

REPUBLIC OF KENYA



*Enhancing Accountability*

**REPORT**

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OF KENYA  
LIBRARY

**OF**

**THE AUDITOR-GENERAL**

**ON**

**KIBABII UNIVERSITY**

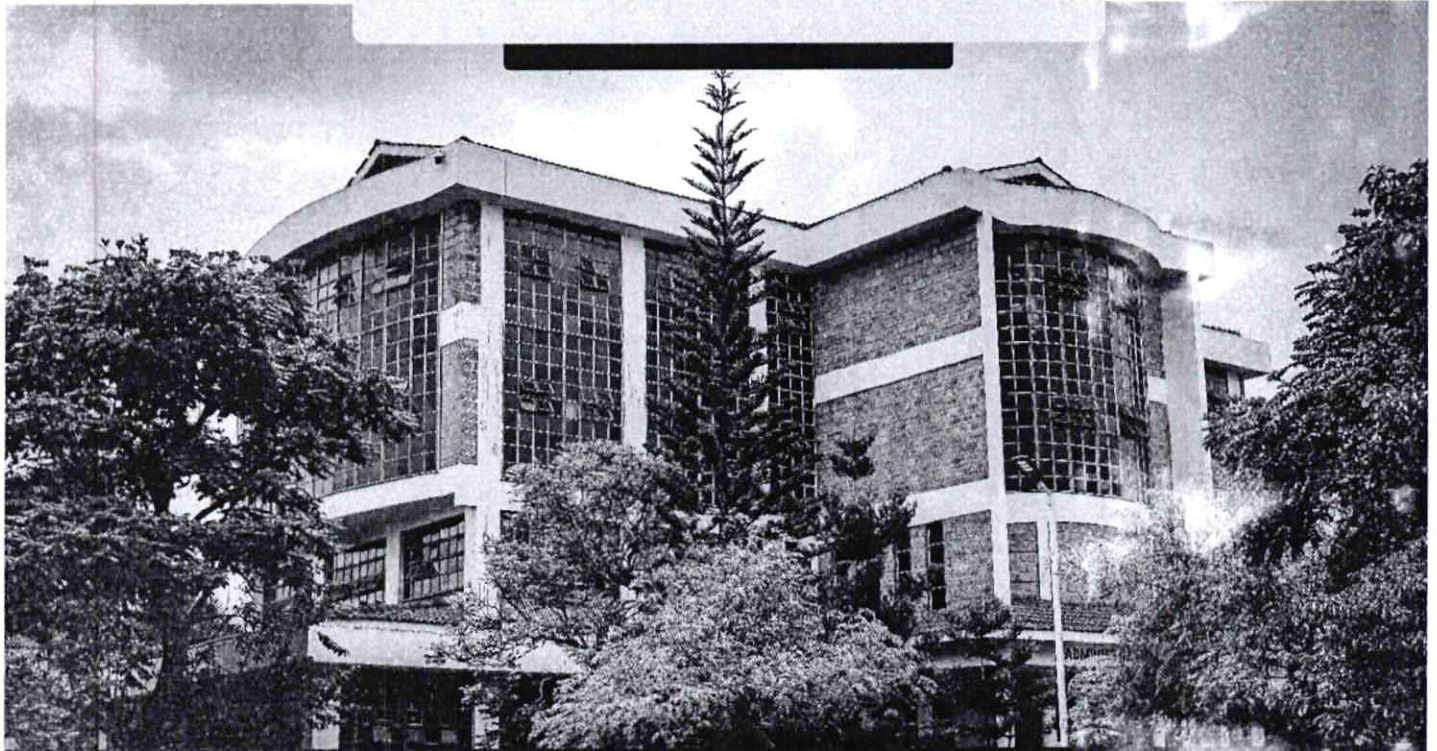
**FOR THE YEAR ENDED**

**30 JUNE, 2024**

THE NATIONAL ASSEMBLY PAPERS LAID	
DATE: 14 MAR 2025	DAY: FRIDAY
TABLED BY:	DEPUTY MAJORITY LEADER CHON. OWEN BAYA, MP
CLERK-AT-THE-TABLE:	IRENE NOKKI



**KIBABII  
UNIVERSITY**



# **ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 30<sup>TH</sup> JUNE 2024**

*Prepared in accordance with the Accrual Basis of Accounting Method under the International Public Sector Accounting Standards (IPSAS)*

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## » A: Acronyms and Abbreviations

<b>A.I.A</b>	Appropriation in Aid	<b>NGOs</b>	Non-Governmental Organizations
<b>BETA</b>	Bottom-Up Economic Transformation Agenda	<b>NHIF</b>	National Hospital Insurance Fund
<b>CADFP</b>	Carnegie African Diaspora Fellowship Program	<b>NRF</b>	National Research Fund
<b>CBAs</b>	Collective Bargaining Agreements	<b>HSMIS</b>	Health Services Management and Information System
<b>CBC</b>	Competence Based Curriculum	<b>NSSF</b>	National Social Security Fund
<b>CBD</b>	Central Business District	<b>NT</b>	National Treasury
<b>CDACC</b>	Curriculum Development Assessment and Certification Council	<b>NZOWAS</b>	Nzoia Water Services Company
<b>CEO</b>	Chief Executive Officer	<b>CO</b>	
<b>CUE</b>	Commission for University Education	<b>OAG</b>	Office of the Auditor General
<b>DEB</b>	District Education Board	<b>OCS</b>	Office of Career Services
<b>FASS</b>	Faculty of Arts and Social Sciences	<b>ODEL</b>	Open Distance and e-Learning
<b>FS</b>	Faculty of Science	<b>OSHA</b>	Occupational Safety and Health Act of 2007
<b>HR</b>	Human Resource	<b>PAYE</b>	Pay As You Earn
<b>IAESTE</b>	International Association for the Exchange of Students for Technical Experience	<b>PC</b>	Performance Contract
<b>ICT</b>	Information Communication Technology	<b>PhD</b>	Doctor of Philosophy
<b>IPSAS</b>	International Public Sector Accounting Standards	<b>PFM</b>	Public Finance Management
<b>ISO</b>	International Organization for Standardization	<b>PLWD</b>	Persons Living with Disabilities
<b>KCSE</b>	Kenya Certificate of Secondary Education	<b>PPE</b>	Property Plant & Equipment
<b>KIBU</b>	Kibabii University	<b>PASGR</b>	Partnership for African Social and Governance Research
<b>KIBUEFT</b>	Kibabii University Endowment Fund Trust	<b>SCAC</b>	State Corporation Advisory Committee
<b>KTP</b>	Knowledge Transfer Partnerships	<b>SCAI</b>	School of Computing and Informatics
<b>KUCCPS</b>	Kenya Universities and Colleges Central Placement Service	<b>SDGs</b>	Sustainable Development Goals
<b>KUDHEIH</b>	Kenya Union of Domestic, Hotels, Educational Institutions, Hospitals and Allied Workers	<b>SGS</b>	School of Graduate Studies
<b>A</b>		<b>SITT</b>	School based in service Tender Training
<b>KUSU</b>	Kenya Universities Staff Union	<b>SOBE</b>	School of Business and Economics
<b>LED</b>	Light-Emitting Diode	<b>SOE</b>	School of Education
<b>LPO</b>	Local Purchase Order	<b>SOKU</b>	Student Organization of Kibabii University
<b>MoU</b>	Memoranda of Understanding	<b>SON</b>	School of Nursing
<b>MSME</b>	Micro, Small and Medium Enterprise	<b>TVET</b>	Technical and Vocational Education Training
<b>MTP</b>	Medium-Term Plan	<b>UASU</b>	University Academic Staff Union
		<b>VC</b>	Vice Chancellor
		<b>WIFI</b>	Wireless Fidelity

## B: Definition of key terms

- **Fiduciary Management-** Members of Management directly entrusted with the responsibility of financial resources of the University
- **Comparative Year-** Means the prior period.
- **Appropriations in Aid -** Day-to-day revenue received by the University and approved by Parliament for application by the University to finance its activities instead of being paid into the Consolidated Fund.
- **Net Worth -** The value of the assets the University owns, minus the liabilities owed.
- **Contingent asset -** A possible asset that arises from past events, and whose existence will be confirmed only by the occurrence or non- occurrence of one or more uncertain future events not wholly within the control of the University.
- **Contingent liability -** A possible obligation that arises from past events, and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the University.

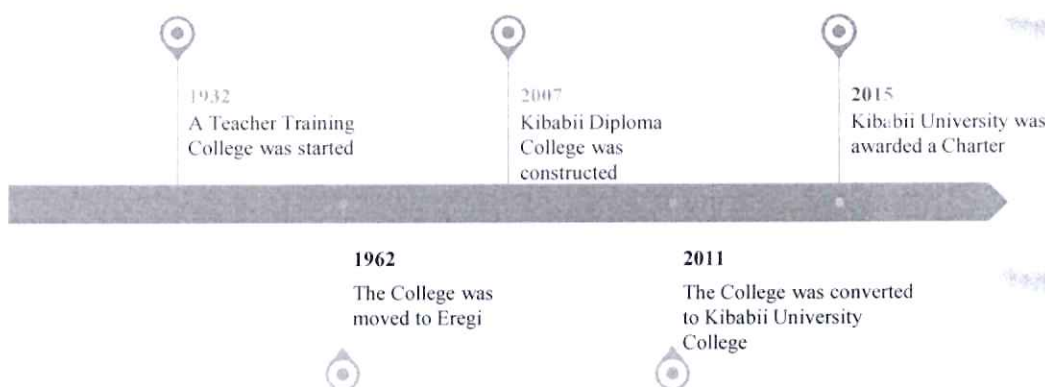
## 1. KEY UNIVERSITY INFORMATION AND MANDATE

### A. BACKGROUND INFORMATION

#### The name 'Kibabii'

The name 'Kibabii' has profound historical significance. The word 'Kibabii' linguistically linked to one of the local communities means livestock returning to a cowshed or a sanctuary. Symbolically, the University is a place where people from all walks of life would come to gather for purposes of gaining knowledge and skills, a place of sanctuary from ignorance. The University is located off Bungoma- Malaba road, seven kilometers from the central business district (CBD) of Bungoma town. The University sits on a 28.3 hectares piece of land.

#### The History of Kibabii University



The establishment of Kibabii University (KIBU) is traced to the origins of Kibabii Teachers' Training College, the precursor to the current University. The History of a Teacher Training College in Kibabii dates back to the pre-independence period. The idea was initiated by the Mill Hill Fathers in 1932. This college trained P4 Teachers between 1932 and 1942 and P3 between 1958 and 1961 in the current St. Mary's High School, Kibabii. In 1962 however, the College was moved to Eregi.

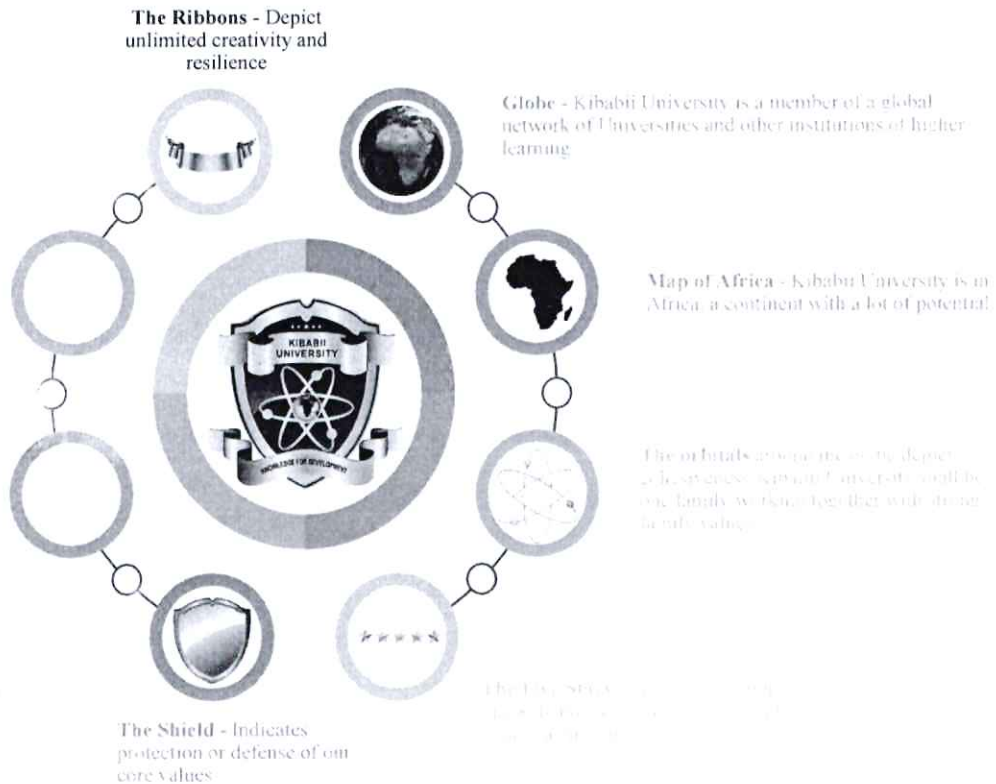
The proposed Kibabii Teachers Training College in Bungoma South District remained a mirage for more than twenty years until 19<sup>th</sup> September, 2007, when the process of actualizing this dream was initiated. The 3<sup>rd</sup> president of the Republic of Kenya, His Excellency President Mwai Kibaki graced the ground breaking ceremony at the proposed site. The construction works at the College were immediately commenced with the completion of construction and operationalization date for the college set for the 25<sup>th</sup> of May 2011. During this period, the project employed 700 workers thus contributing to employment creation in Bungoma County.

After inauguration, leaders from Bungoma County requested His Excellency President Mwai Kibaki to declare the newly constructed facilities for Kibabii Diploma Teachers' College to be converted to Kibabii University College. This request was accepted and formalized by Legal Notice No. 115 of August 2011 that established Kibabii University College as a constituent college of Masinde Muliro University of Science and Technology. The journey to becoming a fully-fledged university was completed on 14<sup>th</sup> November 2015 when Kibabii received Charter from His Excellency President Uhuru Kenyatta.



## »» University Logo

The features appearing on the University Logo have the following meanings attached to them:-



## »» Corporate Colours



Gold is a Color of prestige and royalty



WHITE: Peace and Purity



ROYAL BLUE: Is a Color of the seas- a vast natural resource focused on our dream /vision so as to get realistic out-puts

## » B) PRINCIPAL ACTIVITIES

The mandate of the University, as contained in the Kibabii University Charter (2015) are/is to;

- a) Provide directly, or in collaboration with other institutions of higher learning, facilities for university education including technological, scientific, professional education and research;
- b) Advance knowledge and its practical application by research, innovation and other means;
- c) Disseminate the outcomes of research by various means, and commercially exploit the results of such research;
- d) Participate in technological innovation as well as in the discovery, creation, transmission and enhancement of knowledge, and to stimulate the intellectual life in the economic, social, cultural, scientific, and technological development;
- e) Contribute to industrial and technological development of society in collaboration and partnership with industry and other organizations;
- f) Develop quality and relevant programmes for degrees, diplomas and certificates;
- g) Establish colleges, faculties, schools, centres, institutes, departments, and other resources and administrative units as may be appropriate;
- h) Inculcate and promote a culture of innovation, critical inquiry and creativity in art, science, technology, engineering, and education, amongst staff, students, and society;
- i) Develop an institution of excellence in teaching, training, scholarship, entrepreneurship, research, consultancy, community service, among other educational services and products, with emphasis on technology and its development, impact and application to society;
- j) Provide a multi-level system of education and training that is relevant to the needs of the community covering a wide range of fields and levels with provision for recognition of prior learning and flexibility of transition between educational levels;
- k) Provide high quality facilities for educational, research, residential, commercial, cultural, social, recreational, sporting, and other activities;
- l) Facilitate student mobility between programmes of study at different universities;
- m) Participate in commercial ventures and activities that promote the objectives of the institution;
- n) Foster the general welfare of staff, students, and the community;
- o) Provide opportunities for development and further training for the staff of the institution;
- p) Develop and provide educational, cultural, professional, technical and vocational services to the community, and in particular foster corporate social responsibility;
- q) Facilitate the development, provision, and expansion of services, programmes, and other products in ways that are easily accessible and which reflect the principles of equity and social justice;
- r) Conduct examinations, and grant such academic awards as may be provided for in the Statutes, and to syndicate examinations for awards at other institutions as may be approved by Senate;
- s) Determine who may teach, what may be taught, and how it may be taught in the University;
- t) Promote social-economic development in line with the country's development agenda; and
- u) Ensure University sustainability and adoption of the best practices in University management and institutionalization of systems of checks and balances.



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## »» OUR PHILOSOPHICAL STATEMENTS



### PHILOSOPHY

Kibabii University embodies the view that Science, Technology and Innovation are critical for sustainable utilization of material and human resources for the posterity of the universe

### MOTTO

Knowledge for Development



### VISION

To be a global and dynamic University of excellence in Science, Technology and Innovation

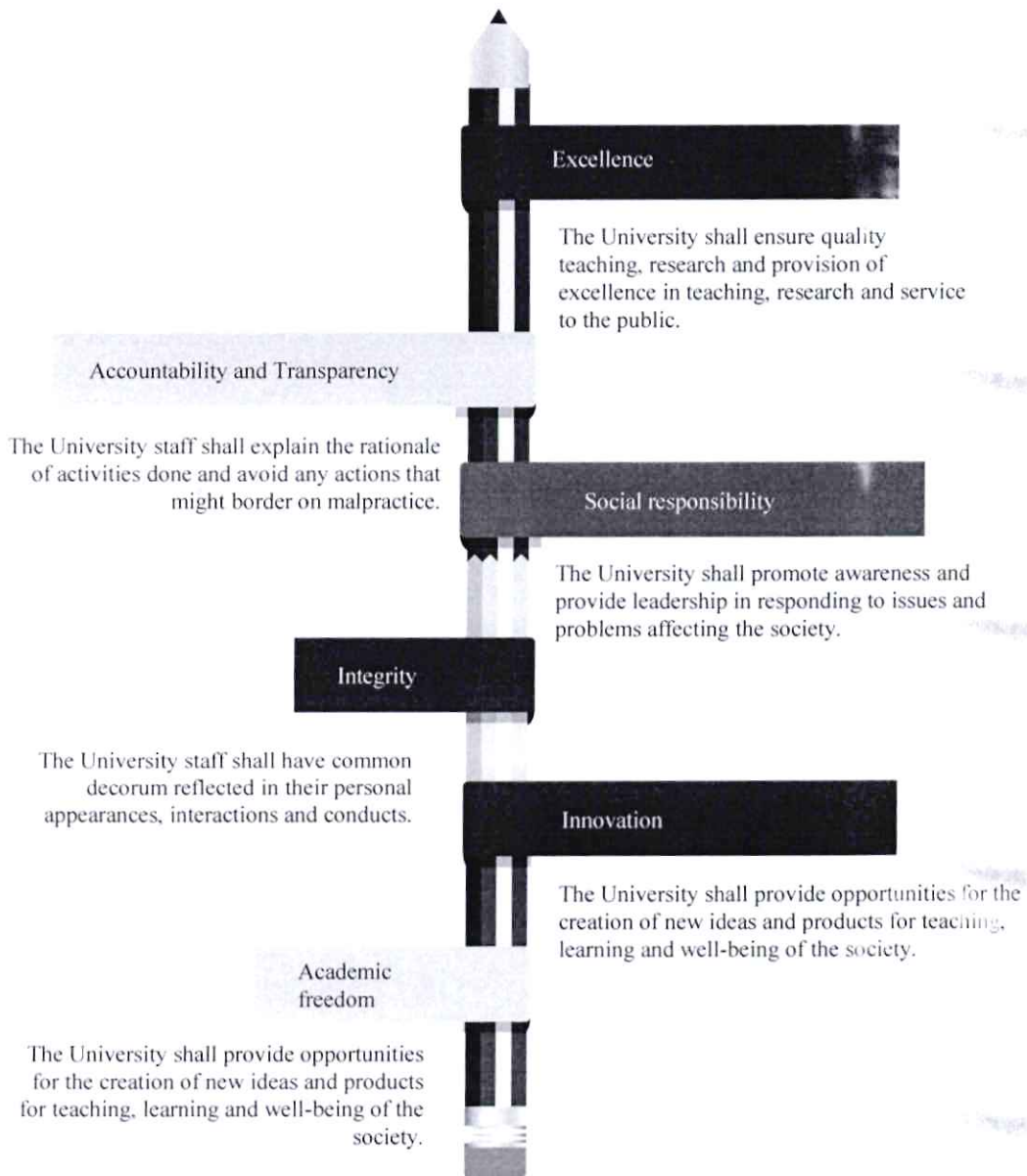
### MISSION

To achieve excellence in generation, transmission and enhancement of new knowledge in Science, Technology and Innovation through quality Teaching, Research, Training, Scholarship, Consultancy and Outreach programmes.

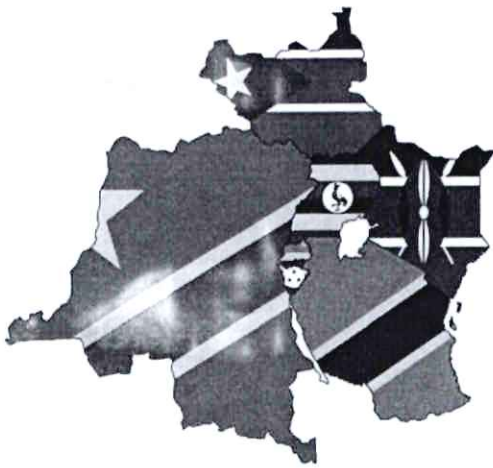


## » OUR VALUES

To undertake its mission and realize its vision, Kibabii University upholds the following six (6) Core values, which are anchored in the acronym (EASIIA) to operationalize the core values, "KIBU aspires to produce scholars who embody Excellence, Accountability and Transparency, Social responsibility, Innovation and Integrity while utilizing their Academic freedom in performing their duties".



## INTERNATIONAL STUDENTS

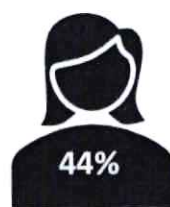


Uganda	- 4
Burundi	- 3
Rwanda	- 2
South Sudan	- 3
Tanzania	- 2



## FACULTY & STAFF

Staff Category	Male	Female
Teaching Staff	84	40
Administrative Staff	146	140
<b>Total</b>	<b>230</b>	<b>180</b>
<b>Percentage</b>	<b>56%</b>	<b>44%</b>



## MANAGEMENT

### C) KEY MANAGEMENT

The University's governance and management is under the following key organs:

- University Council
- University Management Board
- Senate

### D) FIDUCIARY MANAGEMENT

The key management personnel who held office during the financial year ended 30<sup>th</sup> June 2024 and who had direct fiduciary responsibility were:

DESIGNATION	NAME
Vice Chancellor	Prof. Isaac Ipara Odeo
Deputy Vice Chancellor (Administration, Finance and Development)	Prof. Donald Namasaka Siamba
Ag. Deputy Vice Chancellor (Planning, Partnerships, Research and Innovation)	Prof. Munir Muganda Manini
Ag. Deputy Vice Chancellor (Academics and Students Affairs)	Prof. Stanley Ngome Mutsotso
Registrar (Administration & HR)	Dr. Ruth Atidah Mitalo
Registrar (Academic Affairs)	Sr. Dr. Jacklyne Okello Alari
Ag. Registrar (Planning, Partnerships, Research and Innovation)	Prof. Joshua Abuya Olang'o
Ag. Dean of Students	Dr. Benson Nasong'o Murumba
Director, ICT	Dr. Anselemo Peters Ikoha
Finance Officer	CPA Dr. Benjamin Musina Oduori
In Charge, Library and Documentation Centre	Mr. Samuel Wairigo Wakahia
In Charge, Procurement Department	Ms. Maureen Chepkesis Kipler
Legal Officer	Ms. Jacqueline Wanjala
Deputy Chief Medical Officer	Dr. Wabomba Simiyu Hudson



## E) FIDUCIARY OVERSIGHT ARRANGEMENTS

### University Council

The University Council carries its mandate through committees hence committees facilitate decision-making to assist the Council in the execution of its duties, powers and authority, however delegation of authority to the committees does not in any way mitigate or dissipate the discharge by the Council of its duties and responsibilities. Council committees have been established with formal written terms of reference and observe the same rules of conduct and procedures as the Council.

#### i. Audit, Risk and Compliance Committee



The University Council has established an Audit, Risk and Compliance Committee which provides oversight on the University's financial and other management. The University also has an Internal Audit Department that reports to the Council Committee.

#### ii. Strategy, Finance and Development committee



The Committee is responsible for overseeing infrastructure development and maintenance, reviewing of in year and annual financial reports and budgets and make recommendations to Council and act on behalf of Council in reviewing the University Strategic Plan.

#### iii. Governance and Human Resource Committee



This Committee is charged with the responsibility of reviewing and providing advisory opinion on University Statutes; making recommendations to Council on staff welfare related issues; recommend to Council improvement in the job grading classification as the Committee may consider appropriate and provide, oversight in matters of human resource, including salaries, disciplinary matters and appointments and promotions of Professors, Associate Professors and equivalent Administrative and Library Grades.

#### iv. Awards and Sealing Committee



The mandate of the Committee is to; Receive and consider graduation list for Award of Certificates, Diplomas and conferment of Degrees and make recommendations to the Council; Receive and Consider the Graduation Booklet and make recommendations to the Council; Ensure that the processing of Certificates and Transcripts is done diligently and with integrity; Receive and consider proposals to Council and nominations for the award of Degrees; Recommend to Council award of Honorary Degrees; and Authorize on behalf of the Council the application of the University Seal to documents.

### Parliamentary Oversight Committee activities

These committees ensure that public universities adhere to national policies, regulations, and standards, and they hold university administrations accountable for their actions. Here is an overview of the key aspects of their role:

#### Key Oversight Committees

##### a) Public Accounts Committee (PAC)

- i. **Financial Oversight:** PAC reviews the audit reports of public universities to ensure that funds are used appropriately and efficiently.
- ii. **Addressing Mismanagement:** Investigates cases of financial mismanagement, fraud, and corruption, and recommends corrective measures.

##### b) Public Investments Committee (PIC)

- i. **Asset Management:** Examines how public universities manage their assets and investments.
- ii. **Project Oversight:** Ensures that capital projects and investments by public universities are viable, transparent, and beneficial.

##### c) Committee on Education and Research

- i. **Policy Review:** Scrutinizes educational policies affecting public universities and recommends necessary adjustments.
- ii. **Quality Assurance:** Monitors academic standards, research output, and overall quality of education.

#### HEADQUARTERS

Kibabii University  
Off Bungoma-Chwele Road  
P.O. Box 1699 – 50200,  
**BUNGOMA**

#### BANKERS

Kenya Commercial Bank  
Bungoma Branch  
P. O. Box 380, 50200  
**BUNGOMA**

Absa Bank Kenya PLC  
Bungoma Branch  
P. O. Box 91, 50200  
**BUNGOMA**

Standard Chartered Bank Kenya Limited  
Bungoma Branch  
P. O. Box 2531, 50200  
**BUNGOMA**

Equity Bank Limited  
Bungoma Branch  
P. O. Box 2450 - 50200  
**BUNGOMA**

#### INDEPENDENT AUDITORS

Auditor General  
Office of the Auditor General  
Anniversary Towers, University Way  
P.O. Box 30084  
GPO 00100 Nairobi, Kenya

#### CONTACTS

Telephone: (254)  
0708-0859934/0734-831729  
E-mail: [enquiries@kibu.ac.ke](mailto:enquiries@kibu.ac.ke)/[vc@kibu.ac.ke](mailto:vc@kibu.ac.ke)  
Website: [www.kibu.ac.ke](http://www.kibu.ac.ke)

National Bank of Kenya Limited  
Bungoma Branch  
P. O. Box 25 - 50200  
**BUNGOMA**

Family Bank Limited  
Bungoma Branch  
P. O. Box 1068 – 50200  
**BUNGOMA**

Cooperative Bank of Kenya Limited  
Bungoma Branch  
P. O. 1964 - 50200  
**BUNGOMA**

#### PRINCIPAL LEGAL ADVISOR

The Attorney General  
State Law Office and Department of Justice  
Harambee Avenue  
P.O. Box 40112  
City Square 00200  
Nairobi, Kenya



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»» **UNIVERSITY COUNCIL**

PROF. CHRIS MACOLOO

Designation: Chairman of Council

Date of Birth 3<sup>rd</sup> February, 1956



Professor Chris Macoloo joined the University Council as Chairperson in December 2023. He is an earth scientist and international development advisor with a PhD in Urban Geography and Planning from the University of Cambridge, UK. He has over 20 years of academic experience at the University of Nairobi, where he rose to the position of Associate Professor. Additionally, he has extensive experience in international development, working with organizations such as Intermediate Technology Development Group (ITDG) and SNV/Netherlands Development Organization. Currently, he serves as the Regional Director for East Africa at World Neighbors, overseeing sustainable agriculture, livelihoods, natural resource management, and health programs.

Prof. Macoloo is actively involved in advocacy and policy development, being a founder member of the Alliance for Food Sovereignty in Africa (AFSA) and a member of the Prolinnova Kenya Country Platform. He has also served on the Council of Murang'a University of Technology and various community-based organizations.



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DR. LUKES SHIROYA KUNDU



**Designation:** Representing the Principal Secretary,  
State Department for Higher Education and Research, Ministry  
of Education.

**Date of Birth:** 3<sup>rd</sup> February, 1965

Dr. Shiroya joined in August 2020. He holds a B.ED (Arts) –  
Moi University, Masters Degree in Education Management and  
Administration (Kenyatta University) and a PhD in Peace and  
Conflict Management (MMUST).

Currently, he serves as the Deputy Director of Education at the  
State Department for Higher Education and Research, Ministry  
of Education.

He has immense knowledge and experience in Quality Assurance  
and Standards.



MS. MAUREEN NAFULA

**Designation:** Representing the Principal Secretary, The National Treasury.

**Date of Birth:** 11<sup>th</sup> December, 1989

Joined Kibabii University on 28th March, 2024 as a Council member. She holds a Bachelors degree in  
Economics and Finance from Kenyatta University; Certificate in Financing and Reporting Government  
Capital Projects; Certificate in Investments and Wealth Creation in Africa both from the Institute of  
Certified Investment & Finance Analysts; and Certificate in Advanced Debt Management and Analytical  
Tools from Kenya School of Monetary Studies.

Ms. Nafula has a vast experience in business development, relationship management and risk analysis  
having worked in the banking industry as a Credit Analyst & Relationship Officer and currently in the  
Government Investments Department of the National Treasury, Kenya. She is a full member of the  
Economist Society of Kenya.



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MS. WILKISTER MUYOKA SIMIYU

**Designation:** Independent Member

**Date of Birth:** 16<sup>th</sup> June, 1981.

Ms. Wilkister M. Simiyu joined on 15<sup>th</sup> December 2023. She is an advocate of the High Court of Kenya with a Bachelor of Laws from Moi University and a Master of Laws specializing in commercial and corporate law from the University of London. She is also a Certified Trustee (TDPK) (College of Insurance) and holds certificates in Governance Ethics, Risk and Compliance (GERC), Governance Audits (ICPSK), and CPS (K) (KASNEB). With over seventeen years of legal experience, Ms. Wilkister currently serves as a Non-Executive Director at Kenya Revenue Authority (KRA), offering oversight and strategic direction. She also provides company secretarial services as a Consultant at ServiConsult and consults for the Institute of Certified Public Secretaries (ICPSK), advocating for Good Corporate Governance practices.

DR. ADAN SAMAN SHEIKH

**Designation:** Independent Member

**Date of Birth:** 10<sup>th</sup> April, 1971.



Dr. Adan Saman Sheikh joined on 26<sup>th</sup> January, 2024. He holds a PhD in Religion from the University of Nairobi, an M.A. in Sociology, and an M.Ed. in Teaching Arabic as a Foreign Language from the Khartoum International Institute for Arabic Language. He also earned a Postgraduate Diploma in Education (PGDE) and a BA (Hons) in Islamic Studies and Arabic Language from the Islamic University in Uganda. He has over 25 years of experience in the education sector, with a diverse range of roles and responsibilities. Currently, Dr. Adan Saman Sheikh serves as a Curriculum Specialist at Adam Smith International, where he continues to leverage his extensive experience in the education sector. He has also been involved in numerous consultancy projects, focusing on teacher training, curriculum development, non-formal/alternative basic education, and monitoring and evaluation of development programs. Further, he has worked with organizations such as Save the Children UK and Denmark, CARE, UNICEF, UNESCO, DFID, and USAID. Dr. Sheikh's expertise is instrumental in driving positive change and enhancing educational systems, making him a valuable asset in his current role.



MRS. SARAH NYANCHAMA RATEMO-KIZITO

**Designation:** Independent Member

**Date of Birth:** 22<sup>nd</sup> August, 1978.

Mrs. Sarah Nyanchama Ratemo- Kizito joined on 26th January, 2024. She completed the Advocates Training Programme at the Kenya School of Law and Holds a Bachelor of Laws from Moi University and a Master's degree in Education, Curriculum Development, also from Moi University. She is currently the Finance Director at Donrose Limited. Prior to this, she served as a teacher. She has a diverse educational background and extensive experience in finance and education.

MR. WELLINGTON KIHATO WAMBURU

**Designation:** Independent Member

**Date of Birth:** 30<sup>th</sup> August, 1971.



Joined in August 2022, Mr. Wamburu is a lecturer at Dedan Kimathi University of Technology. He holds a Bachelor of Education from Kenyatta University and a Master's in Business Administration (Management Science – Operations Management) from the University of Nairobi. Currently, he is a PhD fellow, Doctor of Philosophy in Business (Operations Management).

Mr. Wamburu is a businessman, founder and CEO of El Dad Holdings Limited which majors in construction and construction materials from local market and COMESA region. He is a full member of Operations Management Society of Kenya (OMSK) and a member of Council of Supply Chain Management Professionals (CSCMP). He has research interests in Pensions, Project Sustainability, Project Costing and Control as well as Project Management Scheduling and Control. On 12<sup>th</sup> December, 2019, Mr. Wamburu was honoured and awarded The Head of States Commendation, HSC by the President for rendering distinguished service to the Republic of Kenya.



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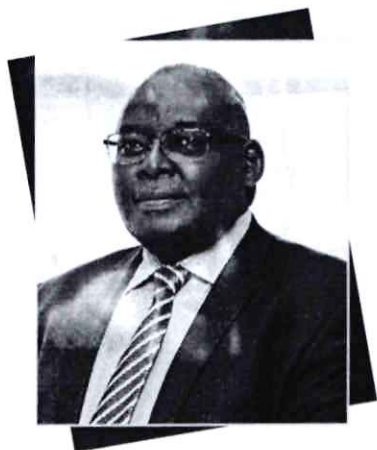


DR. JENIFFER CHEPKEMOI

**Designation:** Independent Member

**Date of Birth:** 1<sup>st</sup> August, 1987

Dr. Jeniffer Chepkemol Joined on 26th January, 2024 . She holds a Bachelor of Science Degree in Physiotherapy from AMREF International University, a Higher Diploma in Orthopedic Manual Therapy from Kenya Medical Training College-Nairobi, and a Diploma in Physiotherapy from Kenya Medical Training College. She has over 10 years of experience and currently serves as a Physiotherapist Trainer at The Center for Victims of Torture in Nairobi and Kakuma.. Jeniffer is skilled in communication, time management, and interdisciplinary collaboration, demonstrating a commitment to continuous learning and professional development.



PROF. ISAAC IPARA ODEO

**Designation:** Vice Chancellor

**Date of Birth:** 19<sup>th</sup> May, 1955.

Joined in 2013 as the Chief Executive and Secretary of Council. Holds B.ED (Arts) (UON), M.ED (Kenyatta University), and PhD (Moi University). He is an educationist with over 36 years of teaching experience at institutions of Higher learning. Prof. Odeo has also held various leadership positions in the same institutions.



## UNIVERSITY MANAGEMENT TEAM

THE CHANCELLOR



VACANT



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*Knowledge for Development* XVIII

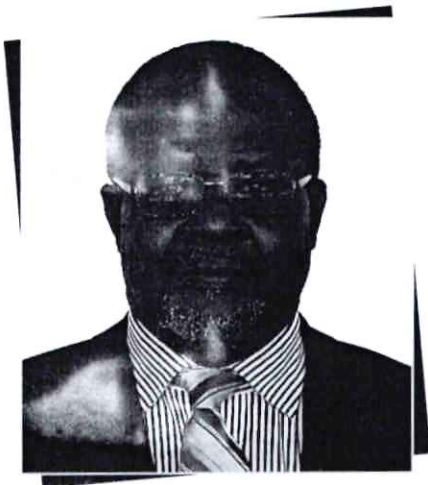
#### CHAIRMAN OF COUNCIL

**Prof. Chris Macoloo**

Date of Birth 3<sup>rd</sup> February, 1956

Professor Chris Macoloo joined the University Council as Chairperson in December 2023. He is an earth scientist and international development advisor with a PhD in Urban Geography and Planning from the University of Cambridge, UK. He has over 20 years of academic experience at the University of Nairobi, where he rose to the position of Associate Professor. Additionally, he has extensive experience in international development, working with organizations such as Intermediate Technology Development Group (ITDG) and SNV/Netherlands Development Organization. Currently, he serves as the Regional Director for East Africa at World Neighbors, overseeing sustainable agriculture, livelihoods, natural resource management, and health programs.

Prof. Macoloo is actively involved in advocacy and policy development, being a founder member of the Alliance for Food Sovereignty in Africa (AFSA) and a member of the Prolinnova Kenya Country Platform. He has also served on the Council of Murang'a University of Technology and various community-based organizations.

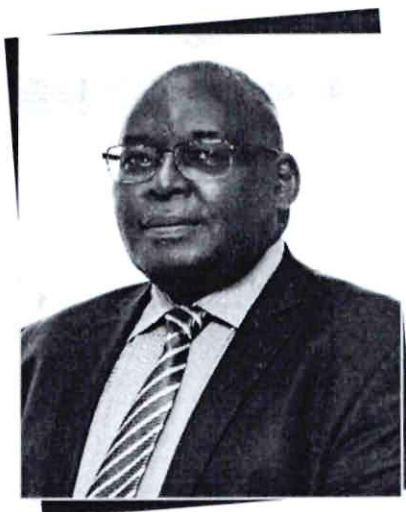


**Prof. Isaac Ipara Odeo**

Vice Chancellor

**Date of Birth:** 19<sup>th</sup> May, 1955.

Joined in 2013 as the Chief Executive and Secretary of Council. Holds B.ED (Arts) (UON), M.ED (Kenyatta University), and PhD (Moi University). He is an educationist with over 36 years of teaching experience at institutions of Higher learning. Prof. Odeo has also held various leadership positions in the same institutions.





**Prof. Donald Namasaka Siamba,**  
**Deputy Vice Chancellor (Administration, Finance and Development)**  
**Date of Birth: 14<sup>th</sup> October, 1960**

Joined in 2019 as a member of Management Board. Holds Bachelor of Veterinary Medicine (BVM) (UON); an M.Sc. Vet. Pathology & Microbiology. (UON); and a PhD in Zoology (Parasitology) (Moi University). He is an educationist with a wide research, teaching and administration experience of over 30 years at research institutions and institutions of higher learning. Prof. Siamba has also held various leadership positions at the same institutions.

**Prof. Munir Muganda Manini,**  
**Ag. Deputy Vice Chancellor (Planning,**  
**Partnerships, Research and Innovation)**  
**Date of Birth: 5<sup>th</sup> July, 1985**

Prof. Muganda Munir, an Associate Professor of Finance and Director of Quality Assurance at Kibabii University, holds a PhD in Finance and Accounting from UGSM Monarch/Universidad Azteca. His expertise lies in financial and human capital development, focusing on competitive solutions for companies in East Africa. Prof. Munir has extensive experience in rolling out financial literacy programs to SMEs and has received specialized training from Harvard University. His research interests include quality management systems, development finance, sustainable finance, and Islamic finance. He has consulted for various organizations, including the European Union and UNESCO, and has published widely in banking, finance, and economics journals.



**Prof. Stanley Mutsotso,**  
**Ag. Deputy Vice Chancellor (Academic and Student Affairs)**  
**Date of Birth: 30<sup>th</sup> March, 1969**

Prof Stanley Ngome Mutsotso is an Associate Professor in Educational Communication and Technology. He holds a Bachelor of Education (Arts), Master of Philosophy in Educational Communication and Technology and a PhD in Educational Communication and Technology. He has a university career spanning over 21 years in teaching, research and supervision of postgraduate students. He is widely published with research interests in Non-Formal and continuing Education. He previously served as Dean of the Graduate school before the current substantive appointment as Director, Centre of Science Technology and Mathematics Education.



