

THE NATIONAL ASSEMBLY
PAPERS LAID

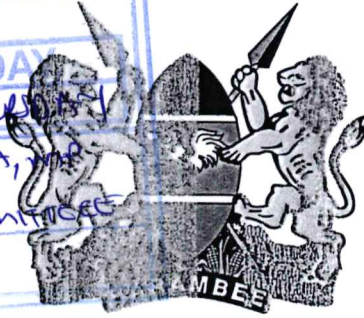
DATE: 04 DEC 2025

TABLED
BY:

HON. KITI CHONGA,
CHAIRPERSON,
LABOUR COMMITTEE

CLERK-AT-
TABLE:

FINLAT



*Approved
SNA
1/12/25*

THE NATIONAL ASSEMBLY

PARLIAMENT
OF KENYA
LIBRARY

THIRTEENTH PARLIAMENT - FOURTH SESSION - 2025

DIRECTORATE OF DEPARTMENTAL COMMITTEES

DEPARTMENTAL COMMITTEE ON LABOUR

REPORT ON THE APPROVAL HEARING (VETTING) OF MR. ALI ABDULLAHI
SURRAW, NOMINEE FOR APPOINTMENT AS THE COMMISSION SECRETARY/
CHIEF EXECUTIVE OFFICER (CEO) OF THE SALARIES AND REMUNERATION
COMMISSION (SRC)

VOLUME II- LIST OF ANNEXURES

CLERK'S CHAMBERS
DIRECTORATE OF DEPARTMENTAL COMMITTEES
PARLIAMENT BUILDINGS
NAIROBI

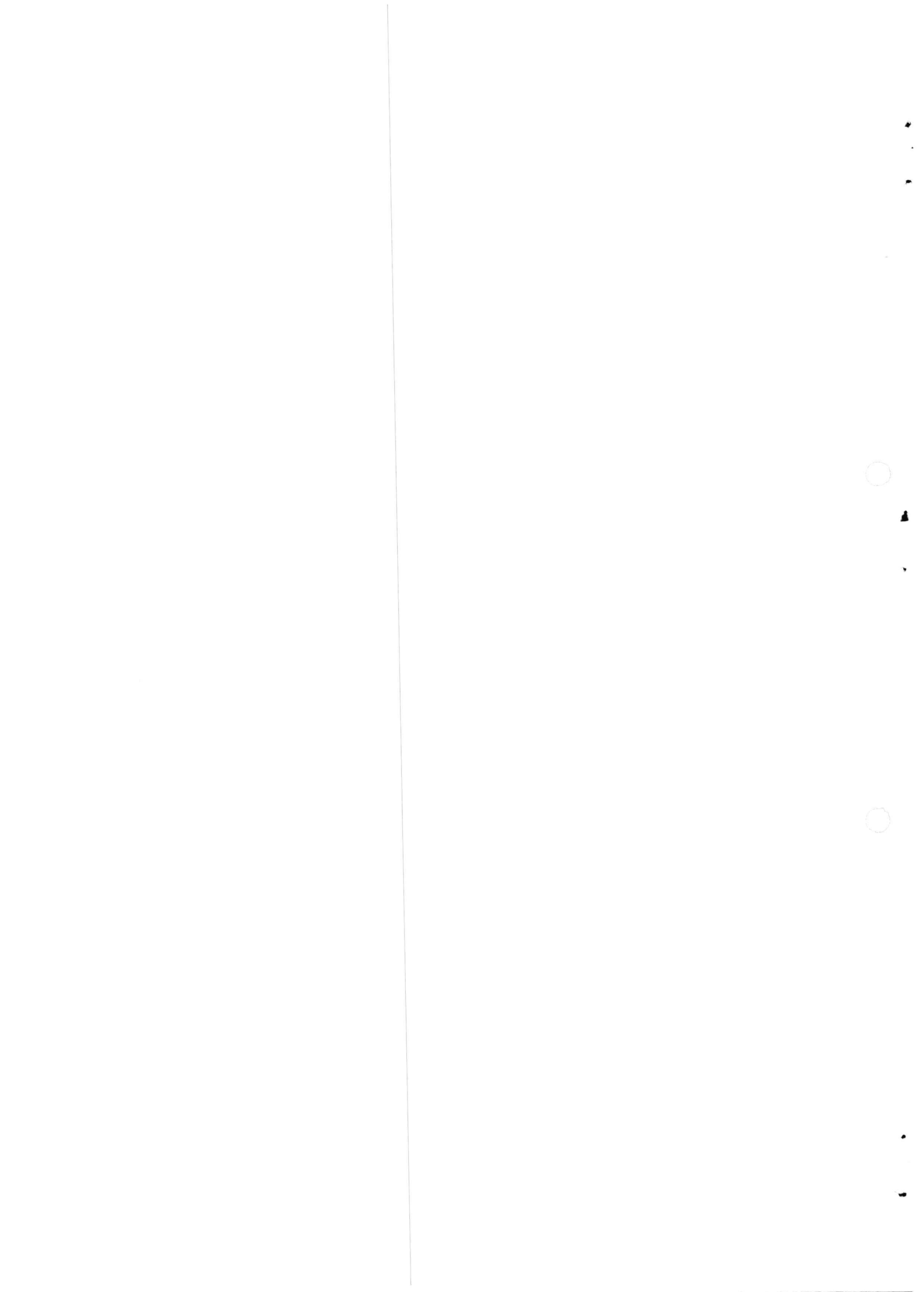
DECEMBER, 2025

NATIONAL ASSEMBLY
RECEIVED
04 DEC 2025
SPEAKER'S OFFICE
P. O. Box 41842, NAIROBI.



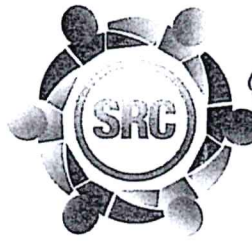
LIST OF ANNEXURES (VOLUME II OF THE REPORT)

- Annexure 1: Message from the Chairperson regarding nomination for appointment of Mr. Ali Abdullahi Surraw as the Commission Secretary/ Chief Executive Officer (CEO) of the Salaries and Remuneration Commission (SRC)
- Annexure 2: Message from the Hon. Speaker to the House regarding nomination for appointment of Mr. Ali Abdullahi Surraw as the Commission Secretary/ Chief Executive Officer (CEO) of the Salaries and Remuneration Commission (SRC)
- Annexure 3: Advertisement notifying the public and the nominee of the approval hearing and submission of memoranda
- Annexure 4: Letter from the Clerk of the National Assembly inviting the nominee for the approval hearing
- Annexure 5: Letters from the Clerk of the National Assembly to ORPP, KRA, HELB, EACC, ODPP and DCI requesting for information on the nominee
- Annexure 6: Letters of clearance from ORPP, KRA, HELB, EACC, ODPP and DCI
- Annexure 7: Nominee's Clearance Certificates from ORPP, KRA, HELB, EACC and DCI
- Annexure 8: Nominee's filled Questionnaire
- Annexure 9: Nominee's Curriculum Vitae, academic and professional certificates
- Annexure 10: Report of the Selection Panel
- Annexure 11: Minutes of Committee Sitings
- Annexure 12: Committee's Report Adoption Schedule



ANNEXURE I:

MESSAGE FROM THE CHAIRPERSON REGARDING NOMINATION FOR APPOINTMENT OF MR. ALI ABDULLAHI SURRAW AS THE COMMISSION SECRETARY/ CHIEF EXECUTIVE OFFICER (CEO) OF THE SALARIES AND REMUNERATION COMMISSION (SRC)



Salaries & Remuneration
Commission
Rewarding productivity

Handwritten notes:
DPS
to DMS by my
to Commission
to Committee, etc
27/11/25

Ref. No.: SRC/HRM/15/2025(13)

Date: 25th November, 2025

Mr. Samuel Njoroge, CBS
Clerk of the National Assembly
Parliament Buildings
NAIROBI

Handwritten notes:
H70
27/11/25

Dear Sir,

RE: FORWARDING OF A NOMINEE FOR APPROVAL OF APPOINTMENT AS COMMISSION SECRETARY/CHIEF EXECUTIVE OFFICER (CEO), SALARIES REMUNERATION COMMISSION (SRC)

Pursuant to Article 250(12) of the Constitution as read with Clause 16(1) of the Salaries and Remuneration Commission Act 2011, I am pleased to forward, for consideration and approval by the National Assembly, **Mr. Ali Abdullahi Surraw** for appointment as the **Commission Secretary/Chief Executive Officer of Salaries Remuneration Commission (SRC)**.

The nominee was identified through a competitive, transparent and merit-based process conducted in accordance with the laid down recruitment procedures.

Attached herewith please find the following documents for consideration:

1. Advert of the position;
2. List of Shortlisted Candidates;
3. Report of the recruitment panel;
4. Curriculum Vitae of the nominee;
5. Copies of academic and professional certificates; and
6. Clearance certificates from relevant agencies.

NATIONAL ASSEMBLY
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27 NOV 2025
CLERK'S OFFICE
P.O. Box 41842, NAIROBI

Kindly facilitate the necessary parliamentary approval process.

Yours Sincerely,

Signature of Mr. Sammy Chepkwony
MR. SAMMY CHEPKWONY, CHRP(K), FIHRM, MIOD
COMMISSION CHAIRPERSON

ANNEXURE 2:

**MESSAGE FROM THE HON. SPEAKER TO THE HOUSE REGARDING
NOMINATION FOR APPOINTMENT OF MR. ALI ABDULLAHI SURRAW AS THE
COMMISSION SECRETARY/ CHIEF EXECUTIVE OFFICER (CEO) OF THE
SALARIES AND REMUNERATION COMMISSION (SRC)**



REPUBLIC OF KENYA
THIRTEENTH PARLIAMENT - (FOURTH SESSION)

THE NATIONAL ASSEMBLY

MESSAGES

MESSAGE FROM THE CHAIRPERSON

_____ (No. 001 of 2025) _____

SUBJECT: MESSAGE ON NOMINATION OF A PERSON AS COMMISSION SECRETARY/ CHIEF EXECUTIVE OFFICER (CEO) OF THE SALARIES AND RENUMERATION COMMISSION (SRC)

Honourable Members,

1. Pursuant to the provisions of Standing Order No. 42, I wish to convey a Message from the Chairperson, Salaries and remuneration Commission relating to nomination of a person for appointment as the Commission Secretary/ Chief Executive Officer (CEO) of the Salaries and Remuneration Commission (SRC).
2. In the Message, the Chairperson conveys that, pursuant to the provisions Article 250(12) of the Constitution, and in accordance with the procedure set out in Section 16(1) of the Salaries and Remuneration Commission Act, Cap 412(D), the Commission nominates **Mr. Ali Abdullahi Surraw** as the Commission Secretary/ Chief Executive Officer (CEO), Salaries and Remuneration Commission (SRC). The Commission now seeks the approval of the nominee.
3. **Honourable Members**, Standing Order 45 provides that, upon receipt of notification of nomination for appointment, such nomination shall stand committed to the relevant Departmental Committee for consideration. Pursuant to the provisions of the said Standing Order, I hereby refer the Message, *the curriculum vitae* and other related documents from the Salaries and Remuneration Commission to the **Departmental Committee on Labour** for consideration.

4. **Honourable Members**, the Public Appointments (Parliamentary Approval) Act, 2012 requires the National Assembly to undertake the exercise within twenty-eight (28) days. However, aware that the House will be proceeding on a long recess on 5th December 2025, the Committee is expected to immediately commence the approval process, notify the nominee and the public of the time and place for holding the approval hearings, and thereafter, upon the conclusion hearing table it's report to enable the House to consider the matter within the Statutory timelines, preferably before recess.

I thank you!



THE HON. GLADYS BOSS, MGH, MP
DEPUTY SPEAKER OF THE NATIONAL ASSEMBLY

Thursday, 27th November 2025

ANNEXURE 3:

**ADVERTISEMENT NOTIFYING THE PUBLIC AND THE NOMINEE OF THE
APPROVAL HEARING AND SUBMISSION OF MEMORANDA**

Few turn up to vote in Kariobangi North

► At Kariobangi North Day Nursery School, a paltry 118 voters had voted by 3pm.

