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REPORT OF THE DEPARTMENTAL COMMITTEE  
ON  
EDUCATION, RESEARCH AND TECHNOLOGY

REPORT ON VETTING OF NOMINEE FOR THE POSITION OF CHAIRPERSON  
OF THE TEACHERS SERVICE COMMISSION – DR. LYDIA N NZOMO

CLERK'S CHAMBER  
PARLIAMENT BUILDINGS  
NAIROBI

NOVEMBER, 2014

*Paper laid*  
*By Hon Justice*  
*Melly - Vice-Chair*  
*Education Com*  
*Thurs 13/11/14*

## Table of Contents

1.0	PREFACE.....	3
1.1	COMMITTEE MEMBERSHIP .....	3
1.2	COMMITTEE MANDATE.....	4
2.0	BACKGROUND.....	5
3.0	CONSIDERATION OF THE NOMINEE FOR CHAIRPERSON OF THE TEACHERS SERVICE COMMISSION .....	8
3.1	ESTABLISHMENT OF THE COMMITTEE.....	8
3.2	VETTING PROCESS OF THE CHAIRPERSON OF THE TEACHERS SERVICE COMMISSION.....	8
4.0	VETTING PROCESS .....	9
4.1	DR. LYDIAH N. NZOMO .....	10
5.0	COMMITTEE'S OBSERVATIONS .....	15
6.0	RECOMMENDATION.....	18

Annex 1 ---- Minutes 70<sup>th</sup> and 71<sup>st</sup> sittings

Annex 2 --- Message from the President

Annex 3 – Report from the Selection Panel

Annex 3 -- Communication from the Speaker

Annex 4 – Nominee's Identification Card

Annex 5-- Curriculum Vitae

Annex 6 - Public Appointment ( Parliamentary Approval) Schedule

Annex 7 --Academic Certificates and Testimonials

Annex 8 ---- Letter from the Ethics and Anti Corruption Commission

Annex 9 --- Teachers Service Commission Act Section 7 & 8

Annex 10 --- Public Appointments (Parliamentary Approval) Act

Annex 11 – Committee's Adoption Schedule

## 1.0 PREFACE

On behalf of the Members of the Departmental Committee on Education and pursuant to the provisions of Standing Order No. 199, it is my pleasure and duty to present to the House, the Committee's Report on the vetting of the Chairperson of the Teachers Service Commission.

## 1.1 COMMITTEE MEMBERSHIP

The Departmental Committee on Education, Research and Technology was constituted by the House on Thursday, 16<sup>th</sup> May, 2013 pursuant to the provisions of Standing Order No. 216 comprising of the following Members:-

1. The Hon. Sabina Chege, M.P. **(Chairperson)**
2. The Hon. Julius Melly, M.P. **(Vice Chairperson)**
  
3. The Hon. (Prof.) Hellen Sambili, M.P.
4. The Hon. (Dr.) Wilber Ottichilo, M.P.
5. The Hon. Harrison Kombe, M.P.
6. The Hon. Yusuf Chanzu, M.P.
7. The Hon. Joseph Manje, M.P.
8. The Hon. Rose Mitaru, M.P.
9. The Hon. Anthony Kimaru, M.P.
10. The Hon. Jacob Macharia, M.P.
11. The Hon. Mary Seneta, M.P.
12. The Hon. Joseph M'eruaki, M.P.
13. The Hon. Dr. Susan Chebet, M.P.
14. The Hon. Eric Keter, M.P.
15. The Hon. Cecilia Ng'etich, M.P.
16. The Hon. Mohamed Huka, M.P.
17. The Hon. Moses Injendi, M.P.
18. The Hon. Muriuki Njagagua, M.P.
19. The Hon. Kenneth Okoth, M.P.
20. The Hon. Geoffrey Odanga, M.P.
21. The Hon. (Dr.) Christine Ombaka, M.P.
22. The Hon. Jared Opiyo, M.P.
23. The Hon. Michael Kiso, M.P.
24. The Hon. Halima Ware Duri, M.P.
25. The Hon. Dorcas Kedogo, M.P.
26. The Hon. Ibren Nasra, M.P.
27. The Hon. Richard Makenga, M.P.
28. The Hon. Silverse Anami, M.P.
29. The Hon. Steven Kariuki, M.P.

## 1.2 COMMITTEE MANDATE

The Departmental Committee on Education, Research and Technology was established by Standing Order No. 216 of the Standing Orders of the National Assembly and mandated, amongst other things,

- a) *Investigate, inquire into, and report on all matters relating to the mandate, management, activities, administration, operations and estimates of the assigned Ministries and departments;*
- b) *study the programme and policy objectives of Ministries and departments and the effectiveness of the implementation;*
- c) *study and review all legislation referred to it;*
- d) *study, assess and analyze the relative success of the Ministries and departments as measured by the results obtained as compared with their stated objectives;*
- e) *investigate and inquire into all matters relating to the assigned Ministries and departments as they may deem necessary, and as may be referred to them by the House;*
- f) **to vet and report on all appointments where the Constitution or any law requires the National Assembly to approve , except those under Standing Order 204 (Committee on Appointments); and**

- g) *make reports and recommendations to the House as often as possible, including recommendation of proposed legislation.*

## **2.0 BACKGROUND**

The Teachers Service Commission (TSC) is an independent constitutional commission established pursuant to the provisions of Article 237 of the Constitution. The appointment of the Chairperson of the Commission is provided for under Sections 5 and 8 of the Teachers Service Commission Act No.20 of 2012.

The Selection Panel (constituted pursuant to the Teachers Service Commission Act No. 20 of 2012) conducted interviews on the persons shortlisted for the positions of Chairperson. The panel awarded marks with regards to how each of the nominees performed (score sheet herewith annexed). The Selection Panel forwarded names to the President who nominated and forwarded the names to the National Assembly for approval. The nominee was rejected on 3<sup>rd</sup> January, 2013.

As a result of the rejection, the Kamunge Panel carried out fresh selection exercise and forwarded the list of eligible persons to the President for nomination. From the list, the President nominated Mr. Kiragu wa Magochi as the chairperson and forwarded to the House for approval together with a list of other persons nominated as members of the TSC. The Chairperson's nominee was again rejected by the House.

Pursuant to Section 8(7) of the Teachers Service Commission which states that the President shall-

***“Within seven days of receipt of the names forwarded under subsection (6), nominate one person and eight others for appointment as Chairperson and members of the Commission and forward the names to the National Assembly for approval”.***

On Wednesday, 29<sup>th</sup> October, 2014, the Speaker of the National Assembly made a communication regarding the message from His Excellency The President, nominating Dr. Lydia N. Nzomo from the list forwarded by the Dr. Kamunge panel to serve as the Chairperson of the Teachers Service Commission. (See annexed message from the President)

In his Communication, the Speaker directed the Departmental Committee on Education, Research and Technology to consider the name of the nominee prior to approval by the House. The Communication read:-

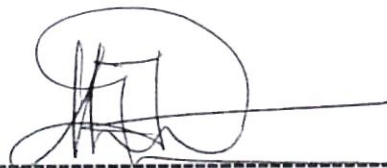
***“ I hereby refer the message from His Excellency The President to the Departmental Committee on Education, Research and Technology to undertake the necessary approval hearings”***

While considering the appointment , the Committee held 1(one) sitting during which the nominee appeared and was vetted in accordance with the Constitution (Chapter 6 on Leadership and Integrity), the Public Appointments (Parliamentary Approval) Act No. 33 of 2011, the Teachers Service Commission Act No. 20 of 2012 and the Standing Orders of the National Assembly.

On behalf of the Committee, I have the honour and pleasure to present the Committee's Report on the vetting of the nominee.

May I take this opportunity to thank all Members of the Committee for their input and valuable contributions during the deliberations and vetting of the nominee.

**Thank you.**



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**HON. JULIUS K MELLY, M.P**  
**(VICE CHAIRPERSON)**

Date 13. 11. 2014

### **3.0 CONSIDERATION OF THE NOMINEE FOR CHAIRPERSON OF THE TEACHERS SERVICE COMMISSION**

#### **3.1 ESTABLISHMENT OF THE COMMITTEE**

The Departmental Committee on Education, Research and Technology was established under Standing Order No. 216(5) with one of the mandates being to consider for approval by the House, appointments of the Members of the Teachers Service Commission under Article 237 of the Constitution and Section 8 of the Teachers Service Commission Act No. 20 of 2012.

#### **3.2 VETTING PROCESS OF THE CHAIRPERSON OF THE TEACHERS SERVICE COMMISSION**

- i)* H.E. the President, in accordance with the provisions of section 8 (7)) of Teachers Service Commission Act No. 20 of 2012, forwarded to the Speaker of the National Assembly, the name of the nominee for the position of Chairperson of the TSC Dr. Lydiah N. Nzomo vide a letter dated 28<sup>th</sup> October, 2014 for vetting and approval for appointment by the National Assembly.
- ii)* On Wednesday, 29<sup>th</sup> October, 2014, the Honourable Speaker in a communication referred the name of the nominee to the Departmental Committee on Education, Research and Technology for vetting and reporting to the House.
- iii)* On Friday, 30<sup>th</sup> October 2014, an advertisement was placed in the print media inviting the public to submit memoranda by way of affidavit on the suitability or otherwise of the nominee in conformity with Section 6(9) of the Public Appointments (Parliamentary Approval) Act 2011.

The submissions were to be received latest by Thursday 6<sup>th</sup> November, 2014 at 5.00 p.m. By expiry of the said period the Committee had received two memoranda but they did not meet the threshold as they were not submitted in the form of a sworn affidavit.

#### 4.0 VETTING PROCESS

In conducting the vetting process, the Departmental Committee on Education, Research and Technology examined the nominee against the following criteria, amongst others, as set out in the Public Appointments (Parliamentary Approval) Act No. 33 of 2011.

- (i) Academic qualifications
- (ii) Employment record
- (iii) Professional affiliations
- (iv) Potential conflict of interest
- (v) Knowledge of the relevant subject
- (vi) Overall suitability for the position
- (vii) Tax compliance
- (viii) Integrity

During its Sittings held on Tuesday, 11<sup>th</sup> November, 2014 the Committee conducted face to face interview of the nominee.

#### 4.1 DR. LYDIAH N. NZOMO – CHAIRPERSON NOMINEE FOR THE TEACHERS SERVICE COMMISSION

Dr. Lydiah N. Nzomo appeared before the Committee on Tuesday, 11<sup>th</sup> November, 2014, having been nominated to serve as a Chairperson of the TSC. She was born on 3<sup>rd</sup> February, 1952 in Meru County. She is the immediate former Director and Chief Executive Officer of Kenya Institute of Curriculum Development (KICD). She holds a Ph. D in Education Psychology from Kenyatta University and a Masters of Arts in Counseling Psychology from United States International University (USIU). She has undertaken several professional courses including Educational Administration and Management among others as contained in her Curriculum Vitae. She had previously worked at the Teachers Service Commission (TSC), having started as a staffing officer for secondary schools and rising through the ranks to become a Senior Deputy Commission Secretary. In addition, Dr. Lydiah Nzomo worked for seven (7) years as a graduate teacher in different schools within the country. The selection panel chaired by Dr. James Kamunge ranked her position 1 with a score of 80.3 %.

**In order to assess her overall suitability on the position of Chairperson of TSC, the Committee examined her on general and specific thematic**

on how she would carry out her duties if she was appointed to serve as Chairperson of TSC. The nominee responded as follows: -

### **Work experience**

Dr. Lydia N. Nzomo informed the Committee that she had worked previously worked at the TSC Secretariat and was well versed with operations and challenges facing the Commission. She noted that if appointed to serve as Chairperson of the Commission, she would stand a better chance to influence the policy of the Commission that would guide the Secretariat in delivering its mandate effectively.

### **Achievements during her previous tenure at the TSC**

Dr. Lydia N. Nzomo informed the Committee that one of her notable key achievements was streamlining the system and making it easier for prompt processing pensions for retired teachers. She also introduced a system that decentralized the customer care desk to the local levels where teachers would file their claims.

### **Coordination between the Ministry of Education, Science and Technology and the Teachers Service Commission**

Dr. Lydia Nzomo further informed the Committee that if appointed to serve as Chairperson, she would work closely with the Ministry of Education, Science and Technology to ensure that the County Directors of Education and the TSC Directors work in harmony and for the good of the country. She further stated that she would ensure that the TSC Quality Assurance Officers

at the county are properly guided on their mandate to avoid conflict with the Quality Assurance Officers from the ministry. She noted that school heads ought to undergo capacity building as they are the key agents that would help the ministry and the TSC in quality assurance

### **Discipline Cases**

Dr. Lydia N. Nzomo informed the Committee that during her tenure at the TSC Secretariat, she worked towards ensuring that disciplinary cases involving teachers were concluded swiftly. She further emphasized that delay in conclusion of these disciplinary cases had partly contributed in the current shortage of teachers as most of these teachers stayed away from duty awaiting determination of their cases.

### **Corruption**

Dr. Lydia N Nzomo stated that in order to curb cases of corruption especially in the recruitment and distribution of teachers, she would ensure that staffing officers are sensitized on the evils of corruption. She would also ensure that TSC embraces ICT in keeping proper records of teachers. She further stated that during her tenure at the TSC she was able initiate certain efforts to curb issues of corruption by ensuring that all employees of the TSC Secretariat had identification badges while at the precincts of the TSC headquarters for ease of identification especially if attempting to solicit for bribe from teachers.

### **Teacher shortage**

Dr. Lydia N. Nzomo stated that if appointed to serve as Chairperson of TSC, she would engage the Departmental Committee on Education, Research and Technology and the National Treasury in order to ensure that adequate

funds are allocated to recruit teachers. She would also ensure that staffing policy is reviewed to ensure equal distribution of teachers across the country, thereby ensuring that marginal areas were prioritized in staffing.

The nominee further stated that if appointed to serve as Chairperson of the TSC, she would implement the multi grade system where teacher would be required to teach more than one grade to ensure efficiency in their utilization. This would go a long way in bridging the existing gap of teachers' shortage. She further stated that implementation of double shift system would be one of the key solutions to teacher shortage hence if appointed she would ensure that the same is piloted within Nairobi in order to identify key challenges hampering the implementation of the same.

### **Teachers Salaries**

Dr. Lydia Nzomo stated that if appointed to serve as Chairperson of TSC, she would ensure that remuneration of teachers is brought to par to those of mainstream public service to motivate them and reduce incidences of industrial action. She further stated that she would engage with the Salary and Remuneration Commission (SRC) as the body mandated to advise on review of salary to ensure that teachers were well remunerated. She would also ensure that the Commission was in constant engagement the teachers' unions as a means to ensuring that salary agreements were reached before hand and well thought out frameworks implemented.

### **Minimum requirement for registration of teachers**

The nominee stated that she would ensure that the Commission reviews cases of unregistered teachers to avoid marginalizing them and also ensure that students undertaking teaching courses in different teachers colleges were sensitized on the minimum requirements of TSC for registration.

### **Employment of ECD teachers**

Dr. Lydia N. Nzomo stated that the Early Childhood Development (ECD) was an integral level in the continuum of education and it was therefore important that the mandate to employ teachers as ECD teachers be solely vested in the Commission. This would ensure that same standards were maintained across the country. She further stated that Article 237 of the Constitution was explicit on the functions of TSC with regards to teacher management.

### **Performance Contracting**

Dr. Lydia N. Nzomo stated that performance contracting is an effective way of monitoring performance of teachers and that if appointed as chairperson, she would ensure that the same was implemented.