**Dr. Ruth Atidah Mitalo,**  
**Registrar (Administration & HR)**  
**Date of Birth: 15<sup>th</sup> August, 1980**

Dr. Mitalo joined in January 2020 as Registrar (Administration & Human Resource). She holds a PhD in Human Resource Management - UoN, MBA (Human Resource Management) – UoN, BBA (Human Resource Management - First Class Honours), Certified Secretary of Kenya (CS-K), Certified Human Resource Professional of Kenya (CHRP-K), Diploma in Human Resource Management (Technical University of Kenya) and Diploma in Secretarial Studies. She has over 20 years administrative and Human Resource experience at institutions of higher learning. She is a member of the Institute of Human Resource Management (IHRM) and Institute of Certified Secretaries (ICS).



**Prof. Joshua Abuya Olang'o,**  
**Ag. Registrar (Planning, Partnerships, Research and Innovation)**  
**Date of Birth: 10<sup>th</sup> September, 1975**

Prof. Abuya Joshua Olang'o joined in December 2023 as the Ag. Registrar (Planning, Partnership, Research & Innovation). He holds a Bachelor of Science degree, an MBA in Logistics and Supply Chain Management and a PhD in Logistics & Supply Chain Management. He is a Chartered Procurement & Supply Chain Professional with certifications from The Chartered Institute of Purchasing & Supply (CIPS-UK). He has taught at universities in Kenya and Rwanda, both public and private and His research spans various areas, including Waste Supply Chain Management, Climate Change Logistics, Corporate Governance, Higher Education, Finance, Human Resources Management, and Economics, resulting in over 30 publications and books.



**Sr. Dr. Jacklyn Okello Alari,**  
**Registrar, (Academic Affairs)**  
**Date of Birth: 10<sup>th</sup> September, 1981**

Dr. Alari joined in January 2024 as Registrar (Academic Affairs) She holds a Ph.D. in Education Administration & Leadership (Universidad Empresarial De Costa Rica), a Master of Education in Educational Administration and Planning (Catholic University of Eastern Africa), and a Bachelor of Education (Science) (Catholic University of Eastern Africa). She also holds a Diploma in Harmonization, Accreditation, and Quality Assurance in African Higher Education (Association of African Universities and OBREAL Global). Her professional experience includes roles such as Deputy Registrar (Academic Affairs) at Karatina University and Registrar (Academic) at Marist International University College, where she achieved notable accomplishments in curriculum development and administration. Dr. Alari has also worked as an Academic Staff member, teaching various courses in education, and has experience in administrative roles such as Personal Assistant to the Principal.





**Dr. Benson Murumba Nasong'o**  
**Ag. Dean of Students**  
**Date of Birth: 21<sup>st</sup> January, 1967**

Dr. Nasongo is a qualified academic and counseling psychologist with a Bachelor of Education in Arts (Honors) from Kenyatta University, a Master's Degree from Egerton University and a PhD in Counseling Psychology from Kabarak University. Currently, he leads the Students Affairs Department at Kibabii University and is an active member of professional associations, including KCPA, KUPCA, ACA, and APC. Dr. Nasongo is also a certified mediator accredited to the Judiciary of Kenya and has completed a Senior Management Course at the Kenya School of Government (KSG). Within Kibabii University, he serves on the University Management Board (UMB), the Senate, and the Graduation Committee while heading the Students Affairs Department.

**Dr. Anselmo Peters Ikoha,**  
**Director ICT**  
**Date of Birth 10<sup>th</sup> October, 1970**

Joined in 2013 as a Member of the University Management Board. He holds a Bachelor of Education from Egerton University, a PGD in Computer based Information Systems from Sunderland UK, MSC in Computer based Information Systems from Sunderland UK and PhD from MMUST. He has over 20 years' experience in teaching and management of information systems. He is a member of Association of Computing Machinery ACM, UK.



**CPA Dr. Benjamin Musina Oduori,**  
**Finance Officer**  
**Date of Birth: 1<sup>st</sup> August, 1972**

Joined in 2013 as Deputy Finance Officer. Dr. Oduori holds BBM (Accounting & Finance) (Moi), MBM (Accounting) PhD (Finance) (Moi), and CPA (K). He is a professional accountant with over 20 years' experience in auditing and assurance and finance at the institutions of higher learning. He is a member of ICPAK and ICIFA.





**Mr. Samuel Kairigo Wakahia**  
**In Charge, Library and Documentation Centre**  
**Date of Birth: 17<sup>th</sup> August, 1982**

Mr. Wakahia joined in 2022 as Librarian I. He holds a Bachelor of Information Science (University of South Africa) and a Master of Library and Information Science (University of Nairobi). He is currently pursuing a PhD at University of KwaZulu Natal. He previously worked for Pan Africa Christian University, Presbyterian University of East Africa, Nation Media Group and Kenya Forestry Research Institute (KEFRI). He has over 10 years work experience the running of Academic libraries (6 of which have been in Library Management at different capacities) and over 7 years' experience in the management of special libraries.

**Ms. Maureen Chepkesis Kipler,**  
**In Charge Supply Chain Management**  
**Date of Birth: 12<sup>th</sup> January, 1983**

Joined in 2022 as a Member of the University Management Board. She holds a Bachelor of Business Management from Moi University, a Master of Business Management in Purchasing and Supplies from Moi University. She is currently pursuing a PhD at Moi University in Logistics and Supply Chain Management. She is a Member of Kenya Institute of Supplies Management and Chartered Institute of Procurement and Supply. She has 8 years of teaching experience in Institutions of Higher Learning.

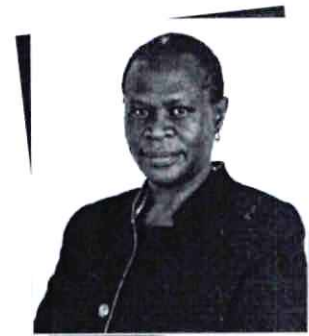


**Dr. Hudson Wabomba Simiyu**  
**Deputy Chief Medical Officer,**  
**Date of Birth: 7<sup>th</sup> March, 1985,**

He joined in February, 2024 as the Deputy Chief Medical Officer. Dr. Wabomba holds Bachelor of Medicine and Bachelor of Surgery (MBChB), Master of Medicine (MMED) in Radiology and Imaging. He also holds CPA Part III qualification and MS office packages. He has a wide experience spanning 14 years in medical radiology at the Moyale District Hospital and Marsabit County Referral Hospital among other health facilities.

**Ms. Jacqueline A. Wanjala,**  
**Legal Officer**  
**Date of Birth 29<sup>th</sup> April, 1968**

Joined Kibabii University in August 2015 as Legal Officer. She Holds a Bachelor of Laws (LLB) University of Nairobi and Diploma in Law from Kenya School of Law (KSL). She is an Advocate of the High Court of Kenya, having been admitted in 1993. Ms. Wanjala is a member of the Law Society of Kenya with 27 years of experience as an Advocate. She has 11 years experienced in the University Sector.





## 4. CHAIRMAN'S STATEMENT

### Introduction

On behalf of the University Council, I am greatly honoured to present to you the University's Annual Report and Financial Statements for the 2023/2024 Financial Year. This report captures key activities undertaken notably successes, the future outlook of the University, and the financial performance for the year under review, highlighting our commitment to the University's core mandate of providing quality services to our students and all our stakeholders.

The University has grown significantly since the award of Charter in 2015; Teaching and Learning have been enhanced through digital transformation allowing students to explore the digital space as they pursue their studies. This has been supported by continuous empowerment programmes for staff particularly in digital content development and delivery as well as Artificial Intelligence and data protection.

It is worth mentioning that the students' numbers have grown gradually to the current population of Seven Thousand, Six Hundred and Forty-Eight (7648) duly registered students.

The University has committed to recruiting qualified, competent, and highly skilled members of Staff which currently stands at Four Hundred and Ten (410) to undertake activities towards achieving the objectives of the University.

I note with excitement that KIBU is increasingly becoming a research and innovation hub in the Region. I am particularly glad to mention that the University in collaboration with partners is implementing multi-million



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donor-funded research and innovation projects in diverse disciplines with tremendous positive implications for local and non-local communities. This has been made possible through strategic partnerships and collaborations with local, national, and international organizations, institutions, and agencies. A total of 16 Memoranda of Understanding were signed and are under implementation. Through various collaborations and partnerships, the University won funding to the tune of Kshs. 201 Million as research grants.

#### **Governance, Administration, and Finance**

The University Council acknowledges its overall responsibility for good corporate governance across the University to ensure that the University's governance instruments and policies are aligned to its core mandate.

As a fundamental principle of its commitment to full and transparent compliance, the Council ensures adherence to the standards and practices of good corporate governance, the principles, and recommendations set out under Mwongozo, the Code of Corporate Governance as well as all applicable Acts. The Council has also established internal procedures and monitoring systems to promote compliance.

I am happy to report that the University participated in the 12<sup>th</sup> Edition of the Champions of Governance (COG) Awards organized by the Institute of Certified Secretaries during the period. The University had submitted its entry in the Education Sector Awards 2023 where it emerged 1st Runners Up. The Vice Chancellor, Prof. Isaac Ipara Odeo also emerged winner and was awarded the coveted Vice Chancellor of the Year Award. These Awards reflect the University's resolve to uphold good governance practices.

Council recognizes the critical role that the University Management plays in the execution of the University's mandate and implementation of Council resolutions. Through their unwavering support and commitment, the University can compete with other universities locally and globally. I also thank all our members of staff, students, and teams across the University for all their commitment, sacrifice, and hard work during the year. I would also like to extend my gratitude to all our stakeholders for your continued support.

In implementing its mandate, the University acknowledges the support from the National Government through the Ministry of Education and the National Treasury and Planning and the County Government of Bungoma. Through this support the University has recorded the following milestones:

- a) The asset base as of 30<sup>th</sup> June, 2024 amounted to Kshs. 2.153b;
- b) The University successfully held its 8<sup>th</sup> Graduation Ceremony on Friday 15<sup>th</sup> December, 2023 where a total of 1227 students were released into the job market.;
- c) The University has implemented the Kibabii University Strategic Plan 2023-2027; and
- d) The University in compliance with the Presidential directive on growing 15 Billion trees to alleviate the effects of climate change, has grown 22074 trees and in partnerships with public and private institutions, donated 16207 seedlings to schools, the community and other institutions as at 30<sup>th</sup> June, 2024.



**7648**

*The students' numbers have grown gradually to the current population of Seven Thousand, Six Hundred and Forty-Eight (7648) duly registered students.*



**Kshs.  
2.153b**

*Asset base as of 30<sup>th</sup> June 2024 amounted to Kshs. 2.153b*

Much as the University has applied prudent financial management, fluctuations in the economic landscape have visited challenges that have imposed delays in meeting the financial obligations.

#### **Changes in leadership**

During the year under review, the tenure of some Members of Council; Mr. Francis Asunah, Mr. Tom Wambua, CPA Vincent Nyabiosi, and Mr. Hussein Abdi Farah came to an end on 3<sup>rd</sup> November, 2024.

The Ministry of Education appointed Five (5) new Council Members; Dr. Adan Saman Sheikh, Dr. Jeniffer Chepkemoi, Ms. Wilkister Simiyu, Mrs Sara Ratemo-Kizito and Ms. Maureen Nafula. The University Council is fully constituted as per the guidelines of Mwongozo the Code of Governance for State Corporations.

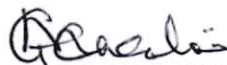
#### **Future Outlook**

Looking to the future, the University is set for a transformative trajectory with the construction of the School of Nursing Complex whose designs and documentation is awaiting final approval by the National Treasury and Economic Planning and budgetary allocation.

The University is also working on integration of Artificial Intelligence (AI) in teaching and learning, data analysis and in day to day operations. On this front, the University has made good progress in the development of programmes on data analytics and forensics. In addition, all our programmes are being aligned to the Competency-Based Curriculum in response to the needs of the 21<sup>st</sup> Century and staff shall continuously be retooled to fit into the evolving digital space in line with the education system. Council is committed to providing good stewardship and strategic direction that has seen the University record notable achievements. The Council gives assurance that the University is on the right track following the current year's financial performance as compared to the prior year. Council is steadfast in ensuring that the University positively perform in the future.

#### **Conclusion**

I wish to assure you, on behalf of the University Council that the University will continue to maintain high standards of excellence in teaching, training, research, consultancy and service to community.



Prof. Chris Macoloo

**CHAIRMAN OF COUNCIL**



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## »» 5. REPORT OF THE VICE CHANCELLOR

It is my pleasure to present to you the Annual Report and Financial Statements of Kibabii University for the Financial Year ended 30<sup>th</sup> June, 2024. This Report provides an in-depth look into our achievements, challenges, and the progress we have made as we embarked on the implementation of our newly reviewed five-year Strategic Plan 2023-2027.

First and foremost, I wish to extend my heartfelt gratitude to all our stakeholders, including our dedicated staff, diligent students, supportive guardians, and the county and national government, particularly the Ministry of Education. Your unwavering support and guidance have been instrumental in our journey, and together we have navigated this past year with remarkable success.

It is noteworthy mentioning that the students' numbers have grown gradually to the current population of seven thousand, six hundred and forty-eight (7648) duly registered students. We are also proud of our fourteen (14) international students from EAC countries, that is Rwanda, Burundi, Tanzania South Sudan and Uganda who are admitted in various academic programmes. To optimally serve these numbers, the University has a total of four hundred and ten (410) members of staff. One Hundred and twenty-four (124) of these are Academic while two hundred and eighty-six (286) are Administrative staff. Forty-eight (48) of these staff are serving on contract terms.



The 2023/2024 financial year marked a significant milestone for Kibabii University. Our total revenue grew by an impressive 29%, reaching Kshs. 1.40 billion, up from Kshs. 1.08 billion in the previous year. This growth is largely attributed to increased revenues from exchange transactions, bolstered by our New Funding Model and the stringent measures implemented to ensure students meet all academic and financial obligations before progressing to the next Academic Year. As a result, revenues from tuition and related fees saw a substantial boost. On the other hand, our recurrent expenditure for the year increased by 24%, totaling Kshs. 1.386 billion, up from Kshs. 1.122 billion in the previous year. Despite this, we recorded a surplus of Kshs. 1.09 million, a remarkable 101% improvement from a deficit of Kshs. 73 million reported in the 2022/2023 FY.

I am delighted to announce that Kibabii University successfully retained its ISO 9001:2015 Certification for the second time. This certification, initially obtained in 2015, reflects our steadfast commitment to quality management and a strong focus on customer satisfaction. To stay ahead of emerging trends, the University is actively working on integrating Artificial Intelligence (AI) into teaching, learning, data analysis, and daily operations. Significant progress has been made in developing programs in data analytics and forensics. Additionally, we are aligning all our programs with the Competency-Based Curriculum to meet the demands of the 21<sup>st</sup> Century. Our staff will continue to receive ongoing training to adapt to the evolving digital landscape in line with the education system.

I am also proud to report that Kibabii University emerged as the 3<sup>rd</sup> best institution in the Times Higher Education Sub-Saharan Africa University Rankings. During the year, the University also emerged number three (3) among 523 public institutions in Kenya and number one (1) in Public Universities in Kenya with a performance of 80.2% in compliance with Values and Principles as set out in Articles 10 and 232 of the Constitution of Kenya 2010. There was an improvement of 10.1% from 2021/2022 performance where the University scored 70.1%.

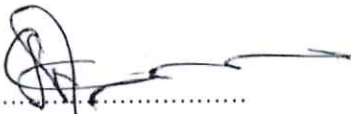
As a University, we embrace democratic processes in current students and alumni affairs. During the year, the University conducted successful elections for both associations. The election of the SOKU student leaders and Kibabii University Alumni Association officials demonstrated our commitment to gender diversity and ethnic representation, reflecting the inclusive nature of our university community.

In our continued service to the community, Kibabii University hosted a successful free community medical camp, mental health training, farmers field days and entrepreneurship training sessions for community representatives. These initiatives reflect our dedication to giving back to society and fostering a healthy and entrepreneurial community.

We are also proud to note that in partnership with the national and county governments and the Korea International Cooperation Agency (KOICA), Kibabii University is currently benefitting from the KOICA Water Project Phase II. This multimillion project has addressed the water shortages that have long affected the University and the surrounding community, ensuring a reliable supply of clean water.

As we look to the future, I am confident that with your continued support, Kibabii University will continue to thrive and scale even greater heights.

Thank you for being part of our journey.



Prof. Isaac Ipara Odeo  
VICE CHANCELLOR



29%

*Our total revenue grew by an impressive 31%, reaching Kshs. 1.38 billion, up from Kshs. 1.06 billion in the previous year.*



101%

*We recorded a surplus of Kshs. 1.07 million, a remarkable 101% improvement.*

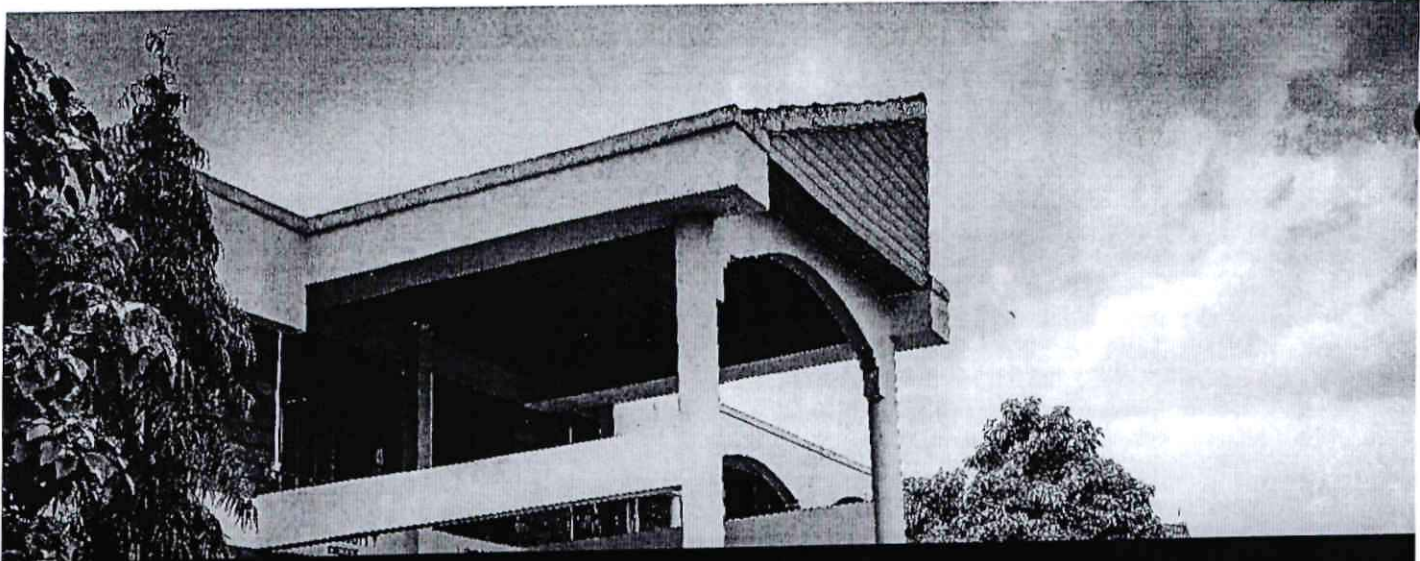


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*The University emerged number three (3) among 523 public Institutions in Kenya*



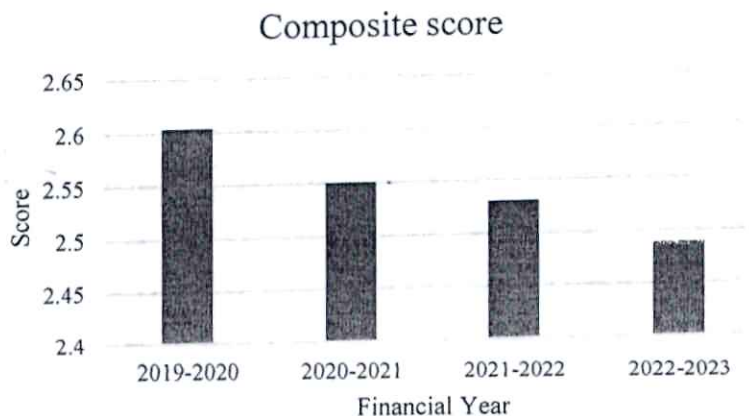
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## »» 6. STATEMENT OF PERFORMANCE AGAINST PREDETERMINED OBJECTIVES FOR FY 2023/24

The University is responsible for ensuring the successful execution of Planning and Organizational Performance Management activities for the Financial Year 2023/2024. Key activities for this period include the Performance Contracting for FY 2023/2024, the Master Plan Review for FY 2022-2072, and the development of the Strategic Plan for FY 2023-2027. The performance targets have been established in alignment with the University's Strategic Plan for 2022-2027.

The University underwent an external evaluation by experts from the National Performance Coordinating Unit. The team awarded the University a Composite Score of **2.4668** for the Performance Contract of the 2022/2023 Financial Year, achieving a **"Very Good"** rating. This score marks an improvement from the **2.5304** score attained in the 2021/2022 Financial Year. The Performance Contract evaluation is based on a composite score scale ranging from 1 to 5, where a lower score indicates better performance. The performance trend of the PC is as shown below indicating a steady improvement over the years.



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## 6. STATEMENT OF PERFORMANCE AGAINST PREDETERMINED OBJECTIVES FOR FY 2023/24

STRATEGIC DIRECTION ONE: PROMOTE AND MAINTAIN EXCELLENCE IN TEACHING AND LEARNING					
STRATEGIC GOAL: PROMOTE INNOVATIVE TEACHING, LEARNING AND SCHOLARSHIP					
Key Result Area	Strategic Objective	Key Performance Indicators	Activities	Achievement	
Teaching and Learning	1.1 To offer quality and market-driven, flexible and innovative programmes in conformity with CUE and TVET Standards	No of the reviewed programs	1.1.1 Review existing programmes to suit the needs of the dynamic job market and the CBC	Continuing process but reviewed 57 programs set out for the financial year	
		No. of new academic programmes, departments and Centres	1.1.2 Introduce new academic programmes, departments and Centres	Continuing process but introduced six new programs	
		No. of practical skills training and industry visits	1.1.3 Enhance practical skills training and industry	Continuing but students attended industrial training and industrial attachment. Clinical placements. Field Attachment and School Practice.	
	1.2 To achieve a substantial increase in Student Enrolment and completion	A working and up-to-date Quality Assurance Systems in place		1.2.1 Enhance Quality Assurance Systems	Continuing -A feedback report from students and audit of students' attachment was done by Internal Audit -Examinations were moderated -Audits of graduating class done -Antiplagiarism software in place and being used
			An updated post-graduate programmes profiles	1.2.2 Continuously update the post-graduate programmes profiles	Continuing process but the profiles of some new students were updated on the University website
			Level of student supervision and support	1.2.3 Invest in student supervision and support	Continuing - A supervisor seminar was held in the University
			Percentage increase enrolment of local and international students	1.2.4 Increase enrolment of local and international students	Continuing, but seven student were received and also four came for student exchange
A Tracking System of graduate students in place			1.2.5 Strengthen the Tracking System of Graduate Students	The University of tracking software was not procured	

Key Result Area	Strategic Objective	Key Performance Indicators	Activities	Achievement
Teaching and Learning	1.3 To integrate ICT into academic programmes	Level Open Distance and e-Learning	1.3.1 Strengthen and encourage Open Distance and e-Learning	Continuing The e-learning content was continually uploaded
	1.4 To equip laboratories	No. of laboratory equipment, reagents and Chemicals for laboratories procured	1.4.1 Procure laboratory equipment, reagents and Chemicals for laboratories	Reagents, chemicals and equipment in the procurement plan were purchased
	1.5 To expand library Resources and services	No. of equipment and materials for the printing press acquired Amount of equipment and materials for the Nursing Resource Centre acquired	1.5.1 Acquire equipment and materials for printing press	The process was initiated
			1.5.2 Acquire equipment and materials for the Nursing Resource Centre	The process of procurement was initiated
	1.6 To strengthen students' welfare services	No. of students sensitized on mental health	1.6.1 Intensify awareness of mental health	Dissemination of mental health information students
		Level of students' welfare support system	1.6.2 Strengthen students' welfare support system	Continuing Wardens in place, Chaplaincy in place and counselling sessions held.
	1.7 To Enhance co-curricular activities	No. of participation in competitions.  No. of Sports facilities developed and equipment and uniforms acquired.  No. of Recruited Games and Sports Staff	1.7.1 Recruit, train, and present for competitions.	Continuing - Student participated in several ball games and athletic competitions.
			1.7.2 Develop Sports facilities and acquire equipment and uniforms.	Continuing Sporting facilities enhanced.
			1.7.4 Recruit Games and Sports Staff	Not Done
	1.8 Enhance students' career mentorship activities	No. of mentorship talks, career faires, offer academic advisory services undertaken	1.8.1 Conduct mentorship talks, hold career faires, offer academic advisory services	Continuing- Advisory services available, career week held, guest speakers invited.
1.9 Promote Alumni Services	No. of Alumni activities held.	1.9.1 Coordinate and facilitate Alumni and activities	Continuing- AGM for Alumni held, and Alumni election held	
1.10 To supervise, monitor and evaluate quality assurance processes in the University	Feedback analysis report  Training needs report  Reviewed Quality Assurance Evaluation tools.  Level of implementation of academic programmes and quality of academic facilities/ services.  Customer survey report.	1.10.1 Coordinate teaching staff appraisals by students and prepare periodical reports for the Senate.	Continuing- reports on exercise available - done before the start of periodical reports for the examinations.	
		1.10.2 Conduct a survey on staff and students to determine the training needs on Quality Assurance matters.	Continuing- the survey was conducted.	
		1.10.3 Review Quality Assurance Evaluation tools.	Not Done.	
		1.10.4 Monitor implementation of marks, programmes and feedback from academic stakeholders.	Continuing - Audit of programmes and feedback from academic stakeholders.	
		1.10.5 Conduct customer satisfaction surveys across departments	Continuing Based on analysis of customer feedback.	

STRATEGIC DIRECTION TWO: ADVANCEMENT IN PARTNERSHIPS, RESEARCH, INNOVATION AND LINKAGES				
STRATEGIC GOAL: PROMOTE RESEARCH, INNOVATION, PARTNERSHIPS AND LINKAGES				
Key Result Area	Strategic Objective	Key Performance Indicator	Activities	Achievement
Partnership Research, Innovation & Linkages	2.1 To strengthen KIBU's Research and Innovation	Reviewed Research and Consultancy Extension Policy (RCE).	2.1.1 Review Research and Consultancy Extension Policy (RCE).	The policy was reviewed.
		Level of Implementation (RI) Policy.	2.1.2 Implement Research and Innovation (RI) Policy.	Continuing - The policy is under implementation.
		Level of Implementation of Publications Policy.	2.1.3 Implement Publications Policy.	Continuing- Students and staff are encouraged not to publish in predatory journals.
		Amount of money for URF	2.1.4 Provide Funding for University Research Fund Activities.	Not Done.
		No. of dissemination activities held.	2.1.5 Enhance dissemination of research output.	Done- The University met the annual target on journal publications and seminars held.
		No. of KIBU Bi-Annual International Conferences held.	2.1.6 Conduct KIBU Bi-Annual International Conference.	Rescheduled to 2024/2025 FY.
		No. of Research Proposals for Funding.	2.1.7 Develop Research Proposals for Funding.	Done - 41 research proposals submitted.
		Established Grant Management Office.	2.1.8 Establish Grant Management Office.	Continuing- The process has been initiated.
		No. of staff supported to attend shows, exhibitions and Trade fairs.	2.1.9 Support staff to attend at least Six (6) Shows, Exhibitions and Trade fairs.	Done Members of staff were supported to attend the two Show, Exhibition and Trade fair.
		No. of staff who have been capacity build to respond.	2.1.10 Staff Capacity build to respond to research calls.	Done- A workshop was held on capacity building to respond to calls.
		No. of staff and students who have participated in Innovation Competitions.	2.1.11 Promote participation of staff and students in Innovation Competitions.	Done - Student participated in innovation venture for change.
		The Centre for Research and Innovation was established.	2.1.12 Establish a Centre for Research and Innovation.	Not Done.
		Centre of Research in Tropical and Non-Communicable Diseases (CRTNCDs) set up.	2.1.13 Set up a Centre of Research in Tropical and Non-Communicable Diseases (CRTNCDs).	Not Done.
		2.2 To Promote and Preserve Innovation		Level of operationalization of IPM policy.
No. of Innovations supported.	2.2.2 Support Innovations.			Done - In the incubation hub four innovations were incubated.

Partnership Innovation & Linkages	Research	2.3 To strengthen KIBU's key strategic international partnerships and collaborations	Level of support for LIA office.	2.3.1 Support LIA Office.	Done - Intern recruited and Coordinator supported to attend LIA workshops.
			A Streamlined and standardized International MOU process.	2.3.2 Streamline and standardize International MOU process.	Done - Streamline and standardize the International MOU process.
			No. of strategic and legacy partnerships.	2.3.3 Advanced strategic and legacy partnerships.	Done - The existing partnership was maintained.
			No. of Improved internationalization initiatives.	2.3.4 Improved internationalization initiatives.	Done - more MOUs signed.
	Research	2.4 To enhance support for international students and their families	Degree of improvement Communications with the international student community and their families.	2.4.1 Improve Communications with the international student community and their families.	Done - held a virtual meeting with international students and families.
			An enhanced recruitment plan for international students.	2.4.2 Enhance recruitment plan for international students.	Done - published on the University website to international students.
			An improved international students' experience at KIBU.	2.4.3 Improve the international student's experience at KIBU.	Done - Students taken to excursions and housed within the university hostels.
			No. of participation in international student exchange programmes.	2.4.4 Join and participate in international student exchange programmes.	Done- KIBU hosted Four students in exchange programmes.
	Research	2.5 To enhance staff mobility programmes	Amount of resources mobilized.	2.5.1 Mobilize resources for the accommodation of visiting scholars.	Done - funds for visiting staff were availed.
			No. of staff participating in mobility programmes.	2.5.2 Improve staff participation in mobility programmes.	Done - Two members of staff participated in Mobility programmes.
	Research	2.6 To enhance Extension and Community Outreach services.	No. of Community Outreach activities.	2.6.1 Promote Community Outreach Activities.	Done - held two Community Outreach Activities
			% increase in funding for extension and community outreach.	2.6.2 Increase funding for extension and community outreach.	Done - funding for community outreach was availed.
Partnership Innovation & Linkages	Research	2.7 To promote good Organization Planning	Improved composite score on PC.	2.7.1 Enhance organization performance management.	Done - composite score improved from 2.503 to 2.4866.
			Availability of planning documents such as Master Plan, Strategic Plan, Annual Work Plans, and Almanac.	2.7.2 Promote Organizational Planning.	Done - Almanac, Annual workplan , Strategic Plan developed and reviewed Master Plan.

STRATEGIC DIRECTION THREE: ENHANCE ADMINISTRATIVE, FINANCIAL AND HUMAN RESOURCE MANAGEMENT SYSTEMS

STRATEGIC GOAL: ENHANCE THE ADMINISTRATIVE, FINANCIAL AND IMPROVE HUMAN RESOURCE OF THE UNIVERSITY

Key Result Area	Strategic Objective	Key performance indicator	Activities	Achievement
Strengthening Institutional Capacity	3.1 Improve the efficiency of service provision	Type of working environment.	3.1.1 Provision of a conducive working environment.	The University provides a good working environment for its staff. Open door policy has been encouraged from top level management where staff can freely air their views. Participative leadership is also practiced in the University and good infrastructure is provided.
		Level of implementation of the Charter	3.1.2 Implementation of the Service Charter.	Continuous - services are being implemented as per the Service Charter.
		Degree of satisfaction	3.1.3 Enhance customer satisfaction.	Employee Satisfaction Survey was carried out in August, 2023 and the level of employee satisfaction was 77.7%.
		Level of health and safety	3.1.4 Enhance Health and Safety	External Health and Safety Audit was carried out on 23rd March, 2024 by Millennium Consultants.
		No. of new vehicles purchased and degree of maintenance	3.1.5 Enhance transport and logistical support.	The University is in the process of purchasing a new bus.
		No. of services automated	3.1.6 Enhance automation of University services.	Performance appraisal, leave management, and staff clearance have been automated.
Strengthening Institutional Capacity	3.2 Attract, develop, and retain competent staff	A revised staff establishment document	3.2.1 Review and maintain an optimal staff establishment.	Revised Staff Establishment for the period 2024-2028 has been approved by the University Council.
		No. of available HR policies developed/reviewed	3.2.2 Develop/Review Human Resource Policies	The following Human Resource Policies have been reviewed: <ul style="list-style-type: none"> <li>Human Resource Policies and Procedures Manual.</li> <li>Career Progression Guidelines.</li> </ul>



Key Result Area	Strategic Objective	Key performance indicator	Activities	Achievement
		No. of staff trained	3.2.3 Enhance Staff Training and Development	Training Needs Analysis was carried out and 266 staff were trained in the financial year 2023/2024.
		No. of staff appraised	3.2.4 Improve performance management	Annual staff appraisals are carried out. The overall staff performance for the financial year 2022/2023 was 91%. Online Performance Appraisal for the period 2023/2024 is ongoing.
		An established competitive reward and remuneration system	3.2.5 Establish a competitive reward and remuneration system.	Reward and Recognition Policy in place. Excellent performing staff were awarded in December, 2023.
		No. of staff promoted	3.2.6 Enhance career development, upward mobility, and capacity building of staff.	126 staff who met the provisions in the Career Progression Guidelines were promoted in the year 2023/2024.
		No. of welfare services and number of staff accessing the services	3.2.7 Strengthen staff welfare.	Done through the provision of medical services, training of staff, housing facilities to staff, promotion of 126 members of staff, and Team Building was done on 21 <sup>st</sup> December, 2023.
		No. of CBA Finalized and implemented	3.2.8 Improve Industrial Relations.	The University has finalized CBA negotiations for the period 2017-2021 with KUSU and KUDHEIHA and in the final stages of finalizing CBA with UASU.
		A rationalized workloads	3.2.9 Rationalize workloads in relation to the University programs, students and support staff.	Workload analysis Policy in place. Signed CBAs also assist in allocating workload to teaching staff.
		Degree of integrity in the University	3.2.10 Cultivate a culture of integrity in the University	Done through the Integrity Committee, integrity movements.
		Existence QMS	3.2.11 Enhance Quality Management System	Done through implementation of ISO 9001:2015 Standards, and Recertification Surveillance Audits.
Strengthening Institutional Capacity	3.3 To enhance financial resource mobilization	An established budget	3.3.1 Establish resource requirements.	Done through budgeting.
		Degree of efficiency and effectiveness in revenue collection	3.3.2 Enhance efficiency and effectiveness in revenue collection.	Done through maximizing the use of ERP System, and implementation of system internal controls that enhance revenue collection.
		No. of sources of income	3.3.3 Diversify sources of incomes.	Done through the implementation of new IGU's.

Key Result Area	Strategic Objective	Key performance indicator	Activities	Achievement
	3.4 To enhance prudent financial management	Prudent utilization of resources	3.4.2 Enhance cost leadership.	Done continuously through budget cuts and rationalization of expenditures.
		Level of adherence to public procurement laws	3.4.3 Institutionalize the public procurement laws.	Done through adherence to the Public Procurement and Assets Disposal Act, 2015 and Regulation, 2021 in all procurement activities.
	3.5 To improve the University's financial and risk management framework	Level and status of internal controls	3.5.1 Enhance internal controls.	Done through maximizing the use of ERP System by implementation of system internal controls that eradicate/eliminate fraud in the institution.
		3.6 To have Accurate, reliable, and relevant financial data/information	Level of accuracy, reliability, and relevance of financial data and information	3.6.1 Enhance accuracy, reliability, and relevance of financial data and information
Strengthening Institutional Capacity	3.7 To Enhance Safety and Security of Students, Staff and Stakeholders	Degree of risk analysis and management	3.7.1 Risk Assessment, Analysis and Management	Done continuously through enhanced patrols, Supervision, enhanced surveillance by use CCTV Surveillance and Security personnel including students, Staff, Law enforcement agencies, and informers.
		Number of patrols	3.7.2 Enhance security patrols.	Done via National police, and security cards both internal and contracted.
		Statistics on complaints handling	3.7.3 Enhance public relations between Security Staff and other University Stakeholders	Complaints received and acted upon as quickly as possible as per the procedures.
	3.8. Protection of Life and University Property	Level of security within the University	3.8.1 Enhance Security in the University and its Environs	Done continuously through enhanced patrols, supervision, enhanced surveillance by use CCTV Surveillance and Security personnel including students, Staff, Law enforcement agencies, and informers.
No. of security gadgets/equipment procured		3.8.2 Enhance security gadgets/equipment.	Done through continuous Screening of persons accessing and exiting the University by use of security personnel, CCTV surveillance, hand-held metal detectors, and under-search security mirrors.	

STRATEGIC DIRECTION FOUR: INVEST IN STRATEGIC MARKETING AND PUBLIC RELATIONS				
STRATEGIC GOAL: ENHANCE STRATEGIC MARKETING AND PUBLIC RELATIONS				
Key Result Area	Strategic Objective	KPI	Activity	Achievement
Strengthening Institutional Capacity	4.1 To promote KIBU's information flow and visibility	No of KIBU's successes and activities shared	4.1.1 Enhance Information sharing about KIBU successes and activities.	Done - The University covers and promptly reports all events and successes on the website and official social media handles.
		No. of Media Relations activities held	4.1.2 Enhance Media Relations.	Done - The University holds an Annual Media Relations Symposium where journalists from the region are invited for deliberations on matters affecting the University's image.
		No. of sporting activities held	4.1.3 Enhance marketing through sports.	Done - The University supports sporting activities. The Rugby team plays at the Nationwide League. Our student-athletes also feature prominently at various national competitions.
	4.2 To Enhance the Customer Experience	Establishment customer services hub	4.2.1 Centralize all common Customer Services.	Done - the hub was established.
		% reduction in customer complaints	4.2.2 Reduce Customer Complaints.	Continuous
		No Customer related National and International Celebrations observed	4.2.3 Observe Customer related National and International Celebrations.	Done - The University covers and promptly reports all events and successes on the website and official social media handles.
	4.3 To enhance marketing of the University and its programmes	No of KIBU programmes publicized	4.3.1 Publicize KIBU programmes.	Done - The University holds an Annual Media Relations Symposium where journalists from the region are invited for deliberations on matters affecting the University's image.
	4.4 To Revamp the office of CCMO	A revamped office of CCMO	4.4.1 Furnish the office of CCMO.	Continuous - process initiated.

**STRATEGIC DIRECTION FIVE: EXPAND, MAINTAIN AND IMPROVE PHYSICAL FACILITIES AND INFRASTRUCTURE**  
**STRATEGIC GOAL: IMPROVE PHYSICAL FACILITIES AND INFRASTRUCTURE**

Key Result Area	Strategic Objective	KPI	Activity	Achievement
Strengthening Institutional Capacity	5.1 To expand and upgrade physical infrastructure through the completion of planned constructions for intended use	A constructed Administration Block	5.1.1 Construct a new Administration Block.	Not done.
		A constructed School of Nursing block	5.1.2 Construct a Nursing School Block to house lecture halls, laboratories, and academic staff offices.	Engineering design and contract documentation completed.
		Constructed internal roads and paths around existing and new buildings	5.1.3 Construction of internal roads and paths around existing and new buildings.	Constructed 100m footpath. Constructed roads around the new Student Centre building.
		Increase of the electrical infrastructure	5.1.4 Expansion of electrical infrastructure.	New generator designed, documented, and under procurement.
		Constructed Engineering Laboratories	5.1.5 Construction of Engineering Laboratories.	Not done.
		Constructed Laboratories	5.1.6 Construction of School of Medicine.	Not done.
		Constructed school of Public Health	5.1.7 Construction of School of Public Health.	Not done.
		Constructed School of Pharmacy	5.1.8 Construction of School of Pharmacy.	Not done.
		Constructed School of Biomedical Sciences	5.1.9 Construction of the School of Biomedical Sciences.	Not done.
		Constructed School of Nutrition and Dietetic	5.1.10 Construction of School of Nutrition and Dietetics.	Not done.
		Constructed Level 6 Teaching and Referral Hospital	5.1.11 Construction of Level 6 Teaching and Referral Hospital.	Not done.
		Constructed water supply, foul water drainage, roads parks and recreation areas, play fields, and landscaping	5.1.12 Construction of water supply, foul water drainage, roads parks and recreation areas, play fields, and landscaping	Connected to alternative gravity water supply system from KOICA II water supply. Constructed student recreation area around Auditorium C and around Graduation Square.
		Constructed Main Public Access Road to the College of Health Sciences	5.1.13 Construction of Main Public Access Road to The College of Health Sciences.	Not done.
		Constructed the Institute of Tropical Diseases	5.1.14 Construction of the Institute of Tropical Diseases.	Not done.
5.2 To expand office space to accommodate Professors	Partitioned construction site office	No of carrels allocated professors	5.2.1 Partitioning of construction site offices. 5.2.2 Allocation of carrels to Professors in the new construction site offices.	Partitioned 7No. Academic Staff offices Allocated 7No. carrels to professors.
		5.3 Enhance access and safety on existing physical infrastructure	Availability of passenger lift in the Administration Block	5.3.1 Installation of passenger lift in the Administration Block.
		No. of fire escape routes	5.3.2 Installation of fire escape routes.	Not done.
		Establishment and installation of fire escape routes	5.3. 2 Installation of fire escape routes.	Not done.