► At Our Lady of Fatuma Polling Centre, only 128 voters, against a total of 609 registered voters, had turned out.

OKUMU MODACHI, NAIROBI

The voting exercise in Kariobangi North Ward in Nairobi County witnessed a significantly low voter turnout in yesterday's by-election.

A spot-check by *The Standard* observed that only a few people had cast their ballots by noon.

At Kariobangi North Day Nursery School, for instance, a paltry 118 voters had voted, against a total of 671 registered voters.

Similar incidents were observed at Our Lady of Fatuma Polling Centre where only 128 voters, against a total of 609 registered voters, had turned out by around 3pm.

These figures only represented 17 and 21 per cent respectively, with the election officials at the station expressing doubt in the possibility of recording a "significant" turnout at the end of the close of voting.

Kenya African National Union (Kanu) party candidate Peter Kariuki was the 118th voter to cast the ballot at Station Six of the polling centre, a few minutes to 1pm.

Kariuki was battling out for the seat against Michael Ouma Majua of Orange Democratic Movement (ODM) and Kavali Munyoki of Wiper Patriotic Front.

Others in the contest included David Wanoyike Warui (Democracy of the Citizens Party) and former area MCA Maina Njoka (United

Democratic Alliance).

Kariuki described the process as "smooth and well-organised," praising electoral officials for what he said was an orderly and efficient exercise.

"The voting has been a smooth process," he said. "It took me about one to two minutes."

He lauded the Independent Electoral and Boundaries Commission (IEBC) for "good planning," noting that there were no instances of voter details confusion.

He, however, decried the frustrations his agents were subjected to, lamenting that the majority of them were denied access to the polling stations.

"Most of my agents have not been issued with the official tags and therefore cannot access the stations to monitor the process," he said.

He lauded Kariobangi residents for their calm conduct throughout the campaign period and on election day.

"I want to thank the people of Kariobangi for being calm from the start of the campaigns up to today. People are voting peacefully, and I encourage them to continue with that level of discipline," he noted.

On security, Kariuki assured the residents that security had been reinforced, with officers maintaining order at polling centres. "Security is good; it is beefed up. The youth are composed," he said.

He, however, expressed concern over the visibly low youth turnout, attributing the trend to widespread unemployment, frustration, and unfulfilled promises from their elected leaders.

"There is low voter turnout among the youth," he observed. "Young people are disappointed. They are unemployed and cannot sustain themselves, and when they are deceived by their leaders, they lose hope and fail to turn out."

omodachi@standardmedia.co.ke



THE NATIONAL ASSEMBLY

THIRTEENTH PARLIAMENT - FOURTH SESSION (2025)

IN THE MATTER OF ARTICLES 118(1)(b), AND 250(12) OF THE CONSTITUTION AND

IN THE MATTER OF THE PUBLIC APPOINTMENTS (PARLIAMENTARY APPROVAL) ACT (CAP. 7F)

AND

IN THE MATTER OF SECTION 16(1) OF THE SALARIES AND REMUNERATION COMMISSION ACT (CAP. 412D)

AND

IN THE MATTER OF APPROVAL BY THE NATIONAL ASSEMBLY OF THE NOMINEE FOR APPOINTMENT AS COMMISSION SECRETARY/CHIEF EXECUTIVE OFFICER OF THE SALARIES AND REMUNERATION COMMISSION

NOTIFICATION OF APPROVAL HEARING AND INVITATION TO SUBMIT MEMORANDA

WHEREAS, in accordance with provisions of Article 250(12) of the Constitution and Section 16(1) of the Salaries and Remuneration Commission (Cap. 412D), the Commission is empowered to appoint, with prior approval of the National Assembly a Commission Secretary/Chief Executive Officer. In exercise of the said powers the Salaries and Remuneration Commission has forwarded the nomination of Mr. Al Abdullahi Sarraw for consideration and approval by the National Assembly for appointment as the Commission Secretary/Chief Executive Officer of the Salaries and Remuneration Commission;

AND WHEREAS, following receipt of the nomination, the Hon. Speaker of the National Assembly vide a Communication made on Thursday, 27th November, 2025 conveyed the nomination to the National Assembly and referred the name and curriculum vitae of the nominee to the Departmental Committee on Labour for consideration and reporting to the House;

IT IS NOTIFIED to the general public that pursuant to Article 118(1)(b) of the Constitution and Section 6(4) of the Public Appointments (Parliamentary Approval) Act (Cap. 7F), the Departmental Committee shall conduct the Approval Hearing (Vetting) of the nominee on Thursday 4th December, 2025 in the Mini Chamber, 1st Floor, County Hall, Parliament Buildings at 10:00 am;

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

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

The memoranda may be forwarded to the Clerk of the National Assembly, P.O. Box 41842-00100, Nairobi; hand-delivered to the Office of the Clerk, Main Parliament Buildings, Nairobi; or emailed to: cna@parliament.go.ke to be received on or before Wednesday, 3rd December, 2025 by 5.00 p.m.

IT IS FURTHER NOTIFIED THAT the nominee is required to—

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

S. NJOROGE, CBS

CLERK OF THE NATIONAL ASSEMBLY

Friday, 28th November, 2025

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



REPUBLIC OF KENYA
COUNTY GOVERNMENT OF WEST POKOT
P.O. Box 222-30600, KAPENGURIA
Email: pendingbills@westpokot.co.ke
www.westpokot.go.ke



PUBLIC NOTICE

NOTICE TO ALL COUNTY GOVERNMENT OF WEST POKOT EMPLOYEES WITH OUTSTANDING GRATUITY CLAIMS

The Pending Bills Resolution Committee, County Government of West Pokot wishes to notify all exited and current staff members with outstanding gratuity claims to present their claim and supporting documents to the Committee for verification.

Claimants should submit the following documents:

1. Application for gratuity addressed to the Pending Bills Resolution Committee
2. A copy of employment letter.
3. Account statement from LAPFUND and/or any other provident fund
4. Clearance certificate (for exited staff members)
5. Any other relevant documents in support of the claim.

The above documents should be submitted to: The Secretary, Pending Bills Resolution Committee, County Government of West Pokot, County Treasury Building, Ground Floor, Room 4, P.O. Box 222-30600 Kapenguria.

Email: pendingbills@westpokot.co.ke on or before, Wednesday, the 10th of December, 2025.

CHAIRPERSON,
COUNTY GOVERNMENT OF WEST POKOT PENDING BILLS RESOLUTION COMMITTEE.



MORE STORIES

IEBC faulted for flouting laws as bribery claims, chaos mar polls.

PAGE 10



ANNEXURE 4:

**LETTER FROM THE CLERK OF THE NATIONAL ASSEMBLY INVITING THE
NOMINEE FOR THE APPROVAL HEARING**



**THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK**

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

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

When replying, please quote
Ref: **NA/DDC/LAB/2025/050**

27th November, 2025

Mr. Ali Abdullahi Surraw, CHRP(K)
P.O Box 800-00600
NAIROBI

Cell Phone No: +254720968989

Dear *Mr Surraw*

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

Following your nomination for appointment to the position of Commission Secretary/Chief Executive Officer of the Salaries and Remuneration Commission, the Departmental Committee on Labour of the National Assembly hereby invites you for approval hearing (vetting) pursuant to Section 6(3) of the Public Appointments (Parliamentary Approval) Act (Cap.7F).

The approval hearing will be held on **Thursday, 4th December, 2025**, in the **Mini-Chamber, 1st Floor, County Hall, Parliament Buildings**, starting at **10:00 am**.

Kindly fill out the attached Questionnaire as required by the Public Appointments (Parliamentary Approval) Act (Cap. 7F) and attach copies of your national identity card, academic and professional certificates, and any other testimonials. The filled Questionnaire and the said attachments should be returned on or before **Tuesday, 2nd December, 2025**.

Further, you are required to bring along the originals of the above documents and letters/certificates of clearance from the following institutions: -

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

The Liaison officer for this exercise is **Mr. Abenayo Wasike**, who may be contacted on **Tel. No. 0721352053** or email address ddc@parliament.go.ke.

Yours

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

ANNEXURE 5:

**LETTERS FROM THE CLERK OF THE NATIONAL ASSEMBLY TO ORPP, KRA,
HELB, EACC, ODPP AND DCI REQUESTING FOR
INFORMATION ON THE NOMINEE**



**THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK**

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

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

When replying, please quote

Ref: **NA/DDC/LAB/2025/054**

27th November, 2025

Mr. Amin Mohamed Ibrahim, CBS, OGW, ndc(K)

Director

Directorate of Criminal Investigations

Mazingira House, Kiambu Road

NAIROBI

Dear *Mr. Ibrahim*

RE: REQUEST FOR INFORMATION ON MR. ALI ABDULLAHI SURRAW (ID NO. 13257503), NOMINEE FOR APPOINTMENT AS A COMMISSION SECRETARY/ CHIEF EXECUTIVE OFFICER OF THE SALARIES AND REMUNERATION COMMISSION (SRC)

The National Assembly is in receipt of the nomination of Mr. Ali Abdullahi Surraw for appointment as the Commission Secretary/ Chief Executive Officer of the Salaries and Remuneration Commission (SRC).

As you are aware, the National Assembly is required to approve the nominee for appointment in accordance with the provisions of Section 16(1) of the Salaries and Remuneration Commission Act (Cap.412D) and the Public Appointments (Parliamentary Approval) Act (Cap.7F).

Following receipt of the nomination, the National Assembly's Departmental Committee on Labour is mandated to conduct approval hearing to determine the suitability of the nominee for appointment to the aforementioned position.

Further, pursuant to Section 7(b) of the Public Appointments (Parliamentary Approval) Act (Cap.7F), the Committee is required to consider and determine whether the nominee meets all the constitutional and statutory requirements relating to the office in question.

The purpose of this letter is therefore, to request you to provide a report on whether the nominee has been adversely mentioned in any investigation carried out by the Directorate. The Committee requests that the information reach the Office of the Clerk of the National Assembly, on or before **Wednesday, 3rd December, 2025**. A soft copy of the report may be emailed to cna@parliament.go.ke.

The Liaison officer for this exercise is **Mr. Abenayo Wasike** who may be contacted on **Tel. No. 0721352053** or email address dc.labour@parliament.go.ke.

Yours

JEREMIAH W. NDOMBI, MBS

For: CLERK OF THE NATIONAL ASSEMBLY



**THE NATIONAL ASSEMBLY
OFFICE OF THE CLERK**

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

When replying, please quote

Ref: **NA/DDC/LAB/2025/056**

27th November, 2025

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

Dear *Mr. Wattanga*

RE: REQUEST FOR INFORMATION ON MR. ALI ABDULLAHI SURRAW (ID NO. 13257503), NOMINEE FOR APPOINTMENT AS A COMMISSION SECRETARY/ CHIEF EXECUTIVE OFFICER OF THE SALARIES AND REMUNERATION COMMISSION (SRC)

The National Assembly is in receipt of the nomination of Mr. Ali Abdullahi Surraw for appointment as the Commission Secretary/ Chief Executive Officer of the Salaries and Remuneration Commission (SRC).

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Following receipt of the nomination, the National Assembly's Departmental Committee on Labour is mandated to conduct approval hearing to determine the suitability of the nominee for appointment to the aforementioned position.

Further, pursuant to Section 7(b) of the Public Appointments (Parliamentary Approval) Act (Cap.7F), the Committee is required to consider and determine whether the nominee meets all the constitutional and statutory requirements relating to the office in question.

The purpose of this letter is therefore, to request you to provide a report on tax compliance by the nominee. The Committee requests that the information reach the Office of the Clerk of the National Assembly, on or before **Wednesday, 3rd December, 2025**. A soft copy of the report may be emailed to cna@parliament.go.ke.

The Liaison officer for this exercise is **Mr. Abenayo Wasike** who may be contacted on **Tel. No. 0721352053** or email address dc.labour@parliament.go.ke.

