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TWELFTH PARLIAMENT – SECOND SESSION

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REPORT OF THE SENATE STANDING COMMITTEE ON FINANCE & BUDGET ON THE NOMINEES BY THE SENATE ON BEHALF OF COUNTY GOVERNMENTS TO THE SALARIES AND REMUNERATION COMMISSION

PAPERS LAID	
DATE	20/03/18
TABLED BY	CHAIRPERSON
COMMITTEE	FINANCE & BUDGET
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CLERK'S CHAMBER,
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NAIROBI

MARCH, 2018

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PREFACE

The Senate Standing Committee on Finance and Budget is established pursuant to standing order 212 of the Senate Standing Orders. Under the Second Schedule to the Standing Orders, the Committee is mandated-

- (a) to investigate, inquire into and report on all matters relating to coordination, control and monitoring of the county budgets and to examine -
 - (i) the Budget Policy Statement presented to the Senate;
 - (ii) report on the Budget allocated to constitutional commissions and independent offices; and
 - (iii) the Division of Revenue Bill, County Allocation of Revenue Bill, and cash disbursement schedule for county governments;
- (b) consider all matters related to resolutions and Bills for appropriations, share of national revenue amongst the counties and all matters concerning the National Budget, including public finance and monetary policies and public debt, planning and development policy;
- (c) pursuant to Article 228 (6) of the Constitution, to examine the report of the Controller of Budget on the implementation of the budgets of county governments

The Committee is further anchored under section 8 of the Public Finance Management Act, 2012 which outlines the mandate of the Committee with respect to the public finance management framework set out in the Act.

The Committee was constituted by the House on Thursday 14th December, 2017, during the First Session of the Twelfth (12th) Parliament. The Committee as currently constituted, comprises the following Members-

1. Sen. (Eng) Mohamed M. Mahamud, CBS, MP - Chairperson
2. Sen. (Dr) Isaac Mwaura, CBS, MP - Vice Chairperson
3. Sen. Wetang'ula Moses Masika, EGH, MP - Member
4. Sen. Mutula Kilonzo Junior, MP - Member
5. Sen. Aaron Cheruiyot, MP - Member
6. Sen. (Dr.) Ali Abdullahi Ibrahim, CBS, MP - Member
7. Sen. (Dr) Rose Nyamunga, MP - Member
8. Sen. CPA Farhiya Haji, MP - Member
9. Sen. Boniface Mutinda Kabaka, MP - Member

EXECUTIVE SUMMARY

1. Pursuant to Article 96 of the Constitution, the Senate serves to represent the counties and to protect the interest of the counties and their governments. In this regard, the Constitution assigns the Senate various functions that are geared towards protection of the interests of counties and their governments. One such role is provided for under Article 230(2)(b)(vii) of the Constitution which requires the Senate to nominate a Commissioner to the Salaries and Remuneration Commission, on behalf of county governments.

2. The Salaries and Remuneration Commission is established under Article 230 of the Constitution. The Commission is mandated to-
 - (a) set and regularly review the remuneration and benefits of all state officers; and
 - (b) advise the national and county governments on the remuneration and benefits of all public officers.

3. The composition of the Salaries and Remuneration Commission (SRC) ensures that each sector affected by the decisions of the Commission nominates members to serve on it. In this regard, Article 230 (2) provides that the Commission is to comprise the following-
 - (a) *a chairperson;*
 - (b) *one person nominated by each the following bodies from among persons who are not members or employees of those bodies—*
 - (i) *the Parliamentary Service Commission;*
 - (ii) *the Public Service Commission;*
 - (iii) *the Judicial Service Commission;*
 - (iv) *the Teachers Service Commission;*
 - (v) *the National Police Service Commission;*
 - (vi) *the Defence Council; and*
 - (vii) *the Senate, on behalf of the county governments;*
 - (c) *one person each nominated by—*
 - (i) *an umbrella body representing trade unions;*
 - (ii) *an umbrella body representing employers; and*
 - (iii) *joint forum of professional bodies as provided by legislation;*
 - (d) *one person each nominated by—*
 - (i) *the Cabinet Secretary responsible for finance; and*
 - (ii) *the Attorney-General; and*

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

4. The role of the Senate in the nomination of a Commissioner to the Salaries and remuneration Commission is therefore of utmost importance as matters touching on the compensation of State and public officers have a direct impact on the realization of the devolution project.
5. Under Article 250(6)(a) of the Constitution, members of independent Commissions, unless *ex-officio*, serve for a non-renewable term of six year. In this regard, the first Salaries and Remuneration Commission came into office on 19th December, 2011 and its term lapsed on 15th December, 2017.
6. Consequently, under Article 230(2)(b)(vii) of the Constitution, the Senate was required to nominate a Commissioner to the SRC, on behalf of county governments. This would be the first time that the Senate would be undertaking the nomination exercise as the first Commission was appointed prior to the operationalization of the Senate under the Constitution.
7. Pursuant to section 7(2) of the Salaries and Remuneration Act, on 11th January, 2018, the Senate advertised for the position of “*Nominees of the Senate on behalf of the County Governments to the Salaries and Remuneration Commission*”. Interested persons were invited to make their applications by not later than 2nd February, 2018 at 5:00 p.m. By the close of the application period, a total of eighty applications had been received.
8. Pursuant to standing order 66(b) of the Senate Standing Orders and a Communication from the Chair, issued in a plenary sitting of the Senate, held on 14th February, 2018, the matter was referred to the Standing Committee on Finance and Budget.
9. The Committee was mandated to-
 - (a) consider the applications received so as to determine their compliance with the provisions of the Constitution;
 - (b) interview the qualified applicants; and
 - (c) propose, to the House, for consideration, the names of two persons so qualified, who would be of opposite gender.

10. Due to the extent of the task and other time-bound assignments that the Committee was undertaking at the time, the Committee sought, and was granted, an extension of the time with a view to tabling the report on 20th March, 2018. This enabled the Committee to execute its mandate more effectively.
11. The longlist of the eighty (80) applicants was published in the *Nation* and *Standard Newspapers* on 20th February, 2018. Thereafter, the Committee considered the applications in its sittings held on 27th and 28th February, 2018 and shortlisted forty-two (42) candidates. The shortlist of applicants was also published in the *Nation* and *Standard Newspapers* on 2nd March, 2018.
12. The Committee interviewed the shortlisted applicants on Monday, 12th March, Tuesday, 13th March and Wednesday, 14th March, 2018. Forty applicants appeared before the Committee while two applicants were not able to attend the interviews.
13. The applicants who were shortlisted for interview were requested to bring the original copies of their academic certificates and testimonials and various clearances that would attest to their compliance with Chapter Six of the Constitution.
14. To ensure objectivity and consistency, the Committee developed an interview tool/score sheet for the interviewing process. This served as the guide during the interview process, in which candidates were assessed on the following areas-
 - (1) Academic and professional qualifications;
 - (2) Technical proficiency and competencies;
 - (3) Leadership and integrity;
 - (4) General knowledge and current affairs; and
 - (5) Presentation skills and demeanour.
15. The Committee thereafter retreated between 15th to 16th March, 2018, to consider the results of the interview and to write its report.

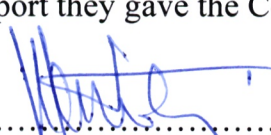
Recommendations

16. The Committee, in the course of discharge of its mandate, made several observations regarding the Salaries and Remuneration Act and shall, in due course be moving amendments to the Act to address the gaps that it has identified.

17. With respect to the mandate of the Senate under Article 230(2)(b)(vii) and section 7(2) of the Salaries and Remuneration Commission Act, the Committee recommends the following two (2) candidates for consideration for nomination to the position of Member of the Salaries and Remuneration Commission -

No.	NAME	GENDER	I.D/ PP NO.	AGE	COUNTY	MEAN SCORE
1.	Margaret Sawe	F	13364926	43	Nandi	75.00
2.	Prof. Joseph Gitile Naituli	M	0184072	57	Meru	74.86

18. The Committee is grateful to all the Kenyans who expressed their interest in the position of nominee to the Salaries and Remuneration Commission under Article 230(2)(b)(vii) and for their cooperation during the entire selection process.
19. The Committee further appreciates the various agencies which provided clearances to the applicants and provided information requested concerning different interviewee. Further, the Committee appreciates the members of the public and institutions who participated in the process by offering the necessary information.
20. The Committee is also grateful to the Offices of the Speaker and the Clerk of Senate for the support they gave the Committee as it discharged its mandate.