Key Result Area	Strategic Objective	KPI	Activity	Achievement
	5.4 To expand the health unit facility from Level 3B to Level 6	Constructed Health Unit Block and Constructed level 6 Teaching and Referral Hospital	5.4.1 Construction of a Health Unit Block and Construction of Level 6 Teaching and Referral Hospital.	Not done.
	5.5 Landscaping of the University	Area of landscaped build-up areas	5.5.1 Landscape built up areas.	Landscaped around the new Students' Centre.
	5.6 Secure and expand research space	Constructed buildings and fence for Sirisia University land. Constructed Institute of Tropical Disease and Non-Communicable Diseases	5.6.1 Construct buildings and fence for Sirisia Construction of the Institute of Tropical Disease and Non-Communicable Diseases	Fenced, and constructed main gate and guard house for Sirisia land. Not done.
	5.7 Increased land acreage	No. of new acre's purchased	5.7.1 Purchase of land for construction of College of Health Sciences.	Not done.
	5.7 Maintain the efficiency of physical facilities and infrastructure	Available repair and maintenance schedule	5.7.1 Repair and maintenance schedule.	Continued repair and maintenance done as per the maintenance plan.
	5.8 Expansion of ICT infrastructure	Increased Bandwidth	5.8.1 Improved last mile link to the University.	Bandwidth increased to 450 MBS.
		Increased University network	5.8.2 Enhanced University Network.	Linking graduation square with optical fibre cable Linking video conferencing with the Data Centre via fibre.



STRATEGIC DIRECTION SIX: PROVIDE QUALITY HEALTH CARE SYSTEMS				
STRATEGIC GOAL: IMPROVE QUALITY HEALTH CARE SYSTEMS AT THE UNIVERSITY				
Strategic Pillar	Objectives	Key Performance Indicators	Activities	Achievements
Provide Quality Health Care Systems	Accreditation of Health Service from level 3B Health Center to Level 6 Teaching, Research and Referral Hospital	Registration Certificate for accredited facility, Medical Laboratory, and Pharmacy registration and Licenses	1. Approval for upgrading of guest houses to the University Health Centre 2. Request and allocation of funds for upgrading engineering works Registration of the facility by relevant health regulatory bodies	1. Allocation of KES 2 million for guest house upgrading 2. Licensed Medical Laboratory 3. The procurement process for renovation material commenced.
	Full implementation of the University Health Policy	Health Policy document in place Health Policy implementation notices	Adherence to health policy by staff and students.	Health Policy under review for implementation.
	Optimize Services of Level 6 Teaching, Research and Referral Hospital.	-Displayed list of services offered -Reports from services in place -Available specialized human resources for health - Available specialized machines, tools, and equipment	-Recruitment of general and specialized healthcare workers -Installation of specialized machines - Functioning physical facilities under use.	-Reduced referrals -Enhanced quality of care and life -reduced morbidity and mortality - Production of skilled healthcare workers and research professionals.
	Accreditation of the Kibabii UHS by NHIF	KIBU UHS NHIF Registration Certificate -No. of registered staff and students under the KIBU UHS Facility	KIBU UHS offers NHIF services to staff, students, and other members of the general public.	The accreditation process is underway.
	To enhance HIV and reproductive health services	Functioning Youth Friendly Centre in Place. -List of youth-friendly services offered -Ongoing Reproductive health services	HTC Services Ongoing  Audio-visual services being utilized -Forming peer education clubs Organizing youth camps.	-Reduction in youth self-harm activities, like abuse of alcohol and drugs Reduced incidences of unintended pregnancies and S I/STD & HIV. Behavior change among students by practicing safe sex and safe use of condoms.
	To enhance service delivery	Active internet networked service delivery sections in place -Working Desktop Computer systems. -Healthcare staff using automated systems.	Serving patients and clients online. ordering drugs and other materials online. Healthcare meetings held online.	Fully automated facility offering services online. -Reduced cost of paper. -Reduced waiting and service time. -Personal patient data is well secured and stored. -Improved patient - Doctor confidentiality.
		No. of Hired specialists available. -List of various specialized services offered.	Visiting, assessing, and appointing specialized health care providers offering specialized services at contracted Health facilities.	Prompt diagnosis made and commencement of treatment on time -Reduction in long waiting time. Amelioration of pain and suffering.
		-Reviewed and Approved University Health policy by Council. -List of community members accessing UHS services.	Allowing members of the community to use the UHS facility.	Improved University's Public image. -Accrued income from user fees.
		Available requested specialist medical equipment	Requesting and using specialist medical equipment by staff and students	In is in progress Request has been included in our procurement plan for this financial year
		Processed request for telemedicine. -Telemedicine in place.	Using telemedicine in patient management.	Not yet but we expect it to be actualised once we acquire specialised medical equipment.
To promote health within the community	No. of Community Outreaches held. List of Community Health Outreach activities undertaken.	Conducting Community Outreaches and Health Education.	Undertaken two outreaches in line with Health Education and screening of chronic illnesses i.e. Diabetes Mellitus and Hypertension.	
To enhance a healthy learning and working environment	Public health environmental inspection reports and activities.  -Reports from medical laboratory And disease surveillance inspection exercises	Conducting public health routine environmental and inspection exercises monthly.  continuous public health inspection on a weekly basis on food premises and residential areas.	Improved quality and safe learning and working environment and sanitation.  No disease outbreaks reported.	
	Food inspection and water sampling reports	Undertaking Food inspection and water sampling exercises done every three month.	Clean healthy food and water consumption. -No disease outbreaks. Two water sampling exercises conducted.	



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## »» 7. CORPORATE GOVERNANCE STATEMENT



## CORPORATE GOVERNANCE STATEMENT

The University Council, presided by the Chairman, is a body established to govern the University. The Council is appointed in accordance with the Universities Act, 2012 and Article 27 of the Constitution of Kenya, 2010 by the Cabinet Secretary in charge of the Ministry of Education while the Chairperson is appointed by the President. Each member shall be appointed to the Board through Gazette Notice and thereafter an appointment letter. Their tenure of service is three year term renewable once subject to evaluated performance. The Council comprises of nine (9) members with a mix of skills and competencies required to achieve the University's long-term goals. The Council provides strategic direction, exercises control, and remains accountable through effective leadership, enterprise, integrity, and good judgment. It is diverse in its composition, independent but flexible, pragmatic, objective, and focused on the balanced and sustainable performance of the University. The Council retains responsibility for establishing and maintaining the institution's overall control of financial, operational, and compliance issues as well as implementing strategies for the long-term success of the Institution.

### Removal of a Council Member

The Board may recommend the removal of a member based on non-performance, non-attendance of meetings, unethical conduct or as set out in any constitutive documents or applicable law through formal revocation.

The Council has established four (4) Standing Committees: Audit, Risk and Compliance Committee; Governance and Human Resource Committee; Strategy, Finance and Development Committee; and Awards and Sealing Committee. Other than the stated Committees, Ad-hoc Committees may be established as the need arises.

### Conflict of interest

The Board has a Conflict of Interest Register where members declare any interest as the meetings commence.

### Council Instruments of Governance

The Council has a Charter that defines the Council's roles and responsibilities as well as functions and structures in a way that supports the members in carrying out their strategic oversight function. It helps the Council in driving the strategic direction of the organization to maximize the long-term value of services provided for all stakeholders. The Council is guided by an Almanac and Work Plans which sets out dates for meetings and other Board events in the financial year. The Council adheres to the Code of Conduct and Ethics for State Corporations (SCs) which focuses on ethical conduct and integrity in the workplace. It defines the University Council's commitment to the highest standards of behaviour to contribute to the achievement of the national development goals. Council members are required to avoid conflict of interest, as such, a member who identifies an area of conflict shall be required to disclose any actual or potential conflict of interest to the Council. When declared, the Council member shall abstain from decisions where the conflict exists.

### Changes in Leadership

During the year under review, the tenure of some Members of Council; Mr. Francis Asunah, Mr. Tom Wambua, CPA Vincent Nyabiosi, and Mr. Hussein Abdi Farah came to an end on 3rd November, 2024. The Ministry of Education appointed Five (5) new Council Members; Dr. Adan Saman Sheikh, Dr. Jeniffer Chepkemoi, Ms. Wilkister Simiyu, Mrs Sarah Ratemo-Kizito and Ms. Maureen Nafula. The University Council is fully constituted as per the guidelines of *Mwongozo* the Code of Governance for State Corporations.

### Top Management Leadership

The Office of the Deputy Vice Chancellor (Academics and Students Affairs) and Deputy Vice Chancellor (Planning, Partnerships, Research and Innovation) have remained without substantive Officers since 31<sup>st</sup> March, 2023 and 30<sup>th</sup> September, 2023 respectively. The Council in consultation with the Ministry in-Charge of Education has been appointing different Professors /Associate Professors of Kibabii University in Acting capacity awaiting communication from Public Service Commission on the appointment of substantive of the Deputy Vice Chancellors for the two Offices.

### Council Remuneration

The Board remuneration is in accordance with prevailing relevant legislative provisions as guided by relevant authorities who include SCAC and Public Service Commission as communicated from time to time.



**Council Performance Evaluation**

The University Council conducts an annual evaluation to appraise its performance. The Council evaluation provides an opportunity for Council members to identify strengths, collective skill gaps and individual areas of improvement. The Council also reviews the performance of each Committee against the agreed Terms of Reference. It also evaluates the performance of the Vice Chancellor and Chairman of Council. In the FY 2022/2023 the Council was evaluated on 22<sup>nd</sup> September, 2023 by Officers from State Corporations Advisory Committee (SCAC) where the overall rating was 95.77% composite score. The following graph shows the results of the previous Board Performance Evaluation:

Period of Evaluation (Financial Year)	Council Composite Score Percentage (%)
2017/2018	87.01
2018/2019	92.63
2019/2020	94.09
2020/2021	95.88
2021/2022	94.15
2022/2023	95.77

**Council Induction and Continuous Professional Development**

The new Council was appointed within the Third Quarter 2023/2024 FY. Continuous skills and professional development of the University Council go a long way in ensuring that Council is well-equipped with relevant skills and knowledge for effective and efficient governance and performance excellence. In recognition of this important aspect, Kibabii University held two (2) Induction Trainings for the new Council members. The first one organised by SCAC was held in Naivasha from 29th to 31st January, 2024 while the second Induction Workshop was on 14th and 15th March, 2024. The Induction training whose theme was ‘Consolidating Experiences for Transformation of Higher Education through Good Corporate Governance’ provided the Council members with insight in Global Trends and Reforms in the Higher Education Sector; Consolidating Experiences for Transformation of Higher Education through Good Corporate Governance; Finance for Non Finance Board Members; Strengthening Financial Accountability; Corporate Governance; and On-Boarding Government Services on E-Citizen.

**Champions of Governance Awards**

Kibabii University participated in the 12<sup>th</sup> Edition of Champions of Governance Awards organized by the Institute of Certified Secretaries. The University submitted entries in two categories; the Education Sector Awards Category and Vice Chancellor of the Year Award Category. Kibabii University emerged 1st Runners Up in the Education Section Awards 2023 while in the Vice Chancellor of the Year Awards Category, the Vice Chancellor, Prof. Isaac Ipara Odeo emerged the Winner. The awards were unveiled to members of staff during the Staff Sports Day and End Year Party on 22<sup>nd</sup> December, 2023. During the occasion, all members of staff were acknowledged for playing a vital role in the achievement of the Awards.



*ABOVE: Vice Chancellor, Kibabii University Prof. Isaac Ipara Odeo receiving an award as Vice Chancellor of the year 2023.*



### Membership of Council

The University Council comprises the Chairperson, five (5) Independent members, two (2) Ministry representatives; the Parent Ministry and the National Treasury and Economic Planning, and the Secretary/CEO.

**Table : Council Meeting Attendance**

NAME	1ST QUARTER		2ND QUARTER		3RD QUARTER		4TH QUARTER	
	DATE	DATE	DATE	DATE	DATE	DATE	DATE	
Mr. Hussein A. Farah	28/7/2023	9/8/2023	22/9/2023	27/10/2023	14/12/2023	26/1/2024	15/3/2024	21/6/2024R
Mr. Francis Asunah	✓	✓	✓	✓	✓	Term ended on 3rd Nov. 2023		
CPA Vincent M. Nyabiosi	✓	✓	✓	✓	✓	Term ended on 3rd Nov. 2023		
Mr. Tom M. Wambua	✓	✓	✓	✓	✓	Term ended on 3rd Nov. 2023		
Mr. Wellington Kihato Wamburu	✓	✓	✓	✓	✓	✓	✓	✓
Mr. Michael J. Obonyo	✓	✓	✓	✓	✓	✓	✓	Term ended on 27/3/2024
Dr. Lukes K. Shirova	✓	✓	✓	✓	✓	✓	✓	✓
Prof. Isaac I. Odeo	✓	✓	✓	✓	✓	✓	✓	✓
Prof. Chris Gervase Macoloo	Joined Council from 24 <sup>th</sup> November, 2023			✓	✓	✓	✓	✓
Ms. Wilkister Muvoka Simiyu	Joined from 15 <sup>th</sup> December, 2023				✓	✓	✓	✓
Ms. Sarah Nyanchama Ratemu-Kizito	Joined Council from 26 <sup>th</sup> January, 2024				✓	✓	✓	✓
Dr. Adan Saman Sheikh	Joined Council from 26 <sup>th</sup> January, 2024				✓	✓	✓	✓
Dr. Jennifer Chepkemoi	Joined Council from 26 <sup>th</sup> January, 2024							✓
Ms. Maureen Nafula	Joined Council from 28 <sup>th</sup> March, 2024							✓

### Council Committees

The Council Committees facilitate decision-making to assist the University Council in the execution of its duties, powers, and authority. However, delegation of authority to the Committees does not in any way mitigate or dissipate the discharge by the Council of its duties and responsibilities. Council Committees have been established with formal written terms of reference and observe the same rules of conduct and procedures as the Council.

#### I. Governance and Human Resource Committee

This Committee is charged with the responsibility of reviewing and providing advisory opinion on University Statutes; making recommendations to Council on staff welfare related issues; recommend to Council improvement in the job grading classification as the Committee may consider appropriate and provide, oversight in matters of human resource, including salaries, disciplinary matters, appointments and promotions of staff at Grade 14 and above (Professors, Associate Professors and senior Administrative officers, Library and medical staff).



**Table : Membership and Attendance of Governance and Human Resource Committee Meetings during the FY 2023/2024**

NAME	1 <sup>ST</sup> QUARTER		2 <sup>ND</sup> QUARTER		4 <sup>TH</sup> QUARTER	
	DATE	DATE	DATE	DATE	DATE	DATE
Mr. Wellington Kihato	19/7/2023	14/9/2023	25/10/2023	11/4/2024	17/5/2024	✓
Mr. Francis Asunah	✓	✓	✓	Term ended on 3 <sup>rd</sup> Nov. 2023		
Mr. Tom M. Wambua	✓	✓	✓	Term ended on 3 <sup>rd</sup> Nov. 2023		
Mr. Michael J. Obonyo	✓	✓	✓	Term ended on 27 <sup>th</sup> March 2024		
Dr. Lukes K. Shiroya	✓	✓	✓	✓	✓	✓
Prof. Isaac I. Odeo	✓	✓	✓	✓	✓	✓
Dr. Adan S. Sheikh		Joined Council from 26 <sup>th</sup> January, 2024		✓	✓	✓
Ms. Wilkister M. Simiyu		Joined from 15 <sup>th</sup> December, 2023		✓	✓	✓
Ms. Maureen Nafula		Joined Council from 28 <sup>th</sup> March, 2024		✓	✓	✓

## 2. Audit, Risk and Compliance Committee

This Committee's mandate is to review and provide advisory opinions on Internal and External Auditors' reports and make recommendations for the improvement of internal controls. The Committee also monitors and evaluates management's response to and implementation of internal control recommendations. This include, internal Audit reports, PIC recommendations, external audit reports, Risk management, PFM systems and special assignments. This Committee also provides advice on Quality and Performance Monitoring.

**Table : Membership and attendance of Audit, Risk and Compliance Committee Meetings during the FY 2023/2024**

NAME	1 <sup>ST</sup> QUARTER		2 <sup>ND</sup> QUARTER		4 <sup>TH</sup> QUARTER	
	DATE	DATE	DATE	DATE	DATE	DATE
CPA Vincent M. Nyabiosi	14/7/2023	15/7/2023	15/9/2023	12/10/2023	16/5/2024	Term ended on 3 <sup>rd</sup> Nov. 2023
Mr. Hussein Abdi Farah	✓	✓	✓	✓	✓	Term ended on 3 <sup>rd</sup> Nov. 2023
Mr. Michael J. Obonyo	✓	✓	✓	✓	✓	Term ended on 27 <sup>th</sup> March 2024
Mr. Lukes K. Shiroya	✓	✓	✓	✓	✓	✓
Ms. Wilkister M. Simiyu		Joined from 15 <sup>th</sup> December, 2023				✓
Dr. Adan S. Sheikh		Joined from 26 <sup>th</sup> January, 2024				✓
Ms. Maureen Nafula		Joined from 28 <sup>th</sup> March, 2024				✓

3. Awards and Sealing Committee

The mandate of the Committee is to; Receive and consider the Graduation list for Award of Certificates, Diplomas and conferment of Degrees and make recommendations to the Council; Receive and Consider the Graduation Booklet and make recommendations to the Council; Ensure that the processing of Certificates and Transcripts is done diligently and with integrity; Receive and consider proposals to Council and nominations for the award of Degrees; Recommend to Council award of Honorary Degrees; and Authorize on behalf of the Council the application of the University Seal to documents.

Table : Membership and attendance of Awards and Sealing Committee Meetings during the FY 2023/2024

NAME	1 <sup>ST</sup> QUARTER		2 <sup>ND</sup> QUARTER		4 <sup>TH</sup> QUARTER	
	DATE	DATE	DATE	DATE	DATE	DATE
Mr. Wellington Kihato	✓	✓	✓	✓		
Mr. Hussein Abdi Farah	✓	✓	✓	✓		
Mr. Francis Asunah	✓	✓	✓	✓		Term ended on 3 <sup>rd</sup> Nov. 2023
CPA Vincent M. Nyabiosi	✓	✓	✓	✓		Term ended on 3 <sup>rd</sup> Nov. 2023
Mr. Michael J. Obonyo	✓	✓	✓	✓		Term ended on 3 <sup>rd</sup> Nov. 2023
Dr. Lukes K. Shiroya	✓	✓	✓	✓		Term ended on 27 <sup>th</sup> March, 2024
Prof. Isaac I. Odeo	✓	✓	✓	✓		✓
Ms. Sarah N. Ratemo-Kizito	Joined from 26 <sup>th</sup> January, 2024					
Dr. Jeniffer Chepkemoi	Joined from 26 <sup>th</sup> January, 2024					
Ms. Maureen Nafula	Joined from 28 <sup>th</sup> March, 2024					

4. Strategy, Finance and Development Committee

The mandate of the Committee is to oversee infrastructure development and maintenance, review in year and Annual Financial Reports and budgets and make recommendations to Council and act on behalf of Council in reviewing the University's Strategic Plan.

Table : Membership and attendance of Strategy, Finance and Development Committee Meetings during the FY 2023/2024

NAME	1 <sup>ST</sup> QUARTER		2 <sup>ND</sup> QUARTER		4 <sup>TH</sup> QUARTER	
	DATE	DATE	DATE	DATE	DATE	DATE
Mr. Francis Asunah	✓	✓	✓	✓		
Mr. Tom M. Wambua	✓	✓	✓	✓		Term ended on 3 <sup>rd</sup> Nov. 2023
Mr. Michael J. Obonyo	✓	✓	✓	✓		Term ended on 3 <sup>rd</sup> Nov. 2023
Dr. Lukes Shiroya	✓	✓	✓	✓		Term ended on 27 <sup>th</sup> March, 2024
Mr. Wellington Kihato	✓	✓	✓	✓		✓
Prof. Isaac I. Odeo	✓	✓	✓	✓		✓
Ms. Sarah N. Ratemo-Kizito	Joined from 26 <sup>th</sup> January, 2024					
Dr. Jeniffer Chepkemoi	Joined from 26 <sup>th</sup> January, 2024					



**COUNCIL'S KEY  
ACHIEVEMENTS  
IN THE  
FINANCIAL  
YEAR 2023/2024**



1. Approval of Final Kibabii University Budget Estimates for Financial Year 2023/2024;
2. Approval of Kibabii University Budget Estimates for FY 2024/2025;
3. Approval of Annual Procurement Plan 2023/2024;
4. Kibabii University Strategic Plan for the period 2023/2027;
5. Approval of Kibabii University Reviewed Statutes, 2024;
6. Approval of Annual Report and Financial Statements for FY ending 30<sup>th</sup> June, 2023;
7. Reviewed Report of the Auditor General for the Financial Year ended 30<sup>th</sup> June, 2023;
8. Performance Contract for the Financial Year 2023/2024;
9. Approval of Quarterly Reports and Financial Statements;
10. Approval of Annual Council Almanac for Financial Year 2024/2025;
11. Approval of Annual Council Work Plan for Financial Year 2024/2025;
12. Approval of Annual Work Plans for Council Committee for FY 2024/25;
13. Successful Kibabii University 8<sup>th</sup> Graduation Ceremony;
14. Approval of Membership to Committees of Council;
15. Recruitment and Promotion of Staff;
16. Approval of the following Policies and Procedure Manuals:
  - i. Revised Kibabii University Debt Management Policy, 2023;
  - ii. KIBU Revised Finance Policy and Procedures Manual;
  - iii. Reviewed Students Handbook;
  - iv. Information and Communication Technology (ICT) Policies and Procedures Manual;
  - v. Kibabii University Code of Conduct and Ethics for Kibabii University Staff;
  - vi. Kibabii University Sabbatical Leave Policy;
  - vii. Kibabii University School of Nursing Uniforms Policy;
  - viii. Kibabii University Students Clubs and Societies Policy;
  - ix. Data Protection Policy;
  - x. Annual Audit Plan for FY 2024/25;
  - xi. Audit, Risk and Compliance Committee Charter;
  - xii. Internal Audit Department Charter;
  - xiii. Internal Audit Strategic Plan 2023-2027; and
  - xiv. Internal Audit manual.
17. Approval of Reviewed Human Resource Management Instruments;
  - a) Organizational Structure;
  - b) Grading and Staff Establishment 2020-2024;
  - c) Human Resource Policies and Procedures Manual; and
  - d) Career Progression Guidelines for Kibabii University Staff
18. Procured Medical Insurance and Group Personal Accident Insurance for members of staff and Council for the FY 2023/2024.



**>> 8. MANAGEMENT DISCUSSION AND ANALYSIS**





## STRATEGIC DIRECTION ONE: PROMOTE AND MAINTAIN EXCELLENCE IN TEACHING AND LEARNING

### Preamble

Kibabii University has endeavoured to compete favorably and engage in fundamental responsibility of equipping the society with relevant knowledge and skills. KIBU has continually strived to produce fully prepared graduates with excellence in academic and equally excellent co-curricular activities designed for the good of society at large.

### SCHOOLS/FACULTIES

Kibabii University coordinates its academic activities through Faculties/Schools with their respective Departments. At present, the University has seven (7) Faculties and Schools:

1. School of Graduate Studies (SGS)
2. School of Education (SOE)
3. Faculty of Arts and Social Sciences (FASS)
4. School of Computing and Informatics (SCAI)
5. School of Business and Economics (SOBE)
6. School of Nursing (SON)
7. Faculty of Science (FS)

### ACADEMIC PROGRAMMES

To promote and maintain excellence in teaching and learning, the University has 57 accredited programmes; 21 undergraduate, 1 postgraduate diploma, 23 masters and 12 PhD programmes.

- |   |  |   |
|---|--|---|
| 1. Bachelor of Business Management                                      | 20. Bachelor of Science in Nursing                                   | Management  |
| 2. Bachelor of Commerce   | 21. Bachelor of Social Work  | 41. Master of Science in Information Technology                   |
| 3. Bachelor of Criminology  | 22. Post Graduate Diploma in Education                               | 42. Master of Science in Logistics and Supply Chain Management    |
| 4. Bachelor of Education (Arts)   | 23. Master of Arts (Comparative Literature)                          | 43. Master of Science in Microbiology                             |
| 5. Bachelor of Education (Early Childhood Education)                    | 24. Master of Arts in History  | 44. Master of Science in Pure Mathematics                         |
| 6. Bachelor of Education (Science)                                      | 25. Master of Arts in Kiswahili                                      | 45. Master of Science in Statistics                               |
| 7. Bachelor of Journalism and Mass Communication                        | 26. Master of Arts in Religion                                       | 46. Doctor of Philosophy (Applied Mathematics)                    |
| 8. Bachelor of Science (Agricultural Economics and Resource Management) | 27. Master of Business Administration                                | 47. Doctor of Philosophy (Curriculum and Instruction)             |
| 9. Bachelor of Science (Agricultural Education & Extension)             | 28. Master of Business Administration and Management with IT         | 48. Doctor of Philosophy (Physics)                                |
| 10. Bachelor of Science (Agriculture & Biotechnology)                   | 29. Master of Education (Economics and Management of education)      | 49. Doctor of Philosophy (Religion)                               |
| 11. Bachelor of Science (Biology)                                       | 30. Master of Education in Curriculum and Instruction                | 50. Doctor of Philosophy (Statistics)                             |
| 12. Bachelor of Science (Bio-Resource Management and Conservation)      | 31. Master of Education in Early Childhood Education                 | 51. Doctor of Philosophy in Business Administration               |
| 13. Bachelor of Science (Chemistry)                                     | 32. Master of Education in Educational Management and Policy Studies | 52. Doctor of Philosophy in Economics and Management of Education |
| 14. Bachelor of Science (Computer Science)                              | 33. Master of Education in Educational Planning and Management       | 53. Doctor of Philosophy in Educational Management and Policy     |
| 15. Bachelor of Science (Information Technology)                        | 34. Master of Education in Kiswahili                                 | 54. Doctor of Philosophy in Educational Planning and Management   |
| 16. Bachelor of Science (Mathematics)                                   | 35. Master of Science (Applied Mathematics)                          | 55. Doctor of Philosophy in Information Technology                |
| 17. Bachelor of Science (Physics)                                       | 36. Master of Science (Organic Chemistry)                            | 56. Doctor of Philosophy in Kiswahili                             |
| 18. Bachelor of Science (Renewable Energy and Biofuels Technology)      | 37. Master of Science (Physics)                                      | 57. Doctor of Philosophy in Pure Mathematics                      |
| 19. Bachelor of Science in Co-operative and Entrepreneurship Management | 38. Master of Science in Computer Science                            |   |
|   | 39. Master of Science in Digital Security and Forensics              |   |
|   | 40. Master of Science in Human Resource                              |   |



The University continues to develop new and review existing programmes in response to market demands and in line with the new education system with a focus of meeting the 21st century skill set. As such the University has submitted fourteen (14); 1 PhD, 5 masters and 8 bachelors Senate approved programmes to the Commission for University Education for accreditation. The programmes are:

1. Doctor of Philosophy in Computer Science
2. Master of Science in Environmental Sciences
3. Master of Arts in Geography
4. Master of Education Psychology
5. Master of Science in Crop Protection
6. Master of Science Renewable Energy
7. Bachelor of Science in Economics and Finance
8. Bachelor of Science in Economics and Statistics
9. Bachelor of Arts in Media Studies with Kiswahili
10. Bachelor of Arts in Indigenous and Sign Language
11. Bachelor of Arts in Kiswahili and Translation Studies
12. Bachelor of Arts in Media with Kiswahili Studies
13. Bachelor of Science in Information Science
14. Bachelor of Science in Nursing (Upgrading)

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## IMPLEMENTATION OF TVET EDUCATION

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KIBU is an accredited Technical and Vocational Education and Training (TVET) centre with seventeen (17) programmes from the Curriculum Development Assessment and Certification Council (CDACC). A Director heads the Centre. The Directorate of TVET also offers nine (9) Senate-approved diploma and certificate programmes.



9

## SENATE APPROVED DIPLOMA AND CERTIFICATE PROGRAMMES

- i. Diploma in Business Management
- ii. Diploma in Education (Arts)
- iii. Diploma in Information Technology
- iv. Diploma in Criminology and Criminal Justice
- v. Diploma in Social Work and Community Development
- vi. Certificate in Information Technology
- vii. Certificate in Business Management
- viii. Certificate in Criminology and Criminal Justice
- ix. Certificate in Social Work and Community Development



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## TVET PROGRAMMES



The Directorate of Open, Distance, and Electronic Learning was established in October 2017 to provide flexible and innovative approaches to teaching and learning through the utilization of technology and provision of effective learner support. Several milestones have been achieved including the acquisition of a dedicated server for hosting the Learning Management System (LMS), the presence of sufficient Internet in the University, Installation and customization of the Learning Management System (LMS) which is compatible with popular applied browsers and all operating systems. The LMS is accessible at <https://onlinelearning.kibu.ac.ke/>, Integration of LMS with ERP, Subscription to a web conferencing facility (Zoom) for real-time teaching and learning, Development and implementation of ODeL and TEL Policies, Adopting blended mode of teaching in all faculties/Schools, Regularly capacity building lecturers on interactive digital content development, delivery and management, orienting new students to eLearning, having technical staff to support lecturers and students in online teaching and learning.

In a bid to enhance blended teaching and learning, KIBU trained teaching staff on blended course development, digital content development, delivery and management; the new students too were oriented on E-Learning and interaction with the online learning material and content.

## COMPETENCE BASED EDUCATION AND TRAINING

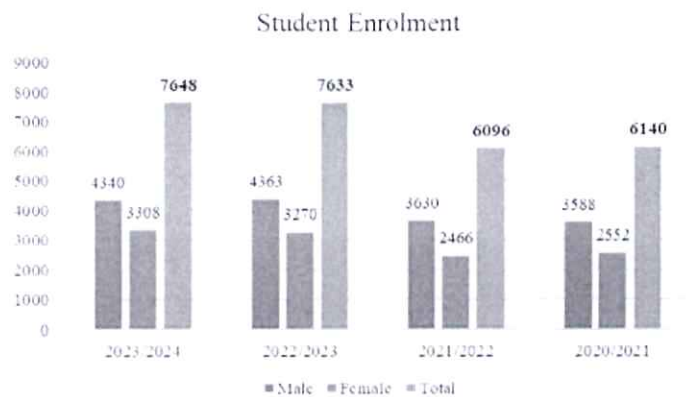
Following the guidance of the Commission for University Education (CUE), four (4) teacher education programmes were aligned to CBC. Notably, the University in conjunction with the Kenya Universities Quality Assurance Network (KUQAN) organized training on the following topics for its faculty:

- Competence Based Education Curriculum Design
- Competence Based Education teaching approaches
- Competence Based assessment methods
- Setting Quality Examinations and Marking
- Development of interactive courses using technology
- Effective facilitation of online teaching and learning
- Internal quality assurance mechanisms.

## STUDENT ENROLMENT

The major pool of our students is government-sponsored students. The number of our enrolled students in the 2023/2024 Academic Year, was 7648. Figure 1 shown student enrolment in the past four years.

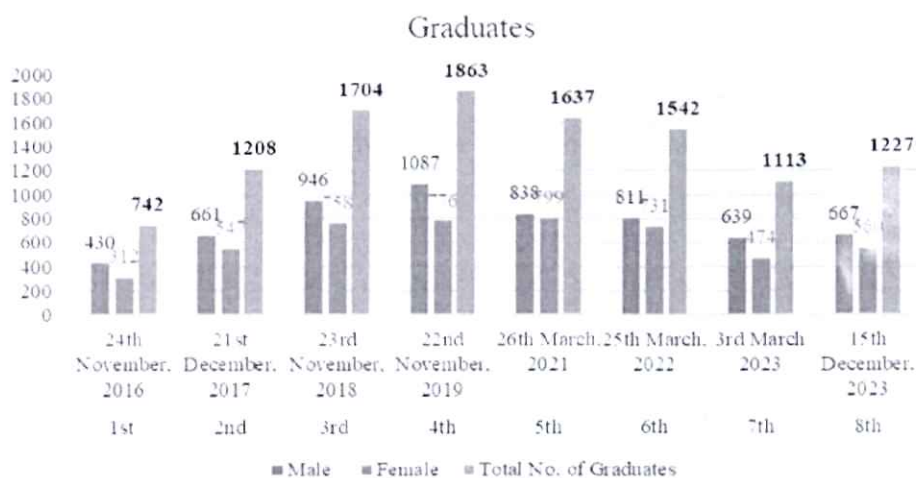
**Figure: Student Enrollment**



## GRADUATION

The University has held eight successful graduation ceremonies since it was chartered. The total number of graduates is 11,036.

**Figure: Year, Date, and Number of Graduates**



## INTERNATIONAL STUDENTS IN THE ACADEMIC YEAR 2023-2024

Kibabii University has embraced internationalization by enrolling students from the East African Community and other regions into its academic programs. This report provides updates on the progress and status of international students for the 2023-2024 academic year, in anticipation of the upcoming graduation ceremony. As the University advances its internationalization agenda, the upcoming graduation of these students marks a significant milestone. This event will celebrate the achievements of a diverse student body and underscore the university's commitment to providing quality education to students from across the globe.

### IUCEA Sponsored Students

Eight international students are sponsored by the Inter-University Council for East Africa (IUCEA). These students include three Burundians, three Ugandans, and two Rwandese.

### Self-Sponsored Students

The University also hosts several self-sponsored international students, including three PhD students, two master's students, and one undergraduate student.

### Classification of International Students

There are nine male and five female students. By nationality, Uganda is represented by four students, Burundi by three, Rwanda by two, South Sudan by three, and Tanzania by two students.

### Program-Specific Classification

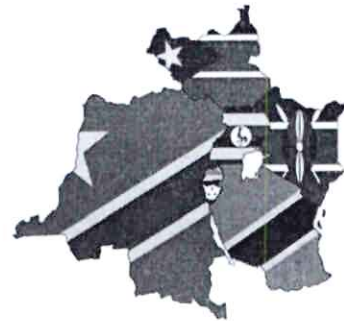
In the PhD programs, there are three doctoral students—two from South Sudan and one from Tanzania—who are continuing into their second year of study in Business Administration. These students are actively engaged in research and academic activities that align with Kibabii University's strategic objectives.

### International Exchange Programs

The University has also hosted international students through the IAESTE exchange program. In the 2023-2024 academic year, the University hosted two female students from Switzerland and one male student from Germany. These exchanges enrich the learning experience and foster international cooperation and understanding.

### Support for International Students

The University is committed to supporting international students through academic services, cultural integration programs, and financial aid options where applicable. Kibabii University aims to provide a nurturing environment that supports international students throughout their academic journey, ensuring their success and well-being.



*There are nine (9) male and five (5) female students. By nationality, Uganda is represented by four students, Burundi by three, Rwanda by two, South Sudan by three, and Tanzania by two students.*



*The University hosted two female students from Switzerland and one male student from Germany.*



## KIBABII UNIVERSITY LIBRARY

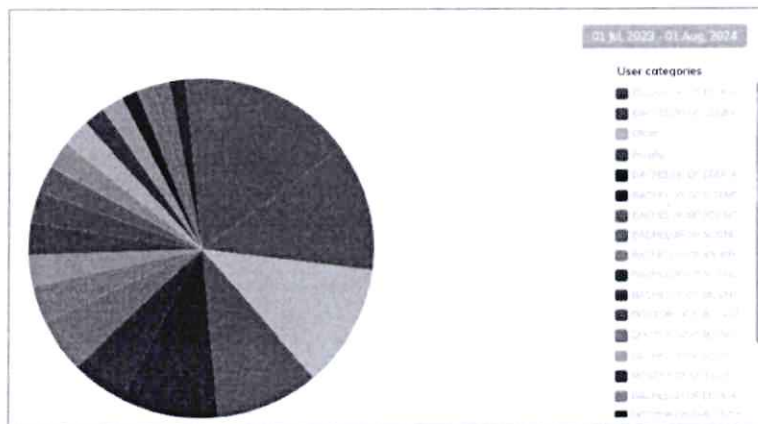
Kibabii University Library was established in March 2012 at the initial inception of Kibabii University College. It was established with a mission to support quality of teaching, research and innovation functions of Kibabii University by providing access to recorded knowledge and information to current and future staff and students.

The physical library facility has a sitting capacity of 1,100. It holds over 40,000 print resources in assorted categories as volumes and number of copies, all accessible to Kibabii University fraternity.

Alongside the print resources are a total of 36 electronic resource databases that the University subscribes to through KLISC in order to complement the print resources. These electronic databases (also referred to as the online library) are accessible at the convenience of every library patron. The online library can be accessed through a phone app and statistics reveal that over the past year, the patrons have preferred access through the phone app to direct web access as shown below. This is an achievement realized through information literacy and sensitization sessions done by the Library to promote access to research materials as part of maintaining excellence in teaching and learning.

### Readership and Access to Resources Trends

Statistics further reveal that the electronic resources over the Financial Year 2023-2024 have been accessed across board by all categories of users with the heaviest consumers coming from the School of Education (SOE), followed by School of Business and Economics (SOBE) and then the Faculty and Staff among other departments. This trend is different when compared to the previous Financial Year 2022-2023 that showed the faculty categories as the heaviest consumers.



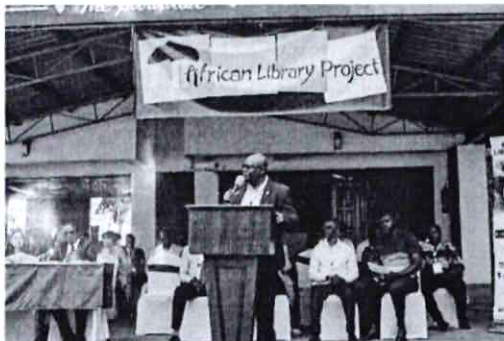
The data representation provided above is a clear indication that the Library resources usage trends over the past two years have changed significantly. The analysis reveals that the total number of transactions (in terms of the total issues, renewals and check ins, for the print collections) has reduced comparatively in between these two financial years. An interesting observation is that there is an upsurge of e-resources consumption from programs within School of Education and School of Business and Economics, as depicted in the graph above that shows the BED Arts and BCOM topping the faculty in terms of usage. This translates into a shift from the print to the electronic resources by some programs, which explains the drop in the physical book transactions. The uptake and heavy consumption of the Electronic resources by the two programs which have leaped over the faculty can be attributed to information literacy as a strategy to strengthen information seeking and retrieval self-efficacy levels among the students.

## AFRICAN LIBRARY PROJECT

One of the other biggest Community Social Responsibility initiatives for Kibabii University is the African Library Project (ALP). The project was established by Chris Bradshaw in North America with a goal of collecting and donating books to schools and community Libraries in Africa. This is done through a network of partners from English Speaking countries spread out across the African continent. In the 2021-2022 FY the University in collaboration with Rongo University under ALP donated a total of 13928 volumes of books to thirteen (13) local School/Community Libraries worth Kshs. 12,535,200. In the comparative period, 2023-2024 FY, under the same arrangement, the University distributed a total of 23408 books worth approximately Kshs. 21,067,200 to twenty one (21) local School/Community Libraries. The basis of the Project is to help communities and schools establish small sustainable libraries with the broader aim of inculcating and promoting a culture of reading among local community members and school going children at various academic levels.

### ALP Mini summit at Maliki Boys High School, Bungoma County

The culmination of the Main Summit took place on the 11<sup>th</sup> March 2024 at Maliki Boys. Kibabii University Library trained 76 participants who were School/Community/Teacher Librarians. The training was facilitated by the African Library Project donors. The participants included representatives from Schools and Community Libraries that have benefitted initially and those that hadn't benefitted. The idea was to give them a broad understanding of the relevance of Library Committees in the enhancement of the growth and sustainability of their libraries. Prof Munir Ag. DVC PPRI represented the VC and gave his remarks alongside Chris Bradshaw, the founder of the African Library Project at the brief opening ceremony.



## 7TH STUDENTS ORGANIZATION KIBABII UNIVERSITY (SOKU)

The 7th Students' Organization of Kibabii University (SOKU) leaders took oaths of office on 3<sup>rd</sup> April, 2024, in a seamless handing over. The outgoing SOKU President lauded Kibabii University for being an institution that respects the rights and freedoms of students and thanked the University management for ensuring that the electoral process was free and fair. He urged students to always maintain peace during elections in order to strengthen their unity.

The incoming SOKU President urged the student body to put aside their political differences and work together for the good of the students.



*The newly elected student leaders pose for a group photo with a section of the members of University Management.*

## CAREERS AND CULTURAL WEEK

The University held the Careers and Cultural week from 27<sup>th</sup> February – 2<sup>nd</sup> March, 2024. The theme of the event was: *"Harnessing our Unique Cultural Diversities for Job Creation in the Digital World"*.