Yours

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



**THE NATIONAL ASSEMBLY
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When replying, please quote

Ref: **NA/DDC/LAB/2025/052**

27th November, 2025

Mr. Renson M. Ingonga, CBS, OGW

Director of Public Prosecutions
Office of the Director of Public Prosecutions (ODPP)
ODPP House, Rigati Road, Upper Hill
NAIROBI

Dear *Mr. Ingonga*

RE: REQUEST FOR INFORMATION ON MR. ALI ABDULLAHI SURRAW (ID NO. 13257503), NOMINEE FOR APPOINTMENT AS A COMMISSION SECRETARY/ CHIEF EXECUTIVE OFFICER OF THE SALARIES AND REMUNERATION COMMISSION (SRC)

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As you are aware, the National Assembly is required to approve the nominee for appointment in accordance with the provisions of Section 16(1) of the Salaries and Remuneration Commission Act (Cap.412D) and the Public Appointments (Parliamentary Approval) Act (Cap.7F).

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Further, pursuant to Section 7(b) of the Public Appointments (Parliamentary Approval) Act (Cap.7F), the Committee is required to consider and determine whether the nominee meets all the constitutional and statutory requirements relating to the office in question.

The purpose of this letter is therefore, to request you to provide a report on whether there are any active criminal proceedings against the nominee or any other previous charges against him. The Committee requests that the information reach the Office of the Clerk of the National Assembly, on or before **Wednesday, 3rd December, 2025**. A soft copy of the report may be emailed to cna@parliament.go.ke.

The Liaison officer for this exercise is **Mr. Abenayo Wasike** who may be contacted on **Tel. No. 0721352053** or email address ddc@parliament.go.ke.

Yours

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



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Ref: **NA/DDC/LAB/2025/051**

27th November, 2025

Mr. Abdi A. Mohamud, M.B.S.

Secretary/Chief Executive Officer
Ethics and Anti-Corruption Commission (EACC)
Integrity Centre, Jakaya Kikwete/Valley Road Junction
NAIROBI

Dear *Mr. Mohamud*

RE: REQUEST FOR INFORMATION ON MR. ALI ABDULLAHI SURRAW (ID NO. 13257503), NOMINEE FOR APPOINTMENT AS A COMMISSION SECRETARY/ CHIEF EXECUTIVE OFFICER OF THE SALARIES AND REMUNERATION COMMISSION (SRC)

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Following receipt of the nomination, the National Assembly's Departmental Committee on Labour is mandated to conduct approval hearing to determine the suitability of the nominee for appointment to the aforementioned position.

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The purpose of this letter is therefore, to request you to provide a report on whether the nominee has been adversely mentioned in any investigation carried out by the Commission. The Committee requests that the information reach the Office of the Clerk of the National Assembly, on or before **Wednesday, 3rd December, 2025**. A soft copy of the report may be emailed to cna@parliament.go.ke.

The Liaison officer for this exercise is **Mr. Abenayo Wasike** who may be contacted on Tel. **No. 0721352053** or email address ddc@parliament.go.ke.

Yours

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



**THE NATIONAL ASSEMBLY
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When replying, please quote

Ref: NA/DDC/LAB/2025/055

27th November, 2025

Mr. John Cox Lorionokou
Registrar of Political Parties /CEO
Office of the Registrar of Political Parties (ORPP)
Lions Place, Waiyaki Way
P.O. Box 1131-00600
NAIROBI

Dear **Mr. Lorionokou**

RE: REQUEST FOR INFORMATION ON MR. ALI ABDULLAHI SURRAW (ID NO. 13257503), NOMINEE FOR APPOINTMENT AS A COMMISSION SECRETARY/ CHIEF EXECUTIVE OFFICER OF THE SALARIES AND REMUNERATION COMMISSION (SRC)

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Following receipt of the nomination, the National Assembly's Departmental Committee on Labour is mandated to conduct approval hearing to determine the suitability of the nominee for appointment to the aforementioned position.

Further, pursuant to Section 7(b) of the Public Appointments (Parliamentary Approval) Act (Cap.7F), the Committee is required to consider and determine whether the nominee meets all the constitutional and statutory requirements relating to the office in question.

The purpose of this letter is therefore, to request you to provide a report on whether the nominee holds an office in any political party in Kenya. The Committee requests that the information reach the Office of the Clerk of the National Assembly, on or before **Wednesday, 3rd December, 2025**. A soft copy of the report may be emailed to cna@parliament.go.ke.

The Liaison officer for this exercise is **Mr. Abenayo Wasike** who may be contacted on **Tel. No. 0721352053** or email address ddc@parliament.go.ke.

Yours

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



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Email: cna@parliament.go.ke
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When replying, please quote

Ref: **NA/DDC/LAB/2025/053**

27th November, 2025

Mr. Geoffrey Monari
Chief Executive Officer
High Education Loans Board (HELB)
P.O. Box 69489-00400
NAIROBI

Dear *Mr. Monari*

RE: REQUEST FOR INFORMATION ON MR. ALI ABDULLAHI SURRAW (ID NO. 13257503), NOMINEE FOR APPOINTMENT AS A COMMISSION SECRETARY/ CHIEF EXECUTIVE OFFICER OF THE SALARIES AND REMUNERATION COMMISSION (SRC)

The National Assembly is in receipt of the nomination of Mr. Ali Abdullahi Surraw for appointment as the Commission Secretary/Chief Executive Officer of the Salaries and Remuneration Commission (SRC).

As you are aware, the National Assembly is required to approve the nominee for appointment in accordance with the provisions of Section 16(1) of the Salaries and Remuneration Commission Act (Cap.412D) and the Public Appointments (Parliamentary Approval) Act (Cap.7F).

Following receipt of the nomination, the National Assembly's Departmental Committee on Labour is mandated to conduct approval hearing to determine the suitability of the nominee for appointment to the aforementioned position.

Further, pursuant to Section 7(b) of the Public Appointments (Parliamentary Approval) Act (Cap.7F), the Committee is required to consider and determine whether the nominee meets all the constitutional and statutory requirements relating to the office in question.

The purpose of this letter is therefore, to request you to provide a report on repayment of any loan(s) that may have been advanced by the Board to the nominee. The Committee requests that the information reach the Office of the Clerk of the National Assembly, on or before **Wednesday, 3rd December, 2025**. A soft copy of the report may be emailed to cna@parliament.go.ke.

The Liaison officer for this exercise is **Mr. Abenayo Wasike** who may be contacted on **Tel. No. 0721352053** or email address dc.labour@parliament.go.ke.

Yours

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

ANNEXURE 6:

LETTERS OF CLEARANCE FROM ORPP, KRA, HELB, EACC, ODPP AND DCI

② Abernays
Wahike
Dec
2/12/25



① DDC
8
1/12/25

HIGHER EDUCATION LOANS BOARD

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

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

HEL B/RR/112009/V/463

Samuel J. Njoroge, CBS
Clerk
National Assembly
P.O Box 41842 - 00100
NAIROBI



1st December 2025

Dear Sir,

CLEARANCE OF NOMINEE FOR APPOINTMENT AS A COMMISSION SECRETARY/CHIEF EXECUTIVE OFFICER OF THE SALARIES AND REMUNERATION COMMISSION (SRC)

We acknowledge receipt of your letter dated 27th November 2025, with reference number NA/DDC/LAB/2025/053, regarding the background check on the status of HELB loan repayment for nominee as Commission Secretary/CEO of the **Salaries and Remuneration Commission (SRC)**.

HEL B is committed to assisting the National Assembly in the comprehensive evaluation of the candidate, including his financial responsibilities and obligations. We have utilized the necessary procedures to conduct background checks on the candidate listed in the attached schedule.

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

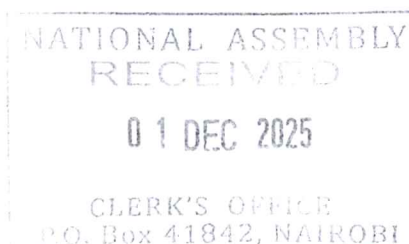
Please find below his status.

| S/No. | NAME OF NOMINEE | ID NO. | STATUS | YEAR OF ISSUE |
|-------|-------------------------|----------|----------------|---------------|
| 1. | Mr. Ali Abdulahi Surraw | 13257503 | Cert No. 46886 | 2013 |

We appreciate the collaboration between the National Assembly and HEL B. We remain committed to maintaining the highest standards of professionalism and confidentiality throughout the background check process. Thank you for entrusting us with this responsibility, and we look forward to contributing to the successful appointment.

Yours Sincerely,

GEOFFREY MONARI
CHIEF EXECUTIVE OFFICER



ISO 9001:2015 Certified.





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



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

*Doc
 2
 31/12/25-*

Ref: RPP/ORG/34/ VOL IX (44)

Date: 1st December, 2025

Clerk of the National Assembly,
 Office of the Clerk of the National Assembly,
 P.O. Box 41842-00100,
NAIROBI.

*Adan Gudiha
 pls facilitate
 3/12/25*

Attn: Mr. Jeremiah W. Ndombi, MBS,

Dear Mr. Jeremiah W.,

**RE: REQUEST FOR INFORMATION ON MR. ALI ABDULLAHI SURRAW (ID NO. 13257503),
 NOMINEE FOR APPOINTMENT AS A COMMISSION SECRETARY/CHIEF EXECUTIVE
 OFFICER OF THE SALARIES AND REMUNERATION COMMISSION (SRC)**

Reference is made to the letter Ref. NA/DDC/LAB/2025055 dated 27th November, 2025 on the above subject matter.

Pursuant to Article 77 (2) of the Constitution and according to the records held by this Office as at 1st December, 2025 the nominee tabulated herein is **NOT** an official or a member of any registered political party in Kenya.

| S/No. | Nominee | National Identity Card Number | Official of Registered Political Party |
|-------|----------------------|-------------------------------|--|
| 1. | Ali Abdullahi Surraw | 13257503 | Not an official or member |

Yours *Sincerely,*

Agatha Wahome - ARPP
 For: Registrar of Political Parties/CEO

RECEIVED
 03 DEC 2025
 CLERK'S OFFICE
 P.O. Box 1131-00606, Nairobi

DIRECTORATE OF DEPARTMENTAL COMMITTEES
 RECEIVED
 03 DEC 2025

ANNEXURE 7:
**NOMINEE'S CLEARANCE CERTIFICATES FROM ORPP, KRA, HELB, EACC AND
DCI**

**ACKNOWLEDGEMENT RECEIPT
OF SELF DECLARATION**

Acknowledgement Receipt
SELF-2025-60361

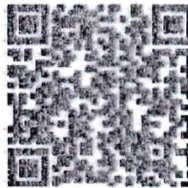


For inquiries
Contact Integrity Centre
Tel.(020) 4997000
Cell: +254 730 997000
customer@integrity.go.ke

08 August, 2025

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

| | |
|---|---------------------------------|
| Applicants Serial Number | SELF-2025-60361 |
| Name of Applicant | Mr. Ali Abdullahi Surraw |
| Applicant Identity Number / Alien Number | 13257503 |
| Applicants Address | 800 - 00600, Westlands, Nairobi |



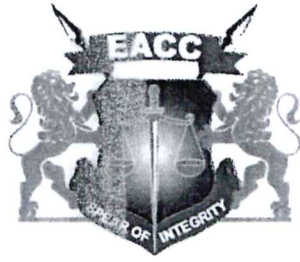
Disclaimer:

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

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

Terms and conditions apply

Tuangamize Ufisadi, Tuijenge Kenya



Instructions

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

LEADERSHIP AND INTEGRITY ACT, 2012/ *KIFUNGU CHA SHERIA CHA UONGOZI NA UADILIFU, 2012*FIRST SCHEDULE (S.13)/ *TARATIBU YA KWANZA (S.13)*SELF DECLARATION FORM/ *FOMU YA KUJITANGAZA*