### **Teachers - Student relationship**

She stated that a joint effort/ cooperation amongst all agencies was required in order to deal with the issue of carnal knowledge involving teachers and students. She stated that if appointed, she would ensure that the Commission worked closely with the parents and other stakeholders to sensitize the children on their rights and to also sensitize the teacher on their responsibilities on the students. She further stated she would ensure that the

culprits were dealt with in accordance with The Sexual Offences Act and the TSC Code of Ethics. She further expressed the need for parents needed to be sensitized to enable them to report sexual crimes and further ensure that they were not compromised by the errant teachers.

### **Teachers' career progression/ growth**

Dr. Lydia N. Nzomo stated that it was important for the teachers to be allowed to pursue further studies so as to ensure continuous professional development.

### **Sex education and Introduction of Contraceptives in Schools**

Dr. Lydia Nzomo informed the Committee that if appointed to serve as the Chairperson of the TSC, she would recommend that on of sex education, pupils and students be given age appropriate information.

## **5.0 COMMITTEE'S OBSERVATIONS**

The Committee having considered her curriculum vitae and heard her oral submission during the vetting exercise/interview, made the following observations: -

### **(i) Academic Qualifications**

She holds a Ph.D in Education specializing in Educational Psychology from Kenyatta University, Masters of Arts Degree in Counseling Psychology from United States International University (USIU) and a Bachelors of Arts Degree with Diploma option from University of Nairobi.

## **(ii) Employment Records**

She has worked as a graduate teacher in several schools across the country before joining the TSC Secretariat, where she rose through the ranks to become the Deputy Commission Secretary. She is the immediate former Director/ Chief Executive Officer of the KICD and has previously worked with the TSC as a staffing officer for secondary schools. She rose through different position to become the deputy commission secretary.

## **(iii) Professional Affiliations**

That she is a member of community practice on curriculum development, a member of Forum for African Women Educationists, Kenya Chapter (FAWEK), chairperson of Kenya Women in Development (KWIDA) and a member of Catholic Women Association.

## **(iv) Knowledge of the Relevant Subject**

She is well vast with the functions of the Teachers Service Commission and supervisory role she would play in ensuring the fulfillment of the Commission's mandate. She has undertaken several trainings, workshops and attended several conferences including Education Administration and Management, Effective Service Delivery, Inter-personal Management Development, In-servicing and promotion of teachers, Education Management in relation to educational growth, International Labour Conference on maternity protection at work, Result Oriented Management, Conflict Resolutions in trade disputes, Information Technology on Smart Card, Advanced Training

Programme in Educational Planning and Management on Education Budgets, Curriculum Approaches, Educational Staff and Skill development and Strategic Leadership Programme.

**(v) Integrity**

The Ethics and Anticorruption Commission (EACC), through a letter to the National Assembly had indicated that she had been adversely mentioned and was part of an ongoing investigation. The Committee observed that the content could not form part of grounds for disapproval as they were allegations and the nominee was still eligible as per Section 7 of the TSC Act where grounds of disqualification are provided for.

**(vi) Seminars and Workshops**

She has undertaken both international and local courses as well as seminars including Educational Administration and Management Courses at Leeds University in Britain in 1984 and finally attended Strategic Leadership Programme at Kenya School of Government in February 2013.

**(vii) Overall suitability for the position**

The nominee was ranked by the Dr. Kamunge's Selection Panel at position one (1) with a score of 80.3 %.

The Committee found her qualified for the position due her vast academic and management experience. She was articulate and demonstrated wealth of experience in the education sector.

She has never been dismissed from office for contravention of the provisions of Article 75 of the Constitution which deals with conduct of state officers that are adversely mentioned in any investigatory report of parliament or any commission of inquiry.

Dr. Lydia Nzomo had a wealth of experience in institutional management and that she steered the Kenya Institute of Management to a centre of excellence in curriculum development in Eastern Africa. She was appointed Millenium Development Ambassador by Teacher's without Borders 2010, demonstrating that she possessed leadership skills.

The Committee found the nominee suitable for appointment as the Chairperson of the Teachers Service Commission.

## 6.0 RECOMMENDATION

Pursuant to Section 8(7) of the Teachers Service Commission Act No. 20 of 2012 and Standing Order No. 45 the Committee recommends that :-

1. This House approves the nominee Dr. Lydia N. Nzomo, Ph. D for appointment by H.E. the President as Chairperson of the Teachers Service Commission.

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# MINUTES

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**MINUTES OF THE 71<sup>ST</sup> SITTING OF THE DEPARTMENTAL COMMITTEE ON EDUCATION, RESEARCH AND TECHNOLOGY HELD ON WEDNESDAY, 12<sup>TH</sup> NOVEMBER, 2014 IN COMMITTEE ROOM 4<sup>TH</sup> FLOOR, CONTINENTAL HOUSE, PARLIAMENT BUILDINGS AT 3.00P.M**

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**PRESENT**

1. **Hon. Julius Melly, M.P** - Vice Chairperson
2. Hon. Yusuf Chanzu, M.P
3. Hon. (Dr.) Wilber Ottichillo, M.P
4. Hon. (Dr.) Susan Chebet, M.P
5. Hon. Jared Opiyo Odhiambo, M.P
6. Hon. Silverse Anami, M.P
7. Hon. Muriuki Njagagua, M.P
8. Hon. Moses Injendi, M.P.
9. Hon. Rose Mitaru, M.P
10. Hon. Geoffrey Makokha Odanga, M.P.
11. Hon. Mohamed Huka, M.P.
12. Hon. Joseph M'eruaki, M.P
13. Hon. Michael Kisoi, M.P
14. Hon. Kenneth Okoth, M.P
15. Hon. Jacob Macharia, M.P
16. Hon. Eric Keter, M.P

**APOLOGY**

1. **Hon. Sabina Chege, M.P.** - Chairperson
2. Hon. Joseph Manje, M.P.

**ABSENT**

1. Hon. Mary Seneta, M.P
2. Hon. (Prof.) Hellen Sambili, EGH, M.P
3. Hon. Halima Ware Duri, M.P
4. Hon. Ibren Nasra Ibrahim, M.P
5. Hon. Harrison Kombe, M.P
6. Hon. Cecilia Ng'etich, M.P
7. Hon. Makenga Richard Katemi, M.P.
8. Hon. Dorcas Kedogo Luvalitsa, M.P
9. Hon. (Dr.) Christine Ombaka, M.P
10. Hon. Anthony Kimaru, M.P
11. Hon. Steven Kariuki, M.P.

**IN ATTENDANCE**

**National Assembly Secretariat**

1. Ms. Leah Wanjiru - First Clerk Assistant
2. Mr. John Mugoma - Third Clerk Assistant
3. Mr. Jimale Mohamed - Third Clerk Assistant
4. Ms. Colleta Sigilai - Legal Counsel
5. Ms. Caroline Njue - Research Officer

#### **MIN.NO.DC.D/359 /2014: PRELIMINARIES**

The Chairperson called the meeting to order at 3.20pm. Thereafter, a prayer was said. In his opening remarks, the Chairperson then proceeded to welcome Honorable Members present to the meeting and read out a communication from the Ethics and Anti-Corruption in reference to the nomination of Dr. Lydia Nzomo as the Chairperson of Teachers Service Commission.

#### **MIN.NO.DC.D/360 /2014: CONFIRMATION OF MINUTES FROM THE PREVIOUS SITTING**

Minutes of the previous sitting were confirmed as a true record of the proceedings.

**Proposed by Hon. Joseph Meruaki, M.P**

**Seconded by Hon. Eric Keter, M.P**

#### **MIN.NO.DC.D/361/2014: COMMITTEE'S RECOMMENDATION ON THE VETTING OF THE NOMINEE FOR CHAIRPERSON TO TEACHERS SERVICE COMMISSION, DR. LYDIA N. NZOMO.**

With regards to the vetting of the nominees, the Committee observed that:-

##### **(i) Academic Qualifications**

She holds a Ph.D in Education specializing in Educational Psychology from Kenyatta University, Masters of Arts Degree in Counseling Psychology from United States International University (USIU) and a Bachelors of Arts Degree with Diploma option from University of Nairobi.

##### **(ii) Employment Records**

She has worked as a graduate teacher in several schools across the country before joining the TSC Secretariat, where she rose through the ranks to become the Deputy Commission Secretary. She is the immediate former Director/ Chief Executive Officer of the KICD and has previously worked with the TSC as a staffing officer for secondary schools. She rose through different position to become the deputy commission secretary.

**(iii) Professional Affiliations**

That she is a member of community practice on curriculum development, a member of Forum for African Women Educationists, Kenya Chapter (FAWEK), chairperson of Kenya Women in Development (KWIDA) and a member of Catholic Women Association.

**(iv) Knowledge of the Relevant Subject**

She is well vast with the functions of the Teachers Service Commission and supervisory role she would play in ensuring the fulfillment of the Commission's mandate. She has undertaken several trainings, workshops and attended several conferences including Education Administration and Management, Effective Service Delivery, Interpersonal Management Development, In-servicing and promotion of teachers, Education Management in relation to educational growth, International Labour Conference on maternity protection at work, Result Oriented Management, Conflict Resolutions in trade disputes, Information Technology on Smart Card, Advanced Training Programme in Educational Planning and Management on Education Budgets, Curriculum Approaches, Educational Staff and Skill development and Strategic Leadership Programme.

**(v) Integrity**

The Ethics and Anticorruption Commission (EACC), through a letter to the National Assembly had indicated that she had been adversely mentioned and was part of an ongoing investigation. The Committee observed that the content could not form part of grounds for disapproval as they were allegations and the nominee was still eligible as per Section 7 of the TSC Act where grounds of disqualification are provided for.

**(vi) Seminars and Workshops**

She has undertaken both international and local courses as well as seminars including Educational Administration and Management Courses at Leeds University in Britain in 1984 and finally attended

Strategic Leadership Programme at Kenya School of Government in February 2013.

**(vii) Overall suitability for the position**

The nominee was ranked by the Dr. Kamunge's Selection Panel at position one (1) with a score of 80.3 %.

The Committee found her qualified for the position due her vast academic and management experience. She was articulate and demonstrated wealth of experience in the education sector.

She has never been dismissed from office for contravention of the provisions of Article 75 of the Constitution which deals with conduct of state officers that are adversely mentioned in any investigatory report of parliament or any commission of inquiry.

Dr. Lydia Nzomo had a wealth of experience in institutional management and that she steered the Kenya Institute of Management to a centre of excellence in curriculum development in Eastern Africa.

She was appointed Millenium Development Ambassador by Teacher's without Borders 2010, demonstrating that she possessed leadership skills.

The Committee found the nominee suitable for appointment as the Chairperson of the Teachers Service Commission.

**Recommendation**

From the above observations, the Committee unanimously agreed to recommend to the house to approve the appointment of Dr. Lydia N. Nzomo, Ph. D.

**MIN.NO.DC.D/362/2014: ADOPTION OF THE REPORT ON THE VETTING OF THE NOMINEE FOR CHAIRPERSON TO TEACHERS SERVICE COMMISSION, DR. LYDIA N. NZOMO.**

The Members unanimously adopted the Committee's report on the vetting of Dr. Lydia N. Nzomo and resolved that the Vice Chairperson Hon. Julius K. Melly, M.P will move the Motion on the adoption of the report and Hon. Jacob Macharia, M.P will second.

**MIN.NO.DC.D/363/2014: ANY OTHER BUSINESS**

There being no any other business, the meeting was adjourned at 4.50pm.

Signed.....

**HON JULIUS K. MELLY, M.P**

**(VICE CHAIRPERSON)**

Date..... 13. 11. 2014

**MINUTES OF THE 70<sup>TH</sup> SITTING OF THE DEPARTMENTAL COMMITTEE ON EDUCATION, RESEARCH AND TECHNOLOGY HELD ON TUESDAY, NOVEMBER 11<sup>TH</sup> 2014 IN COMMITTEE ROOM, 4<sup>TH</sup> FLOOR, CONTINENTAL HOUSE, PARLIAMENT BUILDINGS AT 10.00AM**

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**PRESENT**

1. **Hon. Julius Melly, M.P** - **Ag. Chairperson (Chairing)**
2. Hon. Mary Seneta, M.P - **Ag. Vice Chairperson**
3. Hon. Yusuf Chanzu, M.P
4. Hon. (Prof.) Hellen Sambili, EGH, M.P
5. Hon. (Dr.) Wilber Ottichillo, M.P
6. Hon. (Dr.) Susan Chebet, M.P
7. Hon. (Dr.) Christine Ombaka, M.P
8. Hon. Jared Opiyo Odhiambo, M.P
9. Hon. Dorcas Kedogo Luvalitsa, M.P
10. Hon. Silverse Anami, M.P
11. Hon. Muriuki Njagagua, M.P
12. Hon. Moses Injendi, M.P.
13. Hon. Rose Mitaru, M.P
14. Hon. Geoffrey Makokha Odanga, M.P.
15. Hon. Mohamed Huka, M.P.
16. Hon. Joseph M'eruaki, M.P
17. Hon. Cecilia Ng'etich, M.P
18. Hon. Makenga Richard Katemi, M.P.
19. Hon. Michael Kisoi, M.P
20. Hon. Harrison Kombe, M.P
21. Hon. Halima Ware Duri, M.P
22. Hon. Kenneth Okoth, M.P
23. Hon. Jacob Macharia, M.P
24. Hon. Ibren Nasra Ibrahim, M.P

**APOLOGY**

1. **Hon. Sabina Chege, M.P.** - **Chairperson**
2. Hon. Eric Keter, M.P

**ABSENT**

1. Hon. Anthony Kimaru, M.P
2. Hon. Joseph Manje, M.P.
3. Hon. Steven Kariuki, M.P.

## **IN ATTENDANCE**

### **National Assembly Secretariat**

- |                        |   |                       |
|------------------------|---|-----------------------|
| 1. Ms. Leah Wanjiru    | - | First Clerk Assistant |
| 2. Mr. John Mugoma     | - | Third Clerk Assistant |
| 3. Mr. Jimale Mohamed  | - | Third Clerk Assistant |
| 4. Ms. Colleta Sigilai | - | Legal Counsel         |
| 5. Ms. Caroline Njue   | - | Research Officer      |

### **MIN.NO.DC.D/355 /2014: PRELIMINARIES**

The Chairperson called the meeting to order at 10.15 am. Thereafter, a prayer was said. In his opening remarks, the Chairperson then proceeded to welcome Honorable Members present and the nominee for Chairperson to Teachers Service Commission, Dr. Lydia N. Nzomo to the meeting and gave the following communication;

- (i) He conveyed the message that was submitted to the house in a way of letter addressed to the Speaker by His Excellency, The President.
- (ii) He then informed Members that the nominee has provided documents as required and stipulated in chapter six of the constitution of Kenya. The documents were as follows: Higher Education Loans Board, Kenya Revenue Authority, Credit Reference Bureau, Directorate of Criminal Investigation, clearance form from Ethics and Anti Corruption Commission.
- (iii) The Chairperson informed Members that Section Eight (8) of the TSC Act, 2012 and Public appointments (Parliamentary Approval) Act, will guide the Members to carry on with the vetting process. The Chair noted the process shall be free, fair and transparent.
- (iv) He notified Members that the Memoranda from the public against the nominee didn't meet the threshold since they were no sworn affidavit.
- (v) That the report will be table in the house on Thursday, 13<sup>th</sup> November, 2014.

### **MIN.NO.DC.D/356/2014: VETTING OF THE NOMINEE FOR CHAIRPERSON TO TEACHERS SERVICE COMMISSION, DR. LYDIA N. NZOMO**

The Meeting was scheduled to vet Dr. Lydia N. Nzomo for the position of Chairperson to the Teachers Service Commission.