There was an interdenominational service on the first day that also marked the official opening to the week's festivities. The activities during that week were games and sports, talent search, cultural dances, food exhibition, innovations among others. The 2024 Kibabii University Careers and Cultural Week ended on a high note with students taking the stage to showcase their modelling prowess. The pageant gives an opportunity to participants to take the stage and compete for the various beauty pageant categories up for grabs.



*Winners of the 2024 Beauty Pageant*

## THE KENYA UNIVERSITIES PERFORMING ARTS ASSOCIATION 3<sup>RD</sup> MUSIC FESTIVAL

KUPAA is an umbrella body in-charge of performing arts in Kenyan universities with the intention of exposing and supporting talent among the students. The 3rd edition of the Kenya National Inter-universities music festival took place from 17th to 22nd March 2024 at the Technical University of Mombasa (TUM) under the auspice of the Ministry of Education, State Department for University Education and Research and the Kenya Universities Dean of Students Association (KUDSA). Thirty-five (35) public and private universities were represented in the festival. The class categories showcased included: KUPAA informercials, Anthem set pieces, Own compositions, folk songs and dances, Karaoke, Cover songs, Mashup, Medley, Arrangements, *Zilizopendwa*, poems, DJ Disc Jockey, Rap music, spoken word, Brass band and Taarab among others.

### Awards won by KIBU Choir

The Choir presented 15 items and were awarded Certificates of participation alongside 6 trophies in the following categories:



- i. MUU 045-Researched African Folk Dance- Position 1
- ii. MUU 046- Researched African Folk Song- Position 1
- iii. MUU 066- Taarab- Position 1
- iv. MUE 002- unpublished poems- Position 1
- v. MUK 009- set choral verse speaking- Position 2
- vi. MUU 039- Cover song- Position 1

## DRAMA



The University Drama team participated in the 2023 Regional Drama Festivals at Kaimosi Friends University in mid October from 19<sup>th</sup> – 20<sup>th</sup> October, 2023. The team performed well and qualified for the National event at Dedan Kimathi University.



*LEFT: The outgoing SOKU Chairperson and the sports person of the year during the KIBU SOYA Awards 2024*



## STRATEGIC DIRECTION TWO: SUPPORT AND SUSTAIN ADVANCEMENT IN RESEARCH, INNOVATION, PARTNERSHIPS AND LINKAGES

### Introduction

In an era of rapid advancements and interconnected global challenges, universities play a vital role in propelling research, innovation, and collaborative partnerships that shape the future. One of the major functions of Kibabii University (KIBU) is to participate in the research, transmission and preservation and enhancement of knowledge and to stimulate the intellectual participation of students in the economic, social, cultural, scientific and technological development of Kenya. In addressing this function, the University has adopted various strategies to enhance research excellence, stimulate innovation, cultivate meaningful partnerships, and forge robust links within Kenya and beyond in line with its new Strategic Plan 2023-2027. Embracing these strategies, the University has become a hub for knowledge creation, technological breakthroughs and a driving force behind social and economic transformation, contributing to a more enlightened and prosperous society.

### RESEARCH AND INNOVATION AT KIBU

Research and Innovation are vital pillars of Kibabii University. In the 2021/2022 fiscal year, the University established a Research and Innovation "Crack Team" composed of Senior Researchers, marking a pivotal step in the journey to attract research grants. This team has consistently and meticulously reviewed research calls and collaborated with University researchers to prepare and submit competitive proposals for funding. This strategic initiative was designed to enhance the institution's responsiveness to research opportunities, resulting in a significant increase in the number of proposals seeking donor funding and in the subsequent success in funding acquisition at Kibabii University.

During the 2023/2024 fiscal year, the University's researchers submitted forty-one (41) multidisciplinary and multi-institutional research proposals to various donor agencies, seeking grant funding. This represents a 13.9% increase compared to the 2022/2023 fiscal year, during which thirty-six (36) proposals were submitted. This increase was attributed to strategic efforts to build research capacity, foster interdisciplinary and multi-institutional collaborations, and align research focus with donor priorities, leading to a more proactive and competitive approach to securing grants.

From the forty-one (41) proposals submitted, five (5) secured donor funding in collaboration with other partners, totaling KES 201 million in the 2023/2024 fiscal year. This amount surpasses the KES 149.5 million obtained from three (3) successful proposals in the previous 2022/2023 fiscal year, marking an increase of KES 50 million, as elucidated in the next page.



**Ksh.**  
**201M**

*Donor funding won  
in collaboration with  
other partners.*



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**Table: Attraction of Research Grants in the 2023/24 FY and 2022/23 FY**



FY	PROJECT TITLE	DONOR AGENCY
2023/2024	“Fostering Innovation in African HEIs to Enhance their Relevance for the Digital Innovation Labour Market.”: Under ERASMUS-EDU-2023-CBHE-STRAND-2 <b>Project Ref. No. UNIHUBS-GAP-101128313</b>	ERASMUS +   European Union (EU)
	“Optimising Sugarcane Supply Chain Through Sustainable Bagasse Drier Solution in Sugarcane Waste Management” under The African Agriculture Knowledge Transfer Partnerships (KTP) 2023-24 R1 ( <b>University of Huddersfield, Kibabii University and Carbon Footprint Limited</b> AAKTP 2023-24 R1) <b>Project Ref. No. KTP 13713</b>	Innovate UK   UKRI (United Kingdom Research Innovate)
	“Strengthening Mental Health Awareness among Secondary School Students in Kenya (SMEHAS).”	Africa UniNET Research Cooperation
2022/2023	“Accountancy Fellowship (Worshipful Company of Chartered Accountants in England and Wales)”	Association of Commonwealth Universities (ACU)
	“Strengthening Mental Health Awareness among Secondary School Students in Kenya – SMEHAS Project”	Africa UniNET Research Cooperation
	“Use of Smart Technology to Predict Climate Change Effects on Terrestrial Plants Diversity and Conservation for Sustainable Livelihood in North Rift Region.” Yala River Watershed Catchment Protection Project”	RUFORUM/RAINCA/WASCAL  The Nature Conservancy/Nature and Water Fund

### DISSEMINATION OF RESEARCH AND INNOVATION OUTPUTS

At Kibabii University, it is deeply ingrained in our culture to actively engage our scholars in disseminating their research findings and outputs through various channels. These include publishing articles in high-impact peer-reviewed journals, contributing to book chapters and full-length books, presenting papers at local and international conferences and workshops, and participating in shows and exhibitions.

In the 2023/2024 fiscal year, our staff produced 149 journal articles, four (4) book chapters, and two (2) University-level books across diverse disciplines. This marks an increase from the previous reporting period, which saw the publication of 136 journal articles.



**149**

*Our staff produced 149 journal articles, 4 book chapters, and 2 University-level books*



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### Pre-Madaraka Day Exhibitions

The University also showcased its commitment to research and innovation by participating in a Shows and Exhibitions, where the research outputs of both students and staff were prominently displayed. For instance, the 2024 Madaraka Day National Celebrations were carried out in Bungoma County on 1<sup>st</sup> June 2024 under the theme; *"Agriculture and Food Security"*. As part of its celebrations, the multi-agency National and County Madaraka Day Celebrations Steering Committees identified Kibabii University (KIBU) to host a five-day Pre-Madaraka Day Exhibitions from 27<sup>th</sup> to 30<sup>th</sup> May 2024 at its Main Campus. The University once again rose to the occasion and together with other local and national stakeholders successfully hosted the event where about 300 Exhibitors participated with the University leading the way by show-casing four (4) of its innovations. The University won accolades for successfully hosting this national event.



ABOVE: A section of exhibitors during the Pre-Madaraka Day Exhibition event

### Pre-Madaraka Day Exhibitions

Kibabii University supported its staff in attending and participating in fifty-three (53) local and international conferences, seminars, and workshops during the period under review. In total, there were 572 instances of staff participation in these events, compared to 668 in the 2022/2023 fiscal year. This active engagement in research dissemination highlights Kibabii University's ongoing commitment to advancing knowledge and contributing to scholarly discourse on a global scale.



### PARTNERSHIPS AND LINKAGES

The University continues to foster strategic partnerships, collaborations and linkages with institutions, organizations and/or agencies based locally and internationally. In the FY 2023/2024, the University signed a total of sixteen (16) Collaboration Agreements (CAs) with strategic partners against a target of six (6) CAs. This was an improvement from twelve (12) CAs signed in the 2022-2023 FY. This enhanced performance has partly been due to the presence of *Global KIBU* platform on the University website as well as the presence of CAs development and implementation tracking framework developed by the University. In addition, a number of partners are coming on board courtesy of increased research collaborations.

KIBU is fast becoming a true global and dynamic University of excellence in Science, Technology and Innovation. In keeping with this vision and in promoting global scholarship and internationalization, the University graduated all its Cohort II Inter-University Council of East Africa (IUCEA) sponsored graduate students on 15<sup>th</sup> December, 2023, and the Cohort III students are on course to graduate in record time later this year. The University also hosted three international students from Norway and Germany under the International Association for the Exchange of Student for Technical Experience (*IAESTE*) students' mobility programme. In the same effort, the University sent one staff to South Sudan on IUCEA Staff Mobility programme, and received six (6) global Professors from UF-IFAS Everglades Research & Education Center, Florida USA, Nelson Mandela University, South Africa, University of Pittsburgh, UK and Walla Walla Community College, USA who were attached to different departments of the University.



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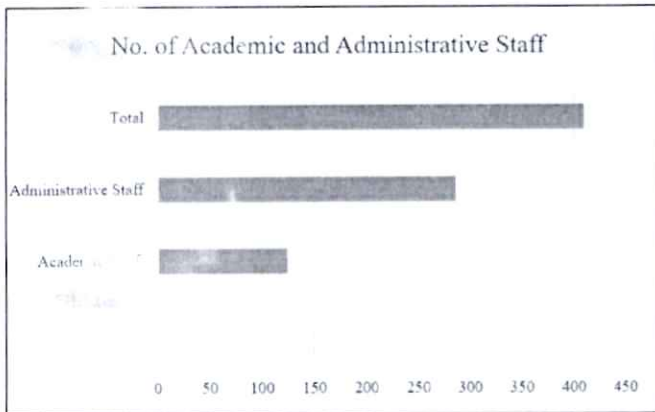
**STRATEGIC DIRECTION THREE: ENHANCE ADMINISTRATIVE, FINANCIAL AND HUMAN RESOURCE MANAGEMENT SYSTEMS**

**Introduction**

As at 30<sup>th</sup> June, 2024 the University had a total of four hundred and ten (410) members of staff. One Hundred and Twenty Four (124) were Academic and Two Hundred and Eighty-six (286) Administrative staff; of which forty eight (48) staff of the total were on contract terms as distributed in the Table below:

**Table: Number of Academic and Administrative Staff as at 30<sup>th</sup> June, 2024**

Staff Category	Contract	Permanent	Total
Academic Staff	21	103	124
Administrative Staff	27	259	286
<b>Total</b>	<b>48</b>	<b>362</b>	<b>410</b>

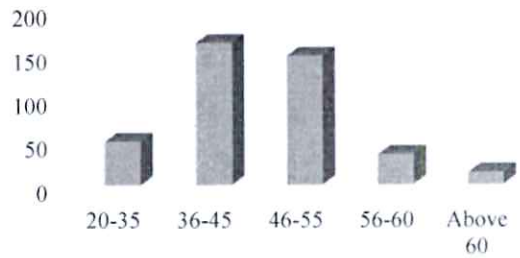


**Distribution of Staff by Age**

The University had a young and vibrant and experienced workforce as most staff in the University were aged between 36 and 45 years, followed by 46 to 55 years as shown in Table below:

Distribution of Staff by Age Profile		
No.	Age in Years	Totals Per Age Bracket
1	20 – 35	50
2	36 – 45	163
3	46 – 55	148
4	56 – 60	35
5	Above 60	14
<b>Grand Total</b>		<b>410</b>

**Academic and Administrative Staff per Age Bracket**



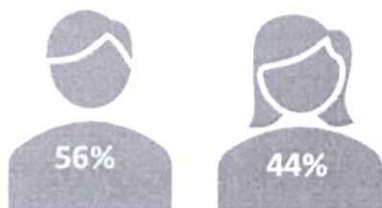
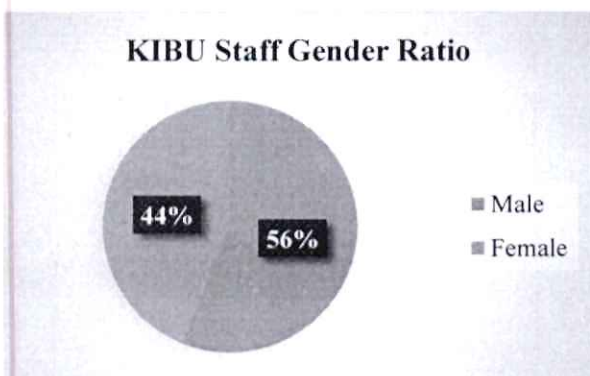
**Distribution of Staff by Gender**

The University met the 30% gender threshold. Currently, out of 410 members of staff, two hundred and thirty (230) are male (56%) and one hundred and eighty (180) (44%) are female. Gender diversity among staff in Kibabii University goes beyond mere representation and holds profound importance in fostering an inclusive and innovative academic environment. Recognizing and supporting the presence of diverse gender identities among the faculty and staff has yielded numerous benefits for both the individuals and the University as a whole.

Gender-diverse staff members serve as role models for students, demonstrating that various career paths are accessible to all genders. This empowers students, especially those from underrepresented backgrounds, to pursue their academic and professional aspirations without limitations. It prompts the University to establish inclusive policies and practices that address the needs of all employees.

Table Staff Gender Ratio as at 30th June, 2024

Staff Category	Male	Female
Teaching Staff	84	40
Administrative Staff	146	140
<b>Total</b>	<b>230</b>	<b>180</b>
<b>Percentage</b>	<b>56%</b>	<b>44%</b>



### Staff Qualifications

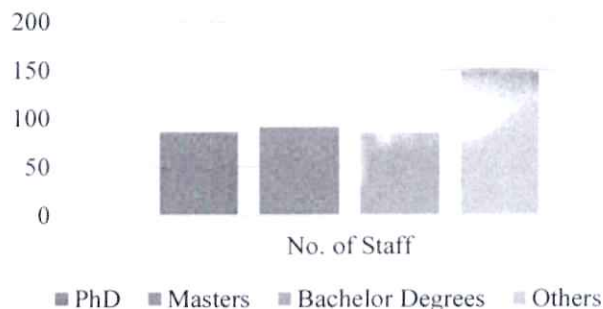


The University provides a conducive environment for academic and professional growth. In the past three years, the University has experienced growth in staff PhD Qualification from Seventy (70) in 2019/20 to the current Eighty Six (86) in 2023/24 and Masters Qualifications from sixty seven (67) in 2019/20 to Ninety one (91) in 2023/24. This represents twenty two point nine (22.9%) growth for PhDs and thirty five point eight (35.8%) for Masters respectively. In the year 2023/24, the number of staff who acquired Masters Degrees increased by four (4). This is an effort towards attaining Commission for University Education requirements for academic staff qualifications and also growing our research capacity.

Table: Analysis by Staff Qualifications as at 30<sup>th</sup> June, 2024

Education Level	No. of Officers Against Academic qualifications				
	2019/20	2020/21	2021/22	2022/23	2023/24
Ph.D	70	76	83	86	86
Masters	67	75	80	87	91
Bachelor's Degree	83	80	86	90	85
Others	212	197	181	153	148
<b>TOTAL</b>	<b>432</b>	<b>428</b>	<b>430</b>	<b>416</b>	<b>410</b>

### No. of Officers Against Academic Qualifications for 2023/2024 FYA



### Persons Living with Disability



Kibabii University recognized Persons with Disabilities (PWDs) as a distinct group whose needs, capacities and aspirations require special attention as per the provisions of the Constitution of Kenya, 2010. The University has a total of four (4) employees living with disability. The following measures have been put in place to ensure a conducive working environment for the special group of employees at Kibabii University.

- Construction of ramps for accessibility;
- Special parking area for PLWDs;
- Special washrooms/ablutions;
- Exemption from strenuous duties;
- Adhering to the Circular No. SRC/I/INCPWD/3/18 (80) dated 26th August, 2019 from SRC and MSPS/HRM/2/2/Vol. II (21) dated 29th May, 2012 on benefits and tax exemptions for PLWDs
- Appointment of Disability Management Committee; and
- Approved Disability Mainstreaming Policy.



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### Recruitment and Promotion of Staff

The University recruits staff as per the vacancies in the approved Staff Establishment, Career Progression Guidelines and Human Resource Policies and Procedure Manual. During 2023/2024 Financial Year, Nine (9) members of staff were recruited into the service of Kibabii University. Among the staff who joined the University included: Technologist III, Tutorial Fellow (Midwifery), Mechanical Engineer, Registrar (Academic Affairs), Deputy Chief Medical Officer, Tutorial/Junior Research Fellow (Agriculture and Veterinary Services), ICT Officer III, Tutorial/Junior Research Fellow (School of Nursing) and an Artisan III (Electrician).



### Staff Induction

The University organized one-day induction training on 4th April, 2024 for its newly appointed staff and staff who had been assigned new roles. Staff induction gives new staff insight of the institution and enables them to adjust for efficient service delivery. The exercise was facilitated by internal members of staff led by the Deputy Vice Chancellor (Administration, Finance and Development). It was conducted for one day covering a wide range of issues that are quite fundamental to newly appointed members of staff to familiarize themselves with the mandate and what Kibabii University stands for.

### Review of Human Resource Management Instruments

The University has developed the following Human Resource Management Instruments. Officers from State Department for Public Service presented the Instruments to Governance and Human Resource on 16th May, 2024.

- i. Organizational Structure;
- ii. Grading and Staff Establishment 2024-2028;
- iii. Human Resource Policies and Procedures Manual; and
- iv. Career Progression Guidelines for Kibabii University Staff.

The Policies were approved by the University Council on 21st June, 2024.



### Performance Management

Staff Appraisal for the financial year 2023/24 was done online. Supervisors were requested to appraise staff for the FY 2023/2024 and the deadline for performance appraisal exercise was on 5th July, 2024. Staff sensitization meeting on online staff performance appraisal was held on 8<sup>th</sup> August, 2024.

### Staff Exits

During the period 2021/2022, nine (9) members of staff left the University, that is, seven (7) staff left the university voluntarily through resignations and two (2) staff passed on. The percentage of voluntary staff turnover in 2020/2021 was 1.9%. There was a reduction of staff turnover in 2021/22 (1.6%) and 1.44% in the financial year 2022/23. The percentage reduction in staff turnover is due to improved staff welfare. The involuntary turnover of 2.8% in the year 2022/23 was majorly due to implementation of PSC Circular on dismissal of staff with forged certificates. During the 2023/2024 financial year, twelve (12) members of staff exited from the University. Six (6) being voluntary exit (1.5%) and six (6) involuntary exits.

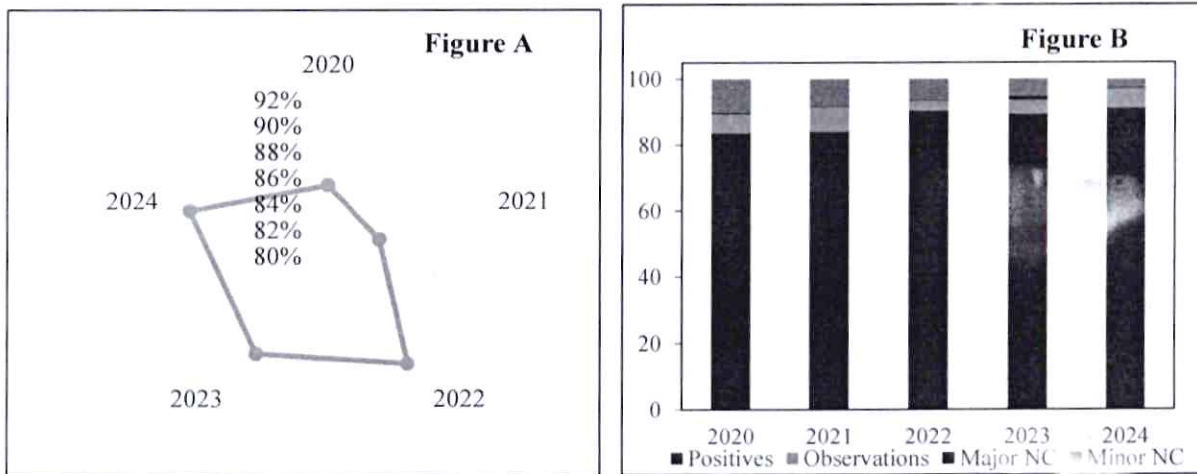


**QUALITY ASSURANCE**

Kibabii University’s commitment to upholding quality in higher education was exemplified through various processes that ensured adherence to quality management standards during the reporting period. The University conducted quality assurance trainings and forums for staff and students, market driven curricula development, course evaluations for all courses on offer, faculty satisfaction surveys and an audit of the examination system for the graduating class. Students’ evaluation of courses on offer at the University revealed a customer satisfaction index (CSI) of 86.16% while Faculty satisfaction revealed general satisfaction with institutional support, with opportunities identified for enhancing practical applications and diversifying evaluation strategies.

The University implemented the changes on the new United Kingdom Accreditation Service (UKAS) logo and accreditation symbols to enhance quality and consistency of accredited services. Spot-check audits, reviews and updates to the quality management system (QMS) were done during the year with the audit findings remaining consistently above 80% in the past 5 years (Figure A) with major and minor nonconformities accounting for 6.5% and 2.9% in 2023 and 2024 respectively (Figure B). The University also maintained its ISO KE16/2353 certification, showcasing our commitment to excellence.

**Figure: Audit Scores (a) and Findings (b) for Years 2020-2024**



Capacity building on quality assurance and ISO was carried out for new students during their orientation while staff were sensitized on the gazetted Universities Regulations, 2023, within the quality assurance framework in July 2023. In order to raise awareness on the quality management profession and systems, the University commemorated the world quality week under the theme “Quality: Realizing your competitive Potential” in November 2023.

Within the year 2023/2024, sixty three (63) academic programmes were reviewed to ensure they remained relevant to the current needs of students and other stakeholders while program quality audit was carried out for four (4) programmes. The objective of the quality audit was to determine whether the accredited academic programmes met the requisite standards and guidelines. The results of the audit indicated that each programme met the requisite standards and guidelines. A comprehensive assessment of courses was conducted based on feedback from students, faculty, and stakeholders. Adjustments were made to course content, learning objectives, and instructional methods to enhance course quality and reduce curriculum duplications.



## Financial Performance

The financial performance of Kibabii University is a critical aspect of its overall operational health and sustainability. As a public institution, the university relies on a combination of state funding, Appropriation in Aid (A.I.A), grants, donations, and other revenue streams to support its educational mission, research initiatives, and community engagement. This report provides a comprehensive analysis of the university's financial performance for the fiscal year, highlighting key trends, revenue sources, expenditures, and the impact of external economic conditions. The analysis aims to offer insights into the university's fiscal health, ensuring transparency and accountability to stakeholders, and guiding strategic financial planning for the future. In the year in review the university commenced implementation of the Government's new universities funding model. The new funding model is aimed at enhancing revenue generation and revamping service provision by the university to the students.

This report captures not just the data but also the spirit of adaptation, innovation, and tenacity that characterizes Kibabii University's voyage through this unfamiliar territory.

## Income and expenditure

### Revenue

In the year under review total revenue grew by 29% to Kshs. 1.40 billion which includes Capital Development of 13.75 million up from Kshs. 1.06 billion including Capital Development of 33.12 million in the previous year. This mainly was due to an increase in the reported revenues from exchange transactions. This is attributed to the Universities new funding model and the University's implementation of stringent measures to ensure students do not transit to upper classes without fulfilling all the academic and financial requirements for previous semesters/ academic years. This has positively impacted on revenues from Tuition and Tuition related fees.

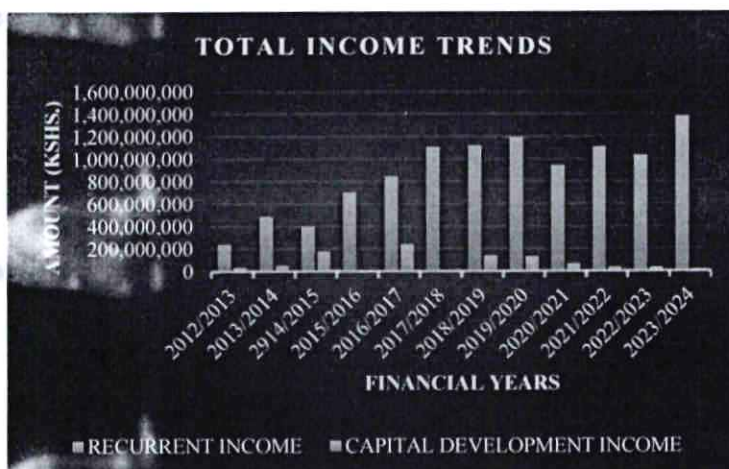
During the 2023/24FY, the University's funding for capital development from the exchequer also dropped by 58% to Kshs. 13.75 million down from Kshs. 33 million the previous year. This affected the implementation of the planned projects including the Students Centre, Sports fields as well as the procurement of laboratory equipment. Although the projects are 100% complete, the Government of Kenya has not fully financed.

Following is a graphical representation of the University's sources of income during the 2023/24 FY as well as a trend of the University's total income since inception.

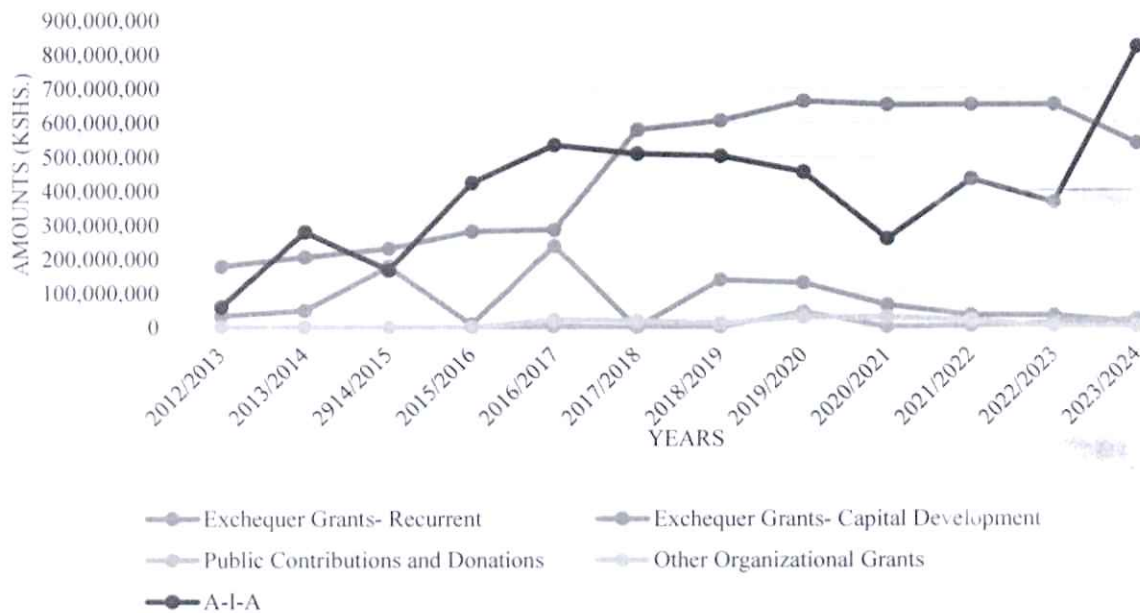


**Ksh.1.38B**

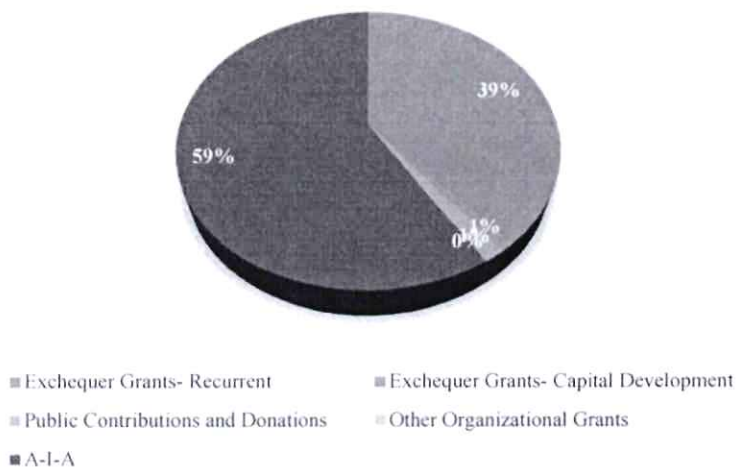
Total revenue grew by 31% to **Kshs. 1.38 billion** which includes Capital Development of 13.75 million up from Kshs. 1.06 billion



SOURCES OF INCOME TRENDS



SOURCES OF FUNDS FY2023/2024



Expenditure

Recurrent expenditure increased by Kshs. 264 million (24%) in 2023/24FY to Kshs. 1.386 billion up from Kshs. 1.122 billion incurred in the 2022/23FY. The University also absorbed 100% of funding received for capital development during the year in review.

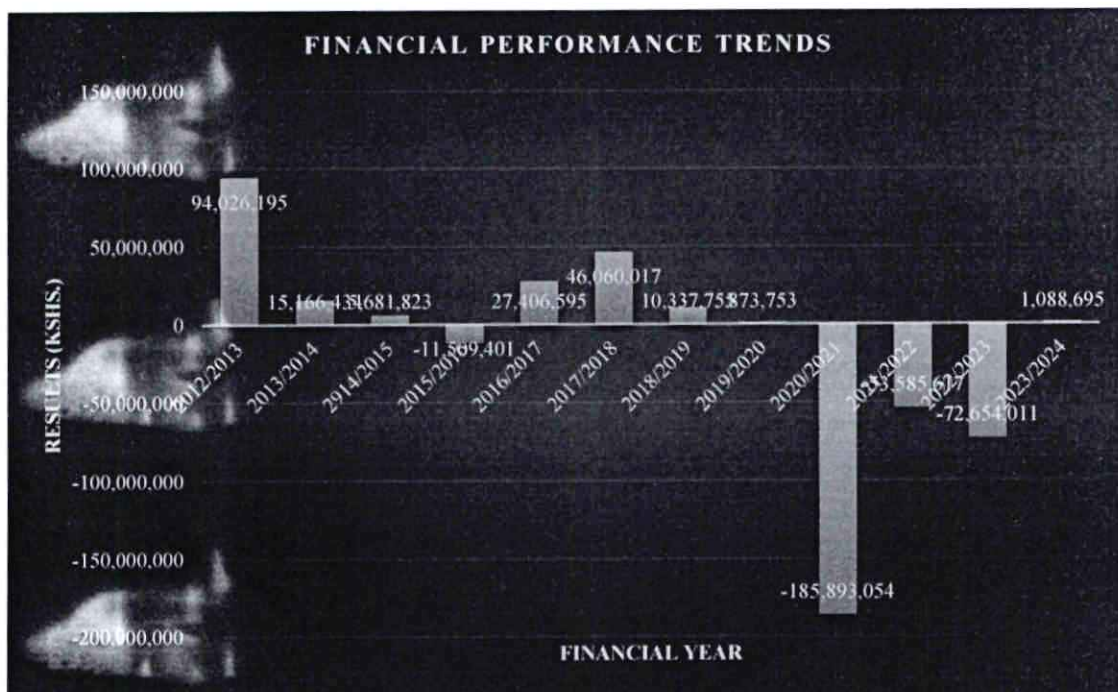


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## Results

During the year in review, the University recorded a surplus of Kshs. 1.09 million a 101% improvement from a deficit of Kshs. (73) million reported in the prior year. This is attributed to the improved revenues as a result of the new universities funding model and internal control measures put in place by the University to ensure compliance to the student's fees payment policy.

Below is the University financial performance trend over the last 12 years;

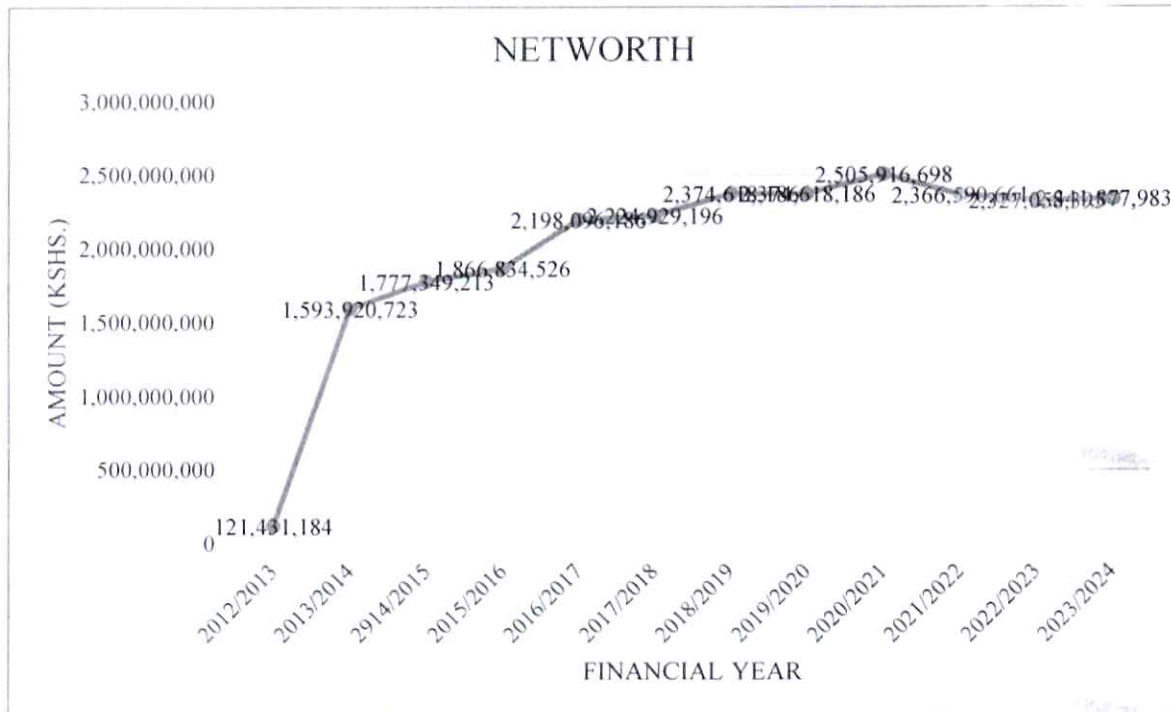


## Balance sheet

During the year under review overall the net assets/total reserves increased by Kshs. 14.8m, from Kshs. 2.327b to Kshs. 2.342b, reflecting the surplus and capital development funds received for the year. Tangible fixed assets net of depreciation at 30th June 2024 amounted to Kshs. 2.153b down from Kshs. 2.178b as at 30th June, 2023 mainly due to depreciation.

The decline in net worth is attributed to the fact that the University slowed down on procurement of additional capital items while the depreciation expense increased as a result of transfer of items from W.I.P during the Financial Year. The surplus reported during the year enhanced the University's revenue reserves.

Overleaf is the University's net worth trend since inception;



In the year under review, Kibabii University complied with all the statutory obligations.

### Contingent Liabilities

During the Year ended 30th June, 2024, the University had four (4) ongoing cases;

1. Bungoma High Court Constitutional & Human Rights Division Petition No. 15 of 2016. David Murambi and two (2) others Vs the County Government of Bungoma and Kibabii University. The Petitioners filed suit for trespass to property, damages and costs of the suit. The University considered mediation but it failed. The judgement was read on 14th March, 2024, and the applicants Petition was dismissed with costs to the Respondents.
2. Bungoma CMCC MC ELC No 14 of 2020. Beatrice N. Wanjala and another Vs County Commissioner, Bungoma, County Commandant, Bungoma and Vice Chancellor – Kibabii University. This is an injunction restraining the respondents from interfering trespassing, developing, constructing, or in any other way interfering with the Plaintiff's L.R. No East Bukusu/North Kanduyi/888 plus damages and costs. The case is coming up for confirmation of withdrawal of the suit against the Third Respondent (Kibabii University) by the Plaintiff on 1st August, 2024.
3. Lodwar CM No.35 of 2021. Kibabii University VS Eliud Long'acha. The Plaintiff had leased the Defendant's premises in Lodwar Town for use as a Satellite Campus. At the end of the term of the lease or upon the termination of the lease, the Defendant was to pay back the deposit. The Defendant only paid Ksh. 650,000 and defaulted to pay the balance of Ksh.1, 890, 446 which the Plaintiff now claims. The case came up for mention on 20<sup>th</sup> September, 2023 where Court granted substituted service by way of Gazette Notice. The notice was filed on 21st September, 2023 and has been received by the Court. The court did not manage to serve the summons. We are awaiting further instructions on a

further date from external lawyers.

4. Bungoma Chief Magistrate ELRC cause No.24 of 2022 Fridah Nkatha Kamau – Versus – Kibabii University. The Claimant was a part time lecturer in the ELJMC Department, she taught semester one of Academic Year 2020/2021. She now claims Kshs. 283,920.00 general damages for breach of contract, cost and interest of the suit. The case came up for hearing on 31st August, 2023 where the plaintiff testified and closed her case. It came up for defense hearing on 19th October, 2023 where it was ordered that Judgment be entered for the claimant for the sum of Kshs. 139,880/=, the Claimant be awarded cost of suit and interest. It came up for taxation on 29th March, 2024 where the claimant filed their bill of cost. The case is coming up for application for stay of execution and attachment on 22<sup>nd</sup> of August, 2024.
5. Nakuru High Court ELRC No E042 of 2023 Tanay Jpendra & 33 Others—Versus— Mediheal Group Ltd & 3 Others & Kibabii University 14th Garmishee. It came up for inter-parte hearing on 5th June 2024 at Nakuru Law Courts but the court did not sit. The brief facts are that 34 Claimants filed a Claim in the Employment and Labour Relations Court at Nakuru Law Courts claiming for payment of their salaries against the Respondents. A consent was entered where upon the Respondents agreed to pay the money, but they failed to pay. The Claimants moved to court seeking for orders that that money be directly paid to them instead of the debtor. In our case the claimants alleged that Kibabii University 14th Garmishee owed the Respondents KES 20,000,000 and intended to pay the same. The University filed a Replying Affidavit admitting KES 11,467,583 million and served the parties. The case is coming up for interparty hearing on 11<sup>th</sup> July, 2024.