1. GENERAL INFORMATION/ TAARIFA YA JUMLA

| | | | |
|--|--|--|---|
| Title Cheo | Surname Jina la ukoo | First Name Jina la kwanza | Other Names Majina Mengine |
| Mr. | ALI | ABDULLAHI | SURRAW |
| ID Card No. Nambari ya Kitambulisho | Passport No Nambari ya Pasipoti | Expiry date of passport Tarehe ya muda wa pasipoti kuisha | PIN No Nambari ya PIN |
| 13257503 | | | A003112744B |
| Gender Jinsia | Occupation Kazi | Email Barua pepe | Mobile No Namba ya simu |
| Male | Public Administration | alisuraw@gmail.com | 254720968989 |
| Postal Address Anwani ya posta | Postal Code Nsimbo | Residential Address Anwani ya mtaaazi | Additional Phone Rununu nyingine |
| 800 | 00600 | Westlands, Nairobi | |
| Residence Mkaazi | | | |
| Country Nchi | County Kaunti | District Wilaya | Town/ City Mji |
| KENYA | NAIROBI | NA | Nairobi |
| Estate Kijiji | | | |
| Westlands | | | |

2. BIRTH INFORMATION

| Date of Birth <small>Tarehe ya kuzaliwa</small> | Country of Birth <small>Nchi</small> | County of birth <small>Kaunti</small> | District / Sub County <small>Wilaya</small> |
|---|--------------------------------------|---------------------------------------|---|
| 19 December, 1974 | KENYA | MANDERA | NA |
| Place of Birth <small>Mahali</small> | State <small>state</small> | | |
| Mandera | NA | | |

3. NATIONALITY/ UTAFEA

Nationality 1. KENYA

4. MARITAL STATUS - married

Spouses

| Surname | First Name | Other Name | ID Number |
|---------|---------------|------------|-----------|
| Abdalla | Fozia Mohamed | | 22400579 |

Children

| Surname | First Name | Other Name | Date of Birth |
|-----------|-------------|------------|---------------------|
| Abdullahi | Mohamed Ali | | 2008-04-05 00:00:00 |
| Abdullahi | Muzahim Ali | | 2010-09-20 00:00:00 |
| Abdullahi | Mus'ab Ali | | 2013-10-30 00:00:00 |
| Abdullahi | Masoud Ali | | 2016-09-26 00:00:00 |
| Abdullahi | Mansoor Ali | | 2018-05-25 00:00:00 |
| Abdullahi | Kowthar Ali | | 2020-03-27 00:00:00 |
| Abdullahi | Mahboub Ali | | 2020-07-31 00:00:00 |

5. EDUCATIONAL QUALIFICATION KUPFUZE KWA KUELIMU

| | | | |
|----------------|---|------------------------------------|------|
| Secondary | KCSE | Sabunley secondary school | 1992 |
| Degree | BA Public Administration | MOI UNIVERSITY | 1999 |
| Masters | MASTERS IN PUBLIC ADMINISTRATION | KAMPALA UNIVERSITY | 2015 |
| Higher Diploma | Higher diploma in Human Resource Management | North Eastern National Polytechnic | 2009 |

6. LANGUAGE SPOKEN/ LUGHA UNAZOZUNGUMZA

English Swahili somali borana orma arabic

7. MEMBERSHIP OF PROFESSIONAL ORGANIZATION(S) UANACHAMA WA SHIRIKA(MA) YA KITAALAMU

| Name of Organization Jina la Shirika | Date of Admission Tarehe ya Kuandikishwa | Membership No. Na. ya Uanachama |
|---|---|--|
| institute of human resource management | | |
| kenya insitute of social work and community development | | |

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

Purpose for which declaration is required Kusudio la kuhitajika kwa kujitangaza

Employment

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

SALARIES AND
REMUNERATION COMMISSION
(SRC)

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

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

10. EMPLOYMENT INFORMATION TAARIFA YA KUJIRIWA

| NAME OF EMPLOYER JINA LA MWAJIRI | POSITION/RANK CHEO/WADHIFA | DATE OF FIRST APPOINTMENT TAREHE YA KUJIRIWA KWA KWANZA | DATE OF PRESENT APPOINTMENT TAREHE YA KUJIRIWA KWA SASA |
|--|--|--|--|
| OFFICE OF THE REGISTRAR OF POLITICAL PARTIES | ASSISTANT REGISTRAR | 04 Nov 2020 | 08 Aug 2025 |
| MILLENIUM INNOVATION CONSULTING GROUP | EXECUTIVE DIRECTOR | 01 Oct 2017 | 30 Sep 2025 |
| ISIOLO COUNTY GOVERNMENT | COUNTY EXECUTIVE COMMITTEE MEMBER | 10 Jun 2013 | 30 Sep 2017 |
| IEBC | Elections Coordinator | 01 Nov 2012 | 03 Jun 2013 |
| National Social Security Fund | Branch Manager | 01 Mar 2006 | 31 Oct 2012 |
| National Social Security Fund | COMPLIANCE OFFICER | 01 Apr 2004 | 28 Feb 2006 |

OATH AND AFFIRMATION/ (KIAPO NA UTHIBITISHWAJI)

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

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

Dated at/ Mnamo tarehe 9th....., this/ kwenye August day of/ siku hii ya 2025.....

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

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

This/ Mnamo 9th..... day of/ siku hii ya August, 2025, at/ katika mahali hapa NAIROBI.....

COMMISSIONER FOR OATH/ MAGISTRATE KAMISHNA WA KIAPO/ HAKIMU





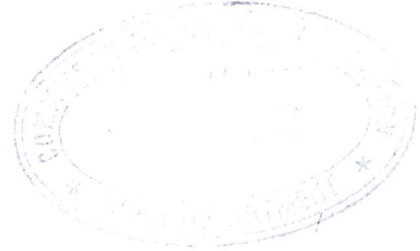
Commission for University Education

Recognition and Equation of Qualifications

CUE/10/9/1/Vol. 693

13th August, 2025

Ali Abdullahi Suraw
P.O Box 800 - 00600
NAIROBI



RE: RECOGNITION OF QUALIFICATIONS
ALI ABDULLAHI SURAW

Thank you for your application dated 7th August, 2025 in which you requested the Commission for University Education to recognize the following qualification awarded by Kampala University in Uganda:

- **Master of Public Administration**

It is hereby confirmed that Kampala University is a recognized institution in Uganda. The qualification awarded by the said institution is also recognized in Uganda and by convention in Kenya.

Kindly note, that in addition to this recognition, you may be required to meet other requirements set by Kenyan professional organizations.

GILBERT W. OPANGA

FOR: COMMISSION SECRETARY/CHIEF EXECUTIVE OFFICER

GWO/mmm

NB:

- *The Commission is not accountable for the authenticity of the certificate or the identity of the certificate holder presented for recognition and/or equation.*
- *The Commission retains the right to revoke recognition of the award in the event that it establishes any reason that makes the award in question ineligible for recognition and/or equation.*

Quality: The Agenda



CRN No. 9997555

Date of Issue: 12 Aug 2025

CRB Certificate

We hereby confirm, having searched TransUnion records, that;

SURRAW ALI ABDULLAHI

of National ID No 13257503

Has a Credit Report with status as:

No Adverse Listing

Paid

Paying

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

TransUnion Authorised Signatory

CERT-c10a7947-c1d0-4fa0-b23f-4018cd9b8384

TransUnion Authorised Signatory

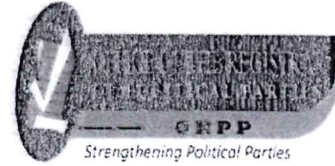
The conclusions herein are based on information obtained from public records and other third-party sources. TransUnion makes no representation as to the accuracy of this information and shall not be liable for any loss, damage or claim whatsoever, howsoever arising following the use of or reliance upon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

For verification kindly scan QR Code above or call our office on +254 734 651 000 | +254 724 251 206



REPUBLIC OF KENYA

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



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

Ref: RPP/FRP/3/2 VOL XXI (19)

Date: 1st December, 2025

**Mr. Ali Abdullahi Surraw,
ID No. 13257503**

Dear Sir,

**RE: MEMBERSHIP STATUS
ALI ABDULLAHI SURRAW – ID NO. 13257503**

Reference is made to the above subject matter.

This Office acknowledges receipt of your letter dated 1st December, 2025 whose content has been duly noted.

According to the records held by this Office, as at 1st December, 2025, **Ali Abdullahi Surraw** of ID No. **13257503** is **NOT** an official or a member of any registered political party in Kenya.

Yours faithfully,

Agatha Wahome - ARPP
For: Registrar of Political Parties/CEO

NATIONAL POLICE SERVICE

**DIRECTORATE OF CRIMINAL INVESTIGATIONS**DIRECTORATE OF CRIMINAL INVESTIGATIONS HEADQUARTERS
P.O.Box 30036-00100 GPO
NAIROBI, KENYARef. No. **PCC-L5SRPEKGL**Date. **3 September 2025****POLICE CLEARANCE CERTIFICATE***I hereby certify that the fingerprints recorded from***ALI ABDULLAHI SURRAW**

*holder of ID No. **13257503** have been searched in Criminal Records Office's database with/without previous record. The validity of the information on this certificate is as of the date of issue.*

REMARKS IN CASE OF PREVIOUS RECORDOFFENCE(S): **NIL**RESULTS OF TRIAL: **NIL**DATE: **NIL**

This Certificate has been issued without any alteration or any erasure

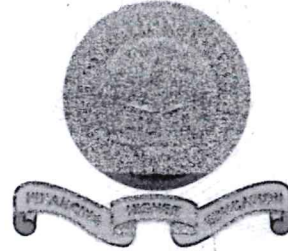
(W.N' KIRAI)

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

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

No.046886

HIGHER EDUCATION LOANS BOARD



Certificate of Clearance

UNIVERSITY STUDENT LOAN


SURRAW ALI ABDULLAHI

This Certificate is awarded to _____

ID No. 13257503 University Registration No. BA/320/93

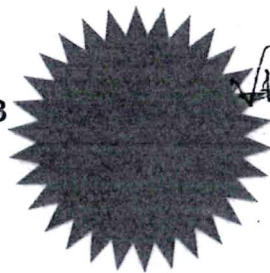
University attended MOI UNIVERSITY

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



Signature CEO/BOARD SECRETARY

15 Apr 2013
Date





Signature HEAD OF OPERATIONS

15 Apr 2013
Date

www.kra.go.ke

Taxpayer PIN : A003112744B

Certificate Date: 05/02/2025

Name and Address :

ALI ABDULLAHI SURRAW
IFTIN, GARISSA, Garissa District,
PO Box:1624,
Postal Code:70100

Certificate Number:

KRAGSA1453361725



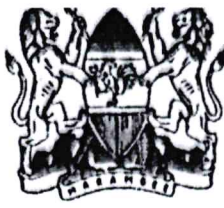
**This is to confirm that ALI ABDULLAHI SURRAW,
Personal Identification Number A003112744B
has filed relevant tax returns and
paid taxes due as provided by Law.**

**This Certificate will be valid for
twelve (12) months up to 04/02/2026.**

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

Disclaimer : This certificate is system Generated and therefore does not require signature. You may confirm validity of this certificate on the iTax Portal by using the TCC Checker. This certificate confirms your compliance status for a period of five years preceding the date of issue. The certificate may however be withdrawn on grounds of outstanding debt affecting periods prior to this.

ANNEXURE 8:
NOMINEE'S FILLED QUESTIONNAIRE



REPUBLIC OF KENYA
THE NATIONAL ASSEMBLY
DEPARTMENTAL COMMITTEE ON LABOUR
CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR
APPOINTMENT TO PUBLIC OFFICE BY PARLIAMENT
QUESTIONNAIRE

Notes:

- This questionnaire applies to appointments to public office arising by or under the Constitution or any other law where parliamentary approval is required.
- The questionnaire shall be used by the relevant parliamentary committee to vet a nominee appearing before the committee in the process of parliamentary approval.
- 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.
- The submission of false information in the questionnaire is an offence and may result in prosecution.
- Any form of canvassing by a nominee shall lead to disqualification.
- The nominee must answer all the questions.