#### **Educational and Professional Qualifications**

Dr. Lydia N. Nzomo took Members through her educational and professional background and stated as follows:-

- a) She holds a Ph.D in Education specializing in Educational Psychology from Kenyatta University, Masters of Arts Degree in Counseling Psychology at United States International University (USIU) and a Bachelors of Arts Degree with Diploma option from University of Nairobi. She has taken trainings, workshops and Conferences in Education Administration and Management, Effective Service Delivery, Inter-personal Management Development, In-servicing and promotion of teachers, Education Management in relation to educational growth, International Labour Conference on maternity protection at work, Result Oriented Management, Conflict Resolutions in trade disputes, Information Technology on Smart Card, Advanced Training Programme in Educational Planning and Management on Education Budgets, Curriculum Approaches, Educational Staff and Skill development and Strategic Leadership Programme.
- b) She is currently a lecturer at Kenyatta University, a member of community practice on curriculum development (FAWEK), a member of Forum for African Women Educationists, Kenya Chapter, chairperson of Kenya Women in Development (KWIDA) and a member of Catholic Women Association.
- c) She has undertaken both international and local courses and seminars including Educational Administration and Management Courses at Leeds University in Britain in 1984 and finally attended Strategic Leadership Programme at Kenya School of Government in February 2013.
- d) She has never been dismissed from office for contravention of the provisions of Article 75 of the constitution which deals with conduct of state officers that are adversely mentioned in any investigatory report of parliament or any commission of inquiry.

**The Committee further examined the nominee on the following thematic issues and the details of her response are as contained in the main body of the report.**

- (i) Work experience;
- (ii) Achievements during her previous tenure at the TSC;
- (iii) Coordination between the Ministry of Education, Science and Technology and the Teachers Service Commission;
- (iv) Discipline Cases;
- (v) Corruption;
- (vi) Teacher shortage;
- (vii) Teachers Salaries;
- (viii) Minimum requirement for registration of teachers;
- (ix) Employment of ECD teachers;
- (x) Performance Contracting;
- (xi) Teachers - Student relationship;
- (xii) Teachers' career progression/ growth; and
- (xiii) Sex education and Introduction of Contraceptives in Schools.

**MIN.NO.DC.D/357/2014: ANY OTHER BUSINESS**

The following issues were raised:

- (i) The reports that were considered in Mombasa should be finalized for tabling as soon as possible.
- (ii) The Committee will be meeting with United States International University and Commission for University Education on Tuesday, 18<sup>th</sup> November, 2014.

**MIN.NO.DC.D /358/2014: ADJOURNMENT AND DATE OF NEXT SITTING**

The Chairperson thanked the Members for the contribution for their time and thereafter adjourned the meeting at 12.45pm.

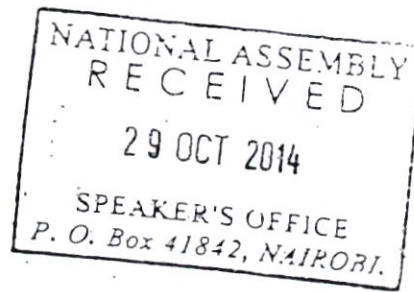


Signed.....

**HON JULIUS K. MELLY, M.P**  
**(VICE CHAIRPERSON)**

Date..... 13.11.2014 .....

## **Annex 2 --- Message from the President**



STATE HOUSE  
P.O. Box 40530  
NAIROBI, KENYA

28<sup>th</sup> October, 2014

**Mr. Justin Muturi, CBS**  
Speaker of the National Assembly  
Parliament Buildings  
**NAIROBI.**

**NOMINEE FOR CHAIRPERSON OF THE TEACHERS SERVICE COMMISSION**

---

In exercise of Powers conferred upon me by Section 8 of the Teachers Service Commission Act, 2012, I have nominated:-

**Dr. Lydia N. Nzomo, PhD** to be the Chairperson of the Teachers Service Commission.

The same Section 8 requires that a chairperson be nominated by the President and subsequently approved by the National Assembly.

The purpose of this letter is therefore to forward the nomination to the National Assembly for consideration.

Attached hereto please find the Report of the Selection Panel together with her Curriculum Vitae.

**UHURU KENYATTA,**  
**PRESIDENT**

Encl.

Copy to: **Mr. Justin Bundi**  
Clerk to the National Assembly  
Parliament Buildings  
**NAIROBI.**

## **Annex 3 – Report from the Selection Panel**

**SELECTION PANEL FOR THE APPOINTMENT OF CHAIRPERSON,  
TEACHERS SERVICE COMMISSION**

2<sup>nd</sup> August, 2013

REF: DPSM 10/14A VOL.VI (40)

**H. E. Hon. Uhuru Kenyatta, CGH**  
President and Commander in Chief of the  
Defence Forces of the Republic of Kenya,  
State House,  
**NAIROBI.**

Your Excellency,

**APPOINTMENT OF CHAIRPERSON OF THE TEACHERS SERVICE COMMISSION**


Pursuant to Section 8(1) of the Teachers Service Commission Act, 2012, the Selection Panel that was convened to select the Chairperson of the Commission has interviewed and shortlisted persons who are qualified for appointment.

This is therefore to submit the attached names listed in order of performance, as required under Section 8(6) of the TSC Act, 2012. Also attached is a report of the Panel on the selection process.

The Selection Panel sought clearance of the candidates from the Ethics and Anti-Corruption Commission and a copy of the report from the Commission Ref. No. EACC 6/42 VOL.XV (167) dated 10<sup>th</sup> July, 2013 is also attached.

On behalf of the Members of the Panel, I wish to thank you Sir most sincerely for entrusting us with this important task. The Panel would also wish to assure the Government that the Selection exercise has been carried out to the highest possible standards of integrity and professionalism.

Yours

*Sincerely,*  


**Dr. James Kamunge, EBS,**  
Chairperson,  
Selection Panel for the Appointment of Chairperson and  
Members, Teachers Service Commission

# REPORT OF THE SELECTION PANEL FOR THE APPOINTMENT OF CHAIRPERSON OF THE TEACHERS SERVICE COMMISSION

## 1.0 Introduction

The Selection Panel for the appointment of Chairperson of the Teachers Service Commission was convened pursuant to Section 8(12) of the Teacher Service Commission Act, 2012. The Membership of the Panel comprised the following:-

- |   |                         |  |
|---|-------------------------|--|
| 1 | Dr. James Kamunge, EBS  | Chairperson  |
| 2 | Prof. Henry O. Ayot     | Prominent Educationist                                   |
| 3 | Mr. Francis M. Ng'ang'a | Kenya National Union of Teachers                         |
| 4 | Mr. John Kipkorir       | Federation of Kenyan Employers                           |
| 5 | Mr. Ernest M. Wangai    | Kenya Private Schools Association                        |
| 6 | Mr. Onesmus Kiminza     | Ministry of Education Science & Technology               |
| 7 | Ms. Jane W. Chege       | Ministry of Devolution and Planning                      |
| 8 | Ms. Stella Munyi        | Office of the Attorney General and Department of Justice |
| 9 | Mrs. Helen Cheramboss   | Kenya Union of Post Primary Education Teachers           |

The Ministry of Devolution and Planning provided facilitation and support to the Panel. This included provision of an interview venue at Harambee House.

## 1.1 Vacant Position

The position of Chairperson fell vacant last year. Five applicants were shortlisted, interviewed and names of three candidates recommended and forwarded to the President for appointment on 18<sup>th</sup> October 2012.

Out of the three candidates recommended for appointment, H. E. the President forwarded Mr. Kiragu Wa Magochi's name to Parliament for approval. However, the nominee was rejected twice by Parliament. The TSC Act 2012 requires that there be new interviews for selection of Chairperson Teachers Service Commission.

## 1.2 Advertisement

Advertisement of the position of Chairperson of the Teachers Service Commission was published in the Daily Nation and Standard Newspapers on 25<sup>th</sup> June, 2013 with a closing date of 8<sup>th</sup> July, 2013.

## 2.0 Applications

The Panel received a total of thirty five (35) applications for the position of Chairperson.

### 2.1 Shortlisting of Applicants for interview

The Panel adopted shortlisting criteria that took into account the following:-

- i. Qualifications;
- ii. Relevance and level of experience;
- iii. Regional balance;
- iv. Gender; and
- v. Disability.

The shortlisting of Candidates was done on 10<sup>th</sup> July, 2013 and five (5) applicants were shortlisted for the position of Chairperson. The Panel requested for clearance of the shortlisted candidates from the Ethics and Anti-corruption Commission. A copy of the clearance letter dated 10<sup>th</sup> July, 2013 is attached.

### 2.2 Publication of Applicants

Names of the applicants, their qualification and the names of shortlisted candidates were published in the Daily Nation and Standard Newspapers on 11<sup>th</sup> July, 2013.

### 2.3 Interviews and Ranking

Interviews of the shortlisted candidates for position of Chairperson were conducted on 15<sup>th</sup> July, 2013 and 2<sup>nd</sup> August, 2013 as follows:

#### a) First Interview on 15<sup>th</sup> July, 2013

Out of five (5) shortlisted candidates, only two candidates Prof. George Imbanga Godia, CBS and Mr. Robert Masese Momanyi were interviewed on 15<sup>th</sup> July, 2013 and ranked in order of performance as per the list attached in Appendix I.

The three other candidates who were shortlisted were not interviewed. This was because of a Court ruling on Petition No. 334 of 2013 dated 15<sup>th</sup> July, 2013 by Judge D. S. Majanja whose ruling was delivered to the Panel while the interviews were in progress.

These included:-

1. Dr. Lydia N. Nzomo
2. Mr. Simon M. Kavisi
3. Mr. Mbarak Said Twahir

Following advice from the Office of the Attorney General and Department of Justice, the Panel informed Dr. Lydia N. Nzomo, Mr. Kiragu Wa Magochi and Mr. Mbarak Said Twahir of the court ruling.

Members also informed Mr. Kiragu Wa Magochi that he could not be re-interviewed since his name had twice been rejected by the National Assembly.

**b) Second interview on 2<sup>nd</sup> August, 2013.**

The Panel in its meeting held on 22<sup>nd</sup> and 23<sup>rd</sup> July 2013 was informed that there was a further judgement on Petition No.370 of 2013 delivered by Judge D.S. Majanja at the Nairobi High Court on 22<sup>nd</sup> July 2013. The judgement directed that Mr. Kiragu Wa Magochi was eligible for interview and consideration since previous rejection by the National Assembly was not in itself a bar to subsequent application.

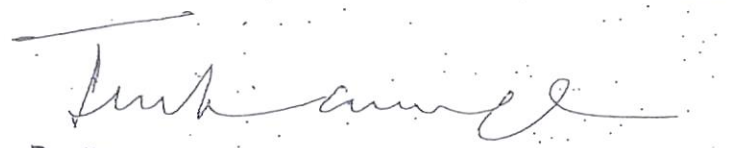
In view of the above judgements, members resolved that:-

1. The appointing authority should extend the period of the selection process in accordance with Section 8 (18) of the Teachers Service Commission Act, 2012;
2. Mr. Kiragu wa Magochi be invited for interview on 2<sup>nd</sup> August, 2013.
3. Dr. Lydia N. Nzomo, Mr. Mbarak Said Twahir and Simon Kavisi be briefed on the court judgement on 2<sup>nd</sup> August, 2013.

The Panel met on 2<sup>nd</sup> August, 2013 and (a) interviewed Mr. Kiragu Wa Magochi - his performance is as per Appendix II attached (b) Briefed Dr. Lydia N. Nzomo, Mr. Mbarak Said Twahir and Mr. Simon M. Kavisi on the two court Judgements.

The Panel submits the following seven (7) applicants not three (3) as required by TSC Act Section 8 (6) (d) shortlisted from fresh interviews and those included as per Petition No. 334 of 2013 and Petition No. 370 of 2013 of Nairobi High Court in order of merit.

S/NO	NAME	SCORE	GENDER	COUNTY
1.	Dr. Lydia N. Nzomo	80.3	F	Meru
2.	Kiragu Wa Magochi, MBS	78.1	M	Murang'a
3.	Prof. George Imbanga Godia, CBS	77.4	M	Vihiga
4	Mr. Simon M. Kavisi	70.1	M	Kitui
5:	Mbarak Said Twahir	69.3	M	Mombasa
6.	Robert N. Masese Momanyi	63.7	M	Trans Nzoia
7.	Ismail Buro Hassan	61.0	M	Garissa

  
Dr. James Kamunge, EBS  
Chairperson,  
Selection Panel for the Appointment of Chairperson,  
Teachers Service Commission.

2<sup>nd</sup> August, 2013

INTERVIEWS FOR CHAIRPERSON, TEACHERS SERVICE COMMISSION

15<sup>TH</sup> JULY, 2013

SCORE SHEET

	NAME OF CANDIDATE	CHAIR	PANELIST										TOTAL	AVERAGE SCORE	RANK	GENDER	COUNTY
			KUPPET	MOEST	PROF (KU)	KNUT	KPSA	OAGDJ	FKE	MDP							
1	Prof. George Imbanga Godia, CBS	72	81	82	82	87	77	61.5	91.5	63	697	77.4	1	M	Vihiga		
2	Masese Robert N. Mornanyi	52	69	58	62	66	68	62	76	60.5	573.5	63.7	2	M	Trans Nzoiia		

PANEL MEMBERS

1. Dr. James M. Kamunge, EBS CHAIRPERSON

2. Ms. Helen Cheramboss KUPPET

3. Mr. Onesmus Kiminza MOEST

4. Prof. Henry O. Ayot Prof. of Education, KU

5. Mr. Francis M. Ng'ang'a KNUT

6. Mr. Ernest M. Wangai KPSA

7. Ms. Stella Munyi OAGDJ

8. Mr. John Kipkorir FKE

9. Ms. Jane W. Chege MDP

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INTERVIEW FOR CHAIRPERSON, TEACHERS SERVICE COMMISSION

2<sup>ND</sup> AUGUST, 2013

SCORE SHEET

	NAME OF CANDIDATE	PANELIST:									TOTAL	AVERAGE SCORE.	GENDER	COUNTY
		CHAIR	KUPPET	MOEST	PROF (KU)	KNUT	KPSA	OAGDJ	FKE	MDP				
1	Kiragu wa Magochi	83	79	84	70	80	77	79.5	74	77	703.5	78.1	M	Murang'a

PANEL MEMBERS

1. Dr. James M. Kamunge, EBS CHAIRPERSON
2. Ms. Helen Cheramboss KUPPET
3. Mr. Onesmus Kiminza MOEST
4. Prof. Henry O. Ayot Prof. of Education, KU
5. Mr. Francis M. Ng'ang'a KNUT
6. Mr. Ernest M. Wangai KPSA
7. Ms. Stella Munyi OAGDJ
8. Mr. John Kipkorir FKE
9. Ms. Jane W. Chege MDP

*Subant*

*[Signature]*

*[Signature]*

*Henry O. Ayot*

*[Signature]*

*[Signature]*

*[Signature]*

*[Signature]*

*[Signature]*

**Annex 3 -- Communication from the  
Speaker**



REPUBLIC OF KENYA

**ELEVENTH PARLIAMENT-(SECOND SESSION)**

**THE NATIONAL ASSEMBLY**

**MESSAGES**

**MESSAGE FROM THE PRESIDENT**

(No. 10 of 2014)

**ON NOMINATION OF CHAIRPERSON OF THE TEACHERS  
COMMISSION SERVICE**

**Hon. Members,**

Pursuant to Standing Order No. 42, I wish to convey the following Message from His Excellency The President-

The Message was submitted by way of a letter addressed to my office for submission to the House. In the Message, His Excellency The President conveys that, in exercise of powers conferred to him by Section 8 of the Teachers Service Commission Act, 2012, he nominates **Dr. Lydia N. Nzomo, PhD, to be the Chairperson of the Teachers Service Commission.**

His Excellency The President therefore seeks the approval of this House on the nominee for appointment to the aforementioned position.