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**KEY PROJECTS AND INVESTMENT DECISIONS.**

During the quarter in review, the University did not implement any capital projects

**MAJOR RISKS FACING THE UNIVERSITY.**

**Introduction**

Kibabii University strives to fulfil its mandate as per legal instruments of establishment. To effectively do this, the University has formulated six (6) Strategic Directions namely to; Promote and Maintain Excellence in Teaching and Learning, Support and Sustain Advancement in Research, Innovation, Partnerships and Linkages, Enhance Administrative, Financial and Human Resource Management Systems, Invest in Strategic Marketing and Public Relations, Expand, Maintain and Improve Physical Facilities and Infrastructure, and Provide Quality Health Care Services. The Performance Contract 2023/2024 was negotiated and vetted against these Strategic Directions. The University continuously faces risks that pose a threat to the achievement of its Strategic Directions. The threats stem from diverse sources including; natural disasters, financial uncertainty, legal liabilities, strategic management errors, reputation issues, political interference and insecurity. The University has put in place mechanisms to continuously identify the risks and provide measures to eradicate or reduce their negative effects as presented in Matrix A below:

**Table: Risk Management Matrix**

MATRIX A: RISK MANAGEMENT- CONTROLLED BY UNIVERSITY MANAGEMENT											
S/No.	Risk	Root Cause	Likelihood	Consequence				Risk level (rating)	Response Strategy	Risk Treatment	Risk Owner (Responsibility)
				Legal	Reputational/Financial	Operational	Other				
1.	Liquidity	<ul style="list-style-type: none"> <li>Uncertainties in new funding model</li> <li>High recurrent expenditure.</li> <li>Low enrolment.</li> <li>Reduced funding from the exchequer.</li> <li>High cost of goods and services caused by inflation.</li> <li>Low number of PSSP students</li> <li>Reduced funding from partners</li> </ul>	3	3	2	3	3	9	Avoid	<ul style="list-style-type: none"> <li>Rationalization of budgets</li> <li>Enhanced internal control mechanisms.</li> <li>Enhance activities that promote revenue (enrolment, IGUs).</li> <li>Enhanced marketing.</li> <li>Roll out new market driven programmes targeting local and regional market</li> <li>Apply procurement methods that are cost saving by procuring through framework method.</li> <li>Application of cost cutting measures.</li> <li>Engaging government on streamlining funding process.</li> </ul>	VC
2.	Litigation	<ul style="list-style-type: none"> <li>Lack of awareness by staff on policies and regulation.</li> <li>Tedious legal process.</li> <li>Industrial action.</li> <li>Student unrest.</li> <li>Missing marks.</li> <li>Dissatisfied Service providers.</li> <li>Community demands.</li> </ul>	3	3	3	3	3	9	Avoid.	<ul style="list-style-type: none"> <li>Sensitize staff on legal and regulatory requirements.</li> <li>Conducting scheduled legal audits.</li> <li>Recruitment of adequate, competent legal /HR staff.</li> <li>Embracing Alternative Dispute Resolution (ADR)</li> <li>Compliance with policies, laws and regulations.</li> <li>Cultivate good relations with community.</li> </ul>	VC



3.	External Political Interference	<ul style="list-style-type: none"> <li>Patronage by the political leaders.</li> <li>Vested interests in the recruitment and procurement.</li> <li>Misguided perception of the University.</li> <li>High expectation from the local community.</li> <li>Political radicalization</li> <li>Increase in number of staff and students actively participating in politics.</li> <li>Interference with students' electoral process.</li> </ul>	3	3	3	0	3	9	Avoid.	<ul style="list-style-type: none"> <li>Create awareness on the role of the University.</li> <li>Engagement with political leaders.</li> <li>Participating in community service.</li> <li>Enhance Corporate Social Responsibility.</li> <li>Adherence to University policies.</li> <li>Counselling of staff and students.</li> <li>Enhance engagement of Alumni with former students and other stakeholders.</li> </ul>	VC
4.	Alcohol and Drug Abuse	<ul style="list-style-type: none"> <li>Addiction to alcohol and use of drugs.</li> <li>Stress, anxiety or depression.</li> <li>Peer influence.</li> <li>Family issues.</li> <li>Early exposure to alcohol.</li> </ul>	3	2	3	0	3	9	Avoid.	<ul style="list-style-type: none"> <li>Create awareness on alcohol /drugs and their effects.</li> <li>Guidance and counselling.</li> <li>Faith-Based Treatment.</li> <li>Rehabilitation.</li> <li>Adherence to University policies, rules and regulation.</li> <li>Regular training by NACADA on alcohol and drug abuse prevention.</li> </ul>	VC
5.	Cyber security	<ul style="list-style-type: none"> <li>Hacking.</li> <li>Rise of cyber bullying.</li> <li>Socio-economic status of the students/staff.</li> <li>High cost of living due to inflation.</li> <li>Artificial Intelligence.</li> </ul>	3	3	2	3	2	9	Avoid.	<ul style="list-style-type: none"> <li>Enhancement of disciplinary procedures on rogue students and staff.</li> <li>Securing and protecting data through multiple firewalls and backups.</li> <li>Use of security passwords and constant monitoring to identify attempts to hack.</li> <li>Conducting regular audits.</li> <li>Develop policy on AI.</li> <li>Apply Data Protection Policy.</li> <li>Sensitize staff on effect of Ai on CATS.</li> </ul>	VC
6.	Insecurity	<ul style="list-style-type: none"> <li>Serial attacks.</li> <li>Community apathy.</li> <li>Inadequate investigations and prosecution.</li> <li>Rise in cartels and goons.</li> <li>Increase in the number of points selling alcohol and drugs.</li> <li>Socio-economic status of the students/staff.</li> <li>High incidences of attacks among students.</li> </ul>	3	3	2	2	2	6	Reduce / Treat.	<ul style="list-style-type: none"> <li>Engagement of armed security personnel.</li> <li>Enhance operations of Kibabii Police Station.</li> <li>Intelligence gathering from the community.</li> <li>Regular updating of security work plans.</li> <li>Enhancement of disciplinary procedures on rogue students/staff.</li> <li>Participating in community service.</li> <li>Revamping Kibabii University Security Committee</li> </ul>	VC
7.	Reputation	<ul style="list-style-type: none"> <li>Staff-Student relationships</li> <li>Staff relationships</li> <li>Examination cheating.</li> <li>Leakage of confidential information.</li> <li>Communication of un-verified information.</li> <li>Failure to act on complaints.</li> <li>Decline in webometric ranking.</li> <li>Poor performance of regular and part-time staff.</li> </ul>	2	-	3	-	-	6	Reduce / Treat.	<ul style="list-style-type: none"> <li>Sensitize/Train staff and students on the code of conduct and ethics.</li> <li>CCTV installation to support surveillance on exam invigilation.</li> <li>Implement the Communication Strategy Policy</li> <li>Centralized complements and complaint handling procedures at VC's Office as per the Customer Feedback Policy.</li> <li>Administering of oath of secrecy.</li> <li>Strategizing on webometrics.</li> <li>Audit of graduation results.</li> <li>Class representative forums.</li> <li>Course evaluation by students.</li> <li>Enhance alumni activities.</li> </ul>	VC

8	Negative Publicity	<ul style="list-style-type: none"> <li>Communication of un-verified information.</li> <li>Social media bloggers.</li> <li>Leakage of confidential information.</li> <li>Failure to act on complaints.</li> </ul>	2	1	3	-	1	6	Reduce/ Treat.	<ul style="list-style-type: none"> <li>Implement the Communication Strategy Policy.</li> <li>Centralized complements and complaint handling procedures at VC's Office as per the Customer Feedback Policy.</li> <li>Administering of Oath of Secrecy.</li> <li>Annual Media Symposium.</li> <li>Training of staff on confidentiality.</li> <li>Enhance access to information.</li> <li>Implementation of computer misuses and cyber security Act.</li> <li>Enhance alumni activities.</li> <li>Whistleblowing</li> </ul>	VC
9	Corruption	<ul style="list-style-type: none"> <li>Vested interests in recruitment and procurement.</li> <li>Lack of integrity and professionalism.</li> <li>Delayed payments for services provided.</li> </ul>	3	2	2	2	2	6	Reduce/ Treat.	<ul style="list-style-type: none"> <li>Corruption prevention awareness.</li> <li>Enforce compliance with policies.</li> <li>Disciplinary action to the corrupt in accordance with the relevant laws.</li> <li>Strengthen internal controls.</li> <li>Automation of processes.</li> <li>Creation of Integrity Clubs for staff and students.</li> <li>Regular audits by Internal Audit and Corruption Prevention Committee.</li> <li>Enhance Bribery and Corruption Risk Assessment.</li> </ul>	VC
10	Theft of University assets	<ul style="list-style-type: none"> <li>Low integrity and ethics.</li> <li>Increased in cost of living.</li> <li>Lack of self-esteem and efficacy.</li> <li>Security lapse.</li> </ul>	2	1	1		3	6	Reduce/ Treat	<ul style="list-style-type: none"> <li>Sensitize staff on integrity and ethics</li> <li>Engagement of armed security personnel.</li> <li>Intelligence gathering from the community</li> <li>Enhancement of disciplinary procedures on rogue students and staff</li> <li>Initiate installation of biometric system</li> <li>Enhance security surveillance.</li> </ul>	VC

**KEY:**

LIKELIHOOD		CONSEQUENCES		STRATEGIES
Rating		Rating		1. Reduce/Treat
1	Unlikely	1	Low	2. Share/Transfer
2	Likely	2	Medium	3. Retain/Accept
3	Certain	3	High	4. Avoid

**Risk level Ratings= Likelihood x Highest Consequence score indicator**

**Conclusion**

The University has successfully mitigated the risks and ensured efficient uninterrupted University operations.



## STRATEGIC DIRECTION FOUR: INVEST IN STRATEGIC MARKETING AND PUBLIC RELATIONS

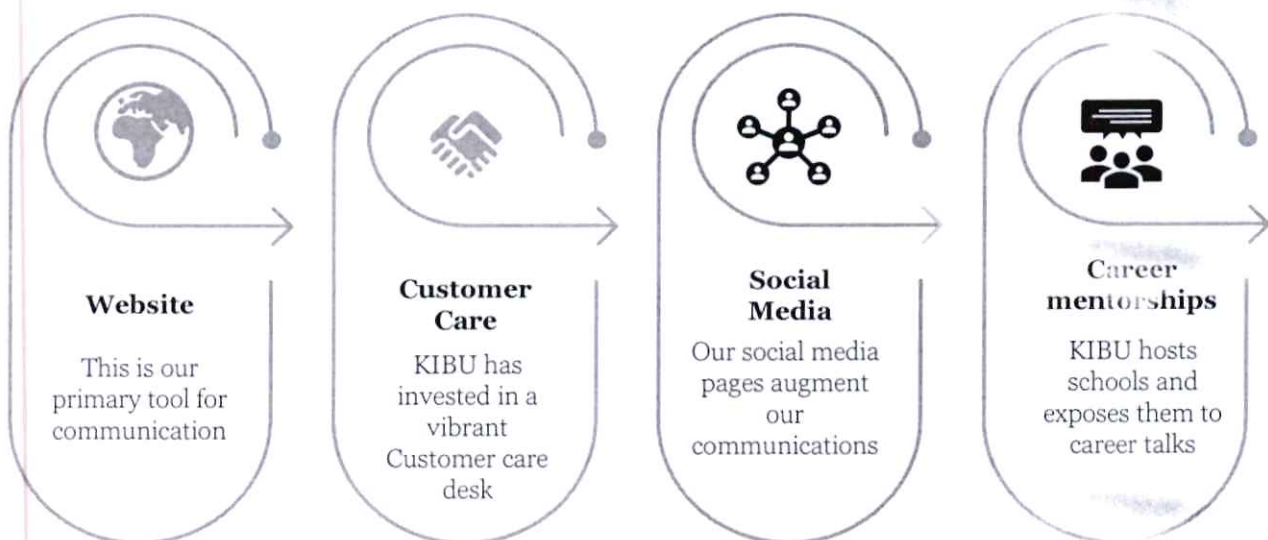
### Introduction

In the competitive landscape of higher education, Kibabii University acknowledges the vital function of strategic marketing and public relations in crafting an image, drawing in students, engaging stakeholders, and cultivating a robust reputation. This has become a crucial tactic for the University as it aims to communicate its unique value proposition and establish a meaningful presence in an increasingly globalized world.

To achieve these objectives, Kibabii University employs a multifaceted approach. The University actively engages in school mentorship programs to foster relationships with prospective students and showcase the Institution's offerings. To enhance the publicity of its activities and programmes, the University further leverages digital and social media platforms, with its website serving as the primary tool for online presence and communication.

KIBU recognizes that strong customer care unifies the above strategies to attain the desired outcomes. By prioritizing customer satisfaction and providing excellent service to students and stakeholders, Kibabii University aims to create a positive and lasting impression. This report shall demonstrate that through these strategic initiatives, the University seeks to differentiate itself in the competitive higher education market, attract top-quality students, and solidify its reputation towards becoming an attractive institution of learning.

### Kibabii University Marketing and Public Relations Tool kit



### Website

The University relies majorly on the website ([www.kibu.ac.ke](http://www.kibu.ac.ke)) as a major tool of dissemination of critical information such as announcements, research findings, document storage and keeping track of events and happenings. The website is linked to various social media pages that gives it a wider reach across different audiences far and wide. During the year, seventy nine (79) activities were reported on the University website, while 73 notices were published.



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### Website demographics

During the year, the website server resources were upgraded to ensure optimal performance of the website and to accommodate high number of users accessing the website at the same time. As a result, a total of 167,309 people visited the website. Majority of audiences accessing the website are from Kenya 131,344. There was also notable visits from audiences in Canada (14,114) and Netherlands (8,861).

Figure: Demographic analysis per country

Country	Users	New users	Engaged sessions	Engagement rate	Engaged sessions per user	Average engagement time	Event count
<b>Total</b>	167,309 100% of total	161,632 100% of total	383,440 100% of total	68.61% Avg 0%	2.29 Avg 0%	3m 05s Avg 0%	4,173,462 100% of total
1 Kenya	131,344	122,106	293,773	69.41%	2.24	2m 50s	3,164,336
2 Canada	14,114	7,018	53,487	69.87%	3.79	6m 03s	561,663
3 Netherlands	8,861	7,504	14,381	76.63%	1.62	2m 18s	159,195
4 Norway	6,474	5,138	11,140	78.96%	1.72	2m 00s	101,037
5 United States	5,348	4,998	1,775	28.84%	0.33	35s	39,215
6 China	1,820	1,473	92	5.08%	0.05	16s	7,310
7 Nigeria	1,713	1,422	2,324	75.92%	1.36	1m 45s	20,727
8 Germany	1,276	861	1,187	63.24%	0.93	1m 19s	13,124
9 India	948	930	756	62.22%	0.80	1m 16s	10,125
10 Hong Kong	789	787	32	4.04%	0.04	5s	2,635

### Social Media

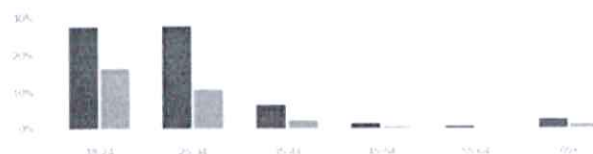
As we endeavor to meet our marketing and public relations strategies against competing budget needs, Kibabii University's realigned its activities towards digital media marketing and publicity. The University has established active profiles on platforms like Facebook, Twitter, Instagram, WhatsApp and LinkedIn to connect with students, alumni, and the wider community. The University shares news, updates, achievements, and upcoming events through these channels. The University also shares a variety of content, including blog posts, videos and infographics, that highlight academic programs, faculty expertise, research achievements, student success stories, and campus life.

### Social Media demographics

An analysis of the Facebook which comprises of 51,000 followers shows that majority of the followers are male (67.5%) against 32.5% females. On age dynamics, majority of the followers fall between two age brackets (18-24 and 25-34).

#### Age and gender

Men 67.50%  
Women 32.50%



### Social media Audience analysis per country

Kibabii University has a worldwide following with majority followers (50,161) being in Kenya. We also have followers from regional neighbours like Tanzania, Uganda, South Sudan and Somalia. Our continental followers are majorly from Nigeria (151). We also have a notable number of followers from Saudi Arabia (115).

**Table: Numerical distribution of followers in worldwide**

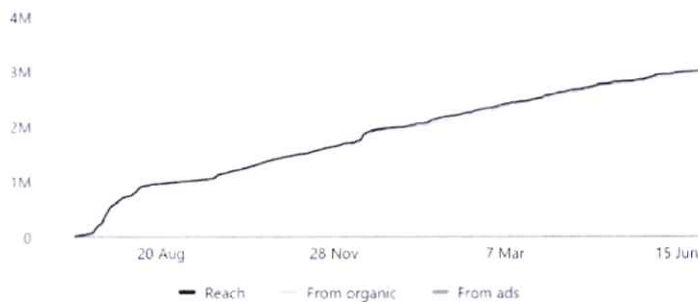
Location	Towns/cities	Countries
Kenya		50,161
Tanzania		163
Nigeria		151
Saudi Arabia		115
Uganda		114
India		97
United States		89
Ethiopia		88
Somalia		67
South Sudan		63

### Social media Cumulative Audience Reach

This metric counts reach from the organic distribution of Social media content, including posts, stories and ads. It also includes reach from other sources, such as tags, check-ins and Page or profile visits. During the year 2023/2024, Kibabii University Facebook page reached an audience of over 3 million people worldwide. This was an improvement of 37.3% as compared to 20.4% the same period last year.

#### Performance

Daily Cumulative



#### Reach breakdown

<b>Total</b>	<b>3,004,548</b> ↑ 37.3%
<b>From organic</b>	<b>2,912,791</b> ↑ 575.1%
<b>From ads</b>	<b>0</b> 0%



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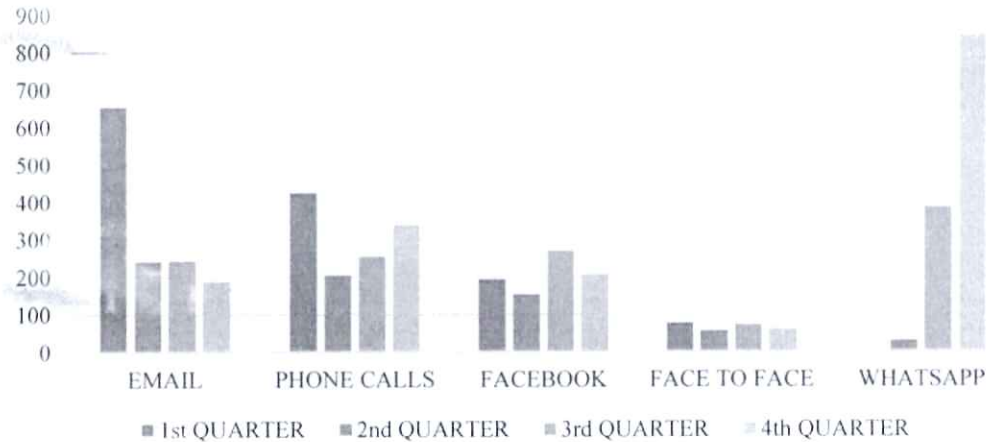
### Customer Care Analysis

During the year, the Customer Care Desk recorded a total of 4,900 enquiries on Email, Telephone, Facebook, WhatsApp and face to face walk-ins. The table below indicates the distribution of enquiries across the year.

Analysis of Media Used For Enquiry 2023/2024

Quarter	Email	Phone Calls	Facebook	Face To Face	WhatsApp	Total
1 <sup>st</sup> QUARTER	655	425	194	77	0	1352
2 <sup>nd</sup> QUARTER	242	205	154	55	29	685
3 <sup>rd</sup> QUARTER	244	255	269	72	384	1224
4 <sup>th</sup> QUARTER	190	338	207	60	844	1639
Grand Total						4900

Bar Graph Showing Different Media Used in Four Quarters At Kibabii University





## STRATEGIC DIRECTION FIVE: EXPAND, MAINTAIN AND IMPROVE PHYSICAL FACILITIES AND INFRASTRUCTURE.

### Introduction

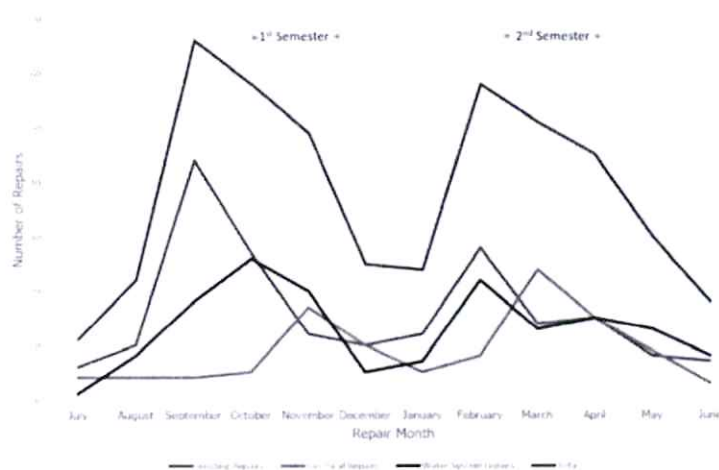
Kibabii University continually focuses on enhancing both its physical and Information and Communication Technology (ICT) infrastructure to support dynamic learning environments. Specifically, the focus has been on Classrooms and Lecture Halls development and maintenance to facilitate interactive learning. There is also a purposeful thrust to transform libraries into digital hubs with access to online library resources. Being a STEM (Science, Technology, Engineering, and Mathematics) based institution of higher learning, advanced laboratories with cutting-edge equipment are essential for learning and research. All these are to a large extent driven by developments in the ICT systems that include reliable and fast internet connectivity, acquisition and operationalization of Learning Management Systems (LMS) such as Moodle to manage course content, assignments, and communication between students and instructors; and Virtual Online meeting and Learning Tools such as Zoom, Microsoft Teams, and Google Classroom to facilitate remote learning and virtual collaboration.

As the University shifts its operations to the digital platforms, efforts to address the risks of Cybersecurity, the University has embarked on putting measures in place to ensure sensitive data is protected and privacy of students and staff is guaranteed. Investing in student hostels, recreational centers, and other outdoor facilities is paramount and essential to afford a holistic educational experience.

### Repair and Maintenance

A total of 457 repairs were undertaken of which 400 (87.5%) were on end user requests. Of the total repairs, 42.2%, 34.2% and 23.6% were for building repairs, Water services repair and Electrical repairs, respectively. The repairs occurred in two major peaks (in September, 2023 and February, 2024) with the highest peak occurring in the first semester, which coincides with the admission of new students at first year. These students may have encountered challenges of using some facilities for the first time. July 2023 and June 2024 recorded the lowest number of repair requests because this is period (June-July) when the university undertakes preventive maintenance.

Figure: Repairs undertaken on various facilities in the University in the 2023/2024 FY



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### Root Cause Analysis

As repairs were undertaken, evaluation of the basis (Root Cause) for the repair requests was recorded for each case and analysis is reported in the table below. After the repairs, the corrective measures were communicated to the end users where applicable to avoid similar incidences in the future.

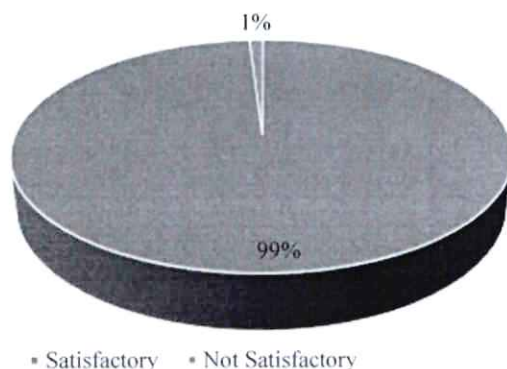
Table: Root cause of the repairs at Kibabii university during the FY 2023/2024

Type of Repair	Root Cause			
	Mishandling	Wear and tear	Loss of components	General Improvement
Building Repairs	15	115	22	41
Electrical Repairs	10	80	1	17
Water System Repairs	47	102	2	3
<b>Total</b>	<b>72</b>	<b>297</b>	<b>25</b>	<b>61</b>

### Customer Satisfaction

Analysis of the after service feedback indicated that 99% of the customers rated the quality of the repairs as "satisfactory" and professionally done.

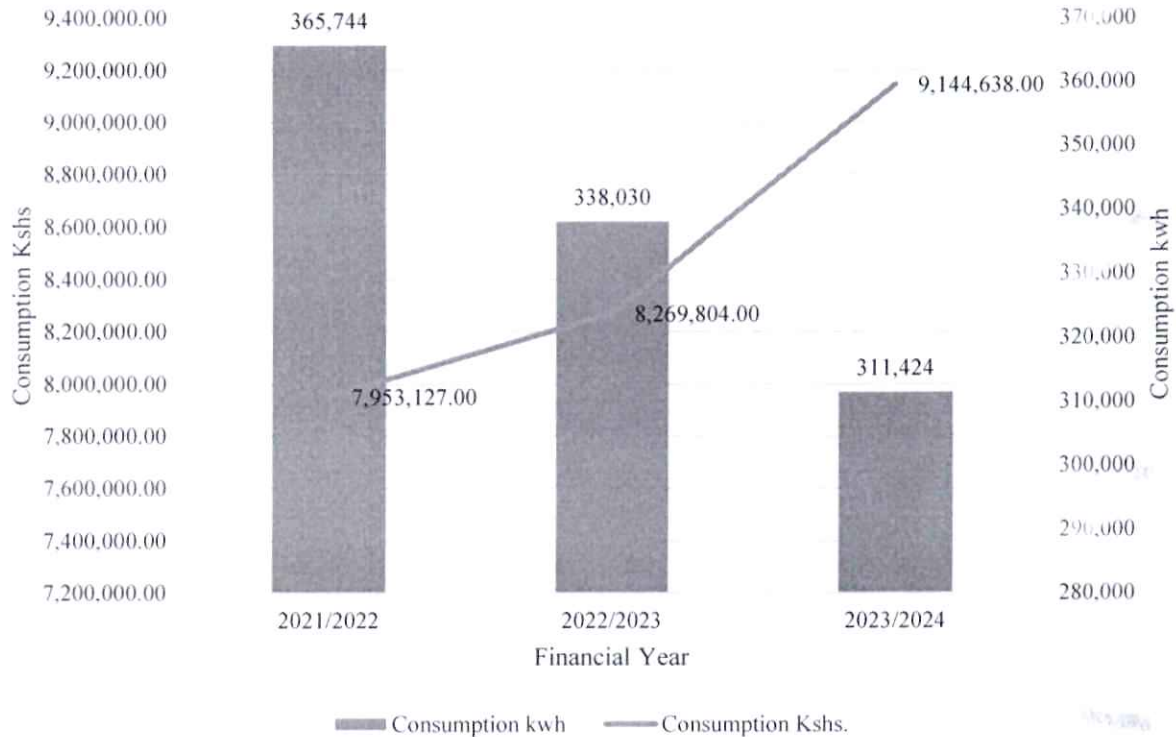
Figure: Rate of satisfaction with the repairs undertaken in the University during the FY 2023/2024



### Electricity Consumption

Although the actual power consumption in Kwh, has reduced over years (from 365,744 in 2021/2022 FY to 311,424 in 2023/2024), the bills (cost in Kshs) has increased. The increase is attributable to adjustments in Fuel Cost Charge (FCC), Foreign Exchange Rate Fluctuation Adjustment (FERFA) and Inflation Adjustment (IA) which were beyond control of the Institution. It was worth noting that the power consumption declined despite the fact that consumption points increased as more electrical gadgets and buildings were connected to the power supply line. Regular inspection and adjustments of the system within the University was carried out to maintain the Power Factor above the minimum of 0.9 in order to avoid Power Factor Surcharge.

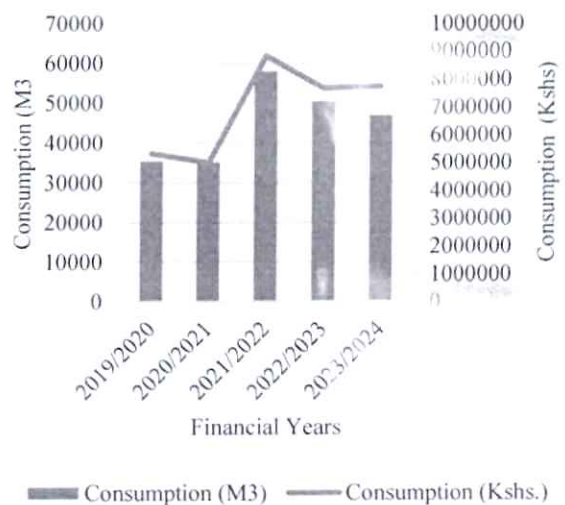
Figure: Electrical Power consumption in kwhs and Cost in Kshs in different Financial Years (July, 2021 – June, 2024)



### Water Consumption



In the year under review, the University had a water storage capacity of 950 M3 consisting of overhead and underground storage tanks. This capacity was adequate for three (3) days' supply at the average daily water demand of 228.7 m3 with a mandatory reserve for emergency in case of a fire. However, the water supplied by the main supplier (NZOWASCO) and alternative internal sources (Underground rain water storage tanks, spring and recycled treated waste water) only met 69.4% of the demand. It was expected that the deficit would be adequately addressed by the second phase of the KOICA Chepyuk-Kibabii Complex Water Supply Project which was connected to the University in the pilot phase.



## ICT Infrastructure in the University



### Introduction

The digital superhighway and creative economy is one of the five pillars expected to play a critical role in enhancing government service delivery through digitization and automation of all government critical processes to make tremendous achievements in the other four pillars of Health, Agriculture, Micro, Small and Medium Enterprise (MSME); and Housing and Settlement. Kibabii University through the Directorate of Information Communication Technology (DICT) undertook the following activities to enhance efficiency and productivity on the University mandate of Teaching, Research and Community Outreach:

### ICT System upgrade

- i. The website server resources were upgraded to ensure optimal performance of the website and to accommodate high number of users accessing the website at the same time;
- ii. Integration and support of Kibabii University ABNO ERP to e-Citizen Pay bill Number via PESAFLOW was accomplished as planned. The payment system was activated in compliance with the Government directive to move all payment through e-Citizen platform. During the period, patches on the ERP were undertaken to improve on features and security of the system;
- iii. During the Period, KENET installed a fiber backup connection running along KPLC power lines to guarantee Internet service uptime to the University in the event the primary fiber connection failed;
- iv. The University, in collaboration with KENET, upgraded the Internet gateway equipment to provide congestion free internet on campus;
- v. KENET, through a BOLT grant, installed a 36m mast on campus that enabled connectivity of neighboring secondary schools as also provided an extra point for installation of WIFI to serve students around the School of Nursing;
- vi. KENET donated and installed 14 WIFI hotspots in the student hostels, auditoriums and selected open access locations across the campus to increase WIFI coverage to students for effective running of online classes, research, online conferences and graduation events; and
- vii. During Pre-Madaraka day celebrations, ICT Authority donated and installed 200m of fiber which enabled extension of WIFI coverage at the University pavilion. After the event, these facilities were handed over for use by the University.

### Network and Equipment Maintenance

This activity was undertaken through Service Level Agreements which were signed on diverse date during the reporting period. These SLAs included service and maintenance of network based CCTV Cameras and Video Recording system, Printers and Data Centre Equipment.

- a. Routine maintenance for CCTV Cameras and Network Video Recording system was undertaken successfully on quarterly basis. This service enabled real time monitoring, Recording and Retrieval of all the CCTV footage; and
- b. Maintenance of printers, photocopies and scanners was undertaken on quarterly basis which restored the normal working state of most of the equipment. Some equipment required replacement of critical parts. Some equipment were diagnosed as either unserviceable obsolete and recommended for disposal.





## STRATEGIC DIRECTION SIX: PROVIDE QUALITY HEALTH CARE SYSTEMS

### Introduction

Health services are integral to ensuring that the University community remains healthy, productive, and engaged. The services ensure access to medical care both physical health (diagnosis and timely treatment for illnesses and injuries, which helps maintain overall health and well-being) and mental health services to address issues such as stress, anxiety, and depression. Preventive care such as vaccinations and health education programs is also a key focus to prevent illnesses and promote healthy lifestyles. The health services also cover Crisis Management which allows for quick response to health emergencies at the University in collaboration with National and County Governments. Overall, the health services are designed to provide staff and students with access to medical care and support, which can help them stay healthy and productive.

Kibabii University is committed to providing a comprehensive medical support to both staff and students and as a Corporate Social Responsibility, the University partners with health service providers to reach out to communities to address priority medical and self-care/public health issues. During the year under review, the University undertook activities aimed at not only enhancing access and efficiency of service but also cutting on cost. These highlights are presented in the sections below.



### Diagnosis, Treatment and Prevention of Common and Chronic Illness

Kibabii University scaled up prevention and control measures that included diagnosis, treatment and prevention of common avoidable and chronic illness. This enhanced promotion of evidence based medicine.



### Laboratory services

The University has equipped the Medical Laboratory for basic and routine tests such as malaria and special tests such as blood sugars (Diabetes), H. Pylori (common cause of peptic ulcers), HIV and many others. During the reporting year, 7680 tests were carried out, distributed by months and type of test as shown in this table:

**Table: Medical Laboratory Workload in 2023/2024 FY**

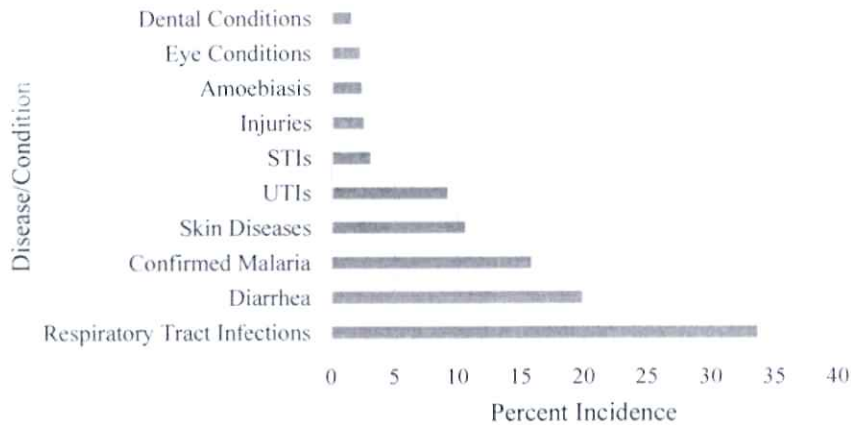
MONTH	ROUTINE TESTS	SPECIAL TESTS	TOTAL
July 2023	238	111	349
Aug 2023	248	121	369
Sept 2023	268	65	333
Oct 2023	822	203	1025
Nov 2023	851	254	1105
Dec 2023	368	109	477
Jan 2024	529	173	702
Feb 2024	722	243	965
Mar 2024	853	184	1037
April 2024	602	93	695
May 2024	251	68	319
June 2024	186	118	304
			7680



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From figure below, respiratory tract infection was the most common health issue among students, staff and their dependents.

**Figure : Disease Incidence in 2023/2024 FY**



**Health Promotion within the Community**

Kibabii University endeavors to keep in line with a call to provision of Universal Health Care at all levels of the society by supporting Community Outreaches within the surrounding community. In the last one year, Kibabii University held Medical camp at Tuuti Market in Bungoma County, Kanduyi Sub County. The objective was to screen, treat, advise or counsel patients with respect to chronic ailments among members of the community such as Mental Health and Substance Abuse, Family Planning, General Public Health Awareness, Psychosocial first aid, Anti-Jigger campaign, Malaria Management, Deworming and Security and Health. During the camp, 150 community members received service ranging from treatment to referrals.



*ABOVE: Members of general public attending a free medical camp organized by Kibabii University*

**Preventive care Services**

Preventive care services consisted of vaccination against targeted diseases education programmes and inspection of food stuffs, premises and fumigation of offices and public spaces. Water storage facilities (above surface and underground storage tanks) cleaned twice in the year under review. Sixty (60) staff and students received Family planning services, 52 attended antenatal clinics while sixteen (16) expectant mothers were supplied with mosquito nets. HIV testing and counselling (HTC) continued throughout the year under review with high intensity during the celebration of the World Condom day held on 13<sup>th</sup> of February 2024.

Table : Vaccinations and targeted groups under the preventive care programme.

S/No	Vaccine	Target Group	No. Vaccinated
1	Typhoid	Food handlers	48
		General staff/Students	176
		Waste water management staff	2
2	Hepatitis B	Waste water management staff	2
3	Tetanus	General	33



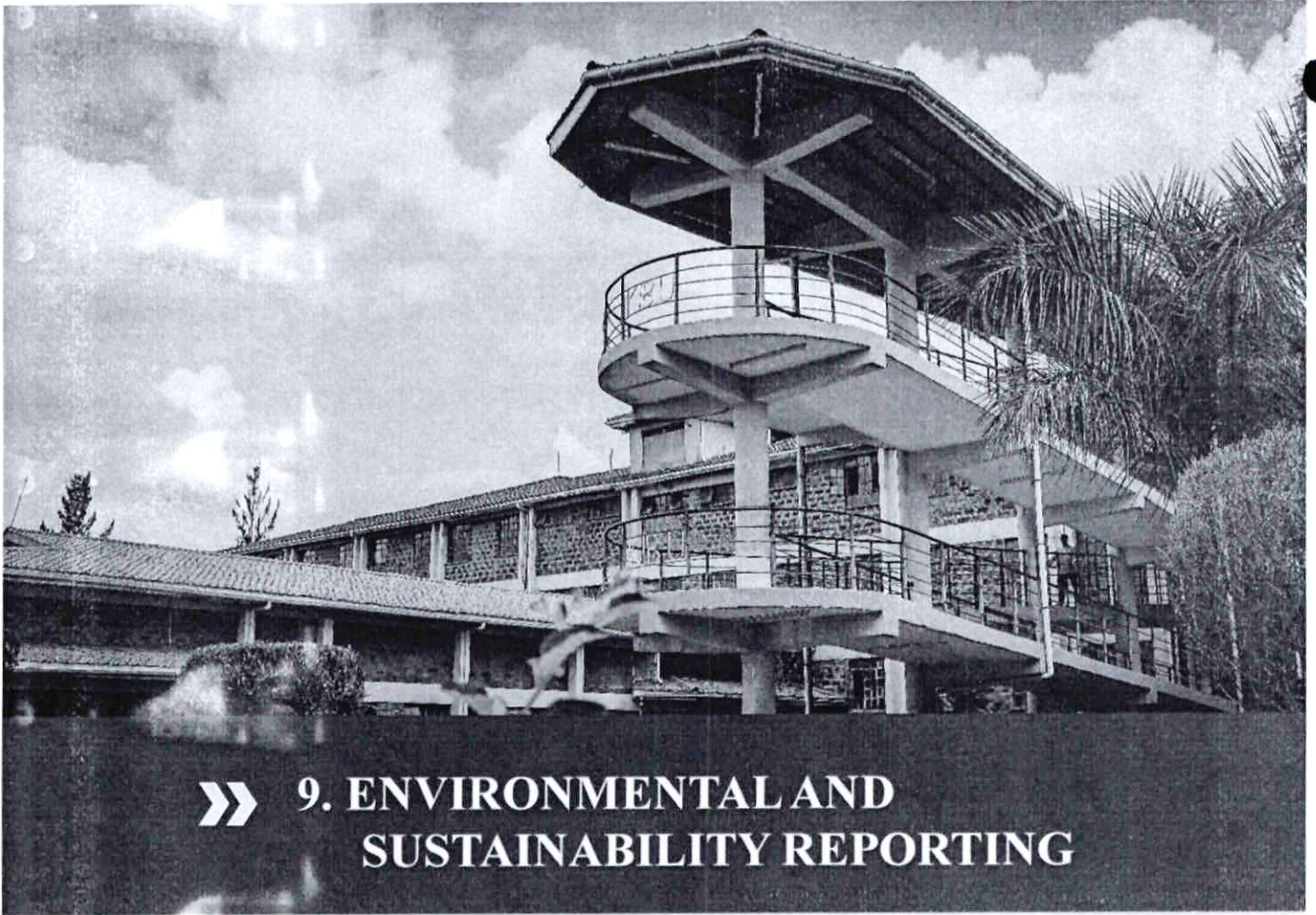
ABOVE: Participation during the World Condom Day

#### Enhanced University Health Services

Digitalization and automation of the Health Services by adopting Online Health Service Management System was completed within the period under review. This has reduced the entry to exit time and together with adequate stocking of the pharmacy, the number of staff and students using University health facility substantially increased thus reducing the referral cases.



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»» 9. ENVIRONMENTAL AND SUSTAINABILITY REPORTING



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## SUSTAINABILITY STRATEGY AND PROFILE

Kibabii University remains unwaveringly committed to advancing sustainable efforts in every facet of the institution. Our dedication to sustainability is deeply ingrained in our ethos, and guides our decision-making and undertakings at every level. The Top Management of the University recognizes its responsibility to foster a harmonious balance between our academic mission, the welfare of our community, and the preservation of our environment for future generations. The University's commitment extends to integrating sustainability principles into our core operations; teaching and learning, research and innovation, and engagement with stakeholders. We have a solid commitment to sound physical, administrative, human resource and financial practices including unwavering adherence to the timely remittances like PAYE, NSSF, NHIF and other statutory deductions to various relevant government agencies, and environmental management and conservation. Out of these efforts, we have taken pride of our key achievements, which stand as tangible markers of our commitment to sustainability. These achievements underscore our accountability not only to our internal community but also to the broader society in which we operate. By consistently meeting our obligations, we contribute to the stability and growth of our nation, thus embodying the holistic essence of sustainability.

### CORPORATE SOCIAL RESPONSIBILITY/COMMUNITY ENGAGEMENTS

Kibabii University remains steadfast in its commitment to empowerment of the local community including promotion of corporate social responsibility in line with the University's Strategic Plan 2023-2027. In the 2022-2023 FY, the University successfully carried out a series activities of benefit to the local community.

#### Book Donation to Schools/Community Libraries

One of the other biggest Community Social Responsibility initiatives for Kibabii University is the African Library Project (ALP). The project was established by Chris Bradshaw in North America with a goal of collecting and donating books to schools and community Libraries in Africa. This is done through a network of partners from English Speaking countries spread out across the African continent. In the 2021-2022 FY the University in collaboration with Rongo University under ALP donated a total of 13928 volumes of books to thirteen (13) local School/Community Libraries worth Kshs. 12,535,200. In the comparative period, 2023-2024 FY, under the same arrangement, the University distributed a total of 23408 books worth approximately Kshs. 21,067,200 to twenty one (21) local School/Community Libraries. The basis of the Project is to help communities and schools establish small sustainable libraries with the broader aim of inculcating and promoting a culture of reading among local community members and school going children at various academic levels.



ABOVE: Kibabii University Library Staff receiving a certificate of participation in the African library Project Summit held on 11th March 2024 at Maliki Boys High School, Bungoma County.



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### Free Medical Camp at Tuuti Market

The University also conducted one (1) free medical camp at Tuuti Market in Bungoma County on 8th March 2024 themed: "Better Health for Peaceful Co-existence and Enhanced Productivity" The event was organized in partnership with the Kenya Red Cross, KABUSIETOW-CBO, Bungoma Health Link Forum and Hopkins Hospital, Bungoma among other partners. Over 200 residents presenting with different medical conditions were reached.