.....

Sen. (Eng) Mohamed M. Mahamud, CBS, MP
Chairperson

ADOPTION OF REPORT

21. Pursuant to standing order 207 (2) of the Senate Standing Orders, the Senate Standing Committee on Finance and Budget Committee adopted the report on nomination by Senate on behalf of county governments to Salaries and remuneration Commission as follows-

Sen. (Eng) Mohamed M. Mahamud, CBS, MP - Chairperson 


Sen. (Dr) Isaac Mwaura, CBS, MP - Vice Chairperson _____

Sen. Wetang'ula Moses Masika, EGH, MP - Member _____

Sen. Mutula Kilonzo Junior, MP - Member 

Sen. Aaron Cheruiyot, MP - Member _____

Sen. (Dr.) Ali Abdullahi Ibrahim, CBS, MP - Member 

Sen. (Dr) Rose Nyamunga, MP - Member 

Sen. CPA Farhiya Haji, MP - Member 

Sen. Boniface Mutinda Kabaka, MP - Member 

CHAPTER ONE : INTRODUCTION

1.1 Establishment and Mandate of Salaries and Remuneration Commission

1. Article 230(1) of the Constitution establishes the Salaries and Remuneration Commission (SRC). The Commission is also one of the independent Commissions embodied in Article 248(1) of the Constitution.
2. Article 230(4) provides for the powers and functions of the Commission which are to set and regularly review the remuneration and benefits of all state officers; and to advise the National and County Governments on the remuneration and benefits of all other public officers.
3. The guiding principles in execution of the Commission's mandate are-
 - (a) the need to ensure that the total public compensation bill is fiscally sustainable,
 - (b) the need to ensure that public services are able to attract and retain the skills required to execute their functions,
 - (c) the need to recognize productivity and performance; and
 - (d) transparency and fairness.
4. Section 11 of the Salaries and Remuneration Commission Act, No. 9 of 2011, further provides for the functions of the Commission as follows-
 - (a) Inquire into and advise on the salaries and remuneration to be paid out of public funds;
 - (b) Keep under review all matters relating to the salaries and remuneration of public officers;
 - (c) Advise the national and county governments on the harmonization, equity and fairness of remuneration for the attraction and retention of requisite skills in the public sector;
 - (d) Conduct comparative surveys on the labour markets and trends in remuneration to determine the monetary worth of the jobs of public officers;
 - (e) Determine the cycle of salaries and remuneration review upon which Parliament may allocate adequate funds for implementation;
 - (f) Make recommendations on matters relating to the salary and remuneration of a particular State or public officer; and

- (g) Make recommendations on the review of pensions payable to holders of Public Offices.

1.2 Membership of the Commission

- 5. The membership of the Commission is set out under Article 230(2) of the Constitution as follows-
 - (b) a chairperson;
 - (b) one person each nominated by the following bodies from among persons who are not members or employees of those bodies—
 - (i) the Parliamentary Service Commission;
 - (ii) the Public Service Commission;
 - (iii) the Judicial Service Commission;
 - (iv) the Teachers Service Commission;
 - (v) the National Police Service Commission;
 - (vi) the Defence Council; and
 - (vii) the Senate, on behalf of the county governments;
 - (c) one person each nominated by—
 - (i) an umbrella body representing trade unions;
 - (ii) an umbrella body representing employers; and
 - (iii) a joint forum of professional bodies as provided by legislation;
 - (d) one person each nominated by—
 - (i) the Cabinet Secretary responsible for finance; and
 - (ii) the Attorney-General; and
 - (e) one person who has experience in the management of human resources in the public service, nominated by the Cabinet Secretary responsible for public service.
- 6. Section 5 of the Salaries and Remuneration Commission Act provides for qualification for appointment of chairperson and members. These are-
 - (a) holds a degree from a university recognized in Kenya;
 - (b) knowledge and at least ten years' experience in matters relating to either: public management, finance and administration, human resource management, economics; labour laws;
 - (c) meets the requirements of Chapter Six of the Constitution; and
 - (d) has had a distinguished career in their respective fields.
- 7. Section 5(3) of the Act further provides that a person shall not be qualified for appointment as the chairperson or a member of the Commission if the person—
 - (a) is a member of Parliament or County Assembly;

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

8. In addition, the Chairperson is required to have knowledge of labour market trends in Kenya as relates to income in the public and private sector.

1.3 First Commission

9. The first Commission came into office on 19th December, 2011, through Kenya Gazette Notice 16157 of 2011 for the Chairperson and No. 16158 of 2011 for the other Commissioners.
10. The term of the immediate former Commission expired on 15th December, 2017.

1.4 Role of the Senate

11. The core mandate of the Senate is to represent the counties and to protect the interests of the counties and their governments. In this regard, the Constitution assigns the Senate various functions that are geared towards protection of the interests of counties and their governments. One such is role provided for under Article 230(2)(b)(vii) of the Constitution which requires the Senate to nominate a Commissioner to the Salaries and Remuneration Commission, on behalf of county governments.
12. The composition of the Salaries and Remuneration Commission (SRC) ensures that each sector affected by the decisions of the Commission nominates members to serve on it.
13. The role of the Senate in the appointment of a Commissioner to the Salaries and remuneration Commission is therefore of utmost importance as matters touching on the compensation of State and public officers have a direct impact on the realization of the devolution project.

CHAPTER TWO : SELECTION PROCESS

2.1 Nomination process

14. The procedure for nomination of a Member of the Salaries and Remuneration Commission is set out in the Salaries and Remuneration Act. In this regard, Section 6 of the Act provides as follows-
- (1) *Every nominating body under Article 230(2)(b) and (c) of the Constitution shall nominate its representative to the Commission in a competitive and transparent manner in accordance with section 7.*
 - (2) *A person shall not be qualified for nomination under Article 230 (2)(d) or (e) of the Constitution unless such person holds the qualifications specified in section 7.*

2.2 Advertisement for the Position of Commissioner

15. Section 7(1) of the Salaries and Remuneration Act then provides for the advertisement of a vacancy as follows-
- “within fourteen days of the commencement of this Act, or of the occurrence of a vacancy in the Commission relating to the members under Article 230(2)(b) and (c) of the Constitution, the relevant nominating body shall, by advertisement in at least two local daily newspapers of national circulation, invite applications from persons who qualify for nomination under the Constitution and this Act for nomination as a member of the Commission”.*
16. Pursuant to this provision, on 11th January, 2018, the Clerk of the Senate advertised for the position of Member of the Salaries and Remuneration Commission under Article 230(2)(b)(vii) through the Daily Nation (*Annex 1*) and The Standard newspapers (*Annex 2*).
17. Interested persons were invited to submit their applications either through email or delivery of their applications to the Office of the Clerk of the Senate, no later than 2nd February, 2018 at 5:00 p.m. interested parties therefore had 22 days to make their applications.
18. In making their applications, applicants were required to fill-in a mandatory Job Application Form (1J) which could be downloaded from the Parliament Website at www.parliament.go.ke or obtained from the Office of the Clerk of the Senate.

Applicants were also required to attach certified copies of their certificates and testimonials.

19. By the close of receipt of applications, a total of eighty (80) applications for the position of Member of the Salaries and Remuneration Commission under Article 230 (2)(b)(vii) had been received.

2.3 Longlisting of the Application

20. After the close of the application process, a detailed longlisting of the applications received was undertaken. The longlisting process entailed data capture and a multi-level verification process that ensured that the data of all the applicants was accurately recorded in matrix format.