1. Name: (State full name) ALI ABDULLAH SURRAW

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

COMMISSION SECRETARY/CEO SALARIES AND REMUNERATION COMMISSION

3. Gender: MALE

4. Date of Birth: (State year and place of birth) 19/12/1974 - MANDERA

5. Marital Status: MARRIED

6. Daytime phone number: 0720968989

7. Mobile phone number: 0720968989

8. Email Address: alisuraw@gmail.com

9. ID Number: 13257503

10. PIN Number: *003112744

11. Nationality: KENYAN

12. Postal Address: P.O Box 800 - 00600
13. Town/City: NAIROBI
14. Knowledge of Languages: (Specify Languages): ENGLISH, KISWAHILI, SOMALI, BORENA
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).

COLLEGE OF HUMAN RESOURCE MANAGEMENT 2019-2021 - CHRP(K)
KAMPALA UNIVERSITY - 2013-2015 - MASTERS IN PUBLIC ADMINISTRATION
NORTH EASTERN TECHNICAL TRAINING - HIGHER DIPLOMA IN HRM 2008-2009
MOI UNIVERSITY GEDDEET - 1995-1999. B.A IN GOVERNMENT & PUBLIC ADMINISTRATION
SAMBULEY SECONDARY SCHOOL - 1987-1992 - K.S.C.E
WANGALUD PRIMARY SCHOOL - 1981-1986 - K.P.S - K.C.P.E.

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)

DEPUTY REGISTRAR OF POLITICAL PARTIES - DRPP - NOV 2020 TO DATE
MILLENNIUM INNOVATION CONSULTING GROUP - EXECUTIVE DIRECTOR/CEO 2017-2020
COUNTY EXECUTIVE COMMITTEE MEMBER - ISIRO COUNTY - 2012 - 2017
IGBC - ELECTIONS CO-ORDINATOR - 2012 - 2013
NATIONAL SOCIAL SECURITY FUND - BRANCH MANAGER 2006 - 2012
NATIONAL SOCIAL SECURITY FUND - COMPLIANCE OFFICER - 2004 - 2006

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).

BRANCH MANAGER OF THE YEAR AWARD AT NSSF
SCHOLARSHIP AWARD FROM SCUOLA SUPERIORE SANT'ANNA FUNDED
BY ITALIAN MINISTRY OF FOREIGN AFFAIRS TO PURSUE MASTERS
IN ELECTORAL POLICY AND ADMINISTRATION IN 2024.

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).

^{REMOVED}
INSTITUTE OF HUMAN MANAGEMENT (IHRM) - MEMBER
KENYA INSTITUTE OF MANAGEMENT (KIM) - MEMBER

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

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.

KENYA POLITICAL EDUCATION SOURCE BOOK - 2022

IHRM MAGAZINE - APRIL 2025: LEADING WITH EMPATHY

COMMENTARY - STAR NEWS PAPER: POLITICAL PARTISANSHIP AND FAILINGS

~~_____~~
~~_____~~
~~_____~~
~~_____~~
~~_____~~

(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.

ASSISTANT REGISTRAR OF POLITICAL PARTIES - APPOINTED
COUNTY EXECUTIVE COMMITTEE MEMBER - ILEGO - APPOINTED
ELECTIONS COORDINATOR - IEBC - APPOINTED
BRANCH MANAGER - NSSF - APPOINTED
COMPLIANCE OFFICER NSSF - 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.

NONE
~~_____~~
~~_____~~
~~_____~~

(c) Have you ever been dismissed or otherwise removed from office for a contravention of the provisions of Article 75 of the Constitution? NO

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

NO

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

NONE

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

NO

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

Salary Income 2024 - 4,380,000

Salary Income 2025 - 3,960,000

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

COMPLIANT

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

19 Million (NINETEEN MILLION)

26. Potential Conflict 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 rise.

NONE

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

I CHECK IF A CLOSE RELATIVE OR MYSELF ARE BENEFIT FROM A DECISION I AM INVOLVED IN WHETHER I HAVE A PRIVATE FINANCIAL INTEREST OR WHETHER A PAST RELATIONSHIP MIGHT COMPRISE MY JUDGMENT IF I AM CLEAR THERE IS A POTENTIAL CONFLICT I WILL START BY DISCLOSURE AND DOCUMENT IT IN WRITING - I PUT IT ON RECORD. I WILL EXPLAIN THE NATURE OF CONFLICT AND RECUSE MYSELF.

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

= YOUTH MENTORSHIP ACTIVITIES
- VOLUNTEERING TO LEAD INITIATIVES FOR LOCAL COMMUNITY
RAISING FOR SCHOOL SUPPLIES AND COMMUNITY HEALTH PROGRAMS
- ACADEMIC GUIDANCE AND CAREER SUPPORT FOR HIGH SCHOOL STUDENTS

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

NO

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

NO

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

NO

31. References:

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

ANN NJERI NDERITU - COMMISSIONER IEBC

JOHN COX LORIONOKOU - REGISTRAR OF POLITICAL PARTIES

IBRAHIM MAALIM - MANAGER AT NSSF.

**ANNEXURE 9:
NOMINEE'S CURRICULUM VITAE, ACADEMIC AND PROFESSIONAL
CERTIFICATES**

CURRICULUM VITAE

CHRP. ALI ABDULLAHI SURRAW

Email: alisuraw@gmail.com

| Phone: +254 720 968 989

ID: 13257503

| Date of Birth: December 19, 1974

Nationality: Kenyan

Home County: Mandera

EXECUTIVE SUMMARY

Versatile and visionary executive leader with over 18 years of progressive experience in public management, human resource leadership, financial oversight, and governance reforms. Accomplished in steering high-level organizational transformation, performance management, strategic planning, and stakeholder engagement in Kenya's public sector. Proven ability to align institutional objectives with national development goals, deliver compliance-driven operations, and cultivate cross-sector collaborations. Demonstrated integrity, strategic foresight, and inspirational leadership while serving as Deputy Registrar of Political Parties, County Executive Committee Member for Finance and Economic Planning (Isiolo County), and Executive Director in a regional consultancy firm. Brings an integrated approach to results-based management, fiscal accountability, talent development, and governance innovation. Recognized for spearheading institutional reforms, fostering innovation, and building strategic partnerships that enhance operational efficiency, compliance, and employee engagement.

Demonstrated success in holding high-impact leadership positions such as Deputy Registrar of Political Parties, Executive Director at Millennium Innovation Consulting Group, County Executive Committee Member – Finance and Economic Planning (Isiolo County), Branch Manager at NSSF, and Elections Coordinator with IEBC. A committed leader with a passion for organizational transformation, mentorship, and continuous improvement.

EDUCATION

| Institution | Period | Qualification | Grade |
|--|---------------|---|---------------------------------------|
| College of Human Resources Management | 2019 - 2021 | Certified Human Resource Professional of Kenya (CHRP-K) | Pass |
| Kampala University, Uganda | 2013 – 2015 | Master's in Public Administration | Pass |
| North Eastern Technical Training Institute | 2008 – 2009 | HIGHER Diploma in HRM | Credit |
| Moi University, Eldoret | 1995 – 1999 | BA in Government & Public Administration | Second Class Honours (Upper Division) |
| Sabunley Secondary School, Wajir | 1989 – 1992 | KCSE | C+ |
| Wargadud Primary School, Mandera | 1981 – 1988 | KCPE | B+ |

PROFESSIONAL EXPERIENCE

Deputy Registrar of Political Parties/Deputy CEO

Office of the Registrar of Political Parties (ORPP) – Nov 2020 to Present

- Directed development and implementation of HR, administration, fleet, property, and community relations strategies.
- Advised on organizational design, talent acquisition, succession planning, and industrial relations.
- Championed employee engagement and change management initiatives to enhance institutional culture.
- Oversaw risk mitigation, strategic partnerships, and CSR implementation.
- Supervised budget formulation, procurement planning, and compliance enforcement.
- Developed frameworks for strategic negotiations and external stakeholder relations.
- Introduced digitized HR tools and automated performance appraisal systems.

Key Achievements:

- Initiated restructuring that enhanced efficiency and staff motivation.
- Established a CSR framework integrated with political inclusion programs.
- Successfully led the automation of internal HR processes.
- Negotiated cross-institutional partnerships that increased operational funding.

Executive Director

Millennium Innovation Consulting Group – Oct 2017 to Oct 2020

- Led business development, HR strategy, administration, logistics, and client engagement functions.
- Coordinated organizational change, talent development, and process improvement.
- Forged institutional partnerships and managed multi-sector consultancy projects.
- Oversaw budgeting, procurement, and quality control protocols.
- Directed teams in designing public policy frameworks and strategic plans.
- Developed monitoring tools for project performance and deliverables.

Key Achievements:

- Expanded consultancy footprint through strategic alliances with public institutions.
- Instituted employee recognition programs that improved retention.
- Delivered multiple successful election, governance, and research projects across the region.
- Achieved 100% contract delivery rate through disciplined project management systems.

County Executive Committee Member – Finance & Economic Planning

Isiolo County Government – Jun 2013 to Sep 2017

- Directed county fiscal policy, budget preparation, resource mobilization, and planning.
- Provided leadership in HR, property management, fleet operations, and service delivery reforms.
- Coordinated with local and international development partners on public investment programs.
- Implemented total quality management practices in service departments.
- Led strategic realignment of development plans to Vision 2030 and CIDP.

Key Achievements:

- Led successful rollout of integrated financial management systems.
- Strengthened fiscal discipline and revenue generation mechanisms.
- Achieved over 90% budget absorption rate and efficient procurement cycles.
- Attracted donor funding for infrastructure and economic empowerment programs.

Elections Coordinator

IEBC – Oct 2012 to May 2013

- Managed voter registration, nominations, electoral logistics, and staffing.
- Ensured legal compliance, risk control, and stakeholder coordination.
- Supervised electoral staff training, asset utilization, and voter education.

- Contributed to the design of regional communication strategies.
- Facilitated dispute resolution processes during the election period.

Key Achievements:

- Achieved 100% polling readiness in assigned region.
- Coordinated a peaceful and inclusive electoral process.
- Reduced logistical complaints by introducing early stakeholder briefings.

Branch Manager

National Social Security Fund (NSSF) – Mar 2006 to Sep 2012

- Led branch operations including HR, asset management, compliance, and member services.
- Developed operational risk mitigation frameworks and customer engagement strategies.
- Introduced performance-based evaluations and feedback systems.
- Participated in the organization-wide ICT transformation and digitization project.

Key Achievements:

- Improved turnaround time for benefits processing by 40%.
- Successfully managed branch-wide transition to automated record systems.
- Enhanced customer satisfaction ratings through frontline service reforms.
- Reduced audit queries by 75% through proactive compliance measures.