### Training for Local Community

KIBU also conducted two (2) one – day training targeting the local community on Entrepreneurship and Mental Health Awareness. A total of one hundred and fifty (150) members were trained. In addition, the University donated thirty (30) cartons of branded water worth Kshs. 15,000 to Bungoma National Polytechnic during their Innovation Expo on 28th June 2024.

### Farmers' Field Day

Further, the Community Outreach Committee in collaboration with the Department of Agriculture and Veterinary Science (AVS) successfully conducted two Farmers' Field Days on 6th July and 30th November, 2023 in Bungoma County under the theme; "Promoting Climate Smart Agriculture and Trade Initiatives for Sustainable Economic Growth". These were collaborative activities involving KIBU and a number of other stakeholders in Bungoma County including; County Agricultural Office, Murphy Chemicals Ltd., CIAT Ltd., Western Square Ltd., Altvetis Ltd., and Kenya Seed Co. Ltd among others. This was a tremendous improvement from only one (1) Farmers' Field day held in the 2022-2023 FY. The two events served as a platform for collaboration between academia and the local farming communities to share ideas, practices and transfer knowledge in new advancements in the field of Agriculture.

### Engagement of Students' Hostel Landlords

During the 8<sup>th</sup> Graduation Ceremony held on 15<sup>th</sup> December 2023, the University brought on board the local community and students' hostel landlords. Their active participation at this significant event underscored the University's recognition of their role particularly in governance and community development in general.

### EMPLOYEE WELFARE

Kibabii University has developed Human Resource Policies and Procedures Manual, Career Progression Guidelines, Staff Establishment Policies that guide human resource management. The University is committed to improving staff welfare to enhance staff commitment and retention. For instance, the University has developed Staff Children Education Policy that has been instrumental in anchoring a bursary scheme for staff children studying at Kibabii University.

As at 30<sup>th</sup> June 2024, the University had met the 30% gender threshold across all cadres of staff. Out of 410 members of staff, two hundred and thirty (230) are male (56%) and one hundred and eighty (180) (44%) are female. Gender diversity among staff in Kibabii University goes beyond mere representation and holds profound importance in fostering an inclusive and innovative academic environment.

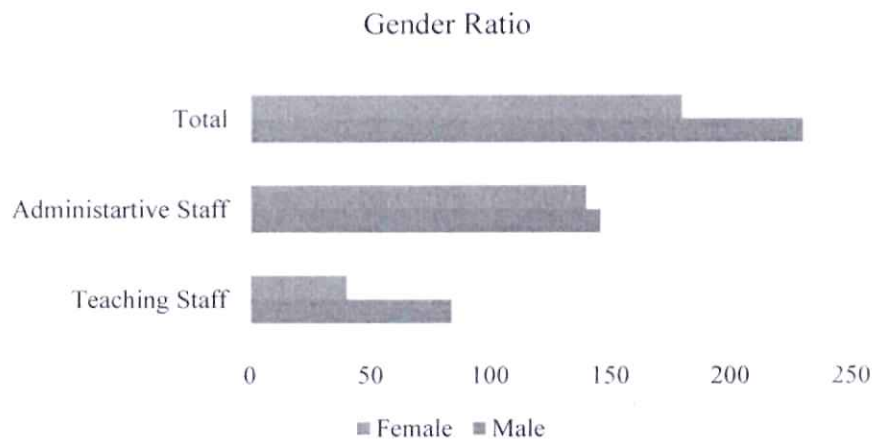
Recognizing and supporting the presence of diverse gender identities among the faculty and staff has yielded numerous benefits for both the individuals and the University. It is not just a moral obligation but also a strategic imperative. It enriches the educational experience, drives innovation, and enhances the University's standing in the academic world and beyond. By embracing gender diversity, the University can truly reflect the diverse and evolving nature of the world while preparing students for success in a globalized and inclusive society.



Table: Gender Ratio for Staff

Category	Male		Female	
	Number	Percent	Number	Percent
Teaching Staff	84	68	40	32
Administrative Staff	146	51	140	49
<b>Total</b>	<b>230</b>	<b>56</b>	<b>180</b>	<b>44</b>

Figure: Gender Ratio for Staff



#### Staff Promotions

During the 2023/2024 FY, a total of one hundred and thirty six (136) members of staff who qualified were promoted. The table below shows the gender distribution of staff who were duly promoted.

Table: Staff Promoted in the Financial Year 2023/24

Gender	Number
Male	60
Female	76
<b>Total</b>	<b>136</b>

#### Occupational Health and Safety

To comply with OSHA Act, 2007, the University is now registered with Directorate of Occupational Safety and Health, and has since constituted Occupational Safety and Health Committee, and met all the set out requirements as per the Act. The University conducted its Occupational Health and Safety training on 9<sup>th</sup> and 10<sup>th</sup> November, 2023. The training was conducted by Millenium Management Consultants Ltd (MMCL) where sixty-five (65) members of staff both administrative and academic were trained.



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Further, the Occupational Safety and Health Act, 2007 also requires that the University performs an annual external audit on Occupational Health and Safety. This was done on 25<sup>th</sup> March, 2024 in all the Departments as per the Act. Consequently the University received a very encouraging Audit Report from the external Auditor on 6<sup>th</sup> May, 2024.

### Staff Training

Kibabii University conducts its staff training needs analysis from staff skills gap analysis and staff performance appraisal annually. It is from this that a training plan is prepared to address the training gaps identified. In the financial year 2023/24, two hundred and sixty six (266) staff were trained in various areas. The trainings were majorly in the following fields: Resources Mobilization, Procurement Process, Competency Based Curriculum, Digital Content Development and Financial Reporting among others.

### Industrial Relations

To improve industrial relations between the employer and the Unions, the University facilitated Completion of the 2017-2021 Local Chapter CBAs for all the three Unions (UASU, KUSU, and KUDHEIHA). The CBAs have been finalized and are in the process of being signed and registered in Court.

### Lactation Centre

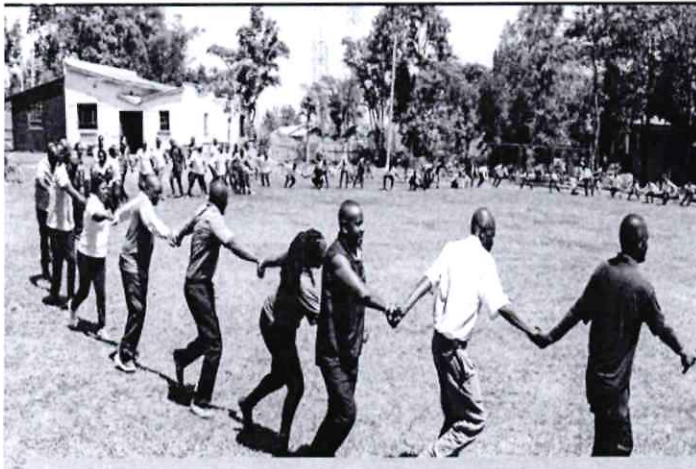
In a significant stride towards promoting inclusivity and promoting the welfare of its staff, students and community members, the University established a Lactation Centre, which was officially launched on 14<sup>th</sup> May, 2024. The launch was graced by the Vice Chancellor, Prof. Isaac Ipara Odeo, and attended by members of the University Management, Staff and Student representatives. This was done in the understanding that bonding between mother and child is very crucial for proper growth and development of the child as well as positive mental state of a mother. In addition, the University implemented the medical coverage for newly converted (from contract to permanent terms) members of staff to access medical and other benefits. These initiatives underscored our commitment to promoting a supportive and healthy work environment for all employees.



*“Lack of proper lactation may negatively affect the mental state of mothers, thereby affecting their performance at work since they will keep worrying about their babies,” - Prof. Odeo.*

### Staff Sports Day and End Year Celebrations

On staff motivation, Kibabii University has developed a Reward and Recognition Policy. The Policy establishes staff recognition and reward system, with clear outline of Staff Awards Nomination and Selection criteria to assist in establishing exceptional performance by staff. It provides for both financial and non-financial rewards such as recognition and increased job responsibility. Such a reward system helps increase staff motivation leading to enhanced productivity. In adherence to this policy and as part of staff motivation and welfare, the University held its Staff Sports Day and End Year Party on 22nd December, 2023.



During this event, members of staff who made outstanding achievement and significant contributions to the University and were nominated by their Faculty/School/Departments for awards in various categories were recognized and feted. The categories included: Employee of the Year Award, Lecturer of the Year Award, Researcher of the Year Award and Leadership Award. The Vice Chancellor, Prof. Isaac Ipara Odeo won Leadership of the Year Award, 2023.

This was a very important event that also serves to build a better employment deal, help retain good employees and reduce employee turnover.



*ABOVE: Staff Reward and Recognition during End Year Celebrations*

### Responsible Market Place Practices

The University has made great strides in the contribution and operation of efficiency and effectiveness in the institution. In this case, Kibabii University ensured they sourced better in terms of provision of quality and timely goods, services and works, provision of clear and accurate specifications and reduction of costs thus enabling the University achieve its overall objectives. As a result, the University has built and maintained strong relationship with suppliers, which has yielded positive results. In the engagement of regular communication with suppliers it has improved the service levels and achievement of better terms and conditions ultimately enhancing support for University specific needs and improved satisfaction.

Faster delivery times and lead times for essential items was met during the year. The operational improvement has enabled the University receive their supplies promptly thus supporting their functions and activities more effectively.

#### Compliance with AGPO

The University has played a key role in providing an ecosystem with stakeholders on complying with the presidential directive on allocation of 30% through Access to Government Procurement Opportunities to Youth, Women and People Living with Disabilities. This has been implemented and achieved 100% by the University as an affirmative action in provision of access to procurement opportunities

In line with the Public Procurement Asset Disposal Act, 2015, the University has complied with the Public Procurement and Asset Disposal Act, 2015 statutory reporting requirements. Further, the University has complied with Section 155 and Sec 157(10) of the Public Procurement and Asset Disposal Act, 2015 which states that "every procuring entity shall ensure that at least thirty percent of its procurement value in every financial year is allocated to the Youth, Women and Persons Living with Disability. (PLWD)"

#### Summary of all Contracts/LPO Awarded to Special Groups at the end of 2023/2024 Financial Year

Business Category	Total Value of Contracts Awarded (KES)	Percentage of contract value per Category to Special Groups	Total Achievement to Special Groups (%)
Youth	10,090,637.00	27.18	40.4%
Women	23,775,990.50	64.05	
PLWDs	3,255,580.00	8.77	
<b>Total</b>	<b>37,122,208.50</b>	<b>100</b>	

#### Summary of Compliance to 40% at the end of 2023/2024 Financial Year

Total Procurement Value in 2023/2024 Financial Year	92,589,312.29
Total Value to Local Content in 2023/2024 Financial Year	62,017,768.14
Percentage Allocation for Local Content in 2023/2024 Financial Year	67%

There has been remarkable progress over the past Financial Year. The achievement reflects the dedication to improving efficiency, reduction of cost, ensuring goods received are of quality and supporting the university mandate. The University endeavors in building on these successes and continuing to drive excellence in the Supply Chain Operation in the new Financial Year.

## 10. REPORT OF THE UNIVERSITY COUNCIL

The University Council submit their report together with the audited financial statements for the year ended June 30, 2024 which show the state of the University's affairs.

### Principal activities

The principal activities of the University continue to be provision of higher education, research and extension services.

### Results

The results of the University for the Year ended June 30, 2024 are set out on page 1

### University Council

The members of the University Council who served during the year are shown on page XIII- XVI.

### Auditors

The Auditor General is responsible for the statutory audit of the University for the year ended June 30, 2024 in accordance with Article 229 of the Constitution of Kenya and the Public Audit Act 2015.

By Order of the Council



Prof. Isaac Ipara Odeo

**SECRETARY TO THE UNIVERSITY COUNCIL**



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## 11. STATEMENT OF UNIVERSITY COUNCIL'S RESPONSIBILITIES

Section 81 of the Public Finance Management Act, 2012, section 14 of the State Corporations Act, and section 47 of the University's Act, 2012 require the University Council to prepare financial statements in respect of the University, which give a true and fair view of the state of affairs of the University at the end of the financial year and the operating results of the University for that year. The Council is also responsible for ensuring that the University keeps proper accounting records which disclose with reasonable accuracy the financial position of the University. The Council is also responsible for safeguarding the assets of the University.

The Council is responsible for the preparation and presentation of the University's financial statements, which give a true and fair view of the state of affairs of the University for and as at the end of the financial year ended on June 30, 2024. This responsibility includes: maintaining adequate financial management arrangements and ensuring that these continue to be effective throughout the reporting period; maintaining proper accounting records, which disclose with reasonable accuracy at any time the financial position of the University; designing, implementing and maintaining internal controls relevant to the preparation and fair presentation of the financial statements, and ensuring that they are free from material misstatements, whether due to error or fraud; safeguarding the assets of the University; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

The University Council accept responsibility for the University's financial statements, which have been prepared using appropriate accounting policies supported by reasonable and prudent judgements and estimates, in conformity with International Public Sector Accounting Standards (IPSAS), and in the manner required by the PFM Act, 2012 and the University's Act. The Council is of the opinion that the University's financial statements give a true and fair view of the state of The University's transactions during the financial year ended June 30, 2024, and of its financial position as at that date. The Council further confirms the completeness of the accounting records maintained for the University, which have been relied upon in the preparation of the University's financial statements as well as the adequacy of the systems of internal financial control.

Nothing has come to the attention of the Council to indicate that the University will not remain a going concern for at least the next twelve months from the date of this statement.

### Approval of the financial statements

The University's financial statements were approved by the Council on 22/11/2024 and signed on its behalf by:



CHAIRMAN OF COUNCIL



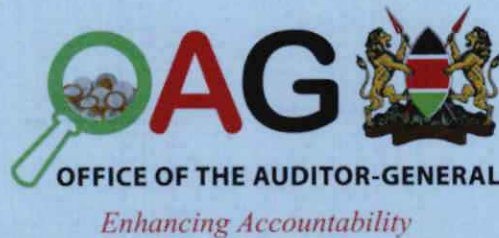
VICE CHANCELLOR



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# REPUBLIC OF KENYA

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HEADQUARTERS  
Anniversary Towers  
Monrovia Street  
P.O Box 30084-00100  
NAIROBI

## REPORT OF THE AUDITOR-GENERAL ON KIBABII UNIVERSITY FOR THE YEAR ENDED 30 JUNE, 2024

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### PREAMBLE

I draw your attention to the contents of my report which is in three parts:

- A. Report on Financial Statements that considers whether the financial statements are fairly presented in accordance with the applicable financial reporting framework, accounting standards and the relevant laws and regulations that have a direct effect on the financial statements;
- B. Report on Lawfulness and Effectiveness in the Use of Public Resources which considers compliance with applicable laws, regulations, policies, gazette notices, circulars, guidelines and manuals and whether public resources are applied in a prudent, efficient, economic, transparent and accountable manner to ensure the Government achieves value for money and that such funds are applied for the intended purpose; and,
- C. Report on Effectiveness of Internal Controls, Risk Management and Governance which considers how the entity has instituted checks and balances to guide internal operations. This responds to the effectiveness of the governance structure, risk management environment and internal controls, developed and implemented by those charged with governance for orderly, efficient and effective operations of the entity.

A Qualified Opinion is issued when the Auditor-General concludes that, except for material misstatements noted, the financial statements are fairly presented in accordance with the applicable financial reporting framework. The Report on Financial Statements should be read together with the Report on Lawfulness and Effectiveness in the Use of Public Resources, and the Report on Effectiveness of Internal Controls, Risk Management and Governance.

The three parts of the report are aimed at addressing the statutory roles and responsibilities of the Auditor-General as provided by Article 229 of the Constitution, the Public Finance Management Act, 2012, and the Public Audit Act, 2015. The three parts of the report when read together constitute the report of the Auditor-General.

## REPORT ON THE FINANCIAL STATEMENTS

### **Qualified Opinion**

I have audited the accompanying financial statements of Kibabii University set out on pages 1 to 43, which comprise the statement of financial position as at 30 June, 2024 and the statement of financial performance, statement of changes in net assets, statement of cash flows and statement of comparison of budget and actual amounts for the year then ended and a summary of significant accounting policies and other explanatory information in accordance with the provisions of Article 229 of the Constitution of Kenya and Section 35 of the Public Audit Act, 2015. I have obtained all the information and explanations which to the best of my knowledge and belief, were necessary for the purpose of the audit.

In my opinion, except for the effect of the matters described in the Basis for Qualified Opinion section of my report, the financial statements present fairly, in all material respects, the financial position of Kibabii University as at 30 June, 2024 and of its financial performance and its cash flows for the year then ended, in accordance with International Public Sector Accounting Standards (Accrual Basis) and comply with the Universities Act, 2012 and the Public Finance Management Act, 2012.

### **Basis for Qualified Opinion**

#### **1.Unconfirmed Employee Payables**

The statement of financial position and Note 32 to the financial statements reflect employee payables balance of Kshs.279,205,079 and Kshs.143,760,469 for the current and previous financial years respectively. However, included in the amount is NSSF interests and penalty balance of Kshs.7,770,278 which was avoidable.

In the circumstances, the accuracy, completeness and regularity of employee payables balance of Kshs.7,770,278 could not be confirmed.

#### **2.Unaccounted for Students Caution Money**

The statement of financial position and Note 30 to the financial statements reflect a balance of Kshs.11,109,250 in respect to refundable deposits from customers which includes student caution money amounting to Kshs.10,767,370. However, the University did not demonstrate where the caution money was held since it did not operate a savings account for this purpose.

In the circumstances, the existence of refundable deposits from customers amounting to Kshs.10,767,370 could not be confirmed.

The audit was conducted in accordance with International Standards for Supreme Audit Institutions (ISSAIs). I am independent of the Kibabii University Management in accordance with ISSAI 130 on the Code of Ethics. I have fulfilled other ethical responsibilities in accordance with the ISSAI and in accordance with other ethical requirements applicable to performing audits of financial statements in Kenya. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my qualified opinion.

### **Emphasis of Matter**

#### **Budgetary Control and Performance**

The statement of comparison of budget and actual amounts reflects receipts budget and actual on comparable basis of Kshs.1,240,237,003 and Kshs.1,387,555,719 respectively, resulting to over-collection of Kshs.147,318,716 or 12% of the budget. Similarly, the University spent Kshs.1,386,480,067 against expenditure budget of Kshs.1,240,237,003 resulting in over- expenditure of Kshs.146,243,064 or 12% of the budget.

In the circumstances, the effectiveness of budget formulation and implementation by the University Management could not be confirmed.

My opinion is not modified in respect of this matter.

### **Key Audit Matters**

Key audit matters are those matters that, in my professional judgement, are of most significance in the audit of the financial statements. Except for the matters described in the Basis for Qualified Opinion section, I have determined that there are no other key audit matters to communicate in my report.

## **REPORT ON LAWFULNESS AND EFFECTIVENESS IN THE USE OF PUBLIC RESOURCES**

### **Conclusion**

As required by Article 229(6) of the Constitution, based on the audit procedures performed, except for the effect of the matters described in the Basis for Conclusion on Lawfulness and Effectiveness in the Use of Public Resources section of my report, I confirm that nothing else has come to my attention to cause me to believe that public resources have not been applied lawfully and in an effective way.

### **Basis for Conclusion**

#### **1.Excess Wage Bill**

The statement financial performance reflects employees costs of Kshs.887,942,665, which represents 64% of the total revenue of the University of Kshs.1,387,555,719. This

is contrary to the provisions of Regulation 26(1)(a) of the Public Financial Management (National Government) Regulations, 2015 which requires that staff costs of a public entity should not exceed 35% of its total revenue.

## **2.Non-Compliance with Law on Staff Ethnic Diversity**

Review of the payroll and staff list revealed that during the year under review, the University had four hundred and ten (410) employees, both teaching and non-teaching, and on permanent and pensionable and contract terms. However, three hundred and fourteen (314) employees or 77% of the total employees were from one ethnic community. Further, during the year under review the University employed nine (9) staff out of which four (4) or 44% of total newly recruited staff were members of one ethnic community. This was contrary to Section 7(2) of the National Cohesion and Integration Act, 2008 which provides that no public establishment shall have more than one third of its staff from one ethnic community.

In the circumstances, Management was in breach of the law.

The audit was conducted in accordance with ISSAI 3000 and ISSAI 4000. The standards require that I comply with ethical requirements and plan and perform the audit to obtain assurance about whether the activities, financial transactions and information reflected in the financial statements comply in all material respects, with the authorities that govern them. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my conclusion.

## **REPORT ON EFFECTIVENESS OF INTERNAL CONTROLS, RISK MANAGEMENT AND GOVERNANCE**

### **Conclusion**

As required by Section 7(1)(a) of the Public Audit Act, 2015, based on the audit procedures performed, I confirm that, nothing has come to my attention to cause me to believe that internal controls, risk management and governance were not effective.

### **Basis for Conclusion**

The audit was conducted in accordance with ISSAI 2315 and ISSAI 2330. The standards require that I plan and perform the audit to obtain assurance about whether effective processes and systems of internal controls, risk Management and overall governance were operating effectively in all material respects. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my conclusion.

### **Responsibilities of the Management and University Council**

The Management is responsible for the preparation and fair presentation of these financial statements in accordance with International Public Sector Accounting Standards

(Accrual Basis) and for maintaining effective internal controls as the Management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error and for its assessment of the effectiveness of internal controls, risk management and governance.

In preparing the financial statements, Management is responsible for assessing the University's ability to sustain services, disclosing, as applicable, matters related to sustainability of services and using the applicable basis of accounting unless Management is aware of the intention cease operations.

The Management is also responsible for the submission of the financial statements to the Auditor-General in accordance with the provisions of Section 47 of the Public Audit Act, 2015.

In addition to the responsibility for the preparation and presentation of the financial statements described above, the Management is also responsible for ensuring that the activities, financial transactions and information reflected in the financial statements comply with the authorities which govern them and that public resources are applied in an effective way.

The University Council is responsible for overseeing the University's financial reporting process, reviewing the effectiveness of how Management monitors compliance with relevant legislative and regulatory requirements, ensuring that effective processes and systems are in place to address key roles and responsibilities in relation to governance and risk management, and ensuring the adequacy and effectiveness of the control environment.

### **Auditor-General's Responsibilities for the Audit**

My responsibility is to conduct an audit of the financial statements in accordance with Article 229(4) of the Constitution, Section 35 of the Public Audit Act, 2015 and the International Standards of Supreme Audit Institutions (ISSAIs). The standards require that, in conducting the audit, I obtain reasonable assurance about whether the financial statements as a whole are free from material misstatements, whether due to fraud or error and to issue an auditor's report that includes my opinion in accordance with Section 48 of the Public Audit Act, 2015. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISSAIs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

In conducting the audit, Article 229(6) of the Constitution also requires that I express a conclusion on whether or not in all material respects, the activities, financial transactions

and information reflected in the financial statements are in compliance with the authorities that govern them and that public resources are applied in an effective way. In addition, I consider the entity's control environment in order to give an assurance on the effectiveness of internal controls, risk management and governance processes and systems in accordance with the provisions of Section 7 (1) (a) of the Public Audit Act, 2015.

Further, I am required to submit the audit report in accordance with Article 229(7) of the Constitution.

Detailed description of my responsibilities for the audit is located at the Office of the Auditor-General's website at: <https://www.oagkenya.go.ke/auditor-generals-responsibilities-for-audit/>. This description forms part of my auditor's report.

  
FCPA Nancy Gathungu, CBS  
AUDITOR-GENERAL

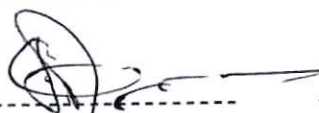
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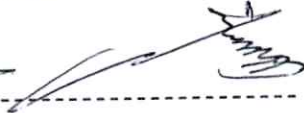
31 December, 2024


### 13. STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 30 JUNE, 2024

	Notes	Period Ended 30th June, 2024	Period Ended 30th June, 2023
		Kshs.	Kshs.
<b>Revenue from Non-Exchange Transactions</b>			
Transfers from Other Government entities	6	537,829,707	652,226,400
Other Organizational Grants	7	21,892,699	12,511,823
Public Contributions and Donations	8	496,640	1,616,949
2010-2013 CBA Funds	9	-	17,643,730
		<b>560,219,046</b>	<b>683,998,902</b>
<b>Revenue from Exchange Transactions</b>			
Rendering of Services - Tuition Fees	10	576,879,084	187,112,325
Rendering of Services - Administrative Fees	11	203,187,646	147,406,782
Sale of Goods & Services	12	44,488,577	27,470,784
Rental Revenue	13	2,014,700	2,338,350
Other Incomes	14	766,666	952,079
<b>Total revenue from Exchange Transactions</b>		<b>827,336,673</b>	<b>365,280,320</b>
<b>Total Revenue</b>		<b>1,387,555,719</b>	<b>1,049,279,222</b>
<b>Expenses</b>			
Use of Goods and Services	15	375,318,634	176,892,004
Employee costs	16	887,942,665	819,750,280
Remuneration of Council Members	17	15,742,265	15,887,270
Depreciation and Amortization Expense	18	74,020,672	91,314,864
Repairs and Maintenance	19	7,096,848	5,609,549
Grants and Subsidies	20	25,808,844	11,431,540
PR & Marketing Costs	21	550,139	1,232,236
<b>Total Expenses</b>		<b>1,386,480,067</b>	<b>1,122,117,743</b>
<b>Other gains/(losses)</b>			
Unrealised Gain/(loss) on foreign exchange transactions	22	13,043	184,510
<b>Surplus before tax</b>		<b>1,088,695</b>	<b>(72,654,011)</b>
Taxation		-	-
<b>Surplus/( deficit) for the period/year</b>		<b>1,088,695</b>	<b>(72,654,011)</b>
Remission to National Treasury		-	-
<b>Net Surplus for the year</b>		<b>1,088,695</b>	<b>(72,654,011)</b>

The notes set out on pages 6 to 37 form an integral part of these Financial Statements.  
The Financial Statements set out on pages 1 to 37 were signed on behalf of the University Council by:

  
-----  
**VICE CHANCELLOR**  
Prof. Isaac Ipara Odeo  
DATE: 22/11/2024

  
-----  
**FINANCE OFFICER**  
CPA Dr. Benjamin Oduori  
ICPAK MEMBER NO: 7492  
DATE: 22/11/2024

  
-----  
**CHAIRMAN OF COUNCIL**  
Prof. Chris Macoloo  
DATE: 22/11/2024



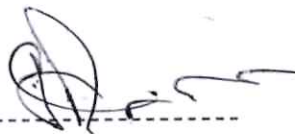
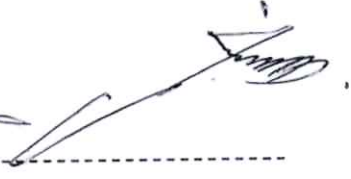
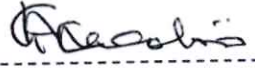
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## 14. STATEMENT OF FINANCIAL POSITION AS AT JUNE 30, 2024

	Notes	Period As at 30th June, 2024	Period As at 30th June 2023
		Kshs.	Kshs.
<b>Assets</b>			
<b>Current Assets</b>			
Cash and Cash Equivalents	23	319,464,003	197,855,458
Receivables from Non- Exchange Transactions	24	44,819,143	12,121,745
Receivables from Exchange Transactions	25	263,763,237	257,069,972
Inventories	26	6,068,392	6,351,283
		<b>634,114,775</b>	<b>473,398,458</b>
<b>Non-current assets</b>			
Property, Plant and Equipment	27	2,152,072,704	2,176,765,131
Intangible Assets	28	939,600	862,144
		<b>2,153,012,304</b>	<b>2,177,627,275</b>
<b>Total Assets</b>		<b>2,787,127,079</b>	<b>2,651,025,733</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Trade and Other Payables from Exchange Transactions	29	70,252,272	99,385,695
Refundable Deposits from Customers	30	11,109,250	11,543,050
Deferred Income	31	0	8,582,834
Employee payables	32	279,205,079	143,760,469
Payments Received in advance	33	84,163,388	60,195,290
Provisions	34	500,000	500,000
		<b>445,229,989</b>	<b>323,967,338</b>
<b>Total Liabilities</b>		<b>445,229,989</b>	<b>323,967,338</b>
<b>Net Assets</b>		<b>2,341,897,090</b>	<b>2,327,058,395</b>
Capital Reserves		762,779,318	793,753,656
Revaluation Reserves		1,434,485,296	1,434,485,296
Revenue Reserves		144,632,476	98,819,443
Capital Fund		<b>2,341,897,090</b>	<b>2,327,058,395</b>
<b>Total Net Assets and Liabilities</b>		<b>2,787,127,079</b>	<b>2,651,025,733</b>

The Financial Statements set out on pages 1 to 37 were signed on behalf of the University Council by:

 ----- <b>VICE CHANCELLOR</b> Prof. Isaac Ipara Odeo DATE: 22/11/2024	 ----- <b>FINANCE OFFICER</b> CPA Dr. Benjamin Oduori ICPAK MEMBER NO: 7492 DATE: 22/11/2024	 ----- <b>CHAIRMAN OF COUNCIL</b> Prof. Chris Macoloo DATE: 22/11/2024
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### 15. STATEMENT OF CHANGES IN NET ASSETS FOR THE YEAR ENDED JUNE 30, 2024

	Capital Reserves	Revaluation Reserves	Revenue Reserves	Total
At July 1, 2022	803,846,630	1,434,485,296	123,901,423	2,362,233,349
Total comprehensive income	-	-	(72,654,011)	(72,654,011)
Capital/Development grants received during the year	33,121,745	-	-	33,121,745
Transfer of depreciation/amortisation from capital fund to retained earnings	(43,214,719)	-	43,214,719	-
Prior Year Adjustments	-	-	4,357,312	4,357,312
At June 30, 2023	793,753,656	1,434,485,296	98,819,443	2,327,058,395
At July 1, 2023	793,753,656	1,434,485,296	98,819,443	2,327,058,395
Total comprehensive income	-	-	1,088,695	1,088,695
Capital/Development grants received during the year	13,750,000	-	-	13,750,000
Transfer of depreciation/amortisation from capital fund to retained earnings	(44,724,338)	-	44,724,338	-
At June 30th, 2024	762,779,318	1,434,485,296	144,632,476	2,341,897,090

## 16. STATEMENT OF CASH FLOWS FOR THE YEAR ENDED JUNE 30, 2024

	Notes	Period Ended 30th June,	Period Ended 30th June,
		2024	2023
		Kshs.	Kshs.
<b>Cash Flows from Operating Activities</b>			
<b>Receipts</b>			
Transfers from Other Government entities	6 c)	493,010,564	652,226,400
Other Organizational Grants	7 b)	13,045,574	6,285,156
Public Contributions and Donations	8 b)	289,150	906,949
Rendering of Services- Tuition Fees	10 b)	594,153,917	220,500,265
Rendering of Services - Administrative Fees	11 b)	202,400,545	147,583,476
Sale of Goods & Services	12	44,488,577	27,470,784
Rental Revenue	13	2,014,700	2,338,350
<b>Total Receipts</b>		<b>1,349,403,027</b>	<b>1,057,311,380</b>
<b>Payments</b>			
Use of Goods & Services	15b)	324,503,532	220,497,575
Employee Costs	16b)	831,810,388	846,742,305
Remuneration of Council Members	17	15,742,265	15,887,270
Repairs and Maintenance	19	7,096,848	5,609,549
Grants and Subsidies	20	25,808,844	11,431,540
PR & Marketing Costs	21	550,139	1,232,236
<b>Total Payments</b>		<b>1,205,512,016</b>	<b>1,101,400,475</b>
<b>Net Cash Flows from Operating Activities</b>	<b>35</b>	<b>143,891,011</b>	<b>(44,089,095)</b>
<b>Cash Flows from Investing Activities</b>			
Purchase of Property, Plant, Equipment and Intangible Assets	27	(48,154,211)	(20,394,955)
<b>Net Cash Flows used in Investing Activities</b>		<b>(48,154,211)</b>	<b>(20,394,955)</b>
<b>Cash Flows from Financing Activities</b>			
Capital Development Grants	24b)	25,871,745	21,000,000
<b>Net Cash Flows used in Financing Activities</b>		<b>25,871,745</b>	<b>21,000,000</b>
<b>Net increase/(decrease) in Cash and Cash Equivalents</b>		<b>121,608,545</b>	<b>(43,484,050)</b>
		<b>121,608,545</b>	<b>(43,484,050)</b>
Cash and Cash Equivalents at 1 July, 2023	23	197,855,458	241,339,508
<b>Cash and Cash Equivalents at 31st March, 2024</b>	<b>23</b>	<b>319,464,003</b>	<b>197,855,458</b>

The Financial Statements set out on pages 1 to 37 were signed on behalf of the University Council by:

VICE CHANCELLOR

Prof. Isaac Ipara Odeo

DATE: 22/11/2024

FINANCE OFFICER

CPA Dr. Benjamin Oduori

ICPAK MEMBER NO: 7492

DATE: 22/11/2024

CHAIRMAN OF COUNCIL

Prof. Chris Macoloo

DATE: 22/11/2024



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## 17. STATEMENT OF COMPARISON OF BUDGET AND ACTUAL AMOUNTS FOR THE PERIOD ENDED JUNE 30, 2024

	Original Budget	Adjustment	Final Revised Budget	Actual on Comparable Basis	Performance Difference	% of Utilization	Notes
	Kshs	Kshs	Kshs	Kshs		Kshs	
<b>Revenue from non-exchange transactions</b>							
Transfers from Other Government entities	537,829,707	-	537,829,707	537,829,707	-	100.00	
Other Organizational Grants	6,962,359	13,711,496	20,673,855	21,892,699	(1,218,844)	105.90	1
Public contributions and donations	-	-	-	496,640	(496,640)	0.00	
<b>Revenue from non-exchange transactions</b>	<b>544,792,066</b>	<b>13,711,496</b>	<b>558,503,562</b>	<b>560,219,046</b>	<b>(1,715,484)</b>	<b>100.31</b>	
<b>Revenue from exchange transactions</b>							
Rendering of services- Tuition Fees	492,347,515	-	492,347,515	576,879,084	(84,531,569)	117.17	2
Rendering of services- Administrative Fees	120,887,718	32,407,731	153,295,449	203,187,646	(49,892,197)	132.55	3
Sales of goods	23,604,464	9,675,847	33,280,311	44,488,577	(11,208,266)	133.68	4
Rental revenue	2,400,000	(356,500)	2,043,500	2,014,700	28,800	98.59	
Other Incomes	-	766,666	766,666	766,666	-	100.00	
<b>Total revenue from exchange transactions</b>	<b>639,239,697</b>	<b>42,493,744</b>	<b>681,733,441</b>	<b>827,336,673</b>	<b>(145,603,232)</b>	<b>121.36</b>	
<b>Total Revenue</b>	<b>1,184,031,763</b>	<b>56,205,240</b>	<b>1,240,237,003</b>	<b>1,387,555,719</b>	<b>(147,318,716)</b>	<b>111.88</b>	
<b>Expenses</b>							
Use of Goods and Services	220,556,266	(18,000,000)	202,556,266	375,318,634	(172,762,368)	185.29	
Employee costs	900,465,864	12,264,659	912,730,523	887,942,665	24,787,858	97.28	
Remuneration of Council Members	8,540,083	7,202,182	15,742,265	15,742,265	-	100.00	
Depreciation and Amortization Expense	42,844,235	32,907,879	75,752,114	74,020,672	1,731,442	97.71	
Repairs and Maintenance	3,974,782	3,122,070	7,096,852	7,096,848	4	100.00	
Grants and Subsidies	6,962,359	18,846,485	25,808,844	25,808,844	-	100.00	
PR & Marketing Costs	688,174	(138,035)	550,139	550,139	-	100.00	
<b>Sub-total expenses</b>	<b>1,184,031,763</b>	<b>56,205,240</b>	<b>1,240,237,003</b>	<b>1,386,480,067</b>	<b>(146,243,064)</b>	<b>111.79</b>	
<b>Total Expenses</b>	<b>1,184,031,763</b>	<b>56,205,240</b>	<b>1,240,237,003</b>	<b>1,386,480,067</b>	<b>(146,243,064)</b>	<b>111.79</b>	
<b>Surplus/Deficit</b>				<b>1,075,652</b>	<b>(1,075,652)</b>		

## BUDGET NOTES

### 1. Other Organizational Grants

Revenues from this stream are recognized when the conditions of the grants are fulfilled (Upon Implementation) and not when cash is received. Some grants were received towards the end of the financial year mainly from Reform Rainca and Skies Rapid Tech Skills Student, which were not budgeted for within the FY2023/2024 budget, hence this resulted to the 6% revenue over projection.

### 2. Rendering of Services – Tuition Fees

During the Financial Year in review, the University implemented the fee payment policy in its ERP system, where there was need for 100% fees clearance transition requirement for payment of fees to enable a student to proceed to another academic year. The University also implemented New Funding Model which led to improvement in tuition fee collection.

### 3. Rendering of Services – Administrative Fees

There was an improvement of 33% in Administrative fees collection as a result of enhanced system controls where students were required to clear all fees in order to register for courses, sit examinations and participate in attachments/school practice, field work and any assessment/ University activities.

### 4. Sale of Goods and services

The University through its Catering Unit hosted different groups during Madaraka day event preparation period and other Government Agencies during the year in review hence contributed to an increase of 29% revenue collection under the vote of Sale of Goods and Services.

### 5. Reconciliation between Statement of Financial Performance and Budget

<b>Surplus in the Budget statement</b>	<b>166,912,550</b>
<b>Add:</b>	
Unrealized Gain from Foreign Exchange transactions	13,043
<b>Less provisions:</b>	
Third-party payments (Part-timers claims)	(118,293,600)
Service Gratuity Due	(34,774,648)
Medical Expenses Accrued	(5,017,479)
NSSF Interest & Penalty	(7,770,278)
<b>Surplus in the Statement of Financial Performance</b>	<b>1,069,588</b>

## 18. NOTES TO THE FINANCIAL STATEMENTS

### 1. General Information

Kibabii University is established by Kibabii University Charter, 2015 and derives its authority and accountability from the University's Act, 2012. The University is wholly owned by the Government of Kenya and is domiciled in Kenya. The University's principal activity is to provide teaching, research and extension services.

### 2. Statement of Compliance and Basis Of Preparation

The financial statements have been prepared on a historical cost basis except for the measurement at re-valued amounts of certain items of property, plant and equipment at fair value and impaired assets at their estimated recoverable amounts. The preparation of financial statements in conformity with International Public Sector Accounting Standards (IPSAS) allows the use of estimates and assumptions. It also requires management to exercise judgment in the process of applying the University's accounting policies. The areas involving a higher degree of judgment or complexity, or where assumptions and estimates are significant to the financial statements, are disclosed in Note 18.

The financial statements have been prepared and presented in Kenya Shillings, which is the functional and reporting currency of the University.

The financial statements have been prepared in accordance with the PFM Act, the State Corporations Act, The University's Act and International Public Sector Accounting Standards (IPSAS). The accounting policies adopted have been consistently applied to all the years presented.

### 3. Adoption of New and Revised Standards

i. New and amended standards and interpretations in issue effective in the year ended 30<sup>th</sup> June 2024.