**Hon. Members,**

Standing Order 45 requires that, upon receipt of notification of nomination for appointments, such nomination shall stand committed to the relevant Departmental Committee of the House for consideration. Pursuant to the provisions of the said Standing Order therefore, and paragraph (3) of

Standing Order 42 (*Messages from the President*), I hereby refer the Message from His Excellency the President to the Departmental Committee on Education, Research and Technology to undertake the necessary approval hearings.

**Hon. Members,**

Section 8 of the Teachers Service Commission Act, 2012, requires the National Assembly to either approve or reject the nominee to the positions within Twenty one (21) days. In this regard, I wish to guide the Committee and the House as follows:-

- (i) That the Committee should notify the nominee and the general public of the time and place for holding the approval hearings, in good time. The notification should therefore be made on **October 30, 2014**; and,
- (ii) That the Committee may thereafter commence the necessary approval hearings from **6<sup>th</sup> November 2014** and submit their report to this House on or before **November 13, 2014**.

**Thank you!**



**THE HON. JUSTIN B.N. MUTURI, EGH, MP**  
**SPEAKER OF THE NATIONAL ASSEMBLY**  
**Wednesday, October 29, 2014**

## **Annex 4 – Nominee’s Identification Card**

**JAMHURIYA KENYA**  **REPUBLIC OF KENYA**

SERIAL NUMBER: 216755698 ID NUMBER: 02Z0846

FULL NAMES  
**LYDIAH NKUENE NZOMO**

DATE OF BIRTH  
03-02-1952


SEX  
FEMALE

DISTRICT OF BIRTH  
MERU NORTH

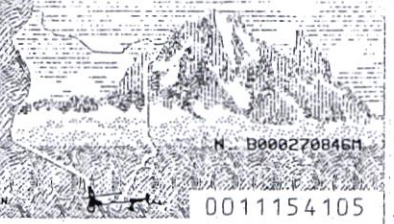
PLACE OF ISSUE  
WESTLANDS

DATE OF ISSUE  
24-02-2004

HOLDER'S SIGN  
*Lydiah Nkuene Nzomo*



DISTRICT  
MERU NORTH  
DIVISION  
TIGANIA WEST  
LOCATION  
KIANJAI  
SUB-LOCATION  
MIATHENE



N. B000270846M

PRINCIPAL REGISTRAR'S SIGN

0011154105

IDKYA2167556989<<389<<<<<<<<451  
5202038F0402246<B000270846M<<0  
LYDIAH<N KUENE<NZOM0<<<<<<<<<<<<<





## **Annex 5-- Curriculum Vitae**

# CURRICULUM VITAE

---

**NAME:** Lydia N. Nzomo, PhD., OGW.  
**DATE OF BIRTH:** 3<sup>rd</sup> February, 1952  
**MARITAL STATUS:** Married  
**COUNTY OF BIRTH:** Meru  
**HOME COUNTY:** Machakos  
**LANGUAGES:** English, Kiswahili  
**ADDRESS:** P.O. Box 67370-00200,  
Nairobi, Kenya  
**TELEPHONE CONTACT:** 0714611170 (Mobile)  
**e-mail:** [n.nzomolydia@gmail.com](mailto:n.nzomolydia@gmail.com)

## ACADEMIC QUALIFICATIONS

- 2012** - PhD. at Kenyatta University, Department of Educational Psychology.
- 2001-2002** - M.A. in Counseling Psychology at United States International University (USIU)  
(G.P.A. of 3:78 out of 4)
- 1971-1974** - Bachelor of Arts Degree with Diploma in Education Option at Nairobi University – Upper Second
- 1969-1970** - 'A' Level at Kahuhia Girls High School  
Three (3) principals + 1 subsidiary
- 1965-1968** - 'O' Level at Kaaga Girls High School  
Division one (1)

## **WORKING EXPERIENCE**

### **Kenyatta University**

September 2014 – Date - Lecturer

### **Kenya Institute of Curriculum Development**

August 2004 to June 2014 - Director/Chief Executive Officer (CEO)

The specific duties of the Director KIE who is also the Chief Executive Officer and Secretary to the Council of the Institute entail the following:

#### **1. Secretary to the Council**

As a Secretary to the Council, I specifically handled the following:-

- a) Initiate formulation of policies for deliberation by the Council;
- b) Coordinate implementation of the policies;
- c) Prepare quarterly reports on all the activities of the Institute for the Council;
- d) Coordinate capacity building for Council Members;
- e) Organise annual evaluation for the Council Members;
- f) Implement the contract between the Council and the Chief Executive Officer;
- g) Ensure that the targets in the contract between the Government and the Council are achieved.

#### **2. Research**

This is one of the core functions of the Institute. As the CEO:

- a) I sourced funds for research;
- b) I coordinated research proposals which involve identification of research topics, evaluating and approving the research proposals;
- c) I ensured implementation of research findings;
- d) I initiated the East African Research Journal;
- e) I co-ordinated dissemination of the research findings.

### 3. Curriculum Development

This is the other core function of the Institute and the Director's functions entail:

- a) Sourcing funds for curriculum development;
- b) Identifying curricular that require to be developed and/or revised;
- c) Co-ordinating all activities involved in curriculum development which include establishing the areas that need to be covered in curriculum development, preparation of syllabuses, preparation of curriculum support materials, orientation of curriculum implementers and through monitoring, undertake formative and summative evaluation of curricular.

During my tenure at KIE, curricular was developed for:-

- i) Learners in Early Childhood Development Education level;
- ii) Early Childhood Teachers' Education at both Certificate and Diploma level;
- iii) Diploma Teachers' Education for Secondary School teachers;
- iv) Training teachers for learners with special needs;
- v) Life Skills Education for Basic and Tertiary levels;
- vi) Job creation, such as:
  - Curricular for the Youth at Certificate and Diploma level
  - Curricula for Sea Farers
  - Curricular for Sports and Community leadership for Mathare Youth Sports Association
- vii) Curricular for Improvement of service delivery which includes curricular for:
  - Prison Wardens
  - Police Officers
  - Voter Education
  - Diploma in Insurance
  - Craft Certificate in Insurance
  - Proficiency in Insurance
  - Kenya Education Management Institute (KEMI)Syllabuses in:
  - ICT
  - E-Learning
  - Management courses of Education Administrators

- Kenya Wildlife Staff Institute:-
    - Diploma in Environmental Management
    - Diploma in Fisheries and Aquatic Science
    - Diploma in Tourism and Hospitality Management
    - Diploma in Wildlife Management
    - Craft Certificate in Nature Interpretation
    - Craft Certificate in Aquaculture.
  - Paramilitary Curriculum for Kenya Wildlife Services, Manyani
    - Diploma in Wildlife Law Enforcement
    - Craft Certificate in Wildlife Law Enforcement
- viii) Curricular to address learners with special needs in:-
- Kenyan Sign Language
  - Adapted curricular to learners with special needs
- ix) Refugee education for Refugee Education Trust

#### 4. Development of Electronic Curriculum Support Materials:

- a) I negotiated for reinstatement of educational radio broadcasting to schools and colleges with national wide coverage in 2008. This service had been discontinued in 1995. The reinstated radio channel through KBC General Service has listenership of over 10 million learners;
- b) Through my guidance, the educational radio broadcast was expanded in 2009 to educate general public on pertinent issues of health, entrepreneurship, rights and responsibilities among others. General public education is carried out during school and college holidays.
- c) I spearheaded establishment of the first educational digital television channel in Eastern Africa region. This was achieved through:
  - (i) development of the concept in 2008 and on 30<sup>th</sup> March, 2010 the Channel was launched by the Head of State having put in place human resource and the infrastructure;
  - (ii) acquiring microwave broadcast link frequency for radio and television broadcasting in readiness for interactive educational broadcasting from KIE.

- (iii) developing an outdoor studio recording and live broadcast facility for discussion shows and drama;
- d) Management of broadcast of radio and TV programmes;
- e) Partnering with other stakeholders to ensure national access to educational programmes. These include Radio Africa and Nation Media Group's QTV.

## 5. Development of e-Learning Materials

- a) Under my leadership, the Institute has transformed the e-Learning landscape in the country through development of local digital content (web-based) for primary level, secondary level and teacher education. Specific activities in this area include:-
  - (i) Primary content in Science and Mathematics for Standard 3 to 8. The content for all subjects in standard one and two was finalized;
  - (ii) Establishment of regional primary level content dissemination and training centres in nineteen (19) teacher training colleges, Kenya Institute of Special Education (KISE) and Kenya Education Management Institute (KEMI);
  - (iii) Hosting the regional Educational Conference in e-learning held in March 2010 which was opened by the President of Kenya and attracted delegates from all the East African countries.
- b) Development of forms one to four digital content in 12 subjects which include; Mathematics, Physics, Chemistry, Biology, English, Kiswahili, Geography, History & Government, Business Studies, Computer Studies, Home Science and Agriculture. The process involved capacity building for curriculum developers, recruitment and training of teachers to participate in the exercise and piloting the content before national roll out. Development of e-content places KIE as the 2<sup>nd</sup> country, after South Africa in Africa South of the Saharan to develop content based on local content.
- c) Setting up of the curriculum innovation centre made up of training laboratory, learning/demonstration laboratory and 21<sup>st</sup> century model classroom.
- d) Dissemination of digital content curriculum support materials through several modes which include DVDs, web based systems, installable and mobile devices.
- e) Evaluation of digital materials from other developers to ascertain the suitability of such materials before they are rolled to schools. This

involves development of the evaluation tools, training of evaluators and managing the actual evaluation exercise.

## 6. Provision of Print Curriculum Support Materials

I provided leadership to the Institute in the following functions:

- a) Development of:-
  - i) Syllabuses
  - ii) Teachers' handbooks
  - iii) Teachers' guides
  - iv) Orientation booklets
  - v) Textbooks
  - vi) Supplementary curriculum support materials
- b) Evaluation of print materials developed by private publishers.  
This involves the following:
  - i) Identification and training of evaluators
  - ii) Coordinating the exercise
  - iii) Dissemination of materials

## 7. Status of the Institute

I initiated the following:

### a) *Staffing of the Institute*

- i) Requested the Government to undertake a workload analysis aimed at establishing posts for curriculum developers, media specialists and researchers. These posts did not exist at KIE before I joined the Institute and yet the core function of the Institute is to undertake research and develop curricular and curriculum support materials;
- ii) Co-ordinated establishment of the required posts and funding of the same;
- iii) Managed recruitment of the staff competitively which involved advertising for the posts, shortlisting and interviewing of the candidates;
- iv) Worked on establishment of a contributory pension scheme in the Institute to accommodate staff attracted from institutions that have pension scheme arrangements;
- v) Negotiated with the Government for the service at the Institute to

- be declared public service to accommodate the specialists joining the Institute without them forfeiting their previous service benefits;
- vi) Initiated workload analysis of current KIE establishment and development of schemes of services.

**b) Legal Status of the Institute**

Initiated the following legal documents to facilitate the Institute perform its core functions.

- i) Legal Notice 2004 which accommodated members of the private sector in the KIE Council for the first time;
- ii) Legal Notice No. 55 of 2007 which empowered the Council to recruit all the staff. This brought to an end the era of employees in the Institute being under different employers;
- iii) Legal Notice No. 120 of 2010 which elevated KIE into a State Corporation;
- iv) Drafting and popularizing the Kenya Institute of Curriculum Development (KICD) 2012 Bill which was enacted as Kenya Institute of Curriculum Development Act 2013. The Act anchored the Institute on a reliable legal framework to enable it carry out curriculum development. This legislation is important considering that curriculum development is a function of the National Government. A special provision of KICD Act is evaluation of all curricular, and curriculum support materials before they are used in any learning institution, be it public or private. Through my guidance, the Institute is working on transition activities that will operationalize the KICD Act. These involve development of a logo, regulations and branding of the Institute.

**c) KIE as Centre of Excellence**

I gave leadership and prepared the Institute in 2010 for evaluation by the East African Legislature Assembly which rated the Institute as a Centre of Excellence in curriculum development in the Region.

**8. Physical Infrastructural Management**

I gave the Institute a facelift in initiating the following:

- a) Renovation of old buildings and converting them into modern officers;

- b) Established print and electronic one stop multi-media bookshop for print and electronic curriculum support materials at the Institute. Currently, the bookshop has a network of over 42 outlets across the country;
- c) Modernized the National Early Childhood Resource Centre to International standards;
- d) Initiated the establishment of modern Education Resource Centre (ERC) to facilitate the development of competence based curriculum to meet the demands of Kenya Vision 2030 and the dictates of the Constitution of Kenya 2010. The project which is intended to transform the human resource capacity in Kenya and the region through provision of appropriate facilities for curriculum development is on-going;
- e) Enhanced the infrastructure for development and dissemination of radio, TV and e-Learning curriculum support materials through:
  - Upgrading of outside broadcasting television van (OB TV) from analogue to digital in 2006;
  - Upgrading of both the radio and TV broadcast studios. Establishment of optical fiber broadcast link.
- f) Upgraded the printing press through provision of modern printing equipments;
- g) Established a gymnasium for use by staff and the guests accommodated in the Institute;
- h) Established a six language multi-lingual simultaneous translation 400 seater auditorium facilities for educational forums;
- i) Secured the land of the Institute by putting up a perimeter wall;
- j) Beautified the compound of the Institute through planting grass, flowers and trees;
- k) Set up a VCT Centre in the Institute which serves the staff, guests to the Institute and the public from the neighbourhood.

## 9. Financial Management

I was the accounting officer in the Institute and I managed to raise the budget of the Institute from Kshs. 230,000,000 in 2004 to Kshs. 1,200,000,000 in 2012/2013 financial year. My financial responsibilities entailed:-

- a) Budget preparation;
- b) Raising funds for the Institute;
- c) Supervision to ensure prudent utilization of the funds;

d) Investing the funds appropriately.

## 10. Planning all the Institute's Activities

During my tenure at KIE, I set up a planning unit. Through the Unit I spearheaded the following:

a) Development of Strategic Plan 2005-2010 which was revised for 2010-2015.

This involved sensitization of the staff to enable them participate in the process. This was followed by the implementation of the strategic objectives which provide a road map for the Institute's activities.

b) Preparation and negotiation of the Performance Contract between the Government and the Institute. The Institute has been improving in attainment of the agreed targets in the Contracts.

c) I guided the Institute to develop and implement the following management instruments:

i) Customer Service Charter

ii) Policies in Human Resource, ICT, Training, Transport, Internal Audit, Corruption Prevention and Research.

## 11. Innovations

a) I facilitated the Institute to be ISO 9001:2008 certified through capacity building of the staff. This was followed by:

i) Continuous observance of the certification such as internal audits, facilitating external audits and implementing the recommendations of the audits;

ii) Re-certification of the Institute in June 2012 for a further period of three (3) years;

d) Automation of the Institute:

i) Ensured that every member of staff is computer literate;

ii) Encouraged the use of intranet for efficiency and to save on paper;

iii) Facilitated integration of key service areas for efficiency such as Finance, Procurement, Human Resource, Library and Registry.

iv) Opened an e-shop;

v) Facilitated design of KIE website where most documents of the Institute are posted. This makes access to the documents by the public easy.