PROFESSIONAL MEMBERSHIP

| Organization | Membership No. | Year |
|---|----------------|------|
| Kenya Institute of Management (KIM) | M-44405 | 2013 |
| Institute of Human Resource Management (IHRM) | 02386 | 2010 |

PROFESSIONAL CERTIFICATIONS

- Strategic Leadership Development Programme (SLDP)
- Certified Human Resource Professional (CHRP)
- Human Resource Advisory Training
- Corporate Governance and Boardroom Ethics Certification
- Strategic Management and Execution Training

- Change Management and Organizational Transformation Course
- Advanced Strategic Negotiation Skills Program
- Project Management Professional (PMP) Training
- Total Quality Management (TQM) Certification
- Results-Based Management and Performance Monitoring Course

AREAS OF INTEREST

- Human Resource Management
- Corporate Administration
- Governance & Institutional Reforms
- Public Sector Strategy
- Community Engagement & CSR

HOBBIES

- Mentoring and Coaching Professionals
- Volunteering in Community Development
- Travel and Cultural Exploration
- Strategic Board Games (Chess, Sudoku)
- Creative Writing on Leadership & Innovation

REFEREES

Ann Njeri Nderitu

Registrar of Political Parties – ORPP

Email: nderitu.ann@gmail.com | Phone: 0727 419 965

Ibrahim Maalim Abdullahi

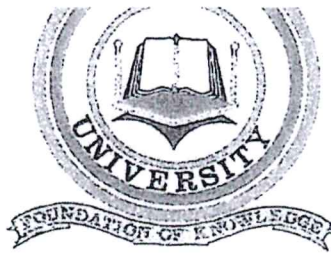
Manager, Registration & Collection – NSSF

Email: ibrayo@yahoo.com | Phone: 0721 717 529

Jacqueline Jelagat Kosgei

Director, Human Resource – State Department of Public Service

Email: kosgeijacqueline@gmail.com | Phone: 0721 237 671



MOI UNIVERSITY

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

Surraw Ali Abudullahi


the degree of

Bachelor of Arts
(Government and Public Administration)

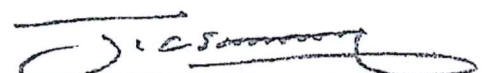
Second Class Honours (Upper Division)

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

on the *3rd* day of *December* 19 *99*


SECRETARY TO SENATE


VICE-CHANCELLOR


SECRETARY TO COUNCIL

KAMPALA



UNIVERSITY



13/03/2025

This is to certify that

Ali Abdullahi Suraw

*Having satisfied the requirements
prescribed by the senate for the award of the
Master
Of Public Administration*

*was admitted to the masters degree at a
congregation held at Kampala University*

on

March 12, 2015

Not Valid Without Seal

Serial No: 0480

Vice Chancellor

Academic Registrar

The Kenya National Examinations Council



13/09/2025

Higher Diploma

IN BUSINESS TECHNICAL EDUCATION PROGRAMME (TEP)

This is to certify that the candidate named below sat for the Business TEP Higher Diploma examination in the subjects named below and was awarded this Higher Diploma. The candidate attained the grades shown below:

3808/2 HIGHER DIPLOMA IN HUMAN RESOURCES MANAGEMENT

SURRAW ALI ABDULLAHI INDEX NO. 801101/110 *M*

801101 N.E.P. TECHNICAL TRAINING INSTITUTE

| SUBJECT | GRADE |
|---|-----------|
| 201 FUNDAMENTALS OF HUMAN RESOURCES MANAGEMENT | 4 (FOUR) |
| 202 EMPLOYEE RESOURCING | 5 (FIVE) |
| 203 TRAINING & DEVELOPMENT | 3 (THREE) |
| 204 REWARD MANAGEMENT | 6 (SIX) |
| 205 EMPLOYEE RELATIONS | 5 (FIVE) |
| 206 PERSONNEL ADMINISTRATION | 4 (FOUR) |
| 207 COURSE SPECIALISATION & ENTREPRENEURSHIP PROJECTS | 1 (ONE) |

SUBJECTS NAMED (SEVEN)

PAPERS PASSED (SEVEN)

OVERALL RESULT : PASS-W-CREDIT

NOVEMBER 2009 SERIES

DATE PRINTED : 19-JAN-2011

Secretary
Kenya National Examinations Council

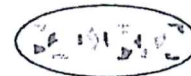


Chairman
Kenya National Examinations Council

This is a secure document using special paper and inks. Please hold it up to the light to verify that the word MITIHANI and the "GENUINE" embedded thread can be seen through the paper. This document is not valid without a hologram.

(See overleaf for conditions of issue)

HD/BTEP 0001921



The Kenya National Examinations Council



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

Kenya Certificate of Secondary Education

THE CANDIDATE REACHED THE GRADE SHOWN IN THE SUBJECTS NAMED

SURRAH ALI ABDULLAHI

K

82002/001

SABURLEY SECONDARY SCHOOL, WAJIR

| | GRADE |
|---------------------------------|-----------|
| 101 ENGLISH | C+(PLUS) |
| 102 KISWAHILI | C-(MINUS) |
| 111 HISTORY AND GOVERNMENT | E-(MINUS) |
| 112 GEOGRAPHY | B (PLAIN) |
| 121 MATHEMATICS | D+(PLUS) |
| 134 PHYSICAL SCIENCE | E-(MINUS) |
| 135 BIOLOGICAL SCIENCES | E-(MINUS) |
| 213 ISLAMIC RELIGIOUS EDUCATION | B+(PLUS) |
| 332 AGRICULTURE | C (PLAIN) |
| 426 COMMERCE | B-(MINUS) |

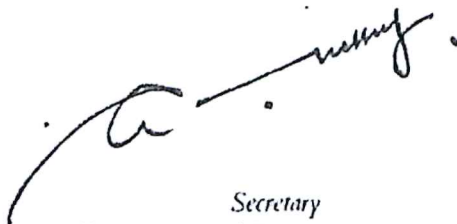
SUBJECTS NAMED TEN

MEAN GRADE C+(PLUS)

EXAMINATION OF NOVEMBER/DECEMBER 1992



13/08/2025



Secretary
Kenya National Examinations Council



Chairman
Kenya National Examinations Council

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It should be held to the light to verify.

KCSE 554999

(See overleaf)



Commission for University Education

Recognition and Equation of Qualifications

CUE/10/9/1/Vol. 693

13th August, 2025

Ali Abdullahi Suraw
P.O Box 800 - 00600
NAIROBI



**RE: RECOGNITION OF QUALIFICATIONS
ALI ABDULLAHI SURAW**

Thank you for your application dated 7th August, 2025 in which you requested the Commission for University Education to recognize the following qualification awarded by Kampala University in Uganda:

- **Master of Public Administration**

It is hereby confirmed that Kampala University is a recognized institution in Uganda. The qualification awarded by the said institution is also recognized in Uganda and by convention in Kenya.

Kindly note, that in addition to this recognition, you may be required to meet other requirements set by Kenyan professional organizations.

**GILBERT W. OPANGA
FOR: COMMISSION SECRETARY/CHIEF EXECUTIVE OFFICER**

GWO/mmm

NB:

- *The Commission is not accountable for the authenticity of the certificate or the identity of the certificate holder presented for recognition and/or equation.*
- *The Commission retains the right to revoke recognition of the award in the event that it establishes any reason that makes the award in question ineligible for recognition and/or equation.*

Quality: The Agenda



Serial No.: KIM-MSDM-44405

Valid upto 31/12/2025

THE KENYA INSTITUTE OF MANAGEMENT

Certificate of Membership

This is to certify that

Ali Abdullahi Surraw

was admitted

FULL MEMBER

of

THE KENYA INSTITUTE OF MANAGEMENT

on the

1 March, 2013



Membership No: M-44405

CHAIR, MEMBERSHIP COMMITTEE

HONORARY SECRETARY



Certified Human Resource Professional Kenya

This is to certify that

Ali Abdullahi Surratu

Registration No.:

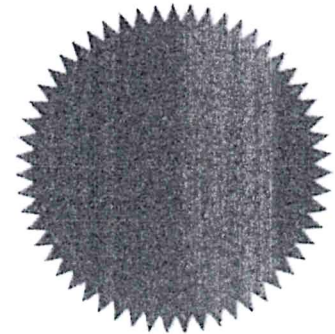
HS5344

Has fulfilled the requirements for the award of
Certified Human Resource Professional CHRP(K) Certificate

Having satisfactorily completed the certification course in

2021-11-01 Series

Certificate No.:2262



Date of Issue 19th October 2022

Chairperson,
HRMPEB Board



Secretary,
HRMPEB Board

This certificate is issued in accordance with the provisions of the Human Resource Management Professionals Act No. 52 of 2012

**ANNEXURE 10:
REPORT OF THE SELECTION PANEL**



REPUBLIC OF KENYA



Salaries & Remuneration
Commission
REWARDING PRODUCTIVITY

**INTERVIEW REPORT FOR THE POSITION OF COMMISSION
SECRETARY/CHIEF EXECUTIVE OFFICER, SALARIES AND
REMUNERATION COMMISSION**

NOVEMBER 2025

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CHAPTER ONE: INTRODUCTION

1.0 Preamble

This chapter highlights the mandate of Salaries and Remuneration Commission (SRC), advertisement of the post of Commission Secretary, Chief Executive Officer, Shortlisting process and the list of shortlisted candidates.

1.1 Mandate

Salaries and Remuneration Commission (SRC) is an independent Commission established under Article 230 of the Constitution of Kenya 2010, with the mandate to set and regularly review the Remuneration and Benefits of all State Officers and to advise the National and County Governments on the Remuneration and Benefits of all other Public Officers. In carrying out its mandate, the Commission has to take into account the principles of: fiscal sustainability of the public compensation bill, attraction and retention of requisite skills for service delivery, productivity and performance, transparency, fairness and equity.

Article 250(12) of the Constitution of Kenya (2010) mandates the Commission to appoint a Secretary who shall be the Chief Executive Officer of the Commission. It is against this framework that the process of appointing the Commission Secretary/CEO was undertaken.

1.2 Advertisement

Pursuant to section 16(1) of the SRC Act (2011), the Commission initiated a competitive recruitment process for the position of Commission Secretary/Chief Executive Officer. The position was advertised and interested and qualified persons were required to submit their applications via email src@src.go.ke by 25th April, 2025 at 5.00 p.m. (Appendix I).

1.3 Shortlisted Applicants

Upon closure of receipt of applications and evaluation of the applications, the Commission shortlisted seven (7) candidates for the position as indicated in Table 1:

Table 1: Shortlisted candidates

| S/No. | Candidates Name | ID/No. | County |
|-------|--|----------|-----------|
| 1. | Dr. Earnest Daniel Alela, PhD, CHRP (K) | 10516915 | Vihiga |
| 2. | Ms. Sally J. Chepkochei Tanui | 10377369 | Baringo |
| 3. | CPA Margaret Njoki Njoka | 13545982 | Nyandarua |
| 4. | Ms. Maria-Goretti Nyariki, LLB, LLM | 11182568 | Kisii |
| 5. | 5 Dr. Julius Olayo, PhD, CHRP (K) | 11438511 | Siaya |
| 6. | 6 Mr. Ali Abdullahi Sorrow, CHRP (K) | 13257503 | Mandera |
| 7. | 7 Ms. Monicah M. Wambua, CHRP (K), HSC | 24072245 | Machakos |

In keeping with its commitment to transparency and accountability, the Commission published the list of the shortlisted candidates on 1st August 2025. (Appendix II). The interviews were scheduled for 20th August 2025.

CHAPTER TWO: INTERVIEW PROCESS

2.1 Preamble

This Chapter highlights the interview panel, interview process, interview tools, scoring criteria and the performance and ranking of the candidates.

2.2 Interview Panel

Article 250(12) of the Constitution of Kenya (2010) empowers the Commission to appoint a Secretary who shall be the Chief Executive Officer of the Commission. Consequently, the following were the members of the interview panel:

Table 2: Interview Panel Members

| S/No | Panelist Name | Role |
|------|---|------------------|
| 1. | Mr. Sammy Chepkwony, CHPR (K), FIHRM, MloD | Chairperson |
| 2. | Dr. Gilda Odera | Vice Chairperson |
| 3. | Ms. Jane Njage, OGW | Member |
| 4. | Mr. Mohamed Aden Abdi | Member |
| 5. | Mr. Leonid Ashindu | Member |
| 6. | Mr. Abiwahab Abdulahi Abdi, MBS | Member |
| 7. | Hon. Isaac Melly, MBS | Member |
| 8. | Mr. Geoffrey Omondi | Member |
| 9. | Major General (Rtd) Martin Ong'oyi, CBS,ndc, psc(K) | Member |
| 10. | Ms. Wangui Muchiri | Member |

2.3 Secretariat to the Panel

In the course of interview preparations, the Commission noted that one of the shortlisted candidates was a staff within the SRC Secretariat. To ensure that the Commission delivers this mandate effectively, transparently and to avoid any conflict interest, the Commission resolved that, for purposes of objectivity, an independent secretariat be engaged to oversee the process.

Consequently, the Commission vide letter Ref. No. SRC/TS/3 VOL II (12) dated 18th August, 2025 requested the State Department for Public Service and Human Capital Development for technical assistance, secretarial, administrative and logistical support in the various stages of the recruitment including but not limited to the planning and facilitation of interviews. (Appendix III).

