration Commission.....

3. **Sex:****Female**.....

4. **Date of Birth:** (State year and place of birth).....19th October 1975.....

5. **Marital Status:****Married**.....

6. **Daytime phone number:****0729 740888**.....

7. **Mobile phone number:****0722 923902**.....

8. **Email Address:** ...**margaretsawec@gmail.com; mjsawe@gmail.com**.....

9. **ID Number:****13364926**.....

10. **PIN Number:****A002753057X**.....

11. **Nationality:**Kenyan.....

12. **Postal Address:**42525 -00100....

13. **Town/City:**Nairobi.....

14. **Knowledge of Languages:** (Specify Languages): English Kiswahili, Kalenjin ...

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).

December 2013 - MBA (Strategic Management) **University of Nairobi**

January to November 2001 - Higher Diploma in HRM - Institute Of Personnel Management

1995 - 1999 - B.Ed (Home Economics) - Kenyatta University

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)

.....

2015 to November 2017 - County Executive Committee Member - Health Services; County Government of Uasin Gishu

2013 to November 2015: County Executive Committee Member, Public Service Management County Government of Uasin Gishu

April 2009 to April 2013: Group HRM - Sian Agriflora Ltd

Dec 2005 – March 2009: HR Officer, Kenya - Chevron (K)/ Caltex

Jan 2004 – Nov 2005: HR Assistant - I.C.R.C

May 2002 – Dec 2003; HR Assistant; Unga Group Ltd.

April 2001- April 2002; HR Assistant Organization: General Motors E.A

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

.....NONE.....

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

Institute of Human Resource Management – Kenya
.....

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

.....**none**.....

19. **Published Writings:**

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

.....**none**.....

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

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

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

.....**none**.....

(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**.....

(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**.....

.....

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

.....

.....**none**.....

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

.....Professional activities that facilitates me to retain my professional license as a HR licensed practitioner

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

.....Salary, conference honorarium

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

.....complied with a valid tax compliance certificate

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

.....52M held jointly

26. **Potential Conflicts of Interest:**

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

.....

..... **none**

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

.....

..... **not applicable**

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

.....

..... **none**

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

..... **NO**

.....

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

..... **NO**

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

.....
.....**NO**.....

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

Paul Russo
Director Human Resources, KCB
Kencom House
Ingachar@yahoo.com
Mobile: 0722280098...

Yvonne Jelagat
Sian Agriflora Limited
Nairobi.
Tel – 0725 848933

Abijah Mwakodi
Human Resource
I.C.R.CLogistics
abijahmwakio@yahoo.com
Tel 0725 662635.

.....

No. 33 of 2011 [Rev. 2012]

Public Appointments (Parliamentary Approval)

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No. 33 of 2011 [Rev. 2012]

Public Appointments (Parliamentary Approval)

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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) AMANI YUDA JOHN KOMORA

2. **Position:** (State office to which you have been nominated).
COMMISSIONER, SALARIES AND REMUNERATION COMMISSION (SRC)

3. **Sex:** MALE

4. **Date of Birth:** (State year and place of birth) 1ST APRIL 1968, HOLA, TANA RIVER

5. **Marital Status:** MARRIED

6. **Daytime phone number:** 041-2112999/ 0720-202424/ 020-202525

7. **Mobile phone number:** 0722-358952/ 0723-286002

8. **Email Address:** akomora@kpa.co.ke

9. **ID Number:** 10310510

10. **PIN Number:** A002271593P

11. Nationality: KENYAN

12. Postal Address: C/O POST OFFICE BOX 95009-80104

13. Town/City: ···MOMBASA

14. Knowledge of Languages: (Specify Languages): ENGLISH & KISWAHILI

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).