2.4 Referral to the Senate Standing Committee on Finance and Budget

21. Standing order 66 (1) of the Senate Standing Orders provides that where the Senate is to nominate a person to a public office and the procedure of such nomination is not governed by the Constitution or any other law, the procedure in the standing order is to apply.
22. The general procedure for nomination of a Member of the SRC is outlined in the SRC Act while the procedure in respect to how the Senate is to conduct the process is not expressly stated. As such, section 7 of the SRC Act as read with standing order 66 of the Senate Standing Orders was applied.
23. In this regard, by a Communication dated 14th February, 2018, the Speaker of the Senate gave guidance on how the process was to be undertaken.
24. The Speaker, in his Communication, noted that pursuant to standing order 66(b) of the Senate Standing Orders, the Clerk was required, upon the close of the application period, to transmit the names and all documents received from interested persons to the relevant Committee for short-listing and vetting. The Speaker thus directed that the matter be referred to the Senate Standing Committee on Finance and Budget.
25. The Speaker further observed that under section 7(2) of the Salaries and Remuneration Act, the relevant nominating body is required to-
 - (i) consider the applications received to determine their compliance with the provisions of the Constitution and the Act;
 - (ii) interview the applicants; and

- (iii) forward the names of two persons so qualified, who shall be of opposite gender, to the Cabinet Secretary for onward transmission to the President.

26. The Speaker therefore directed that the Standing Committee on Finance and Budget was to-

- (i) consider the applications received so as to determine their compliance with the provisions of the Constitution and the Salaries and Remuneration Act;
- (ii) interview the qualified applicants; and
- (iii) propose to the House, for consideration, the names of two persons so qualified, who would be of opposite gender.

27. In accordance with standing order 66(c)(iii) of the Senate Standing Orders, the Committee was required to table its report in the House “*within fourteen days of receipt of the names of interested persons from the Clerk*”. The Committee received the names on 19th February, 2018 and therefore was required to table its report in the Senate by 5th March, 2018.

2.5 Schedule of Activities

28. The Senate Standing Committee on Finance and Budget, held its first meeting, on the matter, on 19th March, 2018. In this meeting, the Committee adopted a matrix of events that outlined the activities that the Committee would be required to undertake in fulfilment of its mandate in respect of the exercise and the provisions of the Constitution, the Salaries and Remuneration Act and the Senate Standing Orders.

2.6 Publication of the Longlist

29. The Committee reviewed and approved the longlist of applicants as submitted by the Clerk of Senate and directed that it be published in the Daily Nation and Standard Newspapers of Tuesday, 20th February, 2018.

30. Pursuant to the resolution of the Committee, the Clerk of the Senate published “*the names of all persons who submitted their applications for nomination to the position of Member of the Salaries and Remuneration Commission under Article 230(2)(b)(vii) of the Constitution*” the Daily Nation (*Annex 3*) and the Standard Newspaper (*Annex 4*) dated Tuesday, 20th February, 2018.

2.7 Shortlisting Criteria and Process

31. Section 7(2) of the SRC Act requires the relevant nominating body to consider the applications received to determine their compliance with the provisions of the Constitution and the Act and thereafter to interview the applicants.
32. Similarly, standing order 66(b)(i) and (ii) require the Committee to shortlist the candidates that meet the set criteria and cause the list to be published and facilitate public participation on the suitability of the shortlisted candidates.
33. Before embarking on the task, of consideration and shortlisting of the qualified applicants for the position, the Committee took note of the following provisions of law-
 - (i) Article 250(3) of the Constitution which provides that to be appointed to a Commission, a person “*shall have the specific qualifications required by this Constitution or national legislation*”.
 - (ii) Article 250(4) of the Constitution which provides that appointments to commissions and independent offices shall take into account the national values referred to in Article 10 and the principle that the composition of the commissions and offices, taken as a whole, shall reflect the regional and ethnic diversity of the people of Kenya.
 - (iii) Article 230(2)(b) of the Constitution which requires that nominees should not be employees of the nominating bodies.
 - (iv) Article 232 (1) (i) of the Constitution which provides that-
 - (1) *The values and principles of public service include –*
 - (i) *affording adequate and equal opportunities for appointment , training and advancement , at all levels of the public service, of –*
 - (i) *men and women;*
 - (ii) *the members of all ethnic groups; and*
 - (iii) *persons with disabilities.*
 - (v) Section 5(2) of the SRC Act which provides for the qualifications of the other commissioners as follows-
 - (2) *A person shall be qualified for appointment as a member if the person—*

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

(vi) Section 5(3) of the Salaries and Remuneration Act which provides that a person shall not be qualified for appointment as the chairperson or a member if the person—

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

34. The Committee observed that some of the requirements could be verified from the information supplied by the applicants while others could only be verified at the interview or through information supplied by other relevant bodies and members of the public.

35. In the circumstances, the Committee unanimously agreed that it would consider the following criteria for purposes of the shortlisting exercise-

- (1) whether an applicant holds a degree from a university recognized in Kenya;*
- (2) whether an applicant has knowledge and at least ten years' experience in either-*
 - (i) public management;*
 - (ii) human resource management;*

(iii) *finance and administration;*

(iv) *economics; or*

(v) *labour laws;*

(3) *whether an applicant's knowledge and experience was relevant for service in the Salaries and Remuneration Commission in terms of Article 230(2)(b)(vi) of the Constitution.*

36. Applying the above criteria, the Committee, in its meetings held on 27th and 28th February, 2018, shortlisted forty-two (42) candidates for the position of Member of the Salaries and Remuneration Commission under Article 230(2)(b)(vii) of the Constitution.

2.8 Publication of the Shortlist and Invitation of Applicants for Interview

37. After conclusion of the shortlisting exercise, the Committee observed that pursuant to standing order 66(b) of the Senate Standing Orders, it would be required to *cause the shortlist to be published and facilitate public participation on the suitability of the short-listed candidates* prior to interviewing the candidates.

38. The Committee therefore resolved-

(a) to publish the shortlist on Friday, 2nd March, 2018;

(b) to interview the shortlisted applicants on 12th, 13th and 14th March, 2018;

(c) that the shortlist would be published in two newspapers of national circulation;

(d) to give the applicants at least seven days' notice prior to the interviews;

(e) that shortlisted candidates would be notified of the dates and times of their interviews through the advertisement;

(f) that shortlisted candidates would be requested to carry their clearances and originals of their documents to the interviews for verification of their compliance with Chapter six of the Constitution; and

(g) that members of the public and county governments would be invited to avail signed statements on any information of interest with respect to the suitability of the shortlisted candidates no later than Friday, 9th March, 2018.

39. The names of the shortlisted applicants and their respective interview dates and time were published in the Daily Nation (*Annex 5*) and Standard (*Annex 6*) Newspaper dated 2nd March, 2018.

2.9 Request for Extension of Time

40. The Committee observed that the fourteen-day period that it had been given to undertake the exercise was due to lapse on 5th March, 2018.
41. The Committee noted that the Salaries and Remuneration Act did not give any specific timelines for the selection process and therefore the only applicable timelines were the fourteen-day period provided for under standing order 66(c)(iii).
42. The Standing Orders of the Senate are silent on whether this timeline can be extended. However, standing order 1 provides that in *all cases where matters are not expressly provided for by the Standing Orders or by other Orders of the Senate, any procedural question shall be decided by the Speaker.*
43. The Committee thus resolved to seek an extension of the fourteen-day period so as to allow for adequate time for notification of shortlisted candidates of their interview dates, interviewing of the candidates and report writing.
44. The Committee made its request to the Speaker on 1st March, 2018 and was granted an extension of fourteen days. With the new timelines, the Committee would table its report by 20th March, 2018.