There were no new and amended standards issued in the financial year.

ii. New and amended standards and interpretations in issue but not yet effective in the year ended 30<sup>th</sup> June 2024

Standard	Effective date and impact:
<b>IPSAS 43</b>	<p><b>Applicable 1<sup>st</sup> January 2025</b></p> <p>The Standard sets out the principles for the recognition, measurement, presentation, and disclosure of leases. The objective is to ensure that lessees and lessors provide relevant information in a manner that faithfully represents those transactions. This information gives a basis for users of financial statements to assess the effect that leases have on the financial position, financial performance and cashflows of an Entity.</p> <p>The new standard requires entities to recognise, measure and present information on right of use of assets and lease liabilities.</p>
<b>IPSAS 44: Non-Current Assets Held for Sale and Discontinued Operations</b>	<p><b>Applicable 1<sup>st</sup> January, 2025</b></p> <p>The Standard requires,</p> <p>Assets that meet the criteria to be classified as held for sale to be measured at the lower of carrying amount and fair value less costs to sell and the depreciation of such assets to cease and:</p> <p>Assets that meet the criteria to be classified as held for sale to be presented separately in the statement of financial position and the results of discontinued operations to be presented separately in the statement of financial performance.</p>

<b>IPSAS 45- Property Plant and Equipment</b>	<p><i>Applicable 1<sup>st</sup> January 2025</i></p> <p>The Standard supersedes IPSAS 17 on Property, Plant and Equipment. IPSAS 45 has additional guidance/ new guidance for heritage assets, infrastructure assets and measurement. Heritage assets were previously excluded from the scope of IPSAS 17 in IPSAS 45, heritage assets that satisfy the definition of PPE shall be recognised as assets if they meet the criteria in the standard. IPSAS 45 has an additional application guidance for infrastructure assets, implementation guidance and illustrative examples. The standard has clarified existing principles e.g. valuation of land over or under the infrastructure assets, under- maintenance of assets and distinguishing significant parts of infrastructure assets.</p> <p>The standard will ensure that assets values are correctly reported by either their historical costs or current values depending on their nature as determined by an entity from time to time.</p>
<b>IPSAS 46 Measurement</b>	<p><i>Applicable 1<sup>st</sup> January, 2025</i></p> <p>The objective of this Standard was to improve measurement guidance across IPSAS by:</p> <ol style="list-style-type: none"><li>Providing further detailed guidance on the implementation of commonly used measurement bases and the circumstances under which they should be used.</li><li>Clarifying transaction costs guidance to enhance consistency across IPSAS</li><li>Amending where appropriate guidance across IPSAS related to measurement at recognition, subsequent measurement and measurement related disclosures.</li></ol> <p>The standard also introduces a public sector specific measurement bases called the current operational value.</p> <p>This will help to enable reliable estimation of amounts used during the reporting period.</p>
<b>IPSAS 47- Revenue</b>	<p><i>Applicable 1<sup>st</sup> January 2026</i></p> <p>This standard supersedes IPSAS 9- Revenue from exchange transactions, IPSAS 11 Construction contracts and IPSAS 23 Revenue from non- exchange transactions. This standard brings all the guidance of accounting for revenue under one standard. The objective of the standard is to establish the principles that an entity shall apply to report useful information to users of financial statements about the nature, amount, timing and uncertainty of revenue and cash flow arising from revenue transactions.</p> <p>The standard will ensure ease of referencing when reporting the various classes of revenues within the reporting period.</p>
<b>IPSAS 48- Transfer Expenses</b>	<p><i>Applicable 1<sup>st</sup> January 2026</i></p> <p>The objective of the Standard is to establish the principles that a transfer provider shall apply to report useful information to users of financial statements about the nature, amount, timing and uncertainty of expenses and cash flow arising from transfer expense transactions. This is a new standard for public sector entities geared to provide guidance to entities that provide transfers on accounting for such transfers.</p>
<b>IPSAS 49- Retirement Benefit Plans</b>	<p><i>Applicable 1<sup>st</sup> January 2026</i></p> <p>The objective is to prescribe the accounting and reporting requirements for the public sector retirement benefit plans which provide retirement to public sector employees and other eligible participants. The standard sets the financial statements that should be presented by a retirement benefit plan.</p>

#### 4. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

##### a) Revenue recognition

###### Revenue from non- exchange transactions

###### Transfers from other government entities

Revenues from non-exchange transactions with other government entities are measured at fair value and recognized on obtaining control of the asset (cash, goods, services and property) if the transfer is free from conditions and it is probable that the economic benefits or service potential related to the asset will flow to the University and can be measured reliably. Recurrent grants are recognized in the statement of comprehensive income. Development/capital grants are recognized in the statement of financial position and realized in the statement of comprehensive income over the useful life of the assets that has been acquired using such funds.

###### Revenue from Exchange Transactions

###### Rendering of Services

The University recognizes revenue from rendering of services by reference to the stage of completion when the outcome of the transaction can be estimated reliably. The stage of completion is measured by reference to labour hours incurred to date as a percentage of total estimated labour hours.

Where the contract outcome cannot be measured reliably, revenue is recognized only to the extent that the expenses incurred are recoverable.

###### Sale of goods

Revenue from the sale of goods is recognized when the significant risks and rewards of ownership have been transferred to the buyer, usually on delivery of the goods and when the amount of revenue can be measured reliably and it is probable that the economic benefits or service potential associated with the transaction will flow to the buyer.

###### Rental income

Rental income arising from operating leases on investment properties is accounted for on a straight- line basis over the lease terms and included in revenue.

##### b) Budget information

The original budget for FY 2023-2024 was approved by the National Assembly in June, 2023.

The University's budget is prepared on the same basis to the actual income and expenditure disclosed in the financial statements. The financial statements are prepared on accrual basis using a classification based on the nature of expenses in the statement of financial performance.

A comparison of budget and actual amounts, prepared on a comparable basis to the approved budget, is presented in the statement of comparison of budget and actual amounts.

##### c) Investment property

Investment properties are measured initially at cost, including transaction costs. The carrying amount includes the placement cost of components of an existing investment property at the time that cost is incurred if the recognition criteria are met and excludes the costs of day-to-day maintenance of an investment property.

Investment property acquired through a non-exchange transaction is measured at its fair value at the date of acquisition. Subsequent to initial recognition, investment properties are measured using the cost model and are depreciated over a 50-year period.

Investment properties are derecognized either when they have been disposed of or when the investment property is permanently withdrawn from use and no future economic benefit or service potential is expected from its disposal. The difference between the net disposal proceeds and the carrying amount of the asset is recognized in the surplus or deficit in the period of de-recognition.

##### d) Property, plant and equipment

All property, plant and equipment are stated at cost less accumulated depreciation and impairment losses. Cost includes expenditure that is directly attributable to the acquisition of the items. When significant parts of property, plant and equipment are required to be replaced at intervals, the University recognizes such parts as individual assets with specific useful lives and depreciates them accordingly. Likewise, when a major inspection is performed, its cost is recognized in the carrying amount of the plant and equipment as a replacement if the recognition criteria are satisfied. All other repair and maintenance costs are recognized in surplus or deficit as incurred. Where an asset is acquired in a non- exchange transaction for nil or nominal consideration the asset is initially measured at its fair value.

##### e) Intangible assets

Intangible assets acquired separately are initially recognized at cost. The cost of intangible assets acquired in a non-exchange transaction is their fair value at the date of the exchange. Following initial recognition, intangible assets are carried at cost less any accumulated amortization and accumulated impairment losses. Internally generated intangible assets, excluding capitalized development costs, are not capitalized and expenditure is reflected in surplus or deficit in the period in which the expenditure is incurred.

The useful life of the intangible assets is assessed as either finite or indefinite.

## f) Financial Instruments

### Financial Assets

#### Initial recognition and measurement

Financial assets within the scope of IPSAS 29 Financial Instruments: Recognition and Measurement are classified as financial assets at fair value through surplus or deficit, loans and receivables, held-to-maturity investments or available-for-sale financial assets, as appropriate. The University determines the classification of its financial assets at initial recognition.

#### Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. After initial measurement, such financial assets are subsequently measured at amortized cost using the effective interest method, less impairment. Amortized cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the effective interest rate. Losses arising from impairment are recognized in the surplus or deficit.

#### Impairment of financial assets

The University assesses at each reporting date whether there is objective evidence that a financial asset or an entity of financial assets is impaired. A financial asset or an entity of financial assets is deemed to be impaired if, and only if, there is objective evidence of impairment as a result of one or more events that has occurred after the initial recognition of the asset (an incurred 'loss event') and that loss event has an impact on the estimated future cash flows of the financial asset or the University of financial assets that can be reliably estimated. Evidence of impairment may include the following indicators:

- The debtors or an entity of debtors are experiencing significant financial difficulty.
- Default or delinquency in interest or principal payments
- The probability that debtors will enter bankruptcy or other financial reorganization.
- Observable data indicates a measurable decrease in estimated future cash flows (e.g., changes in arrears or economic conditions that correlate with defaults)

### Financial liabilities

#### Initial recognition and measurement

Financial liabilities within the scope of IPSAS 29 are classified as financial liabilities at fair value through surplus or deficit or loans and borrowings, as appropriate. The University determines the classification of its financial liabilities at initial recognition. All financial liabilities are recognized initially at fair value and, in the case of loans and borrowings, plus directly attributable transaction costs.

#### i) Inventories

Inventory is measured at cost upon initial recognition. To the extent that inventory was received through non-exchange transactions (for no cost or for a nominal cost), the cost of the inventory is its fair value at the date of acquisition.

After initial recognition, inventory is measured at the lower of cost and net realizable value. However, to the extent that a class of inventory is distributed or deployed at no charge or for a nominal charge, that class of inventory is measured at the lower of cost and current replacement cost.

Net realizable value is the estimated selling price in the ordinary course of operations, less the estimated costs of completion and the estimated costs necessary to make the sale, exchange, or distribution. Inventories are recognized as an expense when deployed for utilization or consumption in the ordinary course of operations of the University.

#### j) Provisions

Provisions are recognized when the University has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

Where the University expects some or all of a provision to be reimbursed, for example, under an insurance contract, the reimbursement is recognized as a separate asset only when the reimbursement is virtually certain. The expense relating to any provision is presented in the statement of financial performance net of any reimbursement.

### **Contingent liabilities**

The University does not recognize a contingent liability but discloses details of any contingencies in the notes to the financial statements, unless the possibility of an outflow of resources embodying economic benefits or service potential is remote.

### **Contingent assets**

The University does not recognize a contingent asset but discloses details of a possible asset whose existence is contingent on the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the University in the notes to the financial statements. Contingent assets are assessed continually to ensure that developments are appropriately reflected in the financial statements. If it has become virtually certain that an inflow of economic benefits or service potential will arise and the asset's value can be measured reliably, the asset and the related revenue are recognized in the financial statements of the period in which the change occurs.

### **k) Nature and purpose of reserves**

The University creates and maintains reserves in terms of specific requirements.

#### **Revaluation Reserves**

This represents the change in values of assets after a revaluation that was undertaken during the FY2013/2014. It represents the value of assets previously owned by Kibabii Diploma Teachers Training College transferred to Kibabii University. If the carrying amount of a class of assets is increased as a result of revaluation, the increase is credited directly to revaluation surplus. If the carrying amount of a class of assets is decreased as a result of revaluation, the decrease is recognized in surplus or deficit. Revaluation increases and decreases relating to individual assets within a class of property plant and equipment are offset against others within the class. Some or the entire revaluation surplus included in net assets/equity in respect of property, plant and equipment is transferred directly to accumulated surpluses or deficit when the assets are derecognized either by disposing or retiring it.

#### **Capital Reserves**

This represents the values of Assets capitalized as a result of Capital development funding received from the Government of Kenya through the Ministry of Education state department of University Education.

### **Revenue Reserves**

This represents Surplus or deficits incurred/accumulated over time by the University as a result of its activities.

#### **l) Changes in accounting policies and estimates**

The University recognizes the effects of changes in accounting policy retrospectively. The effects of changes in accounting policy are applied prospectively if retrospective application is impractical.

#### **m) Employee benefits**

##### **Retirement benefit plans**

The University provides retirement benefits for its employees. The University operates a defined contribution plan under which the University pays fixed contributions into a separate fund, and has no legal or constructive obligation to pay further contributions if the fund does not hold sufficient assets to pay all employee benefits relating to employee service in the current and prior periods. The contributions to fund obligations for the payment of retirement benefits are charged against income in the year in which they become payable.

#### **n) Foreign currency transactions**

Transactions in foreign currencies are initially accounted for at the ruling rate of exchange on the date of the transaction. Trade creditors or debtors denominated in foreign currency are reported at the statement of financial position reporting date by applying the exchange rate on that date. Exchange differences arising from the settlement of creditors, or from the reporting of creditors at rates different from those at which they were initially recorded during the period, are recognized as income or expenses in the period in which they arise.

#### **o) Related parties**

The University regards a related party as a person or an entity with the ability to exert control individually or jointly, or to exercise significant influence over the University, or vice versa. Members of Council and key Management members are regarded as related parties; with the latter comprising, the Vice Chancellor and senior managers.

#### **p) Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and cash at bank. Bank account balances include amounts held at various commercial banks at the end of the financial year.

#### q) Comparative figures

Where necessary comparative figures for the previous financial year have been amended or reconfigured to conform to the required changes in presentation.

#### IPSAS 3: Accounting Policies, Changes in Estimates and Errors

The standard requires that adjustments to correct material prior period errors are made retrospectively (except where it is impracticable) by amending comparatives and restating retained earnings at the beginning of the earliest period presented in the first set of financial statements after their discovery as if a prior period error had never occurred. This has been effected to correct the misstatements.

#### r) Subsequent events

There have been no events subsequent to the financial period end with a significant impact on the financial statements.

### 5. SIGNIFICANT JUDGMENTS AND SOURCES OF ESTIMATION UNCERTAINTY

The preparation of the University's financial statements in conformity with IPSAS requires management to make judgments, estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the disclosure of contingent liabilities, at the end of the reporting period. However, uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of the asset or liability affected in future periods.

#### Estimates and assumptions

The key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year, are described below. The University based its assumptions and estimates on parameters available when the consolidated financial statements were prepared. However, existing circumstances and assumptions about future developments may change due to market changes or circumstances arising beyond the control of the University. Such changes are reflected in the assumptions when they occur. IPSAS 1.140

#### Useful lives and residual values

The useful lives and residual values of assets are assessed using the following indicators to inform potential future use and value from disposal:

- a) The condition of the asset based on the assessment of experts employed by the University.
- b) The nature of the asset, its susceptibility and adaptability to changes in technology and processes.
- c) The nature of the processes in which the asset is deployed.
- d) Availability of funding to replace the asset.
- e) Changes in the market in relation to the asset

Depreciation is calculated on straight line basis, at annual rates estimated to write off of carrying values of the assets over their expected useful lives. Assets acquired during the year are depreciated from the date of acquisition.

The annual depreciation rates in use are:

- Building 2%
- Plant, machinery and equipment 10%
- Furniture and fittings;
  - Office furniture 7%
  - Lecture hall furniture 12.5%
- Library books 10%
- Motor Vehicles 16.67%
- Computers 20%
- Intangible assets – Amortized over useful life

Freehold land is not depreciated as it is deemed to have an infinite life

#### Provisions

Provisions were raised and management determined an estimate based on the information available. Additional disclosure of these estimates of provisions is included in Note 33.

Provisions are measured at the management's best estimate of the expenditure required to settle the obligation at the reporting date, and are discounted to present value where the effect is material.

#### Provision for bad debts

The University makes provisions based on estimates derives from past trends.

## 6 A) TRANSFERS FROM OTHER GOVERNMENT ENTITIES

	Period Ended 30th June, 2024 Kshs.	Period Ended 30th June, 2023 Kshs.
<b>Unconditional grants</b>		
Operational grant	537,829,707	652,226,400
Other grants	-	-
	<b>537,829,707</b>	<b>652,226,400</b>
<b>Conditional grants</b>		
Capital Development grants	13,750,000	33,121,745
	<b>13,750,000</b>	<b>33,121,745</b>
<b>Total government grants and subsidies</b>	<b>551,579,707</b>	<b>685,348,145</b>

## B) TRANSFERS FROM MINISTRIES, DEPARTMENTS AND AGENCIES (MDAS)

Name of the Entity sending the grant	Amount recognized to Statement of Comprehensive Income	Amount recognized in capital fund.	Total grant income during the year	Quarter Four FY2023/2024
	Kshs.	Kshs.	Kshs.	Kshs.
Ministry of Education/ State Department for University Education and Research	537,829,707	13,750,000	551,579,707	551,579,707
<b>Total</b>	<b>537,829,707</b>	<b>13,750,000</b>	<b>551,579,707</b>	<b>551,579,707</b>

## C) TRANSFERS FROM OTHER GOVERNMENT ENTITIES - REGONIZED IN STATEMENT OF CASHFLOWS

Description	Period Ended 30th June, 2024 Kshs.	Period Ended 30th June, 2023 Kshs.
<b>Transfers from Other Government Entities Recognized in the Statement of Financial Performance</b>	<b>537,829,707</b>	<b>489,169,800</b>
<b>LESS:</b>		
Receivables from Non- Exchange Transactions	44,819,142	54,352,200
<b>Amount Recognized in Cash flow statement</b>	<b>493,010,565</b>	<b>434,817,600</b>

## 7 A) OTHER ORGANIZATIONAL GRANTS

Description	Period Ended 30th June, 2024 Kshs.	Period Ended 30th June, 2023 Kshs.
<b>Actual</b>		
SKIES RAPID TECH SKILL STUDENT CONTRACT- KIEP	4,749,808	-
NRF Research Grants ICT	-	2,708,865
Commonwealth of Learning- Technology-Enabled Learning	109,409	625,890.00
International Development Research Centre	3,931,448	9,066,040.00
Association Of Commonwealth Universities	1,411,437	75,682.00
DIES NMT MICRO GRANT	-	35,346.00
RUFORUM-RAINCA INCOME	603,950	-
SMEHAS PROJECT INCOME	1,494,732	-
INNOVATE -UK GRANT INCOME	9,591,915	-
<b>Total Other Organization Grants</b>	<b>21,892,699</b>	<b>12,511,823</b>

## B) OTHER ORGANIZATIONAL GRANTS- RECOGNIZED IN CASH FLOW

Description	Period Ended 30th June, 2024 Kshs.	Period Ended 30th June, 2023 Kshs.
<b>Other Organization grant Recognized in the Statement of Financial Performance</b>	<b>21,892,699</b>	<b>12,511,823</b>
<b>Add: Un expended grants received during the year ( deferred income)</b>		
Commonwealth of Learning- Technology-Enabled Learning	(267,156)	267,156
Reforum Rainca Grant	(5,207,600)	5,207,600
National Multiplication Training Project- By DAAD	(1,994,910)	-
Gain on Forex Transactions	-	184,510
<b>Less: Conditional Grant funds received in prior periods</b>		
NRF ICT Grant received in FY 2022/2023 Utilized in FY 2023/2024	-	(2,708,865)
NMT	-	(35,346)
IDRC	(1,377,459)	(9,066,040)
ACU- GENDER PROGRAM	-	(75,682)
<b>Amount Recognized in Cash flow statement</b>	<b>13,045,574</b>	<b>6,285,156</b>

## 8 A) PUBLIC CONTRIBUTIONS AND DONATIONS

	Period Ended 30th June, 2024 Kshs.	Period Ended 30th June, 2023 Kshs.
Enwealth Financial Services	289,150	30,000
African Alliance Asset	-	100,000
KCB Bank	-	30,000
Donation of books	207,490	710,000
Coffee Board Of Kenya	-	50,000
Antidoping Agency Of Kenya	-	30,000
The Governor, County Government Of Bungoma	-	500,000
Nzoia Water Services	-	50,000
Family Bank Limited	-	50,000
Farm View Hotel	-	15,000
Michael Dunno	-	51,949
<b>TOTAL DONATIONS</b>	<b>496,640</b>	<b>1,616,949</b>



## B) PUBLIC CONTRIBUTIONS AND DONATIONS – RECOGNIZED IN CASH FLOW

	Period Ended 30th June, 2024	Period Ended 30th June, 2023
	Kshs.	Kshs.
<b>Public Contributions and Donations Recognized in the Statement of Financial Performance</b>	<b>496,640</b>	<b>1,616,949</b>
<b>Less: Donations In kind</b>		
Sports equipment and Uniform	-	-
Books	207,490	(710,000)
<b>Amount Recognized in the Statement of Cash flows</b>	<b>289,150</b>	<b>906,949</b>

## 9) 2010-2013 CBA FUNDS

	Period Ended 30th June, 2024	Period Ended 30th June, 2023
	Kshs.	Kshs.
2010-2013 CBA Funds	-	17,643,730
<b>Total Revenue from the Rendering of Services</b>	<b>-</b>	<b>17,643,730</b>

## 10) RENDERING OF SERVICES – TUITION FEES

Description	Period Ended 30th June, 2024	Period Ended 30th June, 2023
	Kshs.	Kshs.
Tuition fees	576,879,084	187,112,325
<b>Total Revenue from the Rendering of Services</b>	<b>576,879,084</b>	<b>187,112,325</b>

## 10B) RENDERING OF SERVICES- TUITION FEES RECOGNIZED IN CASH FLOW

Description	Period Ended 30th June, 2024	Period Ended 30th June, 2023
	Kshs.	Kshs.
<b>Rendering of Services - Tuition Fee Recognized in the Statement of Financial Performance</b>	<b>576,879,084</b>	<b>187,112,325</b>
<b>ADD:</b>		
Fees Earned in FY2023/2024 but not yet received( Increase in Receivables from Exchange Transactions)	(6,693,265)	18,477,872
Non cash income - Decrease in provision for bad debts	-	952,079
Fees Received in the current period for utilization in future periods ( Increase in Pre paid fees)	23,968,098	13,957,989
<b>Amount recognized in the statement of cash flows</b>	<b>594,153,917</b>	<b>220,500,265</b>

## 11. RENDERING OF SERVICES – ADMINISTRATIVE FEES

Description	Period Ended 30th June, 2024	Period Ended 30th June, 2023
	Kshs.	Kshs.
Activity Fee	15,122,000	9,108,000
Agency Fee	170,626	199,207
Amenity Fee	12,946,000	9,106,700
Application Fee	881,577	827,474
Alumni fee	1,439,000	1,123,000
Fines & Penalties	159,520	525,901
ICT Fees	39,418,420	32,471,150
Examination fees	17,451,150	12,246,950
Identity Card	2,011,500	1,443,000
SGC Collections	5,583,250	4,312,900
Library fee	15,244,836	7,853,500
Medical Subsidy	20,052,420	14,404,500
Registration Fee	4,563,800	4,033,000
School Practice & Attachment/log	20,828,050	19,115,500
Supervision & Project Examination	5,719,500	4,886,000
Thesis Examination Fees	6,265,000	4,538,500
First Aid Certificate Fees	24,500	17,500
Clinical Placement & log book	2,582,000	1,632,000
Graduation fee	6,121,500	5,519,000
Workshops & Conferences Fee	109,500	491,500
Sundry Income	796,740	233,745
Referral/Supplementary/Remaking & Course Repeat	1,793,490	1,821,405
Student Administrative Charges	4,017	-
KUCCPS Fees	-	-
Hospital Consumables	486,000	342,000
Industrial Training	2,635,000	1,551,000
Laboratory Fees	3,138,750	1,429,250
Certificate Equation Fees	-	-
Field Trip & Excursion	40,000	-
Field Work Fees	7,495,200	3,165,000
Facilitation Fees- Visiting Schools	303,000	236,000
EXTERNAL ASSESSMENT TVET	3,165,300	1,517,600
INTERNAL ASSESSMENT TVET	3,177,000	1,803,000
TVET FEES	111,000	136,500
Material Development & Practical Fees	3,348,000	1,316,000
	<b>203,187,646</b>	<b>147,406,782</b>



## 11 B) RENDERING OF SERVICES – ADMINISTRATIVE FEES RECOGNIZED IN CASHFLOW

Description	Period Ended 30th June, 2024 Kshs.	Period Ended 30th June, 2023 Kshs.
<b>Rendering of services( Administrative fees) - Amount Recognized in the statement of Financial Performance</b>	<b>203,187,646</b>	<b>147,406,782</b>
<b>Add:</b>		
Increase in refundable deposits from customers	433,800	176,694
<b>Less:</b>		
Non cash decrease in provision for bad debts	(353,301)	-
<b>Amount recognized in the statement of cash flows</b>	<b>202,400,545</b>	<b>147,583,476</b>

## 12. SALE OF GOODS AND SERVICES

Description	Period Ended 30th June, 2024 Kshs.	Period Ended 30th June, 2023 Kshs.
<b>IGU Incomes</b>		
Catering Income	25,204,893	6,556,588
Accommodation Income	16,767,550	19,293,000
Farm, Grass Cutting	25,220	54,425
Hire income	1,967,712	1,337,954
Other Incomes	523,202	228,817
<b>Total Revenue from the Sale of Goods</b>	<b>44,488,577</b>	<b>27,470,784</b>

## 13. RENTAL REVENUE FROM FACILITIES AND EQUIPMENT

Description	Period Ended 30th June, 2024 Kshs.	Period Ended 30th June, 2023 Kshs.
Staff House Rent	2,014,700	2,243,000
Contingent Rentals (Utilities- Water Bills)	-	95,350
<b>Total Rentals</b>	<b>2,014,700</b>	<b>2,338,350</b>

## 14. OTHER INCOME

Description	Period Ended 30th June, 2024 Kshs.	Period Ended 30th June, 2023 Kshs.
Provision for bad and doubtful debts (Decrease)	-	952,079
Other Incomes - Interest on FDR Needy Students Account	766,666	-
<b>Total other income</b>	<b>766,666</b>	<b>952,079</b>

## 15. USE OF GOODS AND SERVICES

Description	Period Ended 30th June, 2024	Period Ended 30th June, 2023
	Kshs.	Kshs.
Affiliation Fees	939,698	1,513,250
Alumni Association Expenses	1,015,814	269,450
Audit Expenses	276,200	-
Bank Charges	494,353	347,712
Choir, Drama & Clubs	1,290,760	843,284
Cleaning Services & Fungicides and Sprays	11,959,568	14,022,578
Community Based Education, Environment & Extension services	94,550	164,250
Couching & Mentorship	30,540	79,440
Cultural & Careers Week	983,500	909,200
Curriculum Development & Review	1,191,785	385,920
Electricity, Water & Conservancy	17,027,966	15,999,069
Examination Expenses	14,254,078	3,955,176
External Examination Expenses	3,789,430	1,612,660
Graduation Expenses	8,524,962	9,083,448
HIV/AIDS Expenses	50,120	62,620
Income Generating Units Development Expenses	312,964	-
Income Generating Units Expense	12,520,199	14,831,715
Insurance and Legal Expenses	4,497,485	6,763,016
Internet Expenses	11,171,551	11,462,411
Inter-university Games	1,941,956	1,759,409
ISO Implementation	302,140	1,092,420
Library Expenses	3,115,755	2,067,876
Motor Vehicle Expenses	12,135,268	9,569,745
Office of Vice Chancellor Expenses	2,388,989	388,148
Official Entertainment & Newspapers	1,170,350	1,266,395
Student Placement and Admission Expenses	1,166,350	-
Performance Contracting	277,588	595,630
Postal and Courier Services	128,485	224,420
Public Celebrations & Staff Welfare	855,500	1,145,087
Purchase of Drugs, Medical Lab, Nursing and Public Health Expenses	2,697,650	2,494,289
Purchase of Sports Equipment and Games Uniform	-	88,100
Purchase of Stationery	2,847,839	3,084,404
Quality Assurance	2,470,329	154,340
Recruitment & Training	731,920	806,720
Rent and Rates	224,000	168,000
Research Expenses	4,606,323	6,847,947



School Practice & Industrial Attachment	28,617,405	17,082,904
Industrial Training expenses	-	120,000
Security Services	17,392,439	17,883,039
Seminars, Conferences & CPD events	1,276,164	848,850
Senate & Deans Expenses	67,000	-
SGC Elections & Training	778,100	2,216,985
SGC Expenses	3,085,932	2,985,809
Strategic Plan & Master Plan Expenses	86,740	101,160
Student Expenses	1,377,365	946,832
Teaching Material	1,937,159	1,251,860
Telephone Expenses	22,000	41,320
Valuation and Tender expenses	1,027,900	182,120
Travel & Accommodation	8,895,766	4,727,278
Open Distance and Electronic Learning Expenses	2,109,317	1,084,751
Environmental, Social & Governance Expenses	218,000	9,500
Commonwealth of Learning Expenses	356,000	-
Purchase of Uniforms & Clothing	1,107,201	271,200
Disability, Gender, alcohol and drug, chaplaincy	152,200	86,600
School of Nursing Development Expenses	-	654,500
Demonstration Farm Expenses	69,350	-
Tuition fee waiver	975,748	885,050
Technical and Vocational Training Expenses	3,040,046	1,428,800
Provision for Bad Debts (Increase)	353,301	-
Provision for Service providers costs (Increase)	135,444,610	-
Field Excursion	2,016,621	234,735
Internal audit and Assurance expenses	221,200	250,000
Sirisia Farm Expenses	10,000	25,000
Bio-Medical Laboratory placement Expenses	2,299,980	864,950
Partnerships & Linkages	138,800	-
Services Providers costs	34,756,325	-
<b>Total General Expenses</b>	<b>375,318,634</b>	<b>168,241,372</b>



## B) USE OF GOODS AND SERVICES- RECOGNIZED IN CASH FLOW

Description	Period Ended 30th June, 2024 Kshs.	Period Ended 30th June, 2023 Kshs.
<b>Use of Goods and Services - Amount Recognized in the statement of Financial Performance</b>	<b>375,318,634</b>	<b>168,241,372</b>
<b>Add:</b>		-
Decrease in Trade payables		67,370,441
Increase in Inventory	(282,891)	-
Non-Cash Decrease in non-cash liability(debt forgiven)		(17,643,730)
Prior years Non Cash Adjustment on CUE and KUCCPS fees	-	
<b>Less:</b>		
Decrease in Inventory		(1,763,828)
Increase in trade payable	29,133,423	-
Increase in Service providers cost	(79,312,333)	-
Non-Cash Expense- increase in provision for bad debts	(353,301)	-
<b>Amount recognized in the statement of cash flows</b>	<b>324,503,532</b>	<b>220,497,575</b>

## 16. EMPLOYEE COSTS

Description	Period Ended 30th June, 2024 Kshs.	Period Ended 30th June, 2023 Kshs.
Salaries and Wages	809,832,524	790,588,247
Employee Related Costs - Medical Aids	37,090,349	592,738
Passage & Baggage	3,554,422	3,619,032
Pssp Disbursement / Internal CBA Implementation	4,860,000	5,031,600
Part Time Payments	-	111,000
Service Gratuity Accrued	32,605,370	28,458,295
<b>Employee Costs</b>	<b>887,942,665</b>	<b>828,400,912</b>

*N/B: Top Management Remuneration is reported under Appendix VI.*



## B) EMPLOYEE COSTS RECORDED IN CASH FLOW

Description	Period Ended 30th June, 2024 Kshs.	Period Ended 30th June, 2023 Kshs.
<b>Employee Costs - Amount Recognized in the statement of Financial Performance</b>	<b>887,942,665</b>	<b>828,400,912</b>
<b>Less: Increase in Employee Benefit Obligation</b>		
(Increase)/Decrease in accrued Part time expenses		20,062,770
(Increase)/Decrease in accrued Service Gratuity	2,642,859	6,929,255
(Increase)/Decrease in accrued Medical	(51,004,858)	-
(Increase)/Decrease in accrued Service Gratuity	(7,770,278)	-
<b>Amount recognized in the statement of cash flows</b>	<b>831,810,388</b>	<b>855,392,937</b>

## 17. REMUNERATION OF COUNCIL MEMBERS

Description	Period Ended 30th June, 2024 Kshs.	Period Ended 30th June, 2023 Kshs.
Chairman's Honoraria	578,667	640,000
University Council emoluments	15,163,598	15,247,270
<b>Remuneration of Council Members</b>	<b>15,742,265</b>	<b>15,887,270</b>

*N/B: Breakdown of individual Council Members is reported as Appendix V.*

## 18. DEPRECIATION AND AMORTIZATION EXPENSE

Description	Period Ended 30th June, 2024 Kshs.	Period Ended 30th June, 2023 Kshs.
Property, plant and equipment	73,054,128	90,482,364
Intangible assets	966,544	832,500
<b>Total depreciation and amortization</b>	<b>74,020,672</b>	<b>91,314,864</b>

## 19. REPAIRS AND MAINTENANCE

Description	Period Ended 30th June, 2024 Kshs.	Period Ended 30th June, 2023 Kshs.
Maintenance of Catering & Hostel Facilities	282,620	83,740
Medical Laboratory equipment Maintenance	-	52,000
Maintenance of Plant, Furniture & Equipment	721,292	110,070
Maintenance of Building & Stations	2,040,442	1,644,897
Maintenance of Water Suppliers & Sewerage	299,990	348,092
Maintenance of Playgrounds & Parks	74,854	108,450
Maintenance of Computers	378,000	144,400
Network Installation and Maintenance expenses	252,350	392,000
Services Level Agreement (ABNO) expenses	3,029,300	2,714,400
Telecommunication Maintenance	18,000	11,500
<b>Total repairs and maintenance</b>	<b>7,096,848</b>	<b>5,609,549</b>

## 20. GRANTS AND SUBSIDIES

Description	Period Ended 30th June, 2024	Period Ended 30th June, 2023
	Kshs.	Kshs.
Commonwealth of Learning- Technology-Enabled Learning Expenses	700,400	625,890
Association of Common Wealth Universities Expenses	1,271,592	68,626
International Development Research Centre Expenses	5,602,888	9,066,040
NRF ICT infrastructure grant	-	1,670,984
SKIES RAPID TECH SKILLS STUDENT contract Expenses	2,002,960	-
Innovate UK - African Agricultural Knowledge Transfer Expense	9,567,944	-
RUFORUM-RAINCA expenses	5,613,520	-
SMEHAS project expenses	180,540	-
Society for Research on Adolescents	869,000	-
<b>Total Grants and Subsidies</b>	<b>25,808,844</b>	<b>11,431,540</b>

## 21. PUBLIC RELATIONS AND MARKETING COSTS

Description	Period Ended 30th June, 2024	Period Ended 30th June, 2023
	Kshs.	Kshs.
Advertising & Publicity	300,579	505,236
Publishing and Printing	145,000	579,300
University Shows & Exhibitions	104,560	147,700
<b>Total PR &amp; Marketing Costs</b>	<b>550,139</b>	<b>1,232,236</b>

## 22. UNREALIZED GAIN FROM FOREIGN EXCHANGE TRANSACTIONS

Description	Period Ended 30th June, 2024	Period Ended 30th June, 2023
	Kshs.	Kshs.
Unrealized gain from foreign exchange transactions	13,043	184,510
Unrealized Loss on foreign exchange transactions	0	0
	<b>13,043</b>	<b>184,510</b>

## 23 A). CASH AND CASH EQUIVALENTS

Description	Period Ended 30th June, 2024	Period Ended 30th June, 2023
	Kshs.	Kshs.
Current account	309,430,166	187,855,229
Fixed deposits account	10,000,000	10,000,000
Others	33,837	229
<b>Total cash and cash equivalents</b>	<b>319,464,003</b>	<b>197,855,458</b>



## 23 (B) DETAILED ANALYSIS OF THE CASH AND CASH EQUIVALENTS

Financial institution	Account number	Period Ended 30th June, 2024	Period Ended 30th June, 2023
		Kshs.	Kshs.
<b>a) Current account</b>			
Kenya Commercial Bank Limited-889	1132024889	40,802,587	37,733,006
Kenya Commercial Bank Limited-Deposit	1134708375	7,457,987	3,680,024
Kenya Commercial Bank Limited -Payment	1137408286	16,137,196	25,246,151
National Bank of Kenya Limited-Pension	01281076872600	-	-
National Bank of Kenya Limited - Fees Collection	01001076872600	80,105,404	11,113,173
Equity Bank Limited-508	0480261211508	52,541,963	29,595,668
Equity Bank Limited-898	0500261717898	717,649	181,257
Standard Chartered Bank	01020282721	22,061,074	21,953,594
Family Bank Limited	077000029979	52,644,163	38,618,555
Co-operative Bank of Kenya Ltd	01129669927300	31,224,239	11,754,464
Absa Bank Kenya PLC( KES)	2028252628	1,521,613	4,725,744
Absa bank Kenya PLC (Euro )	2040024649	855,650	352,427
Absa Bank Kenya PLC (USD)	2040024657	3,360,641	2,901,166
<b>Sub- total</b>		<b>309,430,166</b>	<b>187,855,229</b>
<b>c) Fixed deposits account</b>			
Equity Bank Limited	0480382372464	10,000,000	10,000,000
<b>Sub- total</b>		<b>10,000,000</b>	<b>10,000,000</b>
<b>e) Others(specify)</b>			
Cheques in transit		-	-
cash in hand		-	-
Petty Cash		33,837	229
<b>Sub- total</b>		<b>33,837</b>	<b>229</b>
<b>Grand total</b>		<b>319,464,003</b>	<b>197,855,458</b>

**Note:-** The exchange rates on foreign currencies are applied at the time when funds are received by the University.

#### 24A). RECEIVABLES FROM NON-EXCHANGE TRANSACTIONS

Description	Period Ended 30th June, 2024 Kshs.	Period Ended 30th June, 2023 Kshs.
Government Transfers from State Department for University Education & Research - Operational Grant	44,819,143	-
Transfers from State Department for University Education & Research -Development Grant	-	12,121,745
<b>Total Receivables from Non- Exchange Transactions</b>	<b>44,819,143</b>	<b>12,121,745</b>

Ageing Analysis- Receivables from non- exchange transactions	Current FY	% of the total	Comparative FY	% of the total
Less than 1 year	44,819,143	100%	0	%
Between 1-2 years	-	0	0	%
Over 3 years	-	0	0	%
<b>Total</b>	<b>44,819,143</b>	<b>100%</b>	<b>0</b>	<b>%</b>

#### 24B). TRANSFERS FROM OTHER GOVERNMENT ENTITIES - RECOGNIZED IN STATEMENT OF CASHFLOWS

Description	Period Ended 30th June, 2024 Kshs.	Period Ended 30th June, 2023 Kshs.
Transfers from State Department for University Education & Research - Development Grant	25,871,745.00	21,000,000.00
<b>Total Receivables from Non- Exchange Transactions</b>	<b>25,871,745.00</b>	<b>21,000,000.00</b>

#### 25. RECEIVABLES FROM EXCHANGE TRANSACTIONS

Description	Period Ended 30th June, 2024 Kshs.	Period Ended 30th June, 2023 Kshs.
<b>Current receivables</b>		
Students fees debtors	265,436,876	258,370,855
Less: Provision for bad debts	(13,271,844)	(12,918,543)
Staff debtors	1,467,190	5,408,483
General Debtors	3,291,186	1,869,348
Bank guarantee Total Energies	2,500,000	-
Bank Guarantee - Kenya Power	667,820	667,820
Kenya Revenue Authority	3,672,009	3,672,009
<b>Total current receivables</b>	<b>263,763,237</b>	<b>257,069,972</b>
<b>Total receivables</b>	<b>263,763,237</b>	<b>257,069,972</b>



**25 (B).**

Description	Kshs		Kshs	
	Current FY	% of the total	Comparative FY	% of the total
Less than 1 year	7,926,196	3%	250,860,795.00	97%
Between 1- 2 years	252,165,032	96%	1,869,348.00	1%
Between 2-3 years	3,672,009	1%	4,339,829.00	2%
Over 3 years	0	0%	2,500,000.00	1%
<b>Total (a + b)</b>	<b>263,763,237</b>	<b>100%</b>	<b>259,569,972.00</b>	<b>100%</b>

**25 (C).**

Impairment allowance/ provision	2023-2024 Kshs	2022-2023 Kshs
At the beginning of the year	12,918,543	13,870,622
Additional provisions during the year	353,301	(952,079)
Recovered during the year	-	-
Written off during the year	-	-
At the end of the year	<b>13,271,844</b>	<b>12,918,543</b>

**26. INVENTORIES**

Description	Period Ended 30th June, 2024	Period Ended 30th June, 2023
	Kshs.	Kshs.
Consumable Stores	383,174	498,259
Medical Supplies & Laboratory Chemicals	1,188,174	1,025,436
Electrical, Building & Plumbing Materials	3,678,183	4,413,520
Catering	818,861	414,068
<b>Total Inventories at the Lower cost and Net Realizable Value</b>	<b>6,068,392</b>	<b>6,351,283</b>

27. PROPERTY, PLANT AND EQUIPMENT

Cost	Land	Buildings	W.I.P	Plant And Equipment	Computers, Printers & Copiers	Furniture & Fittings	Motor Vehicles	Library Books	TOTAL Kshs.
<b>At 30<sup>th</sup> June, 2022</b>	96,152,728	2,096,661,848	212,365,887	34,300,097	54,128,180	75,622,887	91,058,705	100,092,844	2,760,383,176
Valuation	-	-	19,385,309	525,330	367,500	-	-	116,816	20,394,955
Additions	-	-	-	-	-	-	-	710,000	710,000
Donations	-	64,074,116	165,582,716	41,991,705	59,194,895	322,000	-	-	-
Transfers/adjustments	-	-	-	-	-	-	-	-	-
<b>At 30<sup>th</sup> June, 2023</b>	96,152,728	2,160,735,964	66,168,480	76,817,132	113,690,575	75,944,887	91,058,705	100,919,660	2,781,488,131
<b>As at 1st July, 2023</b>	96,152,728	2,160,735,964	66,168,480	76,817,132	113,690,575	75,944,887	91,058,705	100,919,660	2,781,488,131
Additions	-	-	41,305,758	1,224,930	3,257,160	1,285,000	-	1,081,363	48,154,211
Donations	-	-	-	-	-	-	-	207,490	207,490
Transfer/adjustments	-	75,480,925	79,435,325	1,932,000	-	2,022,400	-	-	-
<b>At 30<sup>th</sup> June, 2024</b>	96,152,728	2,236,216,889	28,038,913	79,974,062	116,947,735	79,252,287	91,058,705	102,208,513	2,829,849,832
<b>Depreciation and impairment</b>									
<b>At 30<sup>th</sup> June, 2022</b>	-	220,667,558	-	22,240,095	51,864,534	58,169,193	85,846,900	75,452,356	514,240,636
<b>As at 1st July, 2022</b>	-	220,667,558	-	22,240,095	51,864,534	58,169,193	85,846,900	75,452,356	514,240,636
Depreciation	-	43,214,719	-	7,565,834	21,525,466	3,904,040	2,928,918	11,343,387	90,482,364
Prior year adjustment	-	-	-	-	-	-	-	-	-
<b>At 30<sup>th</sup> June, 2023</b>	-	263,882,277	-	29,805,929	73,390,000	62,073,233	88,775,818	86,795,743	604,723,000
<b>As at 1st July, 2023</b>	-	263,882,277	-	29,805,929	73,390,000	62,073,233	88,775,818	86,795,743	604,723,000
Depreciation	-	44,724,338	-	6,329,900	12,967,900	2,169,789	1,524,968	5,337,233	73,054,128
Prior year adjustment	-	-	-	-	-	-	-	-	-
<b>At 30<sup>th</sup> June, 2024</b>	-	308,606,615	-	36,135,829	86,357,900	64,243,022	90,300,786	92,132,976	677,777,128
<b>Net book values</b>									
<b>At 30<sup>th</sup> June, 2024</b>	96,152,728	1,927,610,274	28,038,913	43,838,233	30,589,835	15,009,265	757,919	10,075,537	2,152,072,704
<b>At 30<sup>th</sup> June, 2023</b>	96,152,728	1,896,853,687	66,168,480	47,011,203	40,300,575	13,871,654	2,282,887	14,123,917	2,176,765,131