- vi) Initiated automation of the Institute to improve service delivery in human resource management;
  - Specifically, Biometric staff management system has been installed; which is a tool to manage staff attendance and departure from the Institute;
  - Staff inventory and bio-data bank developed;
- vii) Initiated online course on curriculum orientation. The course is interactive with collaborative learning and assessment. The course is implemented through ELIMIKA learning management system (LMS) which is a KIE innovation;
- viii) Led the Institute to the award of Technology in Government in Africa (TIGA) in 2011. This is a continental award in recognition of utilization of technology to improved people's standards;
- ix) Led the Institute to be awarded Computer Institution Organization CIO 100 position 33 out 984 organizations in East Africa in 2011;
- x) Improved the Early Childhood Education Library through provision of ICT facilities and content for pupils, and research facilities for educationists. This Library won the Maktaba Award in 2012.

## 12. Human Resource Activities

### a) Capacity Building

In 2004, there was very minimal capacity building for staff in the Institute because the budget allocated for that activity was Ksh. 30,000.00 only. With time, this budget has grown to Ksh. 25,000,000 annually. Capacity of the staff was upgraded through training in form of workshops, seminars and tailor made group courses in areas of great need such as print and media. Several members of staff were sponsored for Masters and PhD courses.

### b) Welfare of the Staff

- i) I initiated both out-patient and in-patient medical scheme for staff, which has enabled employees and their families to access quality health care;
- ii) I negotiated for members of staff to get improved pay package through upgrading of the Institute to a State Corporation. This served to create stability in staffing

- especially among curriculum developers, media specialists and the researchers;
- iii) Through the assistance of the Ministry of State for Public Service, Schemes of service were developed for the staff.

### **13. Administration**

This function placed me on the overall administrative duties of the Institute:

- a) Transport  
I introduced the card system of fuelling the vehicles, which resulted in cost-saving;
- b)
  - i) Supervision measures resulted in a clean environment in the Institute;
  - ii) Electronic clocking system made the staff more available for duty than they were previously. Continuous counseling also made them to be more productive.
- c) Procurement  
I ensured that the procurement law is adhered to and that the Institute gets value for money spent on procurement. This, I did by:
  - i) Setting up a Procurement Unit, which did not exist before I joined the Institute;
  - ii) Arranging for capacity building for the procurement officers;
  - iii) Setting up Procurement Committees as per Public Procurement and Disposal Act of 2005 and Public Procurement and Regulations Act of 2006.

### **Teachers' Service Commission**

1998 - 30<sup>th</sup> July, 2004

- Senior Deputy Commission Secretary

Deputy to the Commission Secretary/Chief Executive in the day-to-day operations of the Commission. Specifically, I was in charge of:-

- a) **Human Resource Management**  
This entailed responsibility for the entire personnel function which covered all the then 235,000 members of the teaching force and the entire TSC secretariat staff which was 2,400 then.

**b) Improved Service Delivery to Teachers**

- (i) Put systems in place to ensure that teachers were promptly attended to if they visited the Commission;
- (ii) Put pro-active measures in place to retain teachers in class by improving service delivery;
- (iii) Ensured that any returned salaries for teachers were paid without delay and that cases of returned salaries were minimized;
- (iv) Introduced measures that ensured that teachers were paid their pension promptly on retirement;
- (v) Put mechanism in place to address discipline cases of teachers in a timely manner;
- (vi) Facilitated the process of interviews for teachers who applied for promotion;
- (vii) Ensured gender equity in handling request for transfer by amending the regulation that required female teachers to get consent from the spouses in their application for transfer.

**c) Human Resource Development**

This function placed me in charge of capacity building for teachers, and especially headteachers and the training of the secretariat staff.

**d) Administration**

As Head of Administration, I was responsible for a wide range of services within the TSC, which entailed giving guidance on:-

- (i) Maintenance of discipline among the TSC secretariat staff and the teaching force.
- (ii) Office services including provision of human resources and equipments.
- (iii) Procurement of goods for the TSC Headquarters and field offices.
- (iv) Office support services and security.

**e) Planning all activities of the Commission**

In this I handled management and scheduling of the entire work programme of the Commission's day-to-day activities.

**f) Financial Management**

In charge of:-

- (i) Ensured prompt payment of teachers' dues including third party payments;
- (ii) Preparing responses to Audit queries.

**1992 - 1998 - Principal Co-ordinator Staffing**

I was head of the Staffing Department in charge of:

- a) Recruitment and employment of teachers.
- b) Identification and deployment of school Headteachers, Deputy Headteachers and Heads of Departments.
- c) Identifying staffing requirements of schools and providing teachers.
- d) Ensuring optimum utilization of teachers.
- e) Preparing advertisements for promotion of teachers.
- f) Participated in interviews of teachers for promotion.
- g) Appraising staff.

**1984 - 1991 - Chief Staffing Officer**

I was the deputy head of the Staffing Department. In consultation with the Head of Department, I was in charge of:-

- a) Appraising staff.
- b) Reinstatement of teachers after study leave or interdiction.
- c) Deploying of teachers nationwide.
- d) Analyzing data for recruitment of teachers.
- e) Maintaining staff records.

**1981-1993 - Staffing Officer for Secondary Schools**

In this capacity, I was in charge of the following:-

- a) Recruitment and employment of teachers.
- b) Processing of teacher's promotions.
- c) Maintaining of records on the number of teachers in every school.
- d) Controlling of curriculum based establishment.
- e) Handling requests/complaints from the field.

**TEACHING EXPERIENCE**

- 1980-1981 - Graduate Teacher at St. Teresa's Boys' Secondary School, Nairobi
- 1979 - Graduate Teacher at Kamiti Secondary School
- 1978-1979 - Graduate Teacher at Kitui High School
- 1977-1978 - Graduate Teacher at Dr. Aggrey High School (Taita Taveta)
- 1974-1977 - Graduate Teacher at St. Mary's Girls Secondary School. I also served as Head of Boarding Department and Deputy Headteacher.

**COURSES AND SEMINARS ATTENDED**

**September - December 1984:**

Educational Administration and Management Course at the University of Leeds, Britain. The course entailed:-

- Education Planning
- Curriculum development and implementation
- Education evaluation and Assessment
- Comparative tour of Education Institutions

**June - July 1988:**

Senior Management Seminar at the Kenya Institute of Administration on Effective Service Delivery, in Public Service which entailed:-

- Policy formulation
- Delegation and motivation in service delivery
- Social services
- Rural development

**April 1992:**

Tour of Educational Institutions in Canada. This was a comparative study on decentralized Educational Management in both Canada and Kenya.

**April 1994:**

Inter-personal Management Development Seminar for Senior Women Managers in Public Sector, at the Kenya Institute of Administration. This was on mainstreaming of Gender concerns in Development.

**September, 1994:**

Evaluation Workshop on Training of Head teachers at Windhoek (Namibia) and Johannesburg (South Africa). During the workshop I participated in development of materials for training of Headteachers.

**September, 1994:**

Advisory visit to South Africa. This involved giving advice to the South African Government on Integration of all learners in the Education system.

**August 1997:**

Workshop in Johannesburg (South Africa) on inservicing and promotion of teachers.

**September 1997:**

Workshop for English speaking countries on Scientific, Technical and Vocational Education for Girls in Africa at Harare- Zimbabwe. The workshop explored bottle-necks to education of girls and addressed possible remedies. The workshop explored strategies for promotion of education of girls.

- June 1998:** Workshop on Educational Management as it relates to Economic Growth-South Korea.
- June 1999 and June 2000:** International Labour Conference in Geneva Switzerland in Committee on Maternity Protection at work. I was elected the Chairperson of the African Group. I contributed to the Convention on Maternity Protection at work. Kenya ratified the Convention and specifically extended maternity leave from 60 to 90 calendar days and introduced 15 days paternity leave.
- December 2000:** Workshop organized by ESAMI on emerging Practices in Service Delivery Arusha, Tanzania. The workshop entailed:-
- Interviewing Skills
  - Benchmarking
  - Work planning
  - Staff Appraisal
  - Policy Formulation
- December 2001:** Workshop organized by ESAMI on Result Oriented Management (Rom I) in Kampala, Uganda. The workshop entailed:-
- Negotiation Skills
  - Performance Management
  - Focused Service Delivery
- June 2002:** Workshop on Conflict Resolutions in Trade Disputes, Mombasa.
- October 2002:** Attended a course on Information Technology on **SMART CARD** at Johannesburg-South Africa. The Technology is a helpful tool for Administration and Management of Service Delivery.

- Oct. 2003, 2005, 2007, 2009 and 2011:** Participated in the UNESCO bi-annual Conference, in Paris. I sat in the Education Committee during the conference and knowledge gained has been useful on curricular issues.
- 30 Nov - 6 Dec. 2003:** Attended Result Oriented Management workshop (ROM) in Arusha, Tanzania by ESAMI.
- 23 Feb. 2004:** Attended Advanced Training programme in Educational Planning and Management on Education Budgets at International Institute of Educational Planning in Paris-France.
- 31<sup>st</sup> May - 18<sup>th</sup> June 2004:** Attended the 92<sup>nd</sup> Session of International Labour Conference, Geneva, Switzerland and represented Kenya in the Committee for Human Resource Development.
- October 2005:** Attended an International meeting on curriculum approaches organized by International Bureau of Education in Geneva, Switzerland.
- October – Nov 2006:** Attended a course on Educational staff and skills Development in Israel.
- February – March 2013:** Undertook Strategic Leadership Programme at Kenya School of Government

### **OTHER ACTIVITIES**

1. International Bureau of Education (IBE) as focal point for curriculum activities in Eastern and Western Sub-Saharan Africa for two (2) years w.e.f. 27<sup>th</sup> July, 2007.
2. A member of Community Practice on Curriculum Development from 2005.
3. Appointed Millenium Development Ambassador by Teacher's without Borders 2010.

4. Member of Forum for African Women Educationists, Kenya Chapter (FAWEK).
5. Chairperson of Kenya Women in Development (KWIDA.) The association identifies and assists disadvantaged members of the society e.g. Rescue Dada Centre, a Home for street children.
6. A member of Catholic Women Association, St. Pauls Catholic University Chapel. I deal with youth programmes such as counseling and organizing camps. I organize talks for the youth and their parents. During the annual medical camps at the Chapel, I handle counseling sessions.
7. Served as an Examiner with the East African Examination Council and later the Kenya National Examination Council between 1975 and 1982. I rose to the level of Team Leader. My duties entailed supervision and coordination of the Examiners in my Team.
8. I was a member of the following Institutional Boards:-
  - (i) Kenya National Examinations Council (KNEC)
  - (ii) Kenya Education Management Staff Institute (KEMI)
  - (iii) Kenya Bureau of Standards (KBS)
  - (iv) Kenya Institute of Special Education (KISE)
  - (v) School Equipment Production Unit (SEPU)
  - (vi) Kagumo Teachers College
  - (vii) Centre for Mathematics, Science and Technology Education in Africa (CEMASTEIA)
9. I have been actively involved in the inservicing and training of Managers of Educational Institutions since 1990.

#### **REFEREES:**

1. **Prof. Margaret Kobia**  
Chairperson  
Public Service Commission  
P.O. Box 30095 - 00100  
**NAIROBI.**

2. **Prof. Olive Mugenda**

Vice Chancellor

Kenyatta University

P.O. Box 43844

**NAIROBI.**

3. **Prof. Peter Erastus Kinyanjui**

Council Chairman

Kenya Institute of Curriculum Development

P.O. Box 30231-00100

**NAIROBI.**

**Annex 6 - Public Appointment (Parliamentary Approval) Schedule**

Received  
7/11/2014.

## **PUBLIC APPOINTMENTS (PARLIAMENTARY APPROVAL) SCHEDULE**

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

Notes:

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

1. Name: (State full name). DR .LYDIA NKUENE NZOMO
  
2. Position: (State office to which you have been nominated). CHAIRPERSON, TEACHERS'  
SERVICE COMMISSION
  
3. Sex: FEMALE
  
4. Date of Birth: (Year of birth) 3RD FEBRUARY, 1952  
  
Place of Birth: MERU
  
5. Marital Status: MARRIED
  
6. Daytime phone number: 0714611170
  
7. Mobile phone number: 0714611170
  
8. Email Address: n.nzomolydia@gmail.com
  
9. ID Number: 0270846
  
10. PIN Number: A001145634H
  
11. Nationality: KENYAN
  
12. Postal Address: P.O. BOX 67370-00200, NAIROBI

13. Town/City: NAIROBI
14. Knowledge of Languages: ENGLISH, KISWAHILI  
(Specify Languages).

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).

INSTITUTION ATTENDED	DATE OF ATTENDANCE	ACADEMIC AWARD OBTAINED	DEGREE AWARDED	DATES DEGREE WAS AWARDED
KENYATTA UNIVERSITY	2008 -2012	PHD. IN EDUCATIONAL PSYCHOLOGY	PHD	2012
UNITED STATES INTERNATIONAL UNIVERSITY (USIU)	2001 -2003	M.A. IN COUNSELING PSYCHOLOGY	M.A	2003
NAIROBI UNIVERSITY	1971-1974	BACHELOR OF ARTS DEGREE WITH DIPLOMA IN EDUCATION OPTION	BA (EDU)	1974

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).

GOVERNMENT AGENCIES, BUSINESS OR PROFESSIONAL CORPORATIONS, COMPANIES, FIRMS OR OTHER ENTERPRISES	DATE	TITLE
KENYATTA UNIVERSITY	SEPTEMBER 2014 – DATE	LECTURER
KENYA INSTITUTE OF CURRICULUM DEVELOPMENT	AUGUST 2004 TO JUNE 2014	DIRECTOR/CHIEF EXECUTIVE OFFICER (CEO)
TEACHERS' SERVICE COMMISSION	1998 - 30TH JULY, 2004	SENIOR DEPUTY COMMISSION SECRETARY
TEACHERS' SERVICE COMMISSION	1992 - 1998	PRINCIPAL CO-ORDINATOR STAFFING
TEACHERS' SERVICE COMMISSION	1984– 1991	CHIEF STAFFING OFFICER
TEACHERS' SERVICE COMMISSION	1981-1993	STAFFING OFFICER FOR SECONDARY SCHOOLS

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).

ORDER OF GOLDEN WARRIOR (OGW) BY GOVERNMENT OF KENYA

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).

- INTERNATIONAL BUREAU OF EDUCATION (IBE) AS FOCAL POINT FOR CURRICULUM ACTIVITIES IN EASTERN AND WESTERN SUB-SAHARAN AFRICA FROM 27TH JULY, 2007 TO 27TH JULY, 2009
- FORUM FOR AFRICAN WOMEN EDUCATIONISTS ( KENYA CHAPTER)
- APPOINTED MILLENNIUM DEVELOPMENT AMBASSADOR BY TEACHER'S WITHOUT BOARDERS 2010.

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).

I was a member of the following Institutional Boards and Organisations:-

- (i) KENYA NATIONAL EXAMINATIONS COUNCIL (KNEC)
- (ii) KENYA EDUCATION MANAGEMENT STAFF INSTITUTE (KEMI)
- (iii) KENYA BUREAU OF STANDARDS (KBS)
- (iv) KENYA INSTITUTE OF SPECIAL EDUCATION (KISE)
- (v) SCHOOL EQUIPMENT PRODUCTION UNIT (SEPU)
- (vi) KAGUMO TEACHERS COLLEGE
- (vii) CENTRE FOR MATHEMATICS, SCIENCE AND TECHNOLOGY EDUCATION IN AFRICA (CEMASTEAM)
- (viii) COMMUNITY OF PRACTICE ON CURRICULUM DEVELOPMENT FROM 2005.
- (ix) CHAIRPERSON OF KENYA WOMEN IN DEVELOPMENT (KWIDA.) THE ASSOCIATION IDENTIFIES AND ASSISTS DISADVANTAGED MEMBERS OF THE SOCIETY E.G. RESCUE DADA CENTRE, A HOME FOR STREET CHILDREN.
- (x) NEW KITSURU WOMEN ASSOCIATION
- (xi) KENYA WOMEN IN DEVELOPMENT ASSOCIATION
- (xii) CATHOLIC WOMEN ASSOCIATION, ST. PAULS CATHOLIC UNIVERSITY CHAPEL. I DEAL WITH YOUTH PROGRAMMES SUCH AS COUNSELLING AND ORGANIZING CAMPS. I ORGANIZE TALKS FOR THE YOUTH AND THEIR PARENTS. DURING THE ANNUAL MEDICAL CAMPS AT THE CHAPEL, I HANDLE COUNSELLING SESSIONS

20. Published Writings:

1. (a) List the titles, publishers and dates of books, articles, reports letters to the editor, editorial pieces or other published materials you have authored or edited.
2. (b) Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of any bar association, committee, conference or organization of which you were a member.