DOCTOR OF PHILOSOPHY (PHD) IN HUMAN RESOURCE MANAGEMENT,
JOMO KENYATTA UNIVERSITY COLLEGE OF AGRICULTURE & TECHNOLOGY (JKUAT) - 2016

MASTER OF SCIENCE (MSC) IN HUMAN RESOURCE MANAGEMENT, JOMO
KENYATTA UNIVERSITY COLLEGE OF AGRICULTURE & TECHNOLOGY
(JKUAT) – 2011

BARCHELOR OF ARTS (ANTHROPOLOGY & SOCIOLOGY), UNIVERSITY OF
NAIROBI (UON) - 1993

HIGHER DIPLOMA IN HUMAN RESOURCE MANAGEMENT, INSTITUTE OF
PERSONNEL MANAGEMENT (IPM-KENYA) - 2000

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)

KENYA PORTS AUTHORITY (KPA) GENERAL MANAGER, HUMAN
RESOURCES & ADMINISTRATION - FEBRUARY 2016 TO DATE (AUGUST
2018), HEAD OF HUMAN RESOURCES- JUNE 2012 TO FEBRUARY 2016.

KENYA REVENUE AUTHORITY (KRA), SENIOR ASSISTANT COMMISSIONER –
ETHICS & INTEGRITY – 1ST JANUARY TO 30TH JUNE 2012

ETHICS & ANTI-CORRUPTION COMMISSION (EACC) (FORMERLY KACC),
HUMAN RESOURCES MANAGER – 5TH FEBRUARY 2005 TO 31ST DECEMBER
2011

KENYA REVENUE AUTHORITY (KRA), ASSISTANT COMMISSIONER, HUMAN
RESOURCE - SEPTEMBER 2004 TO 4TH FEBRUARY 2005 (SECONDED TO THE
THEN KENYA ANTI-CORRUPTION COMMISSION)

SENIOR HUMAN RESOURCE & PUBLIC RELATIONS OFFICER, KRA
SOUTHERN REGION – APRIL 2001 TO AUGUST 2004

HUMAN RESOURCE OFFICER – APRIL 1998 TO MARCH 2001

MANAGEMENT TRAINEE (1ST LOT OF KRA'S GRADUATE TRAINEES) –
NOVEMBER 1996 TO MARCH 1998

EAST AFRICAN WILD LIFE SOCIETY (EAWLS), PROJECTS OFFICER
(COMMUNITY LIAISON) – MAY 1993 TO OCTOBER 1996.

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

N/A

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

INSTITUTE OF HUMAN RESOURCE MANAGEMENT (IHRM), MEMBER NO 1707

MEMBER OF THE GOVERNING COUNCIL – 2014 TO DATE

CHAIRMAN, COLLEGE OF HUMAN RESOURCE MANAGEMENT- 2016 TO
DATE

MEMBER OF THE GENERAL WAGES COUNCIL, APPOINTED BY THE CABINET
SECRETARY FOR LABOUR – 2016 TO DATE

MEMBER OF THE BOARD OF TRUSTEES, KENYA PORTS AUTHORITY
PENSION SCHEME - 2014 TO DATE

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

INSTITUTE OF HUMAN RESOURCE MANAGEMENT (IHRM)

BOARD OF MANAGEMENT (BOM), TARASAA SECONDARY SCHOOL, TANA
DELTA

COMMUNITY-BASED PROGRAMS/INITIATIVES TO SUPPORT THE NEEDY
ESPECIALLY FOR EDUCATION BURSARIES

19. Published Writings:

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

ACADEMIC THESIS

- FOR PHD. PROGRAM – CONSTRAINTS TO EFFECTIVE SUCCESSION MANAGEMENT IN PUBLIC SECTOR INSTITUTIONS IN KENYA
- FOR MSC PROGRAM – EVALUATION OF MANPOWER PLANNING PRACTICES IN PUBLIC SECTOR INSTITUTIONS IN KENYA

JOURNALS

- INFLUENCE OF HUMAN RESOURCE POLICY ON SUCCESSION MANAGEMENT IN STATE CORPORATIONS IN KENYA
- ROLE OF BUSINESS STRATEGY/GOALS IN EFFECTIVE SUCCESSION MANAGEMENT IN STATE CORPORATIONS IN KENYA.

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

20. Public Office, Political Activities and Affiliations:

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

MEMBER OF THE NATIONAL GENERAL WAGES COUNCIL, APPOINTED BY THE CABINET SECRETARY, LABOUR AND SOCIAL SECURITY

(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.