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## 28. INTANGIBLE ASSETS-SOFTWARE

Description	Period As at 30th June, 2024	Period As at 30th June 2023
	Kshs.	Kshs.
<b>Cost</b>		
At beginning of the year	29,644,000	29,644,000
Additions	1,044,000	-
At end of the year	30,688,000	29,644,000
Additions-internal development	-	-
At end of the year	30,688,000	29,644,000
<b>Amortization and impairment</b>		
At beginning of the year	28,781,856	27,949,356
Amortization	966,544	832,500
At end of the year	29,748,400	28,781,856
Impairment loss	-	-
At end of the year	29,748,400	28,781,856
<b>NBV</b>	<b>939,600</b>	<b>862,144</b>

## 29. TRADE AND OTHER PAYABLES FROM EXCHANGE TRANSACTIONS

Description	Period Ended 30th June, 2024	Period Ended 30th June, 2023
	Kshs.	Kshs.
Trade payables	33,345,911	45,166,959.00
Project Retention Money	-	11,475,531.00
HELB account	1,650,403	2,281,672.00
CDF	8,483,626	8,501,126
County Bursary	3,946,170	4,676,796
Other Sponsors	3,262,430	3,351,780
Kibabii University Needy Students Fund	10,717,648	10,181,257
HELB Bursary	39,650	-
IUCEA	501,210	501,210
HELB COUNTY LOANS	52,500	-
Staff Life Assurance	-	2,053,526
NITA	21,550	-
KUCCPS	329,350	3,473,350
CUE	4,685,900	2,603,688
PSSP	-	4,872,000
Housing Levy	1,891,012	-
Student Benevolent Fund	985,662	246,800
Universities Fund	339,250	-
<b>Total trade and other payables</b>	<b>70,252,272</b>	<b>99,385,695</b>

### 30. REFUNDABLE DEPOSITS FROM CUSTOMERS

Description	Period Ended 30th June, 2024	Period Ended 30th June, 2023
	Kshs.	Kshs.
Caution Money	10,767,370	11,284,470
Deposit on Staff House Rent	317,200	256,900
Unallocated deposits	24,680	1,680
<b>Total Refundable Deposits from Customers</b>	<b>11,109,250</b>	<b>11,543,050</b>

### 31. DEFERRED INCOME

Description	Period Ended 30th June, 2024	Period Ended 30th June, 2023
	Kshs.	Kshs.
Commonwealth of Learning- Technology- Enabled Learning	-	343,394
IDRC	-	2,033,940
Society for Research on Adolescents	-	997,900
REFORUM	-	5,207,600
<b>Total Deferred Income</b>	<b>-</b>	<b>8,582,834</b>

The deferred income movement is as follows:

	National government	International Funders	Public contributions and donations	and	Total
Balance brought forward	0	14,994,011		0	14,994,011.00
Additions	0	6,898,688		0	6,898,688.00
Transfers to Capital fund	0	0		0	-
Transfers to income statement	0	21,892,699		0	21,892,699.00
Other transfers	0			0	-
Balance carried forward	0	0		0	0

### 32. EMPLOYEE PAYABLES

Description	Period As at 30th June, 2024	Period As at 30th June 2023
	Kshs.	Kshs.
Third-party payments (Part-timers claims)	153,049,925	73,737,592
Service Gratuity Due	67,380,018	70,022,877
Medical Expenses Accrued	51,004,858	-
NSSF Interest & Penalty	7,770,278	-
<b>Total Employee benefit obligation</b>	<b>279,205,079</b>	<b>143,760,469</b>



### 33. PAYMENTS RECEIVED IN ADVANCE

Description	Period As at 30th June, 2024	Period As at 30th June 2023
	Kshs.	Kshs.
Prepaid Fees	84,163,388	60,195,290
<b>Total payments received in advance</b>	<b>84,163,388</b>	<b>60,195,290</b>

### 34. CURRENT PROVISIONS

Description	Provision for Audit fees	Total Provision	Prior Year
	KShs	KShs	Kshs.
Balance at the beginning of the year	500,000	500,000	500,000
Additional Provisions	-	-	-
Provision Utilised	-	-	-
Change due to discount and time value for money	-	-	-
Transfers from non-current provisions	-	-	-
<b>Total provisions</b>	<b>500,000</b>	<b>500,000</b>	<b>500,000</b>

### 35. RECONCILIATION OF CASH GENERATED FROM OPERATIONS

Description	Period As at 30th June, 2024	Period As at 30th June 2023
	Kshs.	Kshs.
<b>Deficit</b>	<b>1,088,695</b>	<b>(72,654,011)</b>
<b>Adjusted for:</b>	<b>-</b>	<b>-</b>
Depreciation	74,020,672	91,314,864
Non-cash Grants Received	(207,490)	(710,000)
Unexpended Grants Utilized	-	-
<b>Working Capital Adjustments</b>	<b>-</b>	<b>-</b>
Increase/ Decrease in Inventory	282,891	1,763,828
Increase/ Decrease in Receivables	(53,263,898)	18,477,872
Increase/Decrease in Deferred Income	(8,582,834)	(6,411,177)
Increase/Decrease in Payables	106,584,877	(89,828,460)
Increase/Decrease in Payments Received in Advance	23,968,098	13,957,989
<b>Net Cash Flow from Operating Activities</b>	<b>143,891,011</b>	<b>(44,089,095)</b>

### 36. Financial Risk Management

The University's activities expose it to a variety of financial risks including credit and liquidity risks and effects of changes in foreign currency. The University's overall risk management program focuses on unpredictability of changes in the business environment and seeks to minimize the potential adverse effect of such risks on its performance by setting acceptable levels of risk. The University does not hedge any risks and has in place policies to ensure that credit is only extended to customers with an established credit history.

The University's financial risk management objectives and policies are detailed below:

#### i) Credit risk

The University has exposure to credit risk, which is the risk that a counterparty will be unable to pay amounts in full when due. Credit risk arises from cash and cash equivalents, and deposits with banks, as well as trade and other receivables and available-for-sale financial investments. Management assesses the credit quality of each customer, taking into account its financial position, past experience and other factors. Individual risk limits are set based on internal or external assessment in accordance with limits set by Council. The amounts presented in the statement of financial position are net of allowances for doubtful receivables, estimated by the University's management based on prior experience and their assessment of the current economic environment.

The carrying amount of financial assets recorded in the financial statements representing the University's maximum exposure to credit risk without taking account of the value of any collateral obtained is made up as follows:

	Total amount Kshs	Fully performing Kshs	Past due Kshs	Impaired Kshs
<b>At 30 June 2024</b>				
Receivables from	263,763,237	263,763,237	-	-
exchange transactions	-	-	-	-
Bank balances	319,464,003	319,464,003	-	-
<b>Total</b>	<b>583,227,240</b>	<b>583,227,240</b>	<b>-</b>	<b>-</b>
<b>At 30 June 2023</b>				
Receivables from	257,069,972	257,069,972	-	-
exchange transactions	-	-	-	-
Receivables from non-				
exchange transactions	-	-	-	-
Bank balances	197,855,229	197,855,229	-	-
<b>Total</b>	<b>454,925,201</b>	<b>454,925,201</b>	<b>-</b>	<b>-</b>

The customers under the fully performing category are paying their debts as they continue trading. The credit risk associated with these receivables is minimal and the allowance for uncollectible amounts that the University has recognized in the financial statements is considered adequate to cover any potentially irrecoverable amounts. The University has significant concentration of credit risk on amounts due from Students.

The University Council sets the University's credit policies and objectives and lays down parameters within which the various aspects of credit risk management are operated.

## ii) Liquidity risk management

Ultimate responsibility for liquidity risk management rests with the University Council, who have built an appropriate liquidity risk management framework for the management of the University's short, medium and long-term funding and liquidity management requirements. The University manages liquidity risk through continuous monitoring of forecasts and actual cash flows.

The table below represents cash flows payable by the University under non-derivative financial liabilities by their remaining contractual maturities at the reporting date. The amounts disclosed in the table are the contractual undiscounted cash flows. Balances due within 12 months equal their carrying balances, as the impact of discounting is not significant.

	Less than 1 month	Between 1-3 months	Over 5 months	Total
	Kshs	Kshs	Kshs	Kshs
<b>At 30 June 2024</b>				
Trade payables	71,999,083	-	-	71,999,083
Provisions	-	-	500,000	500,000
Fees Received in advance	73,163,980	-	-	73,163,980
Refundable Deposits to Customers	11,109,250	-	-	11,109,250
Employee Payables	204,911,479	-	-	204,911,479
<b>Total</b>	<b>361,183,792</b>	<b>-</b>	<b>500,000</b>	<b>361,683,792</b>
<b>At 30 June 2023</b>				
Trade payables	99,385,695	-	-	99,385,695
Provisions	-	-	500,000	500,000
Fees Received in advance	60,195,290	-	-	60,195,290
Refundable Deposits to Customers	11,543,050	-	-	11,543,050
Employee Benefit Obligation	143,760,469	-	-	143,760,469
<b>Total</b>	<b>314,884,504</b>	<b>-</b>	<b>500,000</b>	<b>171,624,035</b>

### iii) Market risk

The University has put in place an internal audit function to assist it in assessing the risk faced by the University on an ongoing basis, evaluate and test the design and effectiveness of its internal accounting and operational controls.

Market risk is the risk arising from changes in market prices, such as interest rate, equity prices and foreign exchange rates which will affect the University's income or the value of its holding of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimizing the return. Overall responsibility for managing market risk rests with the Audit and Risk Management Committee.

The University's Finance Department is responsible for the development of detailed risk management policies (subject to review and approval by Audit and Risk Management Committee) and for the day-to-day implementation of those policies. There has been no change to the University's exposure to market risks or the manner in which it manages and measures the risk.

#### a) Foreign currency risk

The University has transactional currency exposures. Such exposure arises through purchases of goods and services that are done in currencies other than the local currency. Invoices denominated in foreign currencies are paid after 30 days from the date of the invoice and conversion at the time of payment is done using the prevailing exchange rate.

The University manages foreign exchange risk from future commercial transactions and recognized assets and liabilities by projecting for expected sales proceeds and matching the same with expected payments.

The carrying amount of the University's foreign currency denominated monetary assets and monetary liabilities at the end of the reporting period are as follows:

#### FY 2024

	Ksh Kshs	Other currencies Kshs	Total Kshs
<b>At 30 June 2024</b>			
<b>Financial assets</b>			
Investments	-	-	-
Cash	315,247,712	4,216,291	319,464,003
Debtors	263,763,237	-	263,763,237
<b>Total financial assets</b>	<b>579,010,949</b>	<b>4,216,291</b>	<b>583,227,240</b>
<b>Financial Liabilities</b>			
Trade and other payables	445,456,585	-	445,456,585
Borrowings	-	-	-
<b>Total financial liabilities</b>	<b>445,456,585</b>	<b>-</b>	<b>445,456,585</b>
<b>Net foreign currency asset/(liability)</b>	<b>133,554,364</b>	<b>4,216,291</b>	<b>137,770,655</b>

## **FY 2023**

	Ksh Kshs	Other currencies Kshs	Total Kshs
<b>At 30 June 2024</b>			
<b>Financial assets</b>			
Investments	-	-	-
Cash	194,601,636	-	194,601,636
Debtors	257,069,972	-	257,069,972
<b>Total financial assets</b>	<b>451,671,608</b>	<b>-</b>	<b>451,671,608</b>
<b>Financial liabilities</b>			
Trade and other payables	323,467,338	-	323,467,338
Borrowings	-	-	-
<b>Total financial liabilities</b>	<b>323,467,338</b>	<b>-</b>	<b>323,467,338</b>
<b>Net foreign currency asset/(liability)</b>	<b>128,204,270</b>	<b>-</b>	<b>128,204,270</b>

### **Foreign currency sensitivity analysis**

The following table demonstrates the effect on the University's statement of comprehensive income on applying the sensitivity for a reasonable possible change in the exchange rate of the three main transaction currencies, with all other variables held constant. The reverse would also occur if the Kenya Shilling appreciated with all other variables held constant.

	currency rate Kshs	before tax Kshs	equity Kshs
<b>2024</b>			
Euro	10%	85,565.00	-
USD	10%	336,064.10	-
<b>2023</b>			
Euro	10%	35,242.70	-
USD	10%	290,116.60	-

### **b) Interest rate risk**

Interest rate risk is the risk that the University's financial condition may be adversely affected as a result of changes in interest rate levels. The University's interest rate risk arises from bank deposits. This exposes the University to cash flow interest rate risk. The interest rate risk exposure arises mainly from interest rate movements on the University's deposits.

### Management of interest rate risk

To manage the interest rate risk, management has endeavored to bank with institutions that offer favorable interest rates.

### Fair value of financial assets and liabilities

#### a) Financial instruments measured at fair value.

Determination of fair value and fair values hierarchy

IPSAS 30 specifies a hierarchy of valuation techniques based on whether the inputs to those valuation techniques are observable or unobservable. Observable inputs reflect market data obtained from independent sources; unobservable inputs reflect the University's market assumptions. These two types of inputs have created the following fair value hierarchy:

- Level 1 – Quoted prices (unadjusted) in active markets for identical assets or liabilities. This level includes listed equity securities and debt instruments on exchanges.
- Level 2 – Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (that is, as prices) or indirectly (that is, derived from prices).
- Level 3 – inputs for the asset or liability that are not based on observable market data (unobservable inputs). This level includes equity investments and debt instruments with significant unobservable components. This hierarchy requires the use of observable market data when available. The University considers relevant and observable market prices in its valuations where possible.

## v) Capital Risk Management

The objective of the University's capital risk management is to safeguard the University's ability to continue as a going concern. The University capital structure comprises of the following funds:

	2023-2024 Kshs	2022-2023 Kshs
Revaluation reserve	1,434,485,296	1,434,485,296
Retained earnings	144,613,369	98,819,443
Capital reserve	762,779,318	793,753,656
<b>Total funds</b>	<b>2,341,877,983</b>	<b>2,327,058,395</b>
Less: cash and bank balances	319,464,003	197,855,458
Net debt/(excess cash and cash equivalents)	(319,464,003)	(197,855,458)
<b>Gearing</b>	<b>-14</b>	<b>-9</b>

## 37. Related Party Disclosures

### Nature of related party relationships

Parties related to the University include those parties who have ability to exercise control or exercise significant influence over its operating and financial decisions. Related parties include management personnel, their associates and close family members.

### Government of Kenya

The Government of Kenya is the principal owner of the University, holding 100% of the University's equity interest.

Other related parties include:

- i) The University's Parent Ministry; Ministry of Education
- ii) County Governments
- iii) Other SCs and SAGAs
- iv) Key management;
- v) University Council;

	2023-2024 Kshs	2022-2023 Kshs
<b>Transactions with related parties</b>		
<b>a) Grants from the Government</b>		
Grants from National Govt	551,579,707	685,348,145
<b>Total</b>	<b>551,579,707</b>	<b>685,348,145</b>
<b>b) purchases from related parties</b>		
Purchases of electricity from KPLC	8,829,443	8,021,423
Purchase of water from govt service providers	8,238,068	8,689,695
<b>b) Key management compensation</b>		
Councils' emoluments	15,742,265	15,887,270
Compensation to the Vice Chancellor	12,906,288	12,444,288
Compensation to key management	25,473,832	27,864,036
<b>Total</b>	<b>54,122,385</b>	<b>56,195,594</b>

### 38. CONTINGENT ASSETS AND CONTINGENT LIABILITIES

CONTINGENT ASSETS	2022-2023	2021-2022
	Kshs	Kshs
Lodwar CM No.35 of 2021. Kibabii University VS Eliud Long'acha. The Plaintiff had leased the Defendant's premises in Lodwar Town for use as a Satellite Campus. At the end of the term of the lease or upon the termination of the lease, the Defendant was to pay back the deposit. The Defendant only paid Ksh. 650,000 and defaulted to pay the balance of Ksh.1, 890, 446 which the Plaintiff now claims. The case will be coming up for mention on 20 <sup>th</sup> September, 2023.	1,890,446	1,890,446
<b>CONTINGENT LIABILITIES</b>		
	2022-2023	2021-2022
	Kshs	Kshs
Bungoma High Court Constitutional & Right Division Petition No. 15 of 2016. David Murambi and two (2) others Vs the County Government of Bungoma and Kibabii University. The Petitioners filed suit for trespass to property, damages and costs of the suit. The University considered mediation but it failed. The case was to be heard on 12 <sup>th</sup> July, 2023 but adjourned to a later date due to demonstrations.	2,500,000	2,500,000
Bungoma CMCC MC ELC No 14 of 2020. Beatrice N. Wanjala and another Vs County Commissioner, Bungoma, County Commandant, Bungoma and Vice Chancellor - Kibabii University. This is an injunction restraining the Respondents from interfering trespassing, developing, constructing, or in any other way interfering with the Plaintiff's L.R. No East Bukusu/North Kanduyi/888 plus damages and costs. The case is coming up for hearing on 19 <sup>th</sup> August, 2023.	0	0
Bungoma Chief Magistrate ELRC cause No.24 of 2022 Fridah Nkatha Kamau - Versus - Kibabii University. The Claimant was a part time lecturer in the ELJMC Department, she taught semester one of Academic Year 2020/2021. She now claims Kshs. 283,920.00 general Damages for breach of contract, cost and interest of the suit. The Case is coming up for hearing on 31 <sup>st</sup> August, 2023.	283,920	283,920
5. Nakuru High Court ELRC No E042 of 2023 Tanay Upendra & 33 Others - Versus - Mediheal Group Ltd & 3 Others & Kibabii University 14 <sup>th</sup> Garnishee. It Came up for inter-parte hearing on 5 <sup>th</sup> June 2024 at Nakuru Law Courts but the court did not sit. The brief facts are that 34 Claimants filed a Claim in the Employment and Labour Relations Court at Nakuru Law Courts claiming for payment of their salaries against the Respondents. A consent was entered where upon the Respondents agreed to pay the money, but they failed to pay. The Claimants moved to court seeking for orders that that money be directly paid to them instead of the debtor. In our case the claimants alleged that Kibabii University 14 <sup>th</sup> Garnishee owed the Respondents KES 20,000,000 and intended to pay the same. The University filed a Replying Affidavit admitting KES 11,467,583 million and served the parties. The case is coming up for interparty hearing on 11 <sup>th</sup> July, 2024.	11,467,583	0
<b>Total</b>	<b>16,141,949</b>	<b>4,674,366</b>

(NB: Capital commitments are commitments to be carried out in the next financial year and are disclosed in accordance with IPSAS 17. Capital commitments may be those that have been authorized by the board but at the end of the year had not been contracted or those already contracted for and ongoing).



### 39. EVENTS AFTER THE REPORTING PERIOD

There were no material adjusting and non- adjusting events after the reporting period.

### 40. ULTIMATE AND HOLDING ENTITY

The University is a State Corporation under the Ministry of Education. Its ultimate parent is the Government of Kenya.

### 41. CURRENCY

The financial statements are presented in Kenya Shillings (Kshs).

## APPENDICES

### APPENDIX 1: PROGRESS ON FOLLOW UP OF AUDITOR RECOMMENDATIONS

The following is the summary of issues raised by the External Auditor, and Management comments that were provided to the auditor.

Reference No. on the external audit Report	Issue / Observations from Auditor	Management comments
1.	Unsupported Work-in-Progress	The Figure of Kshs. 80,035,250 was supported by a schedule which had been presented for audit verification together with supporting documentation which included copies of the interim certificates
2.	Material Uncertainty Related to Going Concern	The University was adversely affected by the Covid-19 pandemic during the financial year 2020/2021 where semester dates were distorted, affecting the revenues drastically. The effects of this were still being felt in the financial year 2021/2022. It is however worth noting that the University has put in place strategies to reverse this trend including the introduction of blended teaching and learning. As a result, the University recorded an improved performance in the year 2021-2022 by reducing the deficit by Kshs. 127,950,125 to Kshs. 57,942,929 (2021-2022) up from a deficit of Kshs. 185,893,054(2020-2021). In the FY 2023/2024 onwards, the University also expects the new funding model to help in minimizing the funding challenge if fully implemented.
3.	Budgetary Control and Performance	Included in the Kshs. 1,165,448,455 expenditure for the year are depreciation and amortization expenses totaling to Kshs. 71,226,732 which is a non-cash expense. This figure also includes some accrued gratuity expenses of Kshs. 26,030,102. The University now includes this expenses in its recurrent budget.
4.	Unresolved Prior Year Matters	The University is working towards ensuring that all issues raised by the auditors are addressed. A good number of which have already been fully resolved with others e.g. ethnic diversity, wage bill and debtors being addressed progressively as the University implements strategies that have been put in place to resolve the issues.

5.	Non- Compliance with Law on Ethnic Diversity	<p>Management wish to comment and give the actions taken as follows:</p> <p>Reasons for non-compliance with Ethnicity are as below:</p> <ul style="list-style-type: none"> <li>i. At the inception of Kibabii University College, staff from Masinde Muliro University of Science &amp; Technology (MMUST) were seconded to work at Kibabii University College. After the award of the Kibabii University (KIBU) Charter in November, 2015 majority of staff who were from Luhya Community opted to remain at KIBU. Out of forty (40) employees who came from MMUST, thirty-three (33) staff were Luyhas (82.5%).</li> <li>ii. Following the signing of the 2013-2017 National CBA between Inter-Public Universities Council Consultative Forum (IPUCCF) and KUDHEIHA Union on 15th March, 2017, Clause 10 stipulated that they convert all staff on casual terms to contractual terms. KUDHEIHA Union leaders thereafter went to Court seeking for orders to compel the University to implement the signed CBA which orders were granted by the Court to hire forty-seven (47) staff on casual terms to contractual terms where forty-two (42) staff were from Luhya Community</li> <li>iii. The Legal Notice provided for inheriting Kibabii Diploma Teachers College, its assets and staff. Majority of staff took every opportunity to apply for positions that were advertised at Kibabii University and were absorbed. It is noted that all the thirteen (13) staff who joined the University from Kibabii Diploma Teachers College (100%) were Luyhas</li> <li>iv. Reluctance by disadvantaged and marginalized groups in applying for arising job opportunities in the Institution</li> </ul> <ul style="list-style-type: none"> <li>i. Location of the University. The University is located in a region dominated by Luhya community and thus most applications come from the Region.</li> <li>ii. At inception of Kibabii University, the University did not have full time lecturers, and therefore relied on part time lecturers, majority of whom came from the Luhya Community. When the positions were advertised at the University, most part time Lecturers applied and were considered for the positions.</li> <li>iii. Despite conducive working conditions by the University such as timely salary payment, timely payment of statutory deductions, loan facilities, medical benefits, members of staff from other ethnic communities still exit the University.</li> <li>iv. Failure of shortlisted candidates from disadvantaged and marginalized groups to turn up for interviews</li> <li>v. Failure of appointed candidates from disadvantaged and marginalized groups to take up positions.</li> </ul> <p>Actions taken;</p> <p>The University has put in place the following mitigation measures:</p> <ul style="list-style-type: none"> <li>i. The University has not achieved optimal staffing level as per CUE requirements. The current number of academic staff is below the ideal staff establishment; the University cannot recruit because of Government policies on freeze of employment. If authority to recruit academic staff and funding is given by the Government it will mitigate ethnicity</li> <li>ii. The University gives priority to less represented ethnic groups when an opportunity arises. When the University started a Learning Centre in Turkana, staff from the area were engaged in the Learning Centre. On the advice by the Ministry of Education to close the Learning Centre, the staff of the Centre were retained to work at Kibabii Main Campus.</li> </ul>	On-going	Continuous
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6.	Long Outstanding Receivables from Exchange Transactions	<p>The University in compliance with Regulation 93(6) of the PFM Act instituted recovery from salaries of Staff who failed to account for imprests within the timelines stipulated in Regulations 93(5) of the Public Finance Management. This recovery could however not be done all at once due to the fact that the University must as well comply with labor laws that do not allow an employer to deduct from an employee's salaries monies to the extent that they remain with less than one third of their basic salary as their net salary. The figure of Kshs. 277,412,430 represented all student debtors including first year students and 3rd and 4th year students who were invoiced towards the end of the financial year. The students' handbook allows students a deferral limit of up to three years and the University is optimistic that these amounts will be recovered. The University has also constituted a debt management committee that is tasked with the responsibility of following up on University debts. This will go a long way in giving reasonable assurance that the debts carried in the University books will be recovered.</p>	On-going	Continuous
7.	Excess Wage Bill	<p>Management wish to comment and give the actions taken as follows;</p> <p>The University is in concurrence with the Office of the Auditor General's observation on the requirement of Section 26(1a) of the Public Financial Management Act (National Government Regulations) 2012 which provides the limit for compensation of employees at 35% of the total receipts. The University could not attain this requirement of 35% of total receipts because of its context as a service industry. The core mandate of the University is the provision of <b>quality teaching, research and extension services</b>. These are labor intensive as the University is required to employ qualified academic and administrative staff to achieve its mandate and to adhere to the Commission for University Education (CUE) regulations. This is the main reason why the University incurred the largest cost on salaries.</p> <p>According to the 2015 CUE guidelines on establishment of new Universities in Kenya: <b>2015 CUE Guidelines on Establishment of a New Universities in Kenya</b>, Chapter 6, Section 1, Subsection 2; each department should have at least;-</p> <ul style="list-style-type: none"> <li>▪ One professor/Associate Professor</li> <li>▪ Two other academic staff at the level of lecturer (PhD holders)</li> </ul> <p>The Commission for University Education, Universities Standards and Guidelines, 2014 PROG/STD/17 further guides on the qualification of academic programme heads, heads of academic programme specialization areas, the ratio of full time to part time academic staff members, minimum qualifications for academic staff, lecturer: student ratio, maximum number of students an academic staff can supervise in any given academic year and the maximum lecturer workload (CUE, <b>Universities Standards and Guidelines, 2014</b>).</p>	On-going	Continuous

		<p><b>Some of the Challenges Experienced by Kibabii University in achieving 35 per cent Wage Bill to Revenue Ratio provided in the PFM Regulations, 2015</b></p> <p><b>i. Inadequate Funding</b> Kibabii University faces a challenge of securing sufficient funding from Government sources and other revenue streams, leading to financial constraints in meeting salary expenses. Over the years, Kibabii University has been funded at 46% by GoK instead of 80% of the Differentiated Unit Cost (DUC). The underfunding has occurred over the years since inception in 2012/2013 financial year to date. In some instances the budget cuts have seriously affected the University particularly on capital development funding. This affects the revenue base hence impacts negatively on attainment of the 35% wage bill requirement as stipulated in the Public Finance Management Act Regulations, 2015.</p> <p><b>i. Rising Personnel Costs due to unfunded CBAs</b> Kibabii University struggles with escalating personnel costs, including salaries, benefits, and pension contributions as a result of unfunded nationally negotiated Collective Bargaining Agreements (CBAs). This makes it challenging to maintain a reasonable wage bill to revenue ratio.</p> <p><b>i. Staffing Levels</b> Staff-to-student ratios required by the Commission for University Education (CUE) contribute to increased wage bills. Kibabii University finds it difficult to strike a balance between maintaining quality education and managing costs.</p> <p><b>i. Collective Bargaining Agreements</b> Negotiations with labor unions and the implementation of Collective Bargaining Agreements influence wage bills. Meeting the agreed-upon terms while adhering to financial regulations is a complex task. Kibabii University has in the recent past negotiated zero CBA's with unions due to inadequate funding and guidance from Salaries and Remuneration Commission. If 2017-2021 CBA is fully implemented, the University's revenues will be enhanced consequently reducing the wage bill percentage.</p> <p><b>i. Revenue Generation</b> Achieving the 35 per cent ratio may depend on the Kibabii University's ability to generate sufficient revenue. The University's ability to generate additional revenue streams are limited or unpredictable hence meeting the 35% ratio will be challenging considering its current situation.</p> <p><b>i. Enrollment Fluctuations</b> Changes in student enrollment levels impact revenue. Over the years there has been fluctuations in enrollment without corresponding adjustments in funding hence the University struggles to maintain the required wage bill to revenue ratio.</p>	On-going	Continuous
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		<p><b>i. The effects of Covid-19</b> The University underperformed in Appropriation-In-Aid (AIA) collection as a result of suspended operations at the University in-line with Government directive to close all learning Institutions in March, 2020 in order to curb the spread of Covid-19. This adversely affected semester dates and therefore revenues. The reduced revenues increased the wage bill ratio for the period 2020/21.</p> <p><b>Actions taken;</b></p> <p>a. Increase in Government Funding. The University has written to the Ministry of Education (MoE) to consider increase in funding. This is expected to be addressed by the new funding model if fully implemented by the Government of Kenya;</p> <p>a. Development of online academic modules and implementation of Blended Teaching. This has reduced face-to-face engagements thus reducing the wage bill.</p> <p>a. Staff separation without replacement unless in critical areas. From the summary below, it is noted that the number of academic staff is increasing and the number of administrative staff decreasing.</p> <p>a. Conversion of Administrative Staff to teaching instead of external recruitment. The University has an approved Staff Conversion Policy (Appendix 2: Career Conversion Policy) for converting qualified administrative staff to teaching positions to increase the number of lecturers and researchers without increasing the wage bill. This will enable the University adhere to CUE regulations without increasing the total number of staff as well. The six (6) members of administrative staff who met CUE requirements were converted to teaching in the FY 2023/24.</p> <p><b>b. Internal promotion of staff instead of external recruitment.</b></p> <p><b>Note:</b> Wage bill Expenditure includes salaries and wages, pension (Employer Contribution) part-time paid, gratuity paid to staff whose contracts have ended and medical bills paid in the year).</p> <p>i. In 2023/2024, the University witnessed a notable decrease in its overall wage bill to revenue ratio compared to the previous financial year 2022/2023. That is from 0.76% to 0.68%.</p> <p>ii. In 2022/2023, the wage bill to revenue ratio decreased from 0.77% to 0.76% compared to the previous financial year 2021/2022.</p> <p>iii. The reduction in the wage bill to revenue ratio is attributed to a combination of factors, including implementation of staff conversion policy, staff separation without recruitment, and minimized staff recruitment to only critical areas.</p> <p>iv. In 2022, the University implemented cost containment measures, resulting in a modest decrease in the wage bill. This reduction was achieved through a temporary hiring freeze, and efficiency improvements in administrative processes.</p> <p>v. In 2021, there was a steady growth in the wage bill as the University undertook a strategic initiative to attract and retain top-tier faculty members. Investments in research and academic excellence led to increased hiring and higher salary expenditures.</p> <p>vi. The fluctuations in the ratio are indicative of the University's efforts to balance its commitment to competitive salaries for Faculty and staff with the need for financial sustainability.</p>	<p>On-going</p>	<p>Continuous</p>
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8.	Failure to Establish	Approved ICT Policies	University Council	Resolved	N/A
9.	Financial	Poor	Performance	Resolved	N/A

The deficit was majorly as a result of the University not being able to meet its revenue target for the year 2022/2023 mainly as a result of automating its fee payment policy. The effect of this was that students who had not fulfilled both academic and financial requirements for the previous periods were not allowed to report for the subsequent year. This resulted to students not being invoiced for subsequent semester thus reducing the reported revenues from tuition and tuition related administrative fees. However, it is expected to be a temporary downturn caused by the University's automation of these measures. Positive changes are anticipated as students adapt to these new processes.

The University has already observed a reversal of this trend in the first three quarters of the Financial Year 2023/2024 posting of surpluses as a result of the Universities new funding model. In the 2022/2023 Financial Year the University was funded at 46% instead of 80% of the Universities projected incomes based on admitted students hence affected the financial base of the University therefore contributing to the realized deficit.

**ACTION TAKEN**

To further address this situation the University has taken the following measures:

i) The University implemented strategies such as blended teaching and learning methods which is intended to reduce cost of hiring part time lecturers e.g. in a situation where 40 part time lecturers were hired only one (1) is currently hired to teach particularly the common courses;

ii) Reviewed and developed market-driven programs to attract more students and increase revenues;

iii) Invested in automated systems (ERP) to reduce the workforce hence the wage bill;

iv) Developed a staff conversion policy to increase the number of academic staff without external employment thus reducing the cost of hiring externally; and

v) Implemented cost-cutting measures such as virtual meetings and sharing soft copies of documents instead of printing. These initiatives are aimed at improving the financial outlook and operational efficiency of the University.



## APPENDIX II: PROJECTS IMPLEMENTED BY THE UNIVERSITY

Projects implemented by the University Funded by development partners and/ or the Government.

### Status of Projects completion

SN	Project	Total project Cost	Total expended to date	Completion % to date	Budget	Actual	Sources of funds
1	Proposed Students Centre and Associated Works	85,010,180	44,146,426	100%	5,000,000	1,250,000	GoK
2	Proposed Construction of Sports Fields	64,074,116	34,127,953	100%	15,000,000	3,750,000	GoK
3	Proposed Purchase of Laboratory Equipment	60,000,000	33,750,000	56%	35,000,000	8,750,000	GoK
<b>Total</b>		<b>209,084,296</b>	<b>112,024,379</b>		<b>55,000,000</b>	<b>13,750,000</b>	

### APPENDIX III: INTER-ENTITY TRANSFERS

Name of the MDA/Donor Transferring the funds	Date received as per bank statement	Nature: Recurrent/Development/Others	Total Amount - KES	Statement of Financial Performance	Where Recorded/recognized				Total Transfers during the Year
					Capital Fund	Deferred Income	Receivables	Others - must be specific	
Ministry Education	10.08.2023	Recurrent	44,819,142	44,819,142	-	-	-	-	44,819,142
Ministry Education	30.08.2023	Recurrent	44,819,142	44,819,142	-	-	-	-	44,819,142
Ministry Education	12.09.2023	Recurrent	44,819,142	44,819,142	-	-	-	-	44,819,142
Ministry Education	01.11.2023	Recurrent	44,819,142	44,819,142	-	-	-	-	44,819,142
Ministry Education	13.12.2023	Recurrent	44,819,142	44,819,142	-	-	-	-	44,819,142
Ministry Education	08.01.2024	Recurrent	44,819,142	44,819,142	-	-	-	-	44,819,142
Ministry Education	12.02.2024	Recurrent	44,819,142	44,819,142	-	-	-	-	44,819,142
Ministry Education	29.02.2024	Development	1,250,000		1,250,000				1,250,000
Ministry Education	29.02.2024	Development	8,750,000		8,750,000				8,750,000
Ministry Education	29.02.2024	Development	3,750,000		3,750,000				3,750,000
Ministry Education	13.03.2024	Recurrent	44,819,142	44,819,142	-	-	-	-	44,819,142
Ministry Education	12.04.2024	Recurrent	44,819,142	44,819,142	-	-	-	-	44,819,142
Ministry Education	17.05.2024	Recurrent	44,819,142	44,819,142	-	-	-	-	44,819,142
Ministry Education	12.06.2024	Recurrent	44,819,143	44,819,143	-	-	-	-	44,819,143
Ministry Education	01.07.2024	Recurrent	44,819,143	44,819,143	-	-	44,819,143	-	44,819,143
<b>Total</b>			<b>551,579,706</b>	<b>537,829,706</b>	<b>13,750,000</b>	-	44,819,143	-	<b>551,579,706</b>

## APPENDIX IV- INTER-ENTITY CONFIRMATION LETTER

**Name of Transferring entity:** Ministry of Education

**Name of Beneficiary entity:** Kibabii University

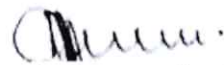
Confirmation of amounts received by KIBABII UNIVERSITY as at 30 <sup>th</sup> June 2024					
Reference Number	Date Disbursed	Recurrent (A)	Development (B)	Total (C)=(A+B)	Remarks
STATE DEPT UNI /REC/0000005261	04.07.2023	-	12,121,745	12,121,745	FY2023/2024
STATE DEPT UNI /REC/0020029295	10.08.2023	44,819,142	-	44,819,142	FY2023/2024
STATE DEPT HIGH /REC/0020029351	30.08.2023	44,819,142	-	44,819,142	FY2023/2024
STATE DEPT HIGH /REC/0020029385	12.09.2023	44,819,142	-	44,819,142	FY2023/2024
STATE DEPT HIGH /REC/0020030329	01.11.2023	44,819,142	-	44,819,142	FY2023/2024
STATE DEPT HIGH /REC/0020030424	13.12.2023	44,819,142	-	44,819,142	FY2023/2024
STATE DEPT HIGH /REC/0020030381	08.01.2024	44,819,142	-	44,819,142	FY2023/2024
STATE DEPT HIGH /REC/0020032064	12.02.2024	44,819,142	-	44,819,142	FY2023/2024
STATE DEPT HIGH /REC/0000005432	29.02.2024	-	1,250,000	1,250,000	FY2023/2024
STATE DEPT HIGH /REC/0000005433	29.02.2024	-	8,750,000	8,750,000	FY2023/2024
STATE DEPT HIGH /REC/0000005434	29.02.2024	-	3,750,000	3,750,000	FY2023/2024
STATE DEPT HIGH /REC/0020032825	13.03.2024	44,819,142	-	44,819,142	FY2023/2024
STATE DEPT HIGH /REC/0020033171	12.04.2024	44,819,142	-	44,819,142	FY2023/2024
STATE DEPT HIGH /REC/0020033729	17.05.2024	44,819,142	-	44,819,142	FY2023/2024
STATE DEPT HIGH /REC/0020032828	12.06.2024	44,819,143	-	44,819,143	FY2023/2024
STATE DEPT HIGH /REC/0020033753	01.07.2024	44,819,143	-	44,819,143	FY2023/2024
<b>Total</b>		<b>537,829,706</b>	<b>25,871,745</b>	<b>563,701,451</b>	

I confirm that the amounts shown above are correct as of the date indicated:



Finance Officer  
KIBABII UNIVERSITY

DATE: 22/11/2024

  
Head of Accounting Unit  
MINISTRY OF EDUCATION

DATE: 2<sup>nd</sup> September, 2024



ISO 9001: 2015  
Certified

Knowledge for Development

### APPENDIX V- COUNCIL ALLOWANCE BREAKDOWN

S/No.	Name	Sitting All.	Subsistance	Others allowance	Total
1	Prof. Chris Macoloo, Chairman	200,000	163,800	1,898,245	2,262,045
2	Mr. Wellington Kihato, Member	620,000	564,200	530,709	1,714,909
3	Mr. Hussein Abdi Farah, Member	220,000	364,000	681,678	1,265,678
4	Mr. Francis Asunah, Member	400,000	364,000	1,660,369	2,424,369
5	CPA Vincent Nyabiosi, Member	120,000	54,600	561,253	735,853
6	Amb. Tom Wambua, Member	320,000	345,800	658,519	1,324,319
7	Dr. Lukes Shiroya, Rep. PS. SDUER, MoE	286,000	254,400	1,470,778	2,011,178
8	Mr. Michael Obonyo, Rep. CS. N. Treasury	600,000	364,000	819,584	1,783,584
9	Ms. Wilkister Simiyu, Council Member	140,000	127,400	392,399	659,799
10	Ms. Maureen Nafula, Rep. CS. N. Treasury	60,000	36,400	75,290	171,690
11	Ms. Sarah Ratemo-Kizito, Member	140,000	109,200	190,666	439,866
12	Dr. Adan Saman Sheikh, Chair	180,000	145,600	179,536	505,136
13	Dr. Jeniffer Chepkemoi, Member	140,000	109,200	194,639	443,839
	<b>TOTAL</b>	<b>3,426,000</b>	<b>3,002,600</b>	<b>9,313,665</b>	<b>15,742,265</b>

### APPENDIX VI- COUNCIL ALLOWANCE BREAKDOWN

DATE	TITLES	AMOUNTS (KSHS.)
30/06/2024	VC	12,564,288
30/06/2024	DVC ASA	6,868,968
30/06/2024	DVC PPRI	6,868,968
30/06/2024	DVC AFD	9,444,804
<b>BALANCE</b>		<b>35,747,028</b>



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