2.10 Background Checks and Memoranda Received

45. Pursuant to Chapter 6 of the Constitution, vide the advertisement publishing the names of shortlisted candidates in the Daily Nation and Standard Newspaper dated 2nd March, 2018-
 - (a) shortlisted candidates were requested to bring the following clearances-
 - (i) a Certificate of Good Conduct from the Directorate of Criminal Investigations;
 - (ii) a Clearance Certificate from a Credit Reference Bureau;
 - (iii) a Clearance letter from the Higher Education Loans Board;
 - (iv) a Clearance Certificate from the Ethics and Anti-Corruption Commission;
 - (v) a valid Certificate of Tax Compliance; and
 - (vi) a recent letter from their professional association to confirm that one is in good standing with the association.
 - (b) members of the public and county governments were invited to avail, by way of signed statements, any information of interest with respect to the

suitability of any of the shortlisted candidates to serve as Member of the Salaries and Remuneration Commission.

46. The Committee further wrote to the following agencies seeking information relating to the suitability of the shortlisted candidates-
- (a) the Independent Electoral and Boundaries Commission for purposes of confirming that the applicants were not member of Parliament or County Assembly as required by section 5(3)(a) of SRC Act;
 - (b) the Registrar of Political Parties to confirm that the applicants were not officials of member of a governing body of a political party as required by section 5(3)(a) of SRC Act;
 - (c) the Ethics and Anti-Corruption Commission to determine whether any ethics and integrity complaints or issues had been raised with respect to any of the applicants.
47. By a letter dated 6th March, 2018, the Registrar of Political Parties confirmed that none of the forty-two shortlisted nominees were officials of registered political parties.
48. By a letter dated 14th March, 2018, the Ethics and Anti-Corruption Commission. Confirmed that it had not undertaken any investigations that found any of the forty-two applicants culpable.
49. The Committee also received and noted a Memorandum on one of the Applicants and recommendation letters for some of the applicants.

2.11 Interview Process

50. Interviews for the position of Member of the Salaries and Remuneration Commission under Article 230(2)(b)(vii) were held on 12th, 13th and 14th March, 2018.
51. The Committee interviewed fourteen candidates on 12th March, 2018, fifteen candidates on 13th March, 2018 and eleven candidates on 14th March, 2018. Two candidates did not attend the interviews.
52. At its meeting held on the morning of 12th March, 2018, the Committee developed and adopted an Interview Score Sheet as its interview tool for the position of Member of the Salaries and Remuneration Commission.
53. The candidates were assessed on the following areas-

- (1) Academic and professional qualifications;
- (2) Technical proficiency and competencies;
- (3) Leadership and integrity;
- (4) General knowledge and current affairs; and
- (5) Presentation skills and demeanour.

54. The Committee further scrutinized each candidate's documents and clearances for purposes of confirming the candidates' compliance with Chapter 6 of the Constitution.

CHAPTER 3: INTERVIEW RESULTS

3.1 Consideration and Adoption of Interview Results

55. The Committee retreated to consider the results of the interview and to select the suitable candidates from 15th to 16th March, 2018.
56. The following were the results of the exercise-

	Name	Gender	Age	County	Score	Remarks
1	Sen. Isaac Kipkemboi Melly	M	39	Uasin Gishu	78.00	10 years' relevant experience was not established (section 5(2)(b) of SRC Act)
2	Ms. Margaret Sawe	F	43	Nandi	75.00	
3	Prof. Joseph Naituli	M	57	Meru	74.86	
4	Dr. Jane Mutua	F	56	Kitui	74.60	
5	Ms. Rachel Ameso Amolo	F	54	Kakamega	74.14	
6	Mr. James Omingo Magara	M	57	Kisii	73.57	
7	Sen. Halima Abdille	F	30	Wajir	73.33	10 years' relevant experience was not established (section 5(2)(b) of SRC Act)
8	Ms. Rebecca Tonkei	F	49	Narok	72.25	
9	Ms. Hubbie Al-Haji	F	60	Garissa	71.86	Presented letter on hearing impairment
10	Ms. Flora Mutuweta	F	51	Taita Taveta	71.60	
11	Ms. Anne Githinji	F	48	Kirinyaga	71.38	
12	Ms. Rukia Sheikh	F	35	Wajir	71.00	10 years' relevant experience was not established (section 5(2)(b) of SRC Act)
13	Dr. Hilary Patroba	M	34	Siaya	70.57	
14	Mr. Abdirahman Bashir	M	48	Mandera	68.38	
15	Mr. Eliud Muriithi	M	63	Nyeri	67.00	
16	Mr. Jamaludin Shamji	M	56	Kisii	66.25	No CID clearance (supplied receipt)
17	Mr. Ibrahim Khalif	M	47	Mandera	66.00	

	Name	Gender	Age	County	Score	Remarks
18	Mr. Robert Katina	M	52	West Pokot	64.22	
19	Rev. Charles Orodi	M	63	Busia	63.71	
20	Mr. Ronald Kimani	M	50	Kiambu	63.67	
21	Ms. Peris Isaboke	F	50	Kisii	63.00	
22	Ms. Irene Leshore	F	44	Laikipia	62.86	
23	Ms. Joseph Lemarkat	M	52	Samburu	62.57	No CRB clearance
24	Dr. Joseph Metet	M	55	Bomet	61.86	
25	Ms. Cathryn Rimberia	F	59	Meru	60.92	
26	Mr. Bakari Omara	M	55	Tana River	60.58	
27	Ms. Bernice Nasimiyu	F	50	Bungoma	59.88	
28	Mr. Filbert Gitiha	M	59	Nyandarua	58.21	
29	Eng. Farah Tube	M	63	Wajir	58.00	
30	Mr. Mbera Orwoba	M	69	Kisii	57.57	No CID clearance (supplied receipt)
31	Hon. Tom Obondo	M	62	Homabay	57.33	
32	Mr. Michael Oloiptip	M	48	Kajiado	56.75	
33	Col (RTD) Denis Ndungu	M	60	Kirinyaga	56.50	No CID clearance (supplied receipt)
34	Mr. Timothy Gutettah	M	54	Embu	56.14	
35	Mr. Dominic K. Gicheru	M	46	Kiambu	56.13	
36	Dr. Jackson Ngure Wanjau	M	45	Nyeri	52.43	
37	Mr. Joel Sigei	M	57	Bomet	48.40	Complaint received; Outdated CRB; No CID clearance (supplied receipt)
38	Mr. Cornelius Wanyonyi	M	60	Bungoma	47.81	
39	Mr. Enock Nyasende	M	35	Kisii	42.13	No current CID & KRA Clearance
40	Mr. Metha Lloyd Kaburu	M	61	Tharaka-Nithi	38.19	No CRB clearance; No Undergraduate Certificate*
41	Lucy Mandago	F		Nandi	-	Did not attend interview
42	Dr. Abdirizak Nunow	M		Garissa	-	Did not attend interview

57. The Committee considered the interview results and selected the following two (2) candidates for consideration for nomination to the position of Member of the Salaries and Remuneration Commission under Article 230(2)(b)(vii)-

No.	NAME	GENDER	I.D/ PP NO.	AGE	COUNTY	MEAN SCORE
1.	Margaret Sawe	F	13364926	43	Nandi	75.00
2.	Prof. Joseph Gitile Naituli	M	0184072	57	Meru	74.86

58. Copies of the *curriculum vitae* submitted to the Senate by the persons recommended for consideration for nomination for appointment to the position of Member of the Salaries and Remuneration Commission are attached at *Annex 7*.

CHAPTER FOUR: OBSERVATIONS AND RECOMMENDATIONS

59. The Committee made several observations and recommendations during the course of the discharge of its mandate-

4.1 Provisions of the Salaries and Remuneration Act

Vacancy in the office of member of the Commission

60. The Committee observed that sections 9 and 10 of the Salaries and Remuneration Commission provides for vacancy in the membership of the Commission as follows-

9. vacancy in the office of chairperson and member

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

- a) dies;*
- b) by notice in writing addressed to the President resigns from office;*
- c) is removed from office under any of the circumstances specified in Article 251 and Chapter Six of the Constitution.*

(2) The President shall notify every resignation, vacancy or termination in the Gazette within fourteen days.

10. Filling of vacancy

(1) Where a vacancy occurs in the membership of the Commission under section 9, the appointment procedure provided for under the Constitution and this Act, shall apply.

(2) A member appointed under subsection (1) shall serve for a term of six years but shall not be eligible for reappointment.