N/A

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

N/A

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

N/A

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

N/A

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

INTENTION TO DO PART-TIME LECTURING IN PUBLIC AND PRIVATE UNIVERSITIES AS A WAY OF SHARING KNOWLEDGE AND GIVING BACK TO SOCIETY

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

SALARIES/WAGES (FIXED) –KSHS. 8.5 MILLION (AT AN AVERAGE OF KSHS. 708,333 PER MONTH)

ALLOWANCES, INCLUSIVE OF TRAVEL ENTITLEMENTS– KSHS. 2 MILLION (AT AN AVERAGE OF KSHS. 166,666 PER MONTH)

OTHER INCOME - SELLING OF LIVESTOCK KSHS. 500,000

TOTAL INCOME OF APPROXIMATELY KSHS. 11 MILLION.

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

YES

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

AN ESTIMATED KSHS. 20 MILLION IN ASSETS

26. **Potential Conflicts of Interest:**

(a) Identify the family members or other persons, parties, categories obligation 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.

N/A

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

IN CASE OF ANY, AS PER GOVERNMENT REGULATIONS SUCH AS THE LEADERSHIP AND INTEGRITY ACT

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

SUPPORTED VARIOUS COMMUNITY BASED PROGRAMS AND INITIATIVES TO ASSIST THE NEEDY, INCLUDING GIVING TOWARDS BURSARY KITTIES, CHURCH PROJECTS ETC.

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

N/A

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

N/A

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

N/A

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

- (I) DR. ARCH. DANIEL MANDUKU, AG. MANAGING DIRECTOR, KENYA PORTS AUTHORITY (KPA) TELEPHONE NO. 0702-589996
- (II) MRS. CATHERINE MTUTI-WAIRI, FORMER MANAGING DIRECTOR, KENYA PORTS AUTHORITY (KPA) TEL. NO. 0722-410964
- (III) MR. WILSON SHOLLEI, FORMER DEPUTY DIRECTOR, HUMAN RESOURCES & ADMINISTRATION, ETHICS & ANTI CORRUPTION COMMISSION (EACC) TEL NO. 0722-767205.

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) *Sophie Njeri Moturi*

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

Member, Salaries and Remuneration Commission

3. **Sex:** *Female*

4. **Date of Birth:** (State year and place of birth) *1961, Eldoret, Kenya*

5. **Marital Status:** *Married*

6. **Daytime phone number:** *0722-873866*

7. **Mobile phone number:** *0722-873866*

8. **Email Address:** *snmoturi@gmail.com*

9. **ID Number:** *2933562*

10. PIN Number: *A001173507A*

11. Nationality: *Kenyan*

12. Postal Address: *P.O. Box 3983-00506*

13. Town/City: *Nairobi*

14. Knowledge of Languages: (Specify Languages): *English, Kiswahili, Kikuyu*

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).

	<i>Institution</i>	<i>Dates Attended</i>	<i>Academic Award</i>	<i>Date Awarded</i>
<i>1</i>	<i>Moi University</i>	<i>2008-2009</i>	<i>Master of Banking and Finance (Microfinance) degree</i>	<i>10/12/2009</i>
<i>2</i>	<i>Strathmore College</i>	<i>1986-1989</i>	<i>Certified Public Accountant (CPA)</i>	<i>June 1989</i>
<i>3</i>	<i>University of Nairobi</i>	<i>1981-1985</i>	<i>Bachelor of Commerce (Accounting) degree</i>	<i>25/11/1985</i>

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)

Public Sector Accounting Standards Board; Institute of Certified Public Accountants of Kenya (ICPAK)-Elections Scrutineer; Kenya Professional Development Fund; Association of Professional Societies in East Africa (APSEA)'s Professional Resource Centre Committee; Kiganjo Primary School in Nyandarua County; ICPAK's Professional Standards Committee; International Leadership University; Bomo Limited; Micro Enterprises Support Program Trust; Life in Abundance; Association of Evangelicals in Africa; APSEA Council; IEBC Selection Panel-2011; Ethics and Anti Corruption Commission; Association of Women Accountants of Kenya; Zabibu Centre; Henkam Limited; Action Africa in Need; Price Waterhouse; Ministry of Transport and Communication.