POLICIES AND REPORTS

- 1. CORRUPTION PREVENTION POLICY
- 2. TRAINING POLICY
- 3. HUMAN RESOURCE MANUAL
- 4. TRANSPORT POLICY

21. Public Office, Political Activities and Affiliations:

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

POST	DATE	STATUS
DEPUTY COMMISSION SECRETARY TEACHERS SERVICE COMMISSION	1998 - 2004	APPOINTED
DIRECTOR /CEO KENYA INSTITUTE OF CURRICULUM DEVELOPMENT	2004 -2014	APPOINTED
CHAIRPERSON BOARD OF DIRECTORS SCHOOL EQUIPMENTS PRODUCTION UNIT	2008 - 2014	APPOINTED

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

I HAVE NOT PARTICIPATED IN ANY POLITICAL PARTIES ACTIVITY

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

NO

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

NO

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

NONE

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

NO

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

SOURCE OF INCOME	2013 AMOUNT	2014 AMOUNT
SALARY	6,000,000	3,218,000
PENSION CONTRIBUTORY SCHEME	1,008,000	960,000
SITTING ALLOWANCE (KNEC)	320,000	160,000
SITTING ALLOWANCE (KEMI)	80,000	40,000
SITTING ALLOWANCE (SEPU)	1,160,000	860,000
BANK INTEREST	300,000	450,000
DIVIDENDS	40,816	67,875

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 FULLY COMPLIED WITH TAX OBLIGATIONS TO THE STATE

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

MY FINANCIAL NET WORTH IS KSH 30,100,000

26. Potential Conflicts of Interest:

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

NONE

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

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).

FARASI LANE PRIMARY SCHOOL NEEDY CHILDREN ANNUAL CONTRIBUTION KSH 10,000

SCHOOL FEES FOR EDUCATING NEEDY CHILDREN ANNUALLY KSH 80,000

COUNSELLING OF TEENAGE YOUTH IN THE PARISH – ONCE EVERY FORTNIGHT

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

NO

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).

1. PROF. MARGARET KOBIA  
CHAIRPERSON  
PUBLIC SERVICE COMMISSION  
P.O. BOX 30095 - 00100  
NAIROBI.

2. PROF. OLIVE MUGENDA  
VICE CHANCELLOR  
KENYATTA UNIVERSITY  
P.O. BOX 43844  
NAIROBI.

3. PROF. PETER ERASTUS KINYANJUI  
COUNCIL CHAIRMAN  
KENYA INSTITUTE OF CURRICULUM DEVELOPMENT  
P.O. BOX 30231-00100  
NAIROBI.

**Annex 7 --Academic Certificates and Testimonials**



# KENYATTA UNIVERSITY

*This is to certify that*

*Lydia Nkuene Nzomo*

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

**DOCTOR OF PHILOSOPHY**

*at a congregation held at this University  
on the Fourteenth Day of December  
in the Year*

*Two Thousand and Twelve*

*Mugenda*

*Vice Chancellor*

*Registrar (Academic)*

Certificate Number

201228300002



# Kenyatta University

OFFICE OF THE VICE-CHANCELLOR

## *Congratulations*

Dr. *Nzomo Lydia Nkuene*

*On behalf of the Council and Senate,*

*I congratulate you for being awarded*

*the degree of*

*Doctor of Philosophy*

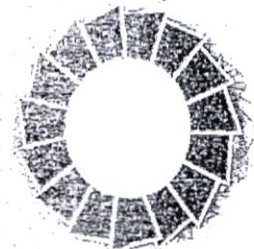
*of Kenyatta University during the  
33<sup>rd</sup> Graduation Ceremony.*

*Mugenda*

Prof. Olive M. Mugenda Ph.D., CBS.

Vice-Chancellor

14<sup>th</sup> December 2012





**KENYATTA UNIVERSITY**

**GRADUATE SCHOOL**

# Certificate of Participation

*This is to Certify that*

***Lydia Nkuene Nzomo***

*Presented a Ph.D Research Thesis Findings Entitled:*

**Relationship Between Principals' Emotional Intelligence and  
Students' Learning Achievements in Public Secondary Schools in  
Nairobi County, Kenya**

*During  
the 25<sup>th</sup> Kenyatta University Postgraduate Seminar  
held on  
Friday, 30<sup>th</sup> November, 2012  
at Kenyatta University*

Dean, Graduate School

Deputy Vice-Chancellor  
(Academic)

**THE UNITED STATES INTERNATIONAL UNIVERSITY**

**School of Arts and Sciences**

The Trustees of the University, upon recommendation of the University Faculty and by virtue of the Authority in them vested, have conferred on

**Lydia Nkuene Nzomo**

who has satisfactorily pursued the studies and passed the examinations required therefor, the degree of

**Master of Arts in Counseling Psychology**

with all the rights, privileges and honors thereunto appertaining

Given at Nairobi, Kenya

this twenty-first day of June, two thousand and three.



*Mark Lewis*  
Chair, Board of Trustees

*John E. Collins*  
Chancellor

*Muda A. Brown*  
Vice Chancellor

# UNIVERSITY OF NAIROBI



This is to certify that

*Lydia Nkuene Anampiu*

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

**BACHELOR OF ARTS** *with Education Option*  
*Second Class Honours - upper division*

*In April 1974*

was admitted to the degree

at a Congregation held at

this University on the

TWENTY FOURTH DAY OF OCTOBER IN THE YEAR  
1975

*J. N. Karanja*  
VICE CHANCELLOR

*[Signature]*  
REGISTRAR

UNIVERSITY OF CAMBRIDGE  
LOCAL EXAMINATIONS SYNDICATE

in collaboration with the  
EAST AFRICAN EXAMINATIONS COUNCIL

This is to certify that the candidate named below sat for the Examination for the East African Advanced Certificate of Education and qualified for the award of an

EAST AFRICAN  
ADVANCED CERTIFICATE OF EDUCATION

The candidate passed at the level shown (Principal or Subsidiary) in the subject(s) named and attained the standard of the G.C.E. Advanced or Ordinary Level pass as indicated.

LYDIA NKUENE ANAMPIU

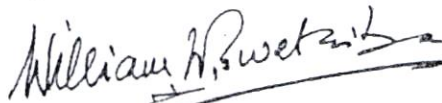
K218 501

KAHUHIA GIRLS HIGH SCHOOL FORT HALL

	<u>E.A.A.C.E. Standard</u>	<u>G.C.E. Standard</u>	
GENERAL PAPER	SUBSIDIARY	ORDINARY	
LITERATURE IN ENGLISH	PRINCIPAL	ADVANCED	GRADE E
HISTORY	PRINCIPAL	ADVANCED	GRADE C
GEOGRAPHY	PRINCIPAL	ADVANCED	GRADE E

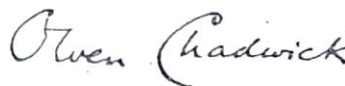
SUBJECTS RECORDED FOUR

EXAMINATION OF NOVEMBER/DECEMBER 1970



Chairman  
East African Examinations Council

(See overleaf)



Vice-Chancellor  
University of Cambridge

# UNIVERSITY OF CAMBRIDGE

LOCAL EXAMINATIONS SYNDICATE

in collaboration with the

EAST AFRICAN EXAMINATIONS COUNCIL

This is to certify that the candidate named below sat for a Joint Examination for the East African Certificate of Education and General Certificate of Education and qualified for the award of an

## EAST AFRICAN CERTIFICATE OF EDUCATION

INCORPORATING A GENERAL CERTIFICATE OF EDUCATION

THE CANDIDATE REACHED THE GRADE SHOWN IN THE SUBJECTS NAMED AND ATTAINED THE STANDARD OF THE G.C.E. ORDINARY LEVEL PASS WHERE THIS IS INDICATED.

LYDIA N ANAMPIU

K321 22

KAAGA GIRLS' HIGH SCHOOL MERU

	GRADE	G.C.E. STANDARD
ENGLISH LANGUAGE	4	ORDINARY
LITERATURE IN ENGLISH	1	ORDINARY
BIBLE KNOWLEDGE	2	ORDINARY
HISTORY	2	ORDINARY
GEOGRAPHY	4	ORDINARY
MATHEMATICS	3	ORDINARY
BIOLOGY	3	ORDINARY
PHYSICS W CHEMISTRY	4	ORDINARY

SUBJECTS NAMED EIGHT SUBJECTS PASSED EIGHT G.C.E. PASSES EIGHT

THE CANDIDATE ALSO REACHED THE PASS STANDARD  
IN THE ORAL ENGLISH TEST

EXAMINATION OF NOVEMBER/DECEMBER 1968

*James N. Ashby*

Chairman

East African Examinations Council

*Eric Ashby*

Vice-Chancellor

University of Cambridge

(see overleaf)



**TEACHERS  
WITHOUT BORDERS**



# Millennium Development Ambassador

Demonstrating its commitment to facilitate the realization of education of all and for all, Teachers Without Borders commission as Millennium Development Ambassadors, those individuals and organizations who support TWB's vision and mission, and whose thoughts, words and actions contribute to the endorsement of the United Nations Millennium Declaration, and who express their determination, commitment and willingness to dedicate their talents, skills, abilities and resources to the realization of the Millennium Development Goals (MDGs): eradicate extreme poverty and hunger; achieve universal primary education; promote gender equality and empower women; reduce child mortality; improve maternal health; combat HIV/AIDS, malaria and other diseases; ensure environmental sustainability; and develop global partnership for development.

By supporting the localization of the global MDGs into personal, family, school, community, and national development goals, the Millennium Development Ambassadors contribute significantly to the desire to bridge the global development divide, and to build a new world without borders, where all people and nations learn to live and work together in partnership as members of one global family.

Teachers Without Borders is proud to recognize as worthy in character and career, and hereby commission as  
**MILLENNIUM DEVELOPMENT AMBASSADOR**

**LYDIA N. NZOMO**

*Dr. Fred J. Mednick*

DR. FRED J. MEDNICK  
President/Founder

Certificate No. 47306

# KENYA INSTITUTE OF ADMINISTRATION



This is to certify that

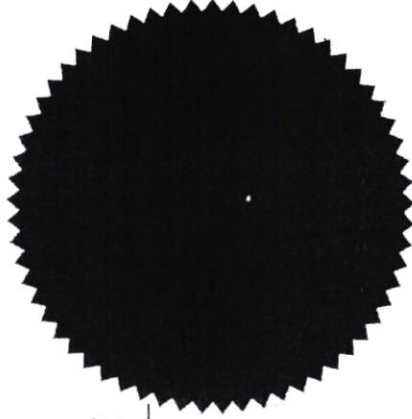
*Dr. Lydia N. Nzama*

attended the

*Strategic Leadership Development Programme NO.64*

and is hereby awarded this

*Certificate*



Date *18<sup>th</sup> February ~ 28<sup>th</sup> March 2013*

Director and Chief Executive

Deputy Director

# CIO100

ANNUAL AWARDS COMPETITION

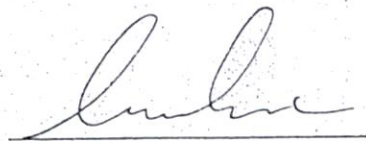
This is to certify that

**Kenya Institute of Education**

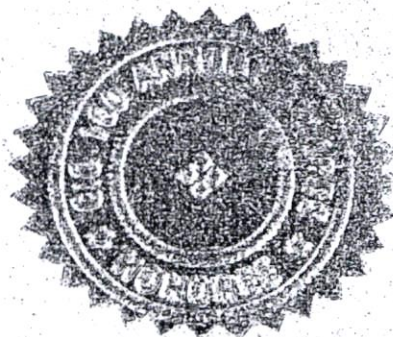
having achieved excellence in enterprise IT  
deployment

has been admitted as

**CIO100 Honoree 2011**



Signature



TEACHERS SERVICE COMMISSION



AWARDED

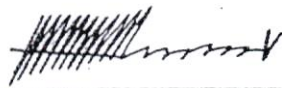
to

Lydia Nzomo . TSC no. 100806

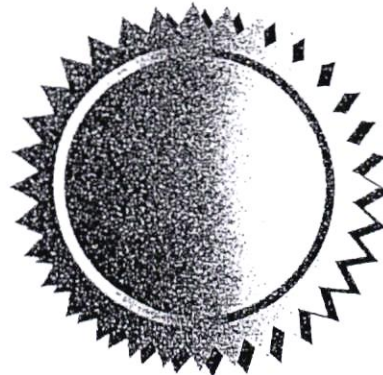
In appreciation of  
Twenty Years  
of dedicated service  
rendered to the Commission.



Secretary  
Teachers Service Commission  
Date Dec. 21, 2001.



Chairman  
Teachers Service Commission  
Date Dec. 21, 2001.



EAST AFRICAN COMMUNITY

*Certificate of Excellence*

The East African Summit of Heads of State  
has awarded this certificate of excellence to:

*Kenya Institute of Education - Kenya*

In recognition of the institution as an  
East African Community Center of Excellence in:

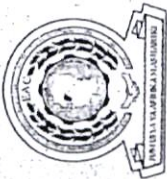
*Teacher Education & Management*

*A. Mwangi*

Amb. Dr. Richard Sezibera

Secretary General

E.A.C.





# WINNER

## ALLIED BUSINESSES - NON-EDUCATION FIRMS

### *Kenya Institute of Curriculum Development*

at the  
*16th Nairobi International Education Fair, 2014* organised by  
*Express Communications Ltd*, supported by *The Sarit Centre*  
at The Sarit Expo Centre, Westlands, Nairobi  
from 13th -16th March, 2014.



Chief Executive



Chairman



Express Communications Ltd



**Gender and  
Disability  
Development  
Centre**



*Presents the 2013-2014  
Gender & Disability Mainstreaming Awards*

To  
for

**KENYA INSTITUTE OF CURRICULUM DEVELOPMENT**

**Diversity and Transformation Award**

*Excellence Achieved in Gender and Disability Mainstreaming at the work Place*

*Presented this 25th Day of October 2013*

Country Chairman



Intel e-learning series

# Certificate of Participation

This Certificate of participation is awarded to

**Ms. Lydia Azomo**

for participating in the Top Partners Training Seminar 23rd - 24th  
June 2010

  
for **Omar Bajaber**  
Kenya Country Manager, Intel.

  
**Riana Kayser**  
Managing Director Mustek East Africa Ltd.



# BARAKA AGRICULTURAL COLLEGE



IN COLLABORATION WITH  
KENYA INSTITUTE OF CURRICULUM DEVELOPMENT



*This is to Certify that:*

*Dr. Lydia N. Nzomo*

Successfully coordinated a four weeks capacity building on Diploma in Sustainable Agriculture and Rural Development (DSARD) implementation skills in:

- Data gathering and writing desk review report
- Design and development of DSARD Instructor's guide
- ToT training on the use of DSARD curriculum and Instructor's Guide

Handwritten signature of Dr. Lydia N. Nzomo.

Dr. Lydia N. Nzomo, OGW

Director/CEO (KICD)

Handwritten signature of Mr. Francis Kamau.