The secretariat to the panel comprised officers from the State Department for Public Service and Human Capital Development, under the leadership of Commissioner Dr. Jacob Mbijjiwe. The members were:

Table 3: Secretariat to the Panel Members

| S/No. | Name | Designation |
|-------|------------------------|---|
| 1. | Dr. Jacob Mbijjiwe | Secretary, Human Resource Services |
| 2. | Ms. Maureen A. Onyango | Assistant Director, Human Information Services |
| 3. | Ms. Dorothy J. Yego | Principal Human Resource Management and Development Officer |
| 4. | Ms. Miriam Luvutse | Principal Assistant Office Administrator |
| 5. | Ms. Sicily K. Gachoki | Records Management Officer |
| 6. | Ms. Rose Musembi | Senior Assistant Office Administrator |

2.4 Terms of Reference

The Terms of Reference for the Secretariat were to:

- i. Provide technical assistance to the panel;
- ii. Provide secretarial and administrative support to the panel;
- iii. Facilitate logistical arrangements of the Panel;
- iv. Compile interview results; and
- v. Prepare draft interview report.

2.5 Preparation and Conduct of Interviews

The Secretariat to the Panel developed interview tools prior to commencement of the interviews. The tools included: Candidates' profile form, interview score sheet, ranking sheet (Appendices IV, V & VI), guide to thematic areas of questioning and probable solutions.

The Interview Panel adopted the interview tools, thematic areas of questioning and probable solutions with amendments.

2.6 Declaration of Conflict of Interest

In accordance with the provisions of Section 17 (7)(8) of the Public Officers Ethics Act, 2003 and the Section 16 (1) of the Leadership and Integrity Act, 2012, all Panelists were required to declare any potential conflict of interest in the interview process. No conflict of interest was declared by the members. (Appendix VII).

2.7 Interview Scoring Sheet

The Panel developed an interview scoring sheet as per the thematic areas. The panel allocated marks for the specific thematic areas and each Panelist was assigned specific areas of questioning for effective administration of the interview process. The interview scoring sheet was structured as follows:

Table 4: Structure of the Interview Scoring Sheet

| Thematic Area | Marks |
|------------------------------|-------|
| Introduction | 5 |
| Mandate of the Commission | 5 |
| Technical Knowledge | |
| Wage Bill Management | 15 |
| Job Evaluation | 10 |
| Performance and Productivity | 10 |

| Thematic Area | Marks |
|---|------------|
| Collective Bargaining/Labour Relations | 10 |
| Leadership and Governance | 15 |
| Public Finance and Procurement Management | 10 |
| Human Resource Management | 10 |
| General Knowledge | 5 |
| Parting Shot: Candidates were Observed on the following: self-confidence, charisma, communications skills, grooming and habits | 5 |
| Total | 100 |

2.8 Conducting of Interviews

The interviews for the position of Commission Secretary/Chief Executive Officer, Salaries and Remuneration Commission, were held on 20th August 2025 at the 6th Floor Boardroom, Williamson House, 4th Ngong Avenue from 9:20 a.m. up to 6:30 p.m. All the seven (7) shortlisted candidates appeared before the panel.

2.9 Scoring Process

The panelist evaluated and scored each candidate using a standardized score sheet by thematic areas, after which the results were verified, analyzed, computed, and compiled.

2.10 Performance of the Candidates

Table 5 presents the candidates' details alongside their individual scores from each panelist, as well as the total and average scores in line with the shortlisting serial numbers and the sequence of interviews.

Table 5: Performance of the Candidates

| S/No. | Candidate Name | ID/No. | Age | Gender | Ethnicity | County | Panelists | | | | | | | | | | Total Score | Average Score |
|-------|--------------------------------|----------|-----|--------|-----------|-----------|-----------|----|----|----|----|----|----|----|----|----|-------------|---------------|
| | | | | | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | |
| 1. | Dr. Ernest Daniel Alela, CHRPK | 10516915 | 56 | Male | Luhya | Vihiga | 76 | 86 | 59 | 46 | 60 | 73 | 90 | 88 | 97 | 69 | 744 | 74.4 |
| 2. | Sally J. Tanui | 10377369 | 55 | Female | Kalenjin | Baringo | 53 | 47 | 32 | 49 | 47 | 55 | 39 | 47 | 34 | 54 | 457 | 45.7 |
| 3. | CPA Magaret Njoka | 13545982 | 49 | Female | Kikuyu | Nyandarua | 65 | 73 | 79 | 69 | 88 | 71 | 76 | 61 | 59 | 66 | 707 | 70.7 |
| 4. | Monicah M. Wambua | 24072245 | 39 | Female | Kamba | Machakos | 59 | 82 | 76 | 61 | 71 | 59 | 88 | 64 | 66 | 68 | 694 | 69.4 |
| 5. | Dr. Julius O. Olayo | 11438511 | 52 | Male | Luo | Siaya | 71 | 79 | 71 | 64 | 83 | 69 | 82 | 87 | 90 | 70 | 766 | 76.6 |

| S/No. | Candidate Name | ID/No. | Age | Gender | Ethnicity | County | Panelists | | | | | | | | | | Total Score | Average Score |
|-------|-----------------------|----------|-----|--------|-----------|---------|-----------|----|----|----|----|----|----|----|----|----|-------------|---------------|
| | | | | | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | | |
| 6. | Ali Abdullahi Surraw | 13257503 | 50 | Male | Garre | Mandera | 88 | 71 | 64 | 86 | 74 | 91 | 78 | 79 | 77 | 92 | 800 | 80 |
| 7. | Maria Goretti Nyariki | 11182568 | 52 | Female | Kisii | Kisii | 42 | 44 | 25 | 43 | 46 | 56 | 39 | 44 | 45 | 54 | 438 | 43.8 |

2.11 Ranking of the Candidates

Outlined in Table 6 are the candidates' average scores and their corresponding ranking in order of merit as determined by the Panel.

Table 6: Ranking of Candidates

| S/No. | Candidate Name | Total Score | Average Score | Ranking |
|-------|-----------------------------------|-------------|---------------|---------|
| 1. | Ali Abdullahi Surraw | 800 | 80 | 1 |
| 2. | Dr. Julius O. Olayo | 766 | 76.6 | 2 |
| 3. | Dr. Ernest Daniel Alela, CHRPK | 744 | 74.4 | 3 |
| 4. | CPA Magaret Njoka | 707 | 70.7 | 4 |
| 5. | Monicah M. Wambua | 694 | 69.4 | 5 |
| 6. | Sally J. Tanui | 457 | 45.7 | 6 |
| 7. | Maria Goretti Nyariki | 438 | 43.8 | 7 |

2.12 Due diligence

The Commission recommended that the list of the top four (4) interviewed candidates, who had attained the set pass mark of 70%, be forwarded to the following Government Agencies responsible for background checks:

- i. National Intelligence Service (NIS);
- ii. Ethics and Anti-Corruption Commission (EACC); and
- iii. The Directorate of Criminal Investigation (DCI).
- iv. Kenya Revenue Authority (KRA); and
- v. Office of the Registrar of Political Parties (ORPP)

2.12.1 National Intelligence Service

No adverse findings were found against the top four (4) interviewed candidates as indicated vide letter Ref. No. CI/NIS/SF/1 VOL.129 (98) dated 16th September, 2025 by the Director General, National Intelligence Service (Appendix VIII).

2.12.2 Ethics and Anti-Corruption Commission

Report on integrity verification of the candidates revealed that one out of the four candidates, CPA Margaret Njoki Njoki had been charged alongside others before Malindi Chief Magistrate Court with willful failure to comply with the law relating to procurement. The matter was withdrawn under Section 87 (a) of the Criminal Procedure Code as indicated in letter Ref. No. EACC.7/10/5/5 VOL XXXIII(110) dated 3rd September, 2025 (Appendix IX).

2.12.3 Directorate of Criminal Investigations

Forensic fingerprint analysis of the four candidates did not reveal any record in the criminal database as indicated vide letter Ref. No. DCI/CRO/SEC/6/7/2/A/ VOL.XVII/138 dated 28th August, 2025 (Appendix X).

2.12.4 Kenya Revenue Authority (KRA)

Vide letter ref. KRA/5/1002/5(13049) dated 9th October 2025, KRA confirmed that all the four candidates were cleared as compliant.

2.12.5 Office of the Registrar of Political Parties

Vide letter ref. RPP/FRP/3/2 Vol.XXI (16) dated 13th November 2025 indicated that there is none of the four candidates is a registered member of any Political Parties.

2.12.6 Memoranda on the shortlisted applicants

In line with Articles 10 and 232 of the Constitution, the Panel received three (3) memoranda on two of the shortlisted candidates. The reports are attached as Appendix XII.

CHAPTER THREE: OBSERVATIONS, RECOMMENDATIONS AND CONCLUSION

3.1 Observations

The Panel made the following observations during the recruitment process:

- i. Candidates' Identity numbers (ID) were published in communicating the shortlist, which may contravene the provisions of the Data Protection Act, 2019 and may expose candidates to fraudulent activities; and
- ii. Background verification of academic and professional certificates was not undertaken prior to the interviews.

3.2 Recommendations

In light of the process, The Commission makes the following recommendations:

3.2.1 Data Protection

To avoid contravening the provisions of the Data Protection Act, future publishing should avoid capturing of the entire ID of a candidate, and instead use asterisk on some digits of the ID.

3.2.2 Academic and Professional Verification

Before the appointment of the successful candidate, there is need to authentic the academic and professional certificates with the respective examining/awarding institutions.

3.2.3 Appointment

Based on the performance of the candidates and the due diligence reports and the other Commission's considerations, the Commission recommends the following candidate for appointment to the position of Commission Secretary/CEO, Salaries and Remuneration Commission.

Table 7: Recommended for Appointment

| Rank | Name of Nominee | ID. No | Age (Yrs) | Gender | County | Average Score (%) |
|------|--------------------------|----------|-----------|--------|---------|-------------------|
| 1. | Mr. Ali Abdullahi Surraw | 13257503 | 51 | M | Mandera | 80% |

3.3 Confirmation


The nominee was confirmed in a Commission meeting held on Friday, 21st November, 2025 at Hemmingway's Hotel, Karen.

3.4 Conclusion

The Interview Panel confirms that the selection process was conducted in accordance with the Constitution, the Salaries and Remuneration Commission Act (2011) and all other applicable laws.

Signed:

Name : Mr. Sammy Chepkwony, CHRP (K), FIHRM, MloD
Chairperson

Signature : 

Date : 22nd NOVEMBER 2025

Name : Dr. Mbijiwe Jacob, OGW
Secretary to Interview Panel

Signature : 

Date : 25th November, 2025

**ANNEXURE II:
MINUTES OF COMMITTEE SITTINGS**

MINUTES OF THE 41ST SITTING OF THE FOURTH SESSION OF THE DEPARTMENTAL COMMITTEE ON LABOUR HELD ON THURSDAY, 4TH DECEMBER 2025 IN THE MINI-CHAMBER ON THE FIRST FLOOR, COUNTY HALL, PARLIAMENT BUILDINGS AT 9:00 A.M.

PRESENT

1. The Hon. Kiti, Richard Ken Chonga, M.P.- Chairperson
2. The Hon. Muli, Fabian Kyule, M.P.- Vice Chairperson
3. The Hon. Kagesi Kivai Ernest Ogesi, M.P
4. The Hon. K'Oyoo, James Onyango, M.P
5. The Hon. Lomwa, Joseph Samal, M.P.
6. The Hon. Njoroge Mary Wamaua, M.P
7. The Hon. Wachira, Rahab Mukami, M.P.
8. The Hon. Barasa, Patrick Simiyu, M.P.
9. The Hon. Kihungi Peter Irungu, M. P.

APOLOGIES

1. The Hon. Omboko Milemba, CBS, M.P.
2. The Hon. Omwera, George Aladwa, M.P.
3. The Hon. Wambilianga, Catherine Nanjala, M.P.
4. The Hon. Aburi Donya Dorice, M.P.
5. The Hon. Amina Dika, M.P.
6. The Hon. Siyoi, Lillian Chebet, M.P

COMMITTEE SECRETARIAT

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

AGENDA

1. Prayers
2. Preliminaries;
 - i. Remarks by Chairperson
3. Confirmation of Minutes/ Matters Arising
4. Briefing and Approval Hearing (Vetting) of Mr. Ali Abdullahi Surraw, nominee for appointment as the Commission Secretary/Chief Executive Officer, of the Salaries and Remuneration Commission (SRC)
5. Business before the Committee
6. Any other business
7. Adjournment

The Chairperson called the meeting to order at fifty minutes past nine o'clock and said the Prayer.