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

	<i>Award</i>	<i>Date Awarded</i>	<i>Institution</i>
1	<i>Moran of the Order of the Burning Spear (MBS)</i>	<i>12/12/2011</i>	<i>President of the Republic of Kenya</i>
2	<i>Dedicated Leadership Award</i>	<i>2008</i>	<i>Association of Women Accountants of Kenya (Chairman)</i>
3	<i>Leadership Award</i>	<i>1980</i>	<i>Limuru Girls' School (Head Girl)</i>

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

- i. *Institute of Certified Public Accountants of Kenya (ICPAK)*
Member, 1990 to date
- ii. *Association of Women Accountants of Kenya (AWAK)*
Member, 2003 to date;
Chairman of AWAK from 2006 to 2008

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

- i. *Parklands Sports Club*
- ii. *Kenya Railways Golf Club*
- iii. *Kenya Airforce Golf Club*
- iv. *CITAM Valley Road Church*

19. Published Writings:

- (a) List the titles, publishers and dates of books, articles, reports, letters to the editor, editorial pieces or other published materials you have authored or edited.
- i. *Numerous reports and manuals as Chairman of two Institutions, Chairman of Institution Committees and Chairman of a Task Force, all reports authored/or co-authored in the institutions I have served.*
 - ii. *Various letters to the editor, published by Nation Newspaper, at varied dates in the 1980s.*
 - iii. *Factors influencing Access of the Women Enterprise Fund by Women Entrepreneurs in Kenya, By Sophie N. Moturi. This was a Research project submitted in partial fulfilment of the requirements for the award of Masters Degree in Banking and Finance, School of Business and Economics, Moi University, November 2009.*
- (b) Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of any bar association, committee, conference or organization of which you were a member.

20. Public Office, Political Activities and Affiliations:

- (a) List chronologically any public offices you have held or are currently holding, including the terms of service and whether such positions were elected or appointed.
1. *Board Member at the Public Sector Accounting Standards Board; on part time basis and allowances as approved by the SRC. Appointment made by the Cabinet Secretary, The National Treasury.*
 2. *Chairman of the Board of Management of Kiganjo Primary School, in Nyandarua County on a part time basis with no allowances receivable. Appointment made by the County Director of Education, Nyandarua County.*
- (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.

Not Applicable

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

No, I have not.

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

No, I have not.

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

None at this time

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

- i. *I have no plans to pursue outside employment.*
- ii. *I am a Board Member at the Public Sector Accounting Standards Board (PSASB) and I hope to complete the remaining 17 months of service to the board or resign from PSASB if not tenable.*
- iii. *I will resign from Chairmanship of Kiganjo Primary School.*

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

	<i>Source of income</i>	<i>2018 Kshs.</i>	<i>2017 Kshs.</i>
1	<i>Rental Income</i>	<i>440,000</i>	<i>800,000</i>
2	<i>Bomo Limited</i>	<i>175,000</i>	<i>300,000</i>
3	<i>PSASB Allowances</i>	<i>240,000</i>	<i>400,000</i>

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

I have fully complied.

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

150 million Kenya Shillings

26. **Potential Conflicts of Interest:**

(a) Identify the family members or other persons, parties, categories obligation 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. Potential conflicts of interest may arise where a Commissioner has a spouse, child, other relatives, business associates, affiliations, categories such as professional institutions, obligation (even non remunerated) and financial arrangements such as loans that are likely to influence the Commissioner in making decisions for the Commission.*
- ii. If any such conflict were to arise, I would follow the Commission's policy on conflict of interest. I would otherwise disclose the conflict of interest to the commission and have it recorded. I would also excuse myself from decisions where the matter I have a conflict of interest with is deliberated. A further consideration would be to seek professional advice legal or otherwise on the extent to which such conflict of interest would affect the Commission and/or how it could be best handled.*