Mr. Francis Kamau

Principal, Baraka Agricultural College

# MAKTABA AWARDS

## Library of the Year

Special Libraries Category; 2nd Runner-up  
awarded  
to

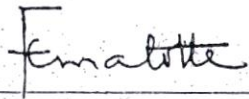
KENYA INSTITUTE OF EDUCATION ECD LIBRARY

at the

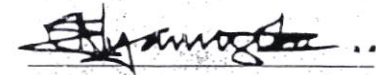
### 2012 Maktaba Awards

Presided over by **Mr. Charles Nyachae**, *Chairman C.I.C*

Presented on Friday 21st September, 2012



Chairman, Kenya Library Association



Chairman, Organizing Committee





THE KENYA POLICE  
ABSTRACT FROM POLICE RECORDS

**A. APPLICATION**

NAME LYDIA N. NZOMO  
OF POSTAL ADDRESS, P.O. Box 30231-00100 NAIROBI  
HEREBY APPLY FOR POLICE ABSTRACT, WHICH WAS REPORTED AT  
PANGANI POLICE STATION ON 3/10/2012  
INVOLVING LOSS OF  
- SEE ATTACHED SHEET -

DATE 3/10/2012  
SERIAL NUMBER DB 82/3/10/2012

ABSTRACT FROM POLICE RECORDS.  
NAME LYDIA N. NZOMO  
ADDRESS P.O. Box 30231-00100 NAIROBI  
OFFICIAL RECEIPT NO. N/A

REPORT ALLEGED TO HAVE BEEN RECEIVED ON 3/10/2012  
AT 6.05 PM

RECEIPT FOR CASH Ksh. \_\_\_\_\_ ISSUED.

SIGNATURE [Signature]  
OFFICER IN CHARGE POLICE STATION

PANGANI POLICE STATION  
P. O. Box 65020-00618 NAIROBI  
PANGANI  
Date: 4/10/12

1. Bachelor of Arts with Education Option (1974)
2. Masters of Arts in Counseling Psychology (2002)
3. East African Advanced Certificate of Education (1970)
4. East African Certificate of Education (1968)
5. Certificate in Educational Administration & Management from Leeds University (1984)
6. Senior Management Seminar - Certificate from Kenya Institute of Administration (1988)
7. Certificate in interpersonal Management Development seminar for Senior Women Managers from KIA (1994)
8. Certificate in Workshop for English Speaking Countries on Scientific, Technical and Vocational Education for Girls in Africa (September 1997)
9. Certificate of Educational Management in Relation to Economic Growth in South Korea (June 1998)
10. Certificate On Emerging Practices in Service Delivery (December 2000)
11. Certificate in Result Orientation Management ROM I (2001)
12. Certificate on Conflict Resolution in Trade Disputes (2002)
13. Certificate in Use of Technology in Service Delivery (October 2002)
14. Certificate on Result Oriented Management II (August 2003)
15. Advanced Training Programmed in Educational Planning and Management at International Institute of Educational Planning in Paris - (February to March 2004)
16. Library Card for Kenyatta University
17. Student's Card, Kenyatta University

PANGANI POLICE STATION  
P. O. Box 65020-00618 NAIROBI  
FOR OCS PANGANI  
Date: 4/10/12

O.C.S PANGANI POLICE STATION

Certificate Date : 19/08/2014

Personal Identification Number

A001145634H



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

**Taxpayer Information**

<b>Taxpayer Name</b>	Lydia Nkuene Nzomo
<b>Email Address</b>	n.nzomolydia@gmail.com

**Registered Address**

<b>L.R. Number :</b>	<b>Building :</b> KENYA INSTITUTE OF EDUCATION
<b>Street/Road :</b> MURANGA ROAD	<b>City/Town :</b> NAIROBI CITY (WEST)
<b>County :</b> Nairobi	<b>District :</b> Starehe District
<b>Tax Area :</b> Ngara	<b>Station :</b> West of Nairobi*
<b>P. O. Box :</b> 30231	<b>Postal Code :</b> 00100

**Tax Obligation(s) Registration Details**

Sr. No.	Tax Obligation(s)	Effective Date
1	Income Tax - Resident Individual	31/03/1993

The above PIN must appear on all your tax invoices and correspondences with Kenya Revenue Authority. Your accounting end date is 31st December as per the provisions stated in the Income Tax Act unless a change has been approved by the Commissioner-Domestic Taxes Department. The status of Tax Obligation(s) with 'Dormant' status will automatically change to 'Active' on date mentioned in "Effective Till Date" or any transaction done during the period. This certificate shall remain in force till further updated.

\* The station is subject to change based on the verification done by Commissioner.

**Disclaimer :** This is a system generated certificate and does not require signature.



KENYA REVENUE  
AUTHORITY

## Tax Compliance Certificate

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

www.kra.go.ke

Taxpayer PIN: A001145634H

**Name and Address:**

Lydia Nkuene Nzomo

KENYA INSTITUTE OF EDUCATION, NAIROBI CITY (WEST), Starehe District,  
PO Box:30231,  
Postal Code:00100

Certificate Date: 20/08/2014

Certificate Number:

KRAWON0147262014



**This is to confirm that Lydia Nkuene Nzomo,  
Personal Identification Number A001145634H  
has filed relevant tax returns and  
paid taxes due as provided by Law.**

**This Certificate will be valid for  
twelve (12) months up to 20/08/2015.**

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

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

CRN No. 2772242

Date of issue: 19 Aug 2014

S/No. 1552

TransUnion.  
**CRB Certificate**

We hereby confirm, having searched Credit Reference Bureau Africa records, that;

**LYDIAH NKUENE NZOMO**

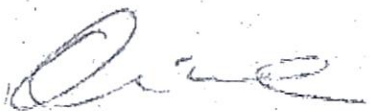
*of National ID No 0270846*

Has a Credit Report with status as:

No adverse listing     Paid     Paying     Not paid

This Certificate has been issued without any alteration or erasure. The validity of the information on this certificate is as at the date of issue.

**TRANSUNION**  
Prosperity House,  
Westlands Road, Off Museum Hill  
P. O. Box 46406 - 00100  
Nairobi  
Tel; +254203751799/ 3713603/2/4  
Mobile; 0722205072/ 0724253296



*TransUnion Authorised Signatory*



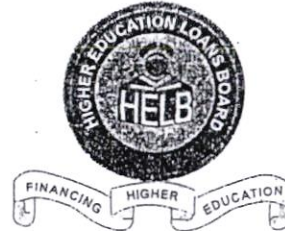
*TransUnion Authorised Signatory*

A23391U19G {1E993C-00A7-494C-8BF6-4F0C003823FF}

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

For verification, kindly call our office +254 20 3751799 | 3751360/2/4/5

# HIGHER EDUCATION LOANS BOARD



Serial No: 32416

## Compliance Certificate

*This is to confirm that;*  
**LYDIAH NKUENE NZOMO**

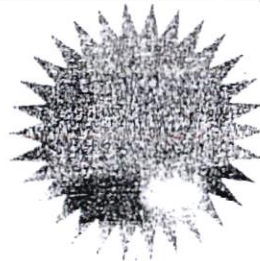
Holder of National IDNo. **0270846** is not a beneficiary of the University Loans Scheme.

Signed by: Head Of Operations

### Caveat

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

Date of Issue:21-08-2014



Manager, Loan Repayment and Recovery

This certificate is valid until: August 2015

C. 24A



**KENYA POLICE**

**Nº 778090**

CRIMINAL INVESTIGATION DEPARTMENT  
P. O. Box 30036-00100 GPO  
NAIROBI, KENYA

Ref. No. 343964 / 2014

Date 25/08/2014

## POLICE CLEARANCE CERTIFICATE

*I hereby certify that the fingerprints recorded from .....*

**LYDIAH NKUENE NZOMO**

*holder of ID/Passport No. **0270846** ..... have been searched in Criminal Records Office's database with/without previous record. The validity of the information on this Certificate is as of the date of issue.*

### REMARKS IN CASE OF PREVIOUS RECORD

OFFENCE(S).....

RESULTS OF TRIAL.....

DATE.....

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

(P.M. Onyango)

*For: Director of Criminal Investigation*

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

## SELF-DECLARATION FORM / FOMU YA KUJITANGAZA

1. GENERAL INFORMATION / TAARIFA YA JUMLA				
Title / Cheo	Surname / Jina la ukoo	First Name / Jina la Kwanza	Middle Name / Jina la Katikati	Other Names / Majina Mengine
Mr/Mrs/Prof/ Miss/Ms/Dr Bw/Bi/Prof/ Binti/Bibi/Dkt	NZOMO	LYDIA	NKUENE	
ID CARD No. Na. ya Kitambulisho	PASSPORT NO. NA. ya PASIPOTI	EXPIRY DATE OF PASSPORT TAREHE YA MUDA WA PASIPOTI KUISHA		PIN NO. NA. ya PIN
0270846	CO01854	10-11-2018		A001145634H
SEX (Tick) JINSIA (Weka Alama)	Occupation: EDUCATIONIST Kazi:			
Male Kiume <input type="checkbox"/>	E-Mail Address: n.nzomolydia@gmail.com Anwani ya Barua pepe:			
Female Kike <input checked="" type="checkbox"/>	Postal Address: PO Box 67370, NRB Anwani ya Posta: SL Posta:			Code: 00200 Msimbo:
	Other Addresses: Anwani Nyingine: N/A			
Telephone No. Na. ya Simu	Mobile No. Na. ya Rununu	Other Numbers Nambari Nyingine		
	0714611170	0775241977		
RESIDENCE MAKAZI	ESTATE/TOWN/LOCATION MTAA/MJI/LOKESHENI			NEW KITISORU
	DISTRICT WILAYA			WESTLANDS
	COUNTY KAUNTI			NAIROBI
	TOWN/CITY MJI/JIJI			NAIROBI
	COUNTRY NCHI			KENYA
2. BIRTH INFORMATION / TAARIFA YA KUZALIWA				
DATE OF BIRTH /TAREHE YA KUZALIWA			03-02-1952	



BIRTH CERTIFICATE NO. / NA. YA CHETI CHA KUZALIWA	71798	
PLACE OF BIRTH / MAHALI PA KUZALIWA	KIAMJAI	
DISTRICT OF BIRTH / WILAYA YA KUZALIWA	TIGANIA WEST	
COUNTY OF BIRTH / KAUNTI YA KUZALIWA	MERU	
COUNTRY OF BIRTH / NCHI YA KUZALIWA	KENYA	
<b>3. NATIONALITY / UTAIFA</b>		
Kenyan <input checked="" type="checkbox"/> Mkenya	Dual <input type="checkbox"/> Kotekote (Provide details _____) (Toa maelezo _____)	
<b>4. MARITAL STATUS / HALI YA NDOA</b>		
SINGLE <input type="checkbox"/> NINGALI SIJAOA/ SIJAOLEWA	MARRIED <input checked="" type="checkbox"/> NIMEOA/NIMEOLEWA	SEPARATED <input type="checkbox"/> NIMETENGANA
DIVORCED <input type="checkbox"/> NIMETALAKIANA	WIDOWED <input type="checkbox"/> NIMEFIWA	
IF MARRIED GIVE NAMES OF THE SPOUSE(S) (Surname, First Name, middle name, others) KAMA UMEOA TOA MAJINA YA MUME/MKE(Wa) WAKO (Jina la ukoo, Jina la Kwanza, jina la kati, mengine)		
NZOMO AMBROSE KIILU		
NATIONALITY OF SPOUSE UTAIFA WA MKE/MUME	KENYAN	
NAME OF CHILDREN UNDER THE AGE OF 18 YEARS JINA LA WATOTO WALIO CHINI YA UMRI WA MIAKA 18		
NONE		
<b>5. EDUCATIONAL QUALIFICATIONS / KUFUZU KWA KIELIMU</b>		
PRIMARY CERTIFICATE CHETI CHA MSINGI <input checked="" type="checkbox"/>	SECONDARY SHULE YA UPILI <input checked="" type="checkbox"/>	'A' LEVEL KIWANGO CHA 'A' <input checked="" type="checkbox"/>
DIPLOMA STASHAHADA <input checked="" type="checkbox"/>	DEGREE SHAHADA <input checked="" type="checkbox"/>	MASTERS UZAMILI <input checked="" type="checkbox"/>
OTHERS VINGINE		PHD UZAMIFU <input checked="" type="checkbox"/>



HIGHEST ACADEMIC QUALIFICATION OBTAINED

KUFUZU KWA JUU ZAIDI KWA KIAKADEMIA ULIKOPATA

Qualification / Kufuzu	Institution / Taasisi	Year / Mwaka
PhD	KENYATTA UNIVERSITY	2012

6. LANGUAGE SPOKEN / LUGHA UNAZOZUNGUMZA

First Language Lugha ya Kwanza	Second Language Lugha ya Pili	Others Nyingine
KIMERU	KIWAHILI	ENGLISH KIKAMBA

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

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

Name of Organization Jina la Shirika	Date of Admission Tarehe ya Kuandikishwa	Membership No. Na. ya Uanachama
TEACHERS WITHOUT BORDERS (FAWELIC)	2010	
	1997	

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

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

Election  Employment   
Upigaji kura Kuajiriwa

Others (Specify) \_\_\_\_\_  
Nyingine (Bainisha)

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

DEPARTMENTAL COMMITTEE  
ON EVALUATION, RESEARCH &  
TECHNOLOGY

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

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

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

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



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



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

**10. EMPLOYMENT INFORMATION / TAARIFA YA KUAJIRIWA**

NAME OF EMPLOYER JINA LA MWAJIRI	POSITION/RANK CHEO/WADHIFA	DATE OF FIRST APPOINTMENT TAREHE YA KUAJIRIWA KWA KWANZA	DATE OF PRESENT APPOINTMENT TAREHE YA KUAJIRIWA KWA SASA
KENYATTA	LECTURER	01-09-14	01-09-14
UNIVERSITY			
WORKSTATION KITUO CHA KAZI KENYATTA UNIVERSITY MAIN CAMPUS	NATURE OF EMPLOYMENT (Constitutional/Elective/Permanent/Contractual/Other) AINA YA KUAJIRIWA (Kikatiba/Kuteuliwa/Kudumu/Kikandarasi/Nyingine) CONTRACTUAL		



**OATH AND AFFIRMATION / KIAPO NA UTHIBITISHWAJI**

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

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

Dated at / Mnamo tarehe NAIROBI, this / kwenye 4<sup>TH</sup>

day of / siku hii ya NOVEMBER 2014

SIGNATURE OF DECLARANT: [Signature]  
SAINI YA ANAYEJITANGAZA:

SWORN/DECLARED BEFORE ME / ALIYELISHWA KIAPO/TANGAZWA MBELE YANGU  
This / Mnamo 4<sup>th</sup> day of / siku hii ya November 2014,  
at / katika mahali hapa NAIROBI

COMMISSIONER FOR OATH/MAGISTRATE  
KAMISHNA WA KIAPO/HAKIMU



**Annex 8 ---- Letter from the Ethics and Anti  
Corruption Commission**



# ETHICS AND ANTI-CORRUPTION COMMISSION

INTEGRITY CENTRE (Valley Rd. /Milimani Rd. Junction) P.O. Box 61130 -00200, NAIROBI, Kenya  
TEL: 254 (020) 2717318/ 310722, MOBILE: 0729 888881/2/3  
Fax: 254 (020) 2719757 Email: eacc@integrity.go.ke Website: www.eacc.go.ke

When replying please quote:

Our ref. EACC. 6/42 VOL. XIX/ (152)

11<sup>th</sup> November, 2014

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



*Lead Wanjira  
To urgently  
bring to the  
attention of  
the  
Cmt.*

Attn: Florence Atenyo Abonyo

Dear Sir,

## VETTING OF NOMINEE FOR THE POSITION OF CHAIRPERSON OF THE TEACHERS SERVICE COMMISSION

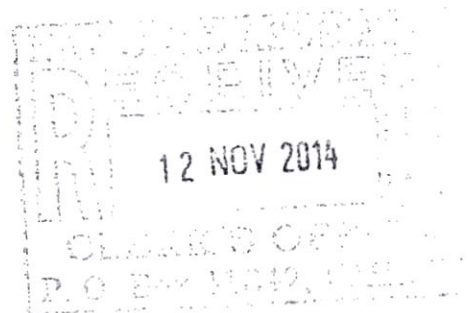
Your letter, **KNA/EDUC./CORR/2014/(138)** dated **11<sup>th</sup> November, 2014** on the above matter is acknowledged.