The Chairperson, in his opening remarks, briefed the Members on the agenda of the Sitting, being the approval hearing (Vetting) of Mr. Ali Abdullahi Surraw, nominee for appointment as the Commission Secretary/Chief Executive Officer, of the Salaries and Remuneration Commission.

MIN.NO.215 NA/LAB/2025: CONFIRMATION OF MINUTES OF THE PREVIOUS SITTING.

The agenda was deferred to the next sitting.

MIN. NO.216 NA/LAB/2025: BUSINESS BEFORE THE COMMITTEE

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

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

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

The Committee is scheduled to undertake inspection visits to verify the status of the implementation of the projects, including the KSG Campuses and National Employment and Opportunities Centre, and thereafter consider and table its report.

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

The committee has received the information on the status of Budget implementation from the MDAs under its purview. Committee to schedule meetings with the MDAs to discuss the same.

iii) Statements

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

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

- **Request for a Statement by Hon. Fatuma Masito, M.P (Kwale County) regarding employee's unpaid terminal dues and arrears by Amani Tiwi Lodge on 7th October 2025**

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

iv) Treaties, Protocols, Conventions and Agreements

The agreement between the Government of the Republic of Kenya and the Federal Government of the Republic of Germany on a Comprehensive Migration and Mobility Partnership

The Agreement aims to enhance cooperation on migration management, labour mobility and related areas of mutual interest.

Committee was briefed by the secretariat on Tuesday 22nd April 2025 and thereafter met with the Principal Secretary, State Department for Labour and Skills Development.

Consideration of the Agreement by the Committee put on hold as directed by the Hon. Speaker pending consideration of the Agreement by the Cabinet, in line with the provisions of the Treaty-Making and Ratification Act, Cap 4D.

v) Legislative Proposals

• **Proposed Labour Relations (Amendment) Bill, 2025**

The draft Legislative Proposal seeks to amend the Labour Relations Act, Cap 233 to provide for minimum service agreements in services that are listed or designated as essential services. The Bill seeks to strike a balance between the right to fair labour practices provided under Article 41 and economic and social rights such as the right to the highest attainable standard of health under Article 43 of the Constitution.

The committee was briefed by the legal counsel on the proposal on 25th November 2025. The Secretariat is set to brief the Committee during the next sitting on:

- a) comparative analysis of the right to strike for essential service;
- b) review of designation of essential services under the Fourth Schedule to Cap 233, including listing of Parliament as an essential service; an
- c) Global practices on approval of Labour action by trade unions including the threshold of approval by the members

vi) Bills

• **The Public Service Human Resource Management Bill (National Assembly Bill No. 51 of 2024)**

The Bill, which seeks to make provisions for uniform norms and standards of human resource management in the public service, was read a first time on Wednesday, 16th April 2025 and referred to the Committee on Labour for consideration and reporting.

The Committee placed an advertisement in the local dailies on Thursday, 15th May 2025 and also wrote to key stakeholders for submission of memoranda/views, to be received on or before **Tuesday, 3rd June 2025**.

The Committee has received Memoranda from, State Department for Public Service, Parliamentary Service Commission, Public Service Commission, Judicial Service Commission, Katiba Institute, National Police Service, Commission for Revenue Allocation and Mr. Collins Kamau

Committee to undertake a retreat to consider the Bill and Stakeholders' submissions. Dates to be determined in due course.

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

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

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

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

Committee to undertake a retreat to consider the Bill and Stakeholders' submissions. Dates to be determined in due course.

MIN.NO.217 NA/LAB/2025: BRIEFING ON THE APPROVAL HEARING (VETTING) OF MR. ALI ABDULLAHI SURRAW, NOMINEE FOR APPOINTMENT AS THE COMMISSION SECRETARY/CHIEF EXECUTIVE OFFICER OF THE SALARIES AND REMUNERATION COMMISSION (SRC)

The Legal Counsel informed the Members that the Speaker reported to the House receipt of a Message from the Chairperson, Salaries and Remuneration Commission relating to nomination of a person for appointment as Commission Secretary/CEO of the Salaries and Remuneration Commission(SRC).

In the Message, the Chairperson conveyed that, pursuant to Article 250(12) of the Constitution and section 16(1) of the Salaries and Remuneration Commission Act, 2011, the Commission had competitively recruited and nominated **Mr. Ali Abdullahi Surraw** as the Commission Secretary/CEO of the Salaries and Remuneration Commission (SRC).

The procedure for the vetting of nominees for the above positions is governed by Article 250 of the Constitution, the Public Appointments (Parliamentary Approval) Act, Cap.7F and the Salaries and Remuneration Act, Cap.412D. These laws set out the procedure, requirements as well as the conduct of the approval hearings.

The Committee was further briefed on:

- i. Establishment of the Salaries and Remuneration Commission pursuant to Article 230 of the Constitution;
- ii. Article 250 (12), which provides that there shall be a Secretary to each commission who shall be
 - a) appointed by the Commission; and
 - b) The chief executive officer of the commission.
- iii. Section 16 of the Salaries and Remuneration Commission Act, Cap. 412D, which provides for the Appointment of Secretary of the Commission
- iv. The Act therefore requires the National Assembly to conduct the approval hearings in the manner prescribed by the Salaries and Remuneration Act and the Public Appointments (Parliamentary Approval) Act, Cap. 136.
- v. Public Appointments (Parliamentary Approval) Act, Cap.7F which provides for procedures for parliamentary approval of constitutional and statutory appointments, including-
 - a) Notification on vetting;
 - b) Approval hearing;
 - c) Issues for consideration;
 - d) Submission of memoranda;
 - e) Powers of the Committee during the approval hearing; and

- f) Timelines for the approval hearing.

Section 8 of the Public Appointments (Parliamentary Approval) Act provides for the Period for consideration and report. In 8 (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 twenty-eight days from the date on which the notification of nomination was given in accordance with section 5.

However, from the Speaker's communication, aware that the House will be proceeding on a long recess on 5th December 2025, the Committee was expected to conduct the approval process and report to the House to enable it to consider the matter within the Statutory timelines, preferably before recess.

The Research Officer briefed the Committee on the mandate of the Commission and the role of the Commission Secretary, who is the Chief Executive Officer (CEO), the head of the Commission Secretariat and performs the following functions:

- i. Managing and coordinating the affairs of SRC's Secretariat;
- ii. Ensuring effective and efficient service delivery, performance management, staff development and resource mobilisation;
- iii. Ensuring the development and implementation of the Business Continuity Plan;
- iv. Managing the day-to-day affairs of SRC

MIN.NO.218 NA/LAB/2025: APPROVAL HEARING (VETTING) OF MR. ALI ABDULLAHI SURRAW, NOMINEE FOR APPOINTMENT AS THE COMMISSION SECRETARY/CHIEF EXECUTIVE OFFICER OF THE SALARIES AND REMUNERATION COMMISSION (SRC)

Mr. Ali Abdullahi Surraw, nominee for appointment as the Commission Secretary/Chief Executive Officer (CEO) of the Salaries and Remuneration Commission, appeared before the Committee on Thursday, 4th December 2025 and was orally interviewed under oath pursuant to Article 250(12) of the Constitution, the Public Appointments (Parliamentary Approval Act, Cap.7F, Salaries and Remuneration Commission Act, Cap.412D and the National Assembly Standing Orders.

The nominee in his opening remarks, briefed the Committee on his personal, academic and professional background.

To assess the nominee's overall suitability for the position, the Committee posed general and specific sector related question that the nominee responded as recorded in the Committee report.

Committee observations and findings

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

- i. THAT, in line with the provisions of Section 16(2)(a) of the Salaries and Remuneration Commission Act, Cap.412D, the nominee is a Kenyan Citizen of ID Number 13257503 and does not hold dual citizenship.

- ii. THAT, the nominee presented his academic credentials and professional certificates and, during the approval hearings, demonstrated his suitability in accordance with the provisions of Section 6(7) of the Public Appointments (Parliamentary Approval) Act, Cap.7F.

The nominee holds a Master's in Public Administration from Kampala University, Uganda, and a Higher Diploma in Human Resource Management from North Eastern Technical Institute. He also has a Bachelor of Arts in Government and Public Administration from Moi University, Eldoret, where he graduated with Second Class Honors – Upper Division.

In addition, the nominee is a Certified Human Resource Professional of Kenya (CHRP-K) from the College of Human Resources Management. He also has a certification in Strategic Leadership Development Programme (SLDP), Human Resource Advisory Training, Corporate Governance and Boardroom Ethics Certification and Strategic Management and Execution Training.

- iii. THAT, The nominee is currently the Deputy Registrar of Political Parties/Deputy CEO at the Office of the Registrar of Political Parties (ORPP) since November 2020, following his term as an Executive Director at the Millennium Innovation Consulting Group from 2017 to 2020.

The nominee has also held the positions of the County Executive Committee Member on Finance and Economic Planning at the Isiolo County Government from 2013 to 2017, Elections Coordinator at IEBC between 2012 and 2013, and Branch Manager at the National Social Security Fund (NSSF) from 2006 to 2012.

- iv. THAT, the nominee does not hold office in any political party, a requirement under Article 77(2) of the Constitution and the Schedule to the Public Appointment (Parliamentary Approval) Cap.7F
- v. THAT, in line with the provisions of Chapter 6 of the Constitution on leadership and integrity, the Committee exercised due diligence and contacted the clearing agencies to ascertain the nominee's integrity and good standing with the said agencies. According to the information obtained by the Committee from the nominee and the various clearing agencies, the nominee meets the requirements of Chapter Six of the Constitution.
- vi. THAT, the nominee has not been charged in a court or law in the last three years and has not been adversely mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years.
- vii. THAT, the nominee demonstrated impressive knowledge of topical areas relating to human resource management and financial management and qualifications and experience to serve as the Commission Secretary/ Chief Executive Officer of the Salaries and Remuneration Commission.
- viii. THAT, pursuant to Section 6(9) of the Public Appointments (Parliamentary Approval) Act Cap.7F, the Committee did not receive any written statement on oath contesting the suitability of the nominee.

- ix. THAT, noting the recruitment process and subsequent recommendation for appointment as detailed in report of the Selection Panel, the nomination of Mr. Ali Abdullahi Surraw as the Commission Secretary/Chief Executive Officer of the Salaries and Remuneration Commission was in compliance with the Constitution, the Salaries and Remuneration Commission Act, Cap.412D and the Public Appointments (Parliamentary Approval) Act (Cap.7F).

Committee recommendation

Having conducted the approval hearings pursuant to Article 250(12) of the Constitution; Sections 3 and 8 of the Public Appointments (Parliamentary Approval) Act, Cap 7F; Section 16(1) of Salaries and Remuneration Commission Act, Cap.412D and Standing Order 216 (5) (f), the Committee recommends that the House **approves** the appointment of Mr. Ali Abdullahi Surraw as the Commission Secretary/Chief Executive Officer of the Salaries and Remuneration Commission.

This was adopted having been proposed by Hon. Barasa, Patrick Simiyu, M.P. and seconded by Hon. Njoroge Mary Wamaua, M.P.

MIN. NO.219 NA/LAB/2025:

ADJOURNMENT

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

SIGNED DATE
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(CHAIRPERSON)

ANNEXURE 12:
COMMITTEE'S REPORT ADOPTION SCHEDULE



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

REPORT ADOPTION LIST

We, the members of the Departmental Committee on Labour, have pursuant to Standing Orders 216(5) (f) and 199, adopted this report on the Approval Hearing/Vetting of Mr. Ali Abdullahi Surraw, nominee for appointment as the Secretary/Chief Executive Officer of the Salaries and Remuneration Commission, and affix our signatures to affirm our approval and confirm its accuracy, validity and authenticity.

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

SIGN..... DATE.....

Mr. Abenayo Wasike, Principal Clerk Assistant II HOD

9/12/2025