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

i. *To resolve any potential conflict of interest:*

I will disclose the conflict of interest to the commission and have it recorded. I will be guided by the provisions of the Leadership and Integrity Act 2012 Section 16 regarding Conflict of Interest and the Leadership and Integrity Regulations, 2015. I will comply with the Commission's policy on Conflict of interest and proceed as guided. I will also excuse myself from decisions where the matter I have a conflict of interest with is deliberated. Further, if need be, I will seek third party involvement perhaps through professional advice legal or otherwise on their assessment of the conflict of interest and how best to respond to it. In addition, I will be true to the oath of office which I will have taken swearing that I will faithfully, impartially and without favor, bias, affection or prejudice perform the functions of the office.

ii. *Determining areas of conflict of interest:*

The Leadership and Integrity Act 2012 in the Second Schedule contains 15 Registrable Interests which I will consult to determine the existence of a conflict of interest.

I will requiring all Commissioners and staff to declare any conflict of interest.

Consider whether there is controlling financial interest of Commissioners and/or Staff in any entity with which the Commission is engaged or plans to engage with?

Consider whether there are parties affiliated with Commissioners and/or staff that will benefit from a new policy or decision?

Check the management of organizations doing business with the Commission to determine whether there is conflict of interest.

In case of employment, consider whether there are relatives and/or business associates who might benefit from employment.

Check whether gifts are being given by organizations which the Commission engages with or may want to engage with?

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

i. *Honorary Treasurer of Association of Professional Societies in East Africa where I gave approximately 30 hours of my time per month on Treasurer work. More time was spent in Committees, Council meetings and external audit meetings. In addition, I attended some functions on behalf of APSEA.*

- ii. *Zabibu Centre Treasurer where I spent approximately 5 hours per month on Treasurer work and more time in other activities with the children since the centre hosts variously challenged children (some deaf, physically or mentally disabled, abused and vulnerable), and on hosting institution sponsors, attending school events and external audit meetings.*
- iii. *International Leadership University, approximately 30 hours per month on Finance Committee work as the Chairman. More hours were spent on Council meetings, Executive Committee, Development Committee, Pension Scheme (as a Chairman and Trustee), graduations, external audit meetings, among others.*
- iv. *Life in Abundance International and Life in Abundance Kenya- Served the two institutions in different capacities including Country Director over a span of 13 years. These organizations serve poor communities. Over the years, my service included professional services and board service.*
- v. *Micro Enterprise Support Program Trust – Spent at least 36 hours per month on Board work, training, and other Trust engagements.*
- vi. *I am currently fully supporting an orphan at Kipsigis Girls' School since 2015; and I fully supported another girl through secondary school and Accountancy training – she is now a full CPA. I have also partially supported many other children with school fees.*
- vii. *Donated 5000 tree seedlings worth Kenya Shillings sixty thousand including transport in April this year to a local Primary School in my home area.*
- viii. *Serving as the Chairman of the Board of Management of Kiganjo Primary School in Ol Kalou, Nyandarua County. No allowances are receivable. This requires driving to the school (at my own cost) at least once a month when school is in session.*

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

Not applicable

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

No, I have not.

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

I have no objection.

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

- i. *Celestine Munda,*
East and Central Advisory Services Leader,
Advisory Services,
Ernest & Young,
P.O. Box 44286 -00100, Nairobi, Kenya
Tel.: 020 2715300, 0733 200176,
Email: mundacelestine@gmail.com
- ii. *Rose Ogega*
Director
Old Mutual,
P.O. Box 30059-00100
Nairobi, Kenya
Tel.: 020 2850800, 0722 522638
Email: rnogega@bloomconsultancy.co.ke
- iii. *Dr. Daniel Ichang'i*
Past Chairman, APSEA
P.O. Box 43663-0100
Nairobi, Kenya
Tel.: 0722 374270
Email: dwichangi@yahoo.com

No. 33 of 2011 [Rev. 2012]

Public Appointments (Parliamentary Approval)

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Public Appointments (Parliamentary Approval)

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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) NELLY PERIS ASHUBWE

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

Commissioner- Salaries and Remuneration Commission

3. **Sex:** Female

4. **Date of Birth:** (State year and place of birth) 02/02/1965

5. **Marital Status:** Single

6. **Daytime phone number:** 0722553907

7. **Mobile phone number:** 0722553907

8. **Email Address:** nelly@eacadvcts.com

9. **ID Number:** 7591079

10. **PIN Number:** A001309508P

11. **Nationality:** Kenyan

12. Postal Address: 30681-00100

13. Town/City: Nairobi

14. Knowledge of Languages: (Specify Languages): English, Kiswahili and Luhya

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).