We confirm that we have reports in which **Dr. Lydia N. Nzomo**, who has been nominated for the position of Chairperson, Teachers Service Commission, is adversely mentioned and is part of ongoing investigations.

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

Yours faithfully,

*[Signature]*  
**Michael K. Mubea**  
**Deputy Secretary/CEO – Technical Services**  
**For: Secretary/Chief Executive Officer**



*Sister  
12/11/14  
3:31p*



**Annex 9 --- Teachers Service Commission  
Act Section 7 & 8**

**SPECIAL ISSUE**

*Kenya Gazette Supplement No. 101 (Acts No. 20)*



REPUBLIC OF KENYA

***KENYA GAZETTE SUPPLEMENT***

**ACTS, 2012**

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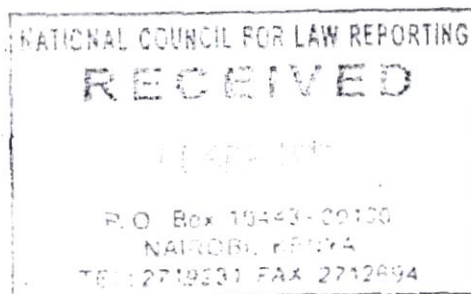
NAIROBI, 31st August, 2012

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CONTENT

Act—	PAGE
The Teachers Service Commission Act, 2012 .....	1081



- (c) meets the requirements of Chapter Six of the Constitution.

(3) In appointing members of the Commission, the President shall ensure that at least two-thirds of the members have experience in education.

Disqualification  
from membership.

7. A person shall not be qualified for appointment as a chairperson or member if the person—

- (a) is a serving member of Parliament or County Assembly;
- (b) is a serving member of a governing body of a political party;
- (c) is a member of a local authority; or
- (d) has been found in accordance with any law to have misused or abused a State office or public office or in any way to have contravened Chapter six of the constitution.

Procedure for  
nominations and  
appointment.

8. (1) Within fourteen days of the commencement of this Act, or whenever a vacancy arises in the Commission, the President in consultation with the Prime Minister shall by notice in the Gazette declare a vacancy and constitute a selection panel for the purpose of selecting suitable candidates for appointment as the chairperson or member of the Commission.

(2) The selection panel constituted under subsection (1) shall consist of—

- (a) a chairperson not being a public officer appointed by the President;

- (b) the Cabinet Secretary in the Ministry responsible for matters relating to education or his representative;
- (c) the Attorney General or his representative;
- (d) the Cabinet Secretary in the Ministry responsible for public service or his representative;
- (e) one person nominated by the Federation of Kenya Employers;
- (f) two persons, one man and one woman, nominated by the registered trade unions representing the interests of registered teachers;
- (g) one person nominated by a recognised association of private schools; and
- (h) a prominent educationist not serving in Government appointed by the Cabinet Secretary.

(3) A person appointed under subsection (2) (f) shall not be a serving official of the nominating union.

(4) The chairperson shall convene the first meeting of the selection panel within seven days of his or her appointment.

(5) The selection panel shall, within seven days of convening, invite applications from persons who qualify for nomination and appointment as chairperson or member of the Commission by advertisement in at least

two daily newspapers of national circulation.

(6) The selection panel shall within seven days of receipt of applications under subsection (5)-

- (a) consider the applications to determine their compliance with the provisions of the Constitution and this Act;
- (b) shortlist the applicants;
- (c) interview the shortlisted applicants; and
- (d) submit the names of three qualified applicants for the position of chairperson and thirteen qualified applicants for the position of a member to the President.

(7) The President shall, within seven days of receipt of the names forwarded under subsection (6), nominate one person and eight others for appointment as chairperson and members of the Commission and forward the names to the National Assembly for approval.

(8) The National Assembly shall, within twenty one days of its sitting, consider each nomination received under subsection (7) and approve or reject any of them.

(9) Where the National Assembly approves the nominees, the Speaker of the National Assembly shall, within five days forward the name of the approved applicants to the President for appointment.

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

Assembly.

(11) Where the National Assembly rejects any nominee, the Speaker shall within five days communicate its decision to the President and request the President to submit fresh nominations from amongst the persons shortlisted and forwarded by the selection panel under subsection (6).

(12) If the National Assembly rejects any or all of the subsequent nominees submitted by the President for approval under subsection (10), the provisions of subsections (5) and (6) shall apply.

(13) The panel shall stand dissolved upon the appointment of the chairperson and members under subsection (10).

(14) Where the provisions of subsection (11) apply, the panel shall continue to exist but shall stand dissolved upon the requisite appointments being made.

(15) The ministry responsible for public service shall provide secretariat services to the panel.

(16) In nominating or appointing a person as a member of the Commission, the panel and the President shall—

- (a) observe the principle of gender equity, ethnic and other diversities of the people of Kenya, and shall ensure equality of opportunity for persons with disabilities; and
- (b) take into account the national values and principles set out in Articles 10, 27 and 232 of the Constitution.

(17) Until after the first general election under the Constitution, the President shall in nominating persons for appointment as chairperson or member of the Commission act in consultation with the Prime Minister.

(18) Despite the foregoing provisions of this section, the President, in consultation with the Prime Minister may by notice in the Gazette, extend the period specified in respect of any matter under this section by a period not exceeding twenty-one days

(19) Subject to this section, the panel may determine its own procedure.

Oath of office.

9. The chairperson, members and the Secretary shall each make and subscribe before the Chief Justice the oath or affirmation set out in the First Schedule.

Vacancy.

10. (1) The office of the chairperson or member shall become vacant if the holder—

- (a) dies;
- (b) by a notice in writing addressed to the President resigns from office;
- (c) is convicted of a criminal offence and sentenced to a term of imprisonment of not less than six months; or
- (d) is removed from office in accordance with Article 251 of the Constitution.

**Annex 10 --- Public Appointments  
(Parliamentary Approval) Act**



LAWS OF KENYA

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**PUBLIC APPOINTMENTS  
(PARLIAMETARY APPROVAL) ACT**

No. 33 of 2011

Revised Edition 2012 [2011]

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

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



NO. 33 OF 2011

PUBLIC APPOINTMENTS (PARLIAMENTARY APPROVAL) ACT

ARRANGEMENT OF SECTIONS

*Section*

1. Short title.
2. Interpretation.
3. Exercise of powers of appointment.
4. Notification of vetting requirements.
5. Notification of nomination.
6. Approval hearing.
7. Issues for consideration.
8. Period for consideration and report.
9. Failure of Parliament to act on nomination.
10. Rejection of nomination.
11. Notification of decision.
12. Powers of the committee.

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

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## NO. 33 OF 2011

## PUBLIC APPOINTMENTS (PARLIAMENTARY APPROVAL) ACT

[Date of assent: 11th November, 2011.]

[Date of commencement: 14th November, 2011.]

An Act of the Parliament to provide for procedures for parliamentary approval of constitutional and statutory appointments and for connected purposes

**1. Short title**

This Act may be cited as the Public Appointments (Parliamentary Approval) Act, 2011.

**2. Interpretation**

In this Act, unless the context otherwise requires—

“appointing authority” means any person who, under the Constitution or any other law, is required to make an appointment for which the approval of Parliament is required;

“appointment” includes any re-appointment to the same body, whether or not in the same capacity;

“candidate” means a person who has been proposed or nominated for appointment to a public office;

“Clerk” means the Clerk of the relevant House of Parliament; and

“Committee” means the relevant committee of Parliament or such other Committee as the Speaker may, for good reasons, direct.

**3. Exercise of powers of appointment**

An appointment under the Constitution or any other law for which the approval of Parliament is required shall not be made unless the appointment is approved or deemed to have been approved by Parliament in accordance with this Act.

**4. Notification of vetting requirements**

Any advertisement inviting applications for nomination for appointment to an office to which this Act applies shall indicate that candidates so nominated shall be required to appear before a committee of Parliament for vetting.

**5. Notification of nomination**

(1) An appointing authority shall, upon nominating a person for an appointment to which this Act applies, notify the relevant House of Parliament accordingly.

(2) A notification under subsection (1) shall be—

- (a) in writing;
- (b) be lodged with the Clerk of the relevant House of Parliament.

(3) A notification of appointment shall be accompanied by information concerning the nominee, having regard to the issues mentioned in section 7.

(4) For purposes of this Act, a notification of nomination shall be deemed to be duly given on the day on which it complies fully with subsections (2) and (3).

#### **6. Approval hearing**

(1) Upon receipt of a notification of appointment, the Clerk shall invite the Committee to hold an approval hearing.

(2) The Committee shall determine the time and place for the holding of the approval hearing and shall inform the Clerk.

(3) The Clerk shall notify a candidate of the time and place for the holding of an approval hearing.

(4) The Committee shall notify the public of the time and place for holding an approval hearing at least seven days prior to the hearing.

(5) Subject to this Act, all Committee proceedings on public appointments shall be open and transparent.

(6) Despite subsection (5), a Committee may, on its own motion or on the application of a candidate or any other concerned person, determine that the whole or part of its sittings shall be held in camera.

(7) An approval hearing shall focus on a candidate's academic credentials, professional training and experience, personal integrity and background.

(8) The criteria specified in the Schedule shall be used by a Committee during an approval hearing for the purposes of vetting a candidate.

(9) 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.

(10) A candidate may, at any time, by notice in writing addressed to the Clerk, withdraw from the approval process and the candidate's nomination shall thereupon lapse.

#### **7. Issues for consideration**

The issues for consideration by the relevant House of Parliament in relation to any nomination shall be—

- (a) the procedure used to arrive at the nominee;
- (b) any constitutional or statutory requirements relating to the office in question; and
- (c) the suitability of the nominee for the appointment proposed having regard to whether the nominee's abilities, experience and qualities meet the needs of the body to which nomination is being made.

**8. Period for consideration and report**

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

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

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

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

**10. Rejection of nomination**

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

**11. Notification of decision**

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

**12. Powers of the committee**

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

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

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

(3) Any person who—

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

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

## SCHEDULE

[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).
  2. **Position:** (State office to which you have been nominated).
  3. **Sex:**
  4. **Date of Birth:** (State year and place of birth).
  5. **Marital Status:**
  6. **Daytime phone number:**
  7. **Mobile phone number:**
  8. **Email Address:**
  9. **ID Number:**
  10. **PIN Number:**
  11. **Nationality:**
  12. **Postal Address:**
  13. **Town/City:**
  14. **Knowledge of Languages:** (Specify Languages).
  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).
- 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).

SCHEDULE—*continued*

16. **Honours and Awards:** (List any scholarships, fellowships, honorary degrees, academic or professional honours, honorary society memberships, military awards and any other special recognition for outstanding service or achievement and in respect of each, state the date of award and the institution or organization that made the award).
17. **Professional Association** (where applicable): (List all professional associations of which you are or have a member and give any positions held and the respective dates when each such position was held).
18. **Memberships:** (List all professional, business, fraternal, scholarly, civic, charitable or other organizations, (other than those listed in response to Question 16) to which you belong or have belonged).
19. **Published Writings:**
  - (a) List the titles, publishers and dates of books, articles, reports letters to the editor, editorial pieces or other published materials you have authored or edited.
  - (b) Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of any bar association, committee, conference or organization of which you were a member.
20. **Public Office, Political Activities and Affiliations:**
  - (a) List chronologically any public offices you have held or are currently holding, including the terms of service and whether such positions were elected or appointed.
  - (b) List all memberships and offices held in and services rendered, whether compensated or not, to any political party or election committee. If you have ever held a position or played a role in a political campaign, identify the particulars of the campaign, including the candidate, dates of the campaign, your title and responsibilities. Also include any linkage you have to a political party at present.
  - (c) Have you ever been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution?
  - (d) Have you ever been adversely associated with practices that depict bias, favouritism or nepotism in the discharge of public duties?
21. **Deferred Income/Future Benefits:** (List the sources, amounts and dates of all anticipated receipts from deferred income arrangements, stock, options, uncompleted contracts and other future benefits which you expect to derive from previous business relationships, professional services, firm memberships, etc).
22. **Outside commitment during service in office:** (Do you have any plans, commitments or agreements to pursue outside employment with or without compensation during your service in office? If so explain).
23. **Sources of Income:** (List sources and amounts of all income received during the calendar year preceding your nomination and in the current calendar year).
24. **Tax Status:** (State whether you have fully complied with your tax obligations to the State up to the end of the financial year immediately preceding the nomination for appointment).

SCHEDULE—*continued*





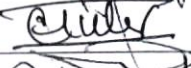


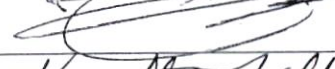
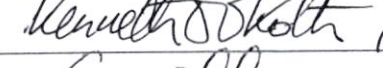
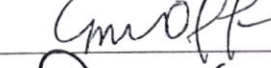
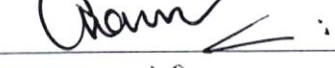



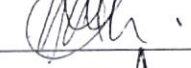

25. **Statement of Net Worth:** (State your financial net worth).
26. **Potential Conflicts of Interest:**
- (a) Identify the family members or other persons, parties, categories of litigation or financial arrangements that are likely to present potential conflicts-of-interest when you first assume the position to which you have been nominated. Explain how you would address any such conflict if it were to arise.
  - (b) Explain how you will resolve any potential conflict of interest, including the procedure you will follow in determining these areas of concern.
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).
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.
29. Have you ever 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?
31. **References:** (List three persons who are not your relatives who are familiar with your character, qualification and work).
-

**Annex 11 – Committee’s Adoption  
Schedule**



KENYA NATIONAL ASSEMBLY  
 DEPARTMENTAL COMMITTEE ON EDUCATION, RESEARCH & TECHNOLOGY  
 ADOPTION OF THE REPORT ON VETTING OF THE CHAIRPERSON TO THE TEACHERS  
 SERVICE COMMISSION NOMINEE - LYDIA N. NZOMO.

Venue: CONTINENTAL HOUSE, 4TH FLOOR Date: 12-11-2014

No.	NAME	SIGNATURE
1.	Hon. Julius -K- Nelly chairperson	
2.	Hon JOSEPH M'RUATI	
3.	HON MALULU INTENDI	
4.	HON JARED SPINA	
5.	Hon. Eric Arap Keter	
6.	HON. DR. WILBER OTTICHLO	
7.	MOHAMMED ADAN	
8.	Hon. Michael Kisoi Njiragu	
9.	HON KENNETH OKOTH, - MP	
10.	HON. GEOFFREY MAWUKHA ODANGA	
11.	Hon. Silverse Lisamula Anami	
12.	Hon N Susan Chebet	
13.	Hon Rose Kwamba Mitaru	
14.	HON. YUSUF CHANZU	
15.	Hon. MURIUKI NIAGAGUA	
16.	HON JACOB MACIARIA	
17.		
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No.	NAME	SIGNATURE
23.		
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