61. The Committee observed that the “*expiry of term for commissioners*” is not listed as a ground for vacancy in the office of commissioner or chairperson. As such, the President is not expressly required to notify the vacancy resulting from expiry of term in the *Gazette* within fourteen days as is provided for vacancies arising from the circumstances contemplated under section 9(1).
62. In this regard, when the current vacancies arose in the membership of the Commission, no *Gazette* notice was issued so as to trigger simultaneous nomination processes by all bodies required to nominate Commissioners to the SRC. Each body took note of the vacancies and commenced the process at its own time.

Timelines for filling vacancies arising from expiry of term

63. The Committee further observed that the Salaries and Remuneration Act does not provide for timelines for the process of selection of the Commissioners. Further, the selection process commences after the vacancies have arisen.
64. The Committee thus observed that there was need for the law to be amended to clearly specify the timelines for the nomination process to ensure that the vacancies are filled as soon as possible or perhaps that the selection process commences a few months before the expiry of term for the existing Commissioners.
65. The Committee resolved to sponsor appropriate amendments to the Act. The proposed amendments are attached to the Report as *Annex 8*.

4.2 Clearances

66. The qualifications for the position of Member of the Salaries and Remuneration Commission as set out in the law require that to qualify for appointment, a person should meet the requirements of Chapter Six of the Constitution on Leadership and Integrity.
67. While the Committee had requested candidates to obtain clearances from the Ethics and Anti-Corruption Commission, the Committee observed that the Commission did not issue any clearances but only required candidates to fill-in the self-declaration forms provided for under section 12A of the Leadership and Integrity Act.
68. The Committee observed that the forms did not assist it in making any determination on the compliance of any of the candidates with Chapter 6 of the Constitution. On the converse, other agencies such as the Higher Education Loans Board, Credit Reference Bureaus, the Kenya Revenue Authority, professional bodies and the Directorate of Criminal Investigations issued clearances that aided the Committee in its decision making.
69. The Committee thus recommends that the Ethics and Anti-Corruption Commission, which is the body mandated, under section 4(2) of the Leadership and Integrity Act, to be responsible for overseeing and enforcing the implementation of the Act, to urgently develop a mechanism which will assist in making decisions such as the one the Committee was required to make.

4.3 Recommendation on the selection process

70. Further, pursuant to section 7(2) of Salaries and Remuneration Commission Act and standing order 66(c) of the Senate Standing Orders, the Committee recommends to the Senate, the following two (2) persons for consideration for nomination for appointment to the position of Member of the Salaries and Remuneration Commission-

No.	NAME	GENDER	I.D/ PP NO.	AGE	COUNTY	MEAN SCORE
1.	Margaret Sawe	F	13364926	43	Nandi	75.00
2.	Prof. Joseph Gitile Naituli	M	0184072	57	Meru	74.86

LIST OF ANNEXURES

- Annex 1** Daily Nation Newspaper Advertisement for the position of Nominee to the Salaries and Remuneration Commission dated 11th March, 2018
- Annex 2** The Standard Newspaper Advertisement for the position of Nominee to the Salaries and Remuneration Commission dated 11th March, 2018
- Annex 3** Daily Nation Newspaper Advertisement containing the Longlist of all applicants to the Salaries and Remuneration Commission dated 20th February, 2018
- Annex 4** The Standard Newspaper Advertisement containing the Longlist of all applicants to the Salaries and Remuneration Commission dated 20th February, 2018
- Annex 6** Daily Nation Newspaper Advertisement containing the Shortlist of all applicants to the Salaries and Remuneration Commission dated 2nd March, 2018
- Annex 7** The Standard Newspaper Advertisement containing the Shortlist of all applicants to the Salaries and Remuneration Commission dated 2nd March, 2018
- Annex 8** Applications of the nominated candidates
- Annex 9** Proposed amendment to the Salaries and Remuneration Commission Act, 2011
- Annex 10** Minutes of the Committee's meetings

REPUBLIC OF KENYA


 PARLIAMENT OF KENYA
 THE SENATE

INVITATION FOR APPLICATIONS
**NOMINEES OF THE SENATE ON BEHALF OF THE COUNTY
 GOVERNMENTS TO THE SALARIES AND REMUNERATION COMMISSION**
REF.NO.SEN/SRC/MBR/2018

Pursuant to the provisions of Article 230(2)(b) of the Constitution and Sections 6 and 7 of the Salaries and Remuneration Act, No. 10 of 2011, the Senate on behalf of County Governments is mandated to invite applications from suitably qualified persons to be nominated to the membership of the Salaries and Remuneration Commission.

The successful nominees shall be selected from applicants who have the following qualifications-

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

The core mandate of the Salaries and Remuneration Commission is to:

1. Set and regularly review the remuneration and benefits of all State officers; and
2. Advise the National and County Governments on the remuneration and benefits of all other public officers.

The functions of the Salaries and Remuneration Commission include:

1. Inquiring into and advising on the salaries and remuneration to be paid out of public funds;
2. Keeping under review all matters relating to the salaries and remuneration of Public Officers;
3. Advising the national and county governments on the harmonization, equity and fairness of remuneration for the attraction and retention of requisite skills in the public sector;
4. Conducting comparative surveys on the labour markets and trends in remuneration to determine the monetary worth of the jobs of Public Officers;
5. Determining the cycle of salaries and remuneration review upon which Parliament may allocate adequate funds for implementation;
6. Making recommendations on matters relating to the salary and remuneration of a particular State or Public Officer;
7. Making recommendations on the review of pensions payable to holders of Public Offices; and
8. Performing such other functions as may be provided by the Constitution or any other written law.

Applicants must complete the **Parliamentary Service Commission Job Application Form (Form 1J)**, which can be downloaded from www.parliament.go.ke or obtained from the **Office of the Clerk of the Senate/Secretary, Parliamentary Service Commission** on the First Floor, Main Parliament Buildings, Parliament Road, Nairobi, during office hours.

Applications should be accompanied by certified copies of academic certificates and testimonials. The Application form and copies of certificates and testimonials should be put in a sealed envelope clearly marked "**Application for Nomination by the Senate to the Salaries and Remuneration Commission, 2018**" and shall be addressed to:

**Clerk of the Senate/Secretary,
 Parliamentary Service Commission,
 P.O. Box 41842 - 00100,
 Nairobi, Kenya.**

or hand-delivered to the Office of the **Clerk of the Senate/Secretary, Parliamentary Service Commission** on the First Floor, Main Parliament Buildings, Parliament Road, Nairobi, during office hours or emailed as a PDF file attachment to srscsenateapplication@parliament.go.ke to be received on or before **Friday, 2nd February, 2018 at 5:00pm**.

Please note:

Applications from applicants who do not complete the **Parliamentary Service Commission Job Application Form (Form 1J)** referred to in this advertisement **SHALL NOT** be considered.

**CLERK OF THE SENATE/SECRETARY,
 PARLIAMENTARY SERVICE COMMISSION.**

REPUBLIC OF KENYA


PARLIAMENTARY SERVICE COMMISSION
INVITATION FOR APPLICATIONS
**NOMINEES OF THE PARLIAMENTARY SERVICE COMMISSION
 TO THE SALARIES AND REMUNERATION COMMISSION**
REF.NO.PSC/SRC/MBR/2018

Pursuant to the provisions of Article 230(2)(b) of the Constitution and Sections 6 and 7 of the Salaries and Remuneration Act, No. 10 of 2011, the Parliamentary Service Commission is mandated to invite applications from suitably qualified persons to be nominated by the Parliamentary Service Commission to be a member of the Salaries and Remuneration Commission.

The successful nominees shall be selected from applicants who have the following qualifications-

- (a) hold a degree from a university recognized in Kenya;
- (b) have knowledge and at least ten years' experience in:
 - (i) finance and administration;
 - (ii) public management;
 - (iii) economics;
 - (iv) human resource management; or
 - (v) labour laws;
- (c) meet the requirements of Chapter Six of the Constitution; and
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2. Advise the National and County Governments on the remuneration and benefits of all other public officers.

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1. Inquiring into and advising on the salaries and remuneration to be paid out of public funds;
2. Keeping under review all matters relating to the salaries and remuneration of Public Officers;
3. Advising the national and county governments on the harmonization, equity and fairness of remuneration for the attraction and retention of requisite skills in the public sector;
4. Conducting comparative surveys on the labour markets and trends in remuneration to determine the monetary worth of the jobs of Public Officers;
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6. Making recommendations on matters relating to the salary and remuneration of a particular State or Public Officer;
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 P. O. Box 41842 - 00100,
 Nairobi, Kenya.**

or hand-delivered to the Parliamentary Service Commission reception desk at the Ground Floor, County Hall, Parliament Buildings, Nairobi, during office hours or emailed as a PDF file attachment to applications@parliament.go.ke to be received on or before **Friday, 2nd February, 2018**.

Please note:

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**CLERK OF THE SENATE/SECRETARY
 PARLIAMENTARY SERVICE COMMISSION**

REPUBLIC OF KENYA


**THE SENATE
ADVERTISEMENT**
**PUBLICATION OF NAMES OF APPLICANTS LONGLISTED FOR NOMINATION
TO THE POSITION OF MEMBER OF THE SALARIES AND REMUNERATION
COMMISSION UNDER ARTICLE 230(2)(b) (vii) OF THE CONSTITUTION**

PURSUANT to Article 230 (2)(b)(vii) of the Constitution, sections 4(1), (5), (6) and (7) of the Salaries and Remuneration Commission Act, 2011, on 11th January, 2018, the Clerk of the Senate invited suitably qualified persons to apply for nomination to the position of member of the Salaries and Remuneration Commission under Article 230(2)(b)(vii) of the Constitution.

The Clerk of the Senate hereby publishes the names of **ALL** persons who submitted their applications for nomination to the position of Member of the Salaries and Remuneration Commission (under Article 230(2)(b)(vii) of the Constitution).

	NAME	GENDER	ID/PASSPORT NO.	COUNTY
1.	Abdirahman Bashir	M	10028079	Mandera
2.	Abdirashid Salat Abdille	M	0036565	Wajir
3.	Abdirizak Arale Nunow	M	7226752	Garissa
4.	Alfred C. Korir	M	10194237	Kericho
5.	Andrew Nyakegita Mandere	M	2760672	Kisii
6.	Assumptah W Kagiri	F	3704746	Kiambu
7.	Bakari Garise Omara	M	4659794	Tana River
8.	Bob Ndubi	M	11555612	Nyamira
9.	Cathryn Kithira Rimberia	F	0265998	Meru
10.	Col. (RTD) Denis Gichangi Ndungu	M	6455111	Kirinyaga
11.	Cornelius Wanyonyi Wamalwa	M	2076577	Bungoma
12.	Daisy Chepkoech Bii	F	24785334	Bureti
13.	Dominic K. Gicheru, OGW	M	1337435	Kiambu
14.	Jane Musangi Mutua	F	5272398	Kitui
15.	Joe Murithi Muriuki	M	0316548	Kiambu
16.	Eliud M. Muriithi	M	1876185	Nyeri
17.	Emmanuel L. Kaliakamur	M	11529401	West Pokot
18.	Enock O. Nyasende	M	22504683	Kisii
19.	Esther Gathoni Kiarie	F	20657141	Nyandarua
20.	Farah Siyad Tube	M	4292081	Wajir
21.	Filbert Samuel Gittha	M	0724082	Nyandarua
22.	Flora M. Maghanga-Mutuweta	F	8470941	Taita/Taveta
23.	George Omollo Ongoma	M	8212818	Kisumu
24.	Godfrey Kampan Putunoi	M	11261580	Laikipia
25.	Hellen Mugambi	F	10146002	Meru
26.	Hilary Patroba	M	24099057	Siaya
27.	Hubbie Hussein Al-Haji	F	0035410	Garissa
28.	Ibrahim Adan Khalif	M	9566937	Mandera
29.	Irene Serina Leshore	F	13449349	Laikipia
30.	Isaac Kipkemboi Melly	M	21756124	Uasin Gishu
31.	Isaac Wafula Masoni	M	11564116	Webuye East
32.	Jackson Njire Wanjau	M	11773817	Nyeri
33.	Jamaludin S.A. Shamji	M	C032707	Homa Bay
34.	James Kinyanjui Njenga	M	9860326	Embu
35.	James Omingo Magara	M	1640643	Kisii
36.	Jessica Gakinya	F	22015035	Embu
37.	Joel Kipkorir Sigei	M	4743771	Bomet
38.	John Peter Mdhune Onginjo	M	3327272	Siaya
39.	Joseph K. Metet	M	1175672	Bomet
40.	Joseph Lemarkat	M	A1811525	Samburu
41.	Joseph Omwenga	M	7352036	Kisii
42.	Josphat Kipchumba Tarbei	M	A1991153	Nandi

	NAME	GENDER	ID/PASSPORT NO.	COUNTY
43.	Kelly Odongo Got	M	23792256	Migor
44.	Kobia O. Mamanja	M	16088879	Meru
45.	Livingstone Maganjo Karuma	M	9270611	Murang'a
46.	Lucy J. Mandago	F	21857915	Nandi
47.	Margaret J. Saswe	F	13364926	Uasin Gishu
48.	Maxwell Nyaanga Magoma	M	4855251	Kisii
49.	Mbera Orwoba	M	1882193	Kisii/Bobasi
50.	Metha Lloyd Kaburu	M	4321165	Tharaka - Nithi
51.	Michael Nal Kipkirui	M	7699027	Kericho
52.	Michael Sunte Oloiptip	M	9831673	Kajiado
53.	Ms. Anne Wangechi Githinji	F	10953150	Kirinyaga
54.	Ms. Bernice Kasaya Nasimiyu	F	9660184	Bungoma
55.	Mwakisha Steven Mugho	M	6051245	Taita/Taveta
56.	Nahashon Njoroge Njogu	M	20206103	Nyandarua
57.	Nathan Orina Bosire	M	31877820	Not indicated
58.	Nicholas Gathu Mbugua	M	0362539	Nyandarua
59.	Pauline Muthoni Wanjohi	F	5293106	Kiambu
60.	Peris Bitutu Isaboke	F	9913544	Kisii
61.	Prof. Joseph Gitile Naituli	M	0184072	Meru
62.	Rachel Ameso Amolo	F	7868363	Kakamega
63.	Rebecca Noonaishi Tonkei	F	9885005	Narok
64.	Charles Victor Orod	M	0034791	Busia
65.	Robert Mnang'at Katina	M	8299890	West Pokot
66.	Ronald Ngugi Kimani	M	8745696	Nairobi
67.	Ronald Wanjala Jumbe	M	9021015	Bungoma
68.	Rukia Mohamed Sheikh	F	23814120	Wajir
69.	Samson Moindi Angienda	M	7228262	Nyamira
70.	Samuel Kiti Lewa	M	4628465	Kilifi
71.	Sen. Halima Abdille Mohamed	F	25322209	Wajir
72.	Simeon Pkiyach Pkatey	M	7103602	West Pokot
73.	Simon Mwachia	M	8946263	Taita/Taveta
74.	Timothy Gutteah James	M	8720753	Embu
75.	Titus M Kanina	M	4827609	Muranga
76.	Tom E. O. Obondo	M	3462702	Homa Bay
77.	Wanyoike Evanson Kariuki	M	6421067	Laikipia
78.	Washington Onyango	M	28574085	Homa-Bay
79.	Winstone Njagi Muchira	M	20992108	Embu
80.	Zeth Ouma Omollo	M	23608763	Nyamira

REPUBLIC OF KENYA

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40.	Joseph Lemarket	M	A1811525	Samburu
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42.	Josphat Kipchumba Tarbei	M	A1991153	Nandi

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44.	Kobia O. Mamanja	M	16088879	Meru
45.	Livingtone Maganjo Karuma	M	9270611	Murang'a
46.	Lucy J. Mandago	F	21857915	Nandi
47.	Margaret J. Saswe	F	13364926	Uasin Gishu
48.	Maxwell Nyaanga Magoma	M	4855251	Kisii
49.	Mbera Orwoba	M	1882193	Kisii/Bobasi
50.	Metha Lloyd Kaburu	M	4321165	Tharaka - Nithi
51.	Michael Nal Kipkirui	M	7699027	Kericho
52.	Michael Sunte Oloiptip	M	9831673	Kajiado
53.	Ms. Anne Wangechi Githinji	F	10953150	Kirinyaga
54.	Ms. Bernice Kasaya Nasimiyu	F	9660184	Bungoma
55.	Mwakisha Steven Mugho	M	6051245	Taita/Taveta
56.	Nahashon Njoroge Njogu	M	20206103	Nyandarua
57.	Nathan Orina Bosire	M	31877820	Not indicated
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60.	Peris Bitutu Isaboke	F	9913544	Kisii
61.	Prof. Joseph Gitile Naituli	M	0184072	Meru
62.	Rachel Ameso Amolo	F	7868363	Kakamega
63.	Rebecca Noonaiishi Tonkei	F	9885005	Narok
64.	Charles Victor Orod	M	0034791	Busia
65.	Robert Mnang'at Katina	M	8299890	West Pokot
66.	Ronald Ngugi Kimani	M	8745696	Nairobi
67.	Ronald Wanjala Jumbe	M	9021015	Bungoma
68.	Rukia Mohamed Sheikh	F	23814120	Wajir
69.	Samson Moindi Angienda	M	7228262	Nyamira
70.	Samuel Kiti Lewa	M	4628465	Kilifi
71.	Sen. Halima Abdille Mohamed	F	25322209	Wajir
72.	Simeon Pkiyach Pkatey	M	7103602	West Pokot
73.	Simon Mwacha	M	8946263	Taita/Taveta
74.	Timothy Gutettah James	M	8720753	Embu
75.	Titus M Kanina	M	4827609	Muranga
76.	Tom E. O. Obondo	M	3462702	Homa Bay
77.	Wanyoike Evanson Kariuki	M	6421067	Laikipia
78.	Washington Onyango	M	28574085	Homa-Bay
79.	Winstone Njagi Muchira	M	20992108	Embu
80.	Zeth Ouma Omollo	M	23608763	Nyamira

CLERK OF THE SENATE/SECRETARY
PARLIAMENTARY SERVICE COMMISSION.

REPUBLIC OF KENYA

THE SENATE
ADVERTISEMENT

PUBLICATION OF NAMES OF APPLICANTS SHORTLISTED FOR THE POSITION OF MEMBER OF THE SALARIES AND REMUNERATION COMMISSION UNDER ARTICLE 230(2)(b) (vii) OF THE CONSTITUTION AND INTERVIEW DATES FOR THE SHORT-LISTED APPLICANTS

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Name	Gender	ID/PP No.	County	Date	Time
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2. Timothy Gutetah James	M	8720753	Embu	Monday, 12 th March, 2018	10:30 a.m
3. Dominic K Gicheru, OGW	M	1337435	Kiambu	Monday, 12 th March, 2018	11:00 a.m
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- (5) Members of the public and county governments are invited to avail signed statements on any information of interest with respect to the suitability of any of the shortlisted candidates to serve as Member of the Salaries and Remuneration Commission.
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CLERK OF THE SENATE / SECRETARY,
PARLIAMENTARY SERVICE COMMISSION.



~~60~~
Margaret Jepchumba Sawe,
P.O Box 42525- 00100,
Nairobi.
31st January 2018

Clerk of the Senate/Secretary,
Parliamentary Service Commission
P.O Box 41842 – 00100
Nairobi, Kenya.

27

Dear Sir/Madam,

**RE: NOMINEE OF THE SENATE ON BEHALF OF THE COUNTY
GOVERNMENTS TO THE SALARIES AND REMUNERATION
COMMISSION REF. NO.SEN/SRC/MBR/2018**

Please accept my application for the above position.

I have previously worked with The County Government of Uasin Gishu as County Executive Committee Member for Health Services and previously Public Service Management. I have previously worked with Sian Agriflora as Group HR Manager and Chevron as HR Officer.

I hold an MBA- Strategic Management degree from University of Nairobi, a Bachelor of Education degree from Kenyatta University and a Postgraduate Diploma in HR from Institute of Human Resource Management. I am also a member of IHRM.

Besides my academic credentials, I am a focused leader, energetic, resilient, value diversity, team player with great understanding of HR Principles, HR tools and labour laws having handled both Strategic and Operational HR roles.

I headed the County Department of Health. This role entails staffing of County Hospitals, managing HR, resource mobilization, donor relations and setting up policies for the department and budgeting. In my previous role, I headed the County Departments of Human Resources, Legal, and Communication and County Administration functions.

I therefore believe that with my training, experience and competencies, I can make a valuable contribution to the commission.

I look forward to a favourable consideration and an opportunity to attend an interview.

Yours faithfully,

Msave

Margaret J Sawe

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REPUBLIC OF KENYA



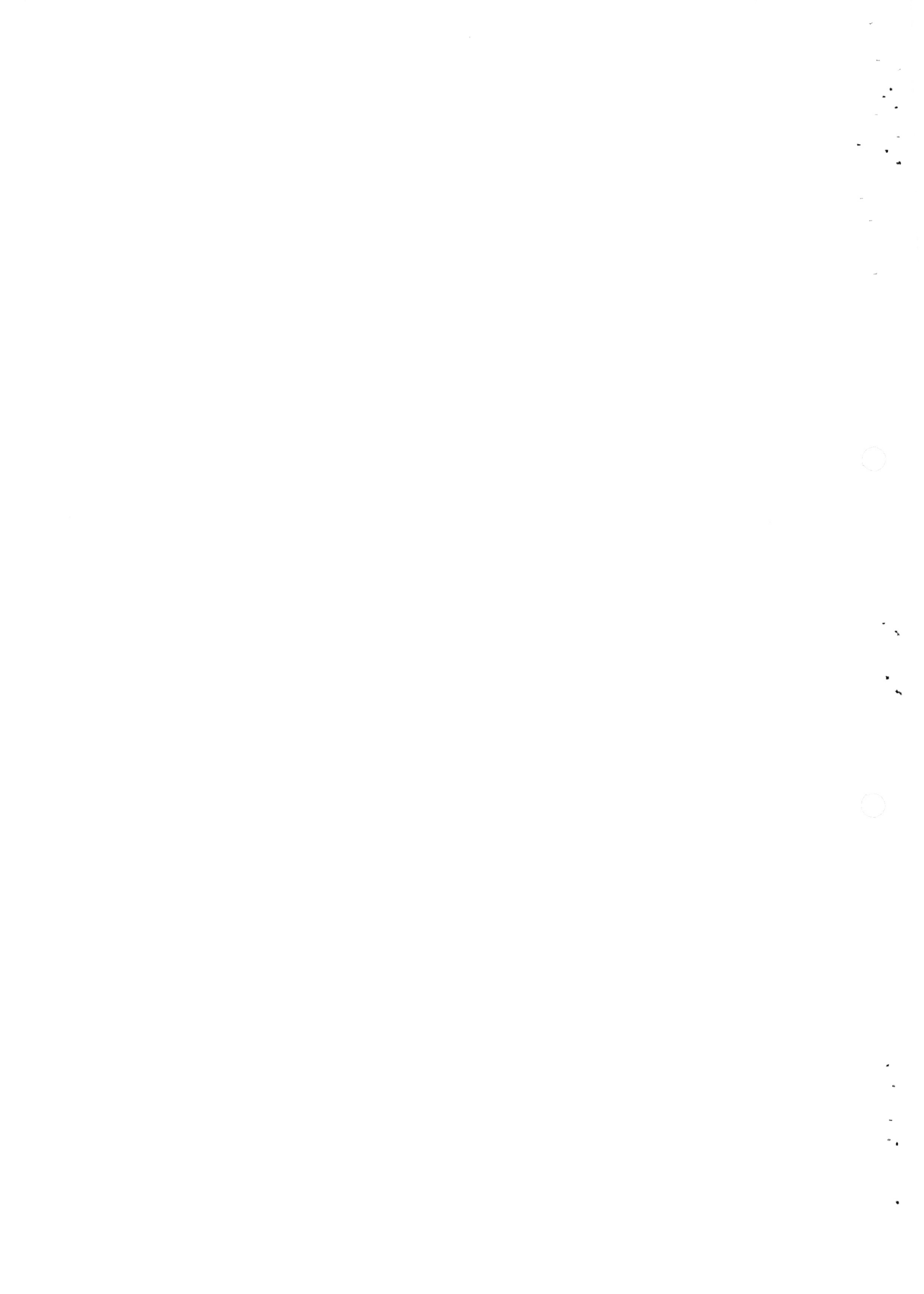
PARLIAMENTARY SERVICE COMMISSION

JOB APPLICATION FORM (FORM 1J)

(NOMINATION TO THE SALARIES AND REMUNERATION
COMMISSION)

Before completing this form, please read the following notes-

- (a) *Please make sure you have completed all sections of this document. It is an offence to willfully give false information on this form. Do not apply for any position unless you possess all the qualifications given in the advertisement.*
- (b) *Please do not apply for any position unless you possess all the qualifications given in the job advertisement.*
- (c) *Do not enclose originals of your testimonials or certificates, instead send certified copies if required. No responsibility can be accepted by the Parliamentary Service Commission for the custody of original documents, unless a specific request has been made for their production.*
- (d) *If you are invited to an interview, please bring the originals of your testimonials and certificates with you, including your national Identity Card, but make sure that they are returned to you before you leave the interview room.*
- (e) *If the space provided in any of the sections is insufficient, please attach a separate sheet and indicate accordingly.*



PRELIMINARY

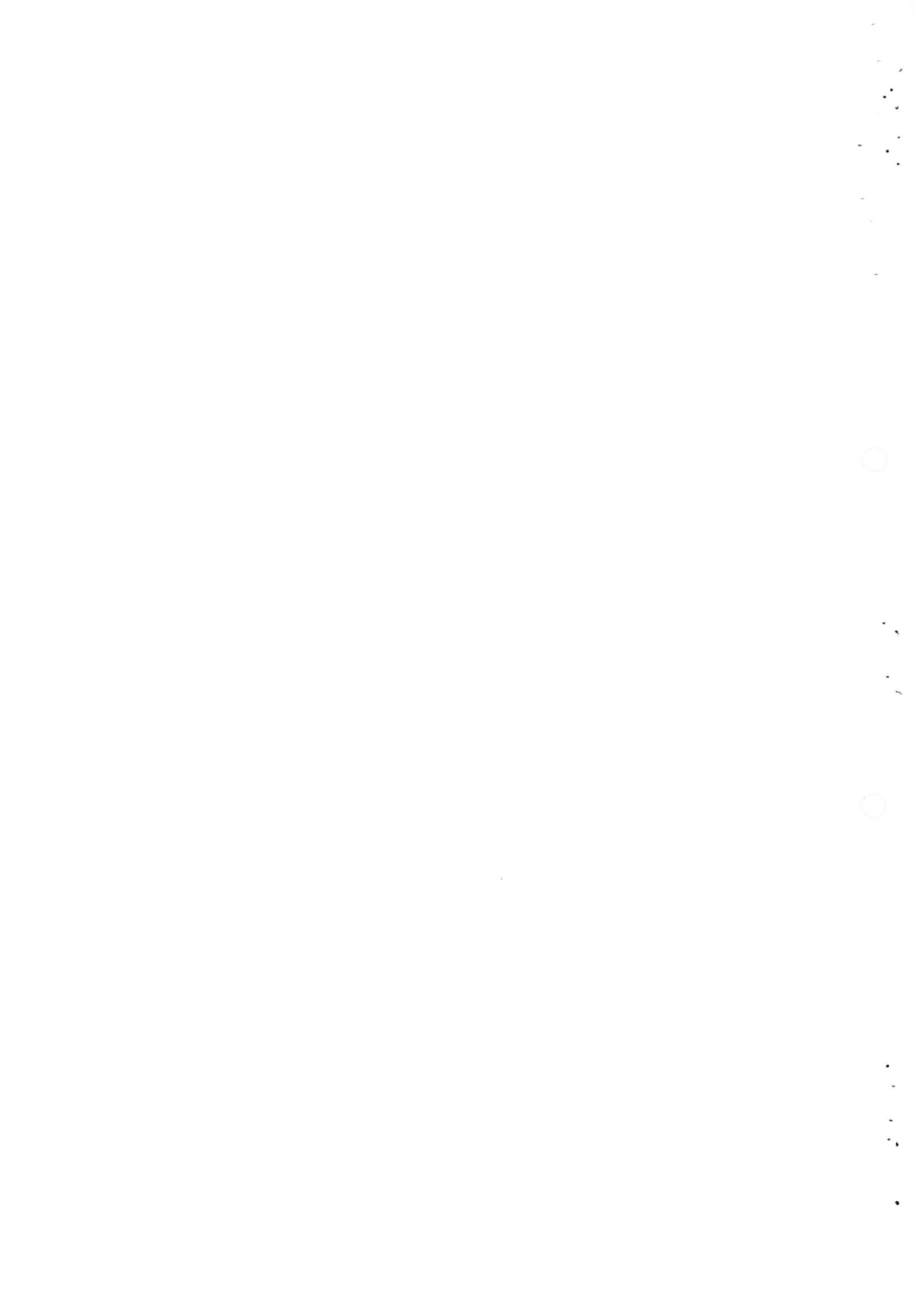
POSITION ADVERTISED: NOMINEES OF THE SENATE ON BEHALF OF COUNTY GOVERNMENTS TO SALARIES AND REMUNERATION COMMISSION

VACANCY NO.: REF. NO. SEN/SRC/MBR/2018

DATE ADVERTISED: 11/1/2018

SECTION I - BIO-DATA

1. Name of applicant: MARCIARET JEPKUMBA SAWE C. Title: MRS
(e.g. Prof/Dr/Mr/Mrs/Miss/Ms/Rev)
2. Date of Birth: 19.10.1975 Place of Birth NANDI (County)
(dd-mm-yyyy)
3. Gender: Male Female
4. Nationality KENYAN ID/Passport No. 13364926
5. Indicate the nature of your citizenship (birth/registration/naturalization) BIRTH
6. County UASIN UASIN Constituency TURBO Ward BIRTH
7. Postal Address: 42625 Postal Code: 00100 Town: NAIROBI
8. Telephone: 0729 740581 Mobile: 0722 215112 E-mail: mjsawe@gmail.com
9. Alternative contact person: NICHOLAS Telephone: 0722 923902
10. Indicate all languages you can read, write and speak proficiently.
NANDI KISWATHI ENGLISH
11. What is your current employment/occupation (if any)?
Job Title/Position/Designation: CONSULTANT
Name and address of Employer: MBS
12. What is your current gross monthly salary (if any)? 200,000



13. Do you suffer from any impairment / disability?

No Yes

If 'Yes', please give details and attach certificate from the National Council for Persons With Disabilities

n/a

14. If your application is successful, when would you be available to take up this position?

IMMEDIATELY

SECTION II - ACADEMIC/PROFESSIONAL/TECHNICAL QUALIFICATIONS

15. List your Academic/Professional/Technical qualifications for Courses and Training attended (starting with the highest)

(a) Qualification (Degree, Diploma or Certificate)

MASTERS IN BUSINESS ADMINISTRATION

Level (Doctorate, Masters, Bachelors, etc.)

MASTERS

Class (if any) (First Class, Upper Second, Lower Second, etc.)

Year obtained.

2013

Awarding Institution/ College/University/School

UNIVERSITY OF NAIROBI

(b) Qualification (Degree, Diploma or Certificate)

BACHELOR OF EDUCATION (HOME ECON)

Level (Doctorate, Masters, Bachelors, etc.)