Kenya School of Law	Jan 2009 – Dec 2009	Diploma
The University of Nairobi (Parklands Campus)	2003 – 2008	LLB Degree Second Class Honors
Kenyatta University	1987 – 1990	Bachelor of Education Degree ((BED) Arts) Second Class Honors
Bunyore Girls High School	1984 – 1985	'A' level Certificate
Nangina Girls High School	1980 – 1983	'O' Level Certificate
Mulwanda Primary School	1973- 1979	CPE Certificate

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

May, 2014 – Present- Managing Partner at Eshiwani Ashubwe and Company Advocates

August 2010 – December, 2013 Legal Associate at J.A. Guserwa & Co. Advocates

1990 – July 2011- Teacher in various schools;

- **Premier Academy**_(Nairobi) Sept. 2003- July 2011
- **Riara Group of Schools** (Nairobi) 1999-August 2003
- **Consolata School** (Nairobi) 1992 – 1998
- **Kabimoi High School** (Rift Valley) 1990 – 1992
- **Kakamega High School** - teaching Practice (Kakamega)
Jan 1989- April 1989

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).

I have not received any honorary awards. Maybe I will get one after working with the Commission.

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).
Law Society of Kenya

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).
Member of Teachers Service Commission

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.
I have co-authored a book with Kenya Literature Bureau titled Alfa ECD Diploma Child's Rights and Child Protection (ECDE Diploma). It is approved by KICD and was published in the year 2014.

(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. **I do not have any copies of the above mentioned.**

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.

I have never held a public office apart from teaching in public schools.

(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.

Apart from voting in elections I have never held a position or played a role in political campaigns.

(c) Have you ever been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution? **NOT AT ALL**

(d) Have you ever been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duties? **NOT AT ALL**

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

To date my clients owe me on or about Ksh. 2,000,000/=.

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).

I would like to continue handling the probono files I am currently working on until their conclusion. I intend to focus exclusively on the callings of my appointments after I conclude with the probono matters.

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

Income earned in the course of offering legal services between **8th August, 2017 and 8th August 2018- Ksh. 3,259,500/=.**

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

I have complied with my tax obligations and I have fully paid up to-date.

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

Ksh. 15,000,000/=.

27. **Potential Conflicts of Interest:**

(a) Identify the family members or other persons, parties, categories, obligation 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 have previously represented Kenya National Union of Nurses in a suit which the Salaries and Remuneration Commission was a party. (Petition 51 of 2015). My firm Eshiwani Ashubwe and Company Advocates is the firm on record for the Petitioners in Petition 3 of 2017 which the Salaries and Remuneration Commission is one of the Respondents.

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

If I am appointed as a Commissioner I will inform my above mentioned clients and withdraw from their matters. In case of any future conflict of interest I will immediately inform the Commission the moment such conflict arises.

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

I do a lot of probono work. I offer probono legal services on Mulembe Fm, every Tuesday. I also handle the following cases on probono basis:

- a) **Children case no. 883 of 2016- Julia Etabale versus Morris Mulavi**
- b) **Republic versus Everlyne oside and 4 others- Criminal case no. 117 of 2017**
- c) **Republic versus Dennis Chepkwony- Criminal Case No. 911 of 2016**
- d) **Republic versus Moses Imbebi Apollo- Criminal Case no. 83 of 2016**
- e) **Republic versus Solomon Amwayi Andanji- Criminal Case no. 853 of 2018**
- f) **I also take care of 4 widows in my village i.e. Ebubiru Village in Kakamega County. [Melissa Katiechi, Anindo Limera and Senje Peris Khayeeri]. The list is still growing.**

29. 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.

NOT AT ALL

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

NOT AT ALL

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

NOT AT ALL

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

1. JOHN WYCLIFFE MWERA J.A.(RTD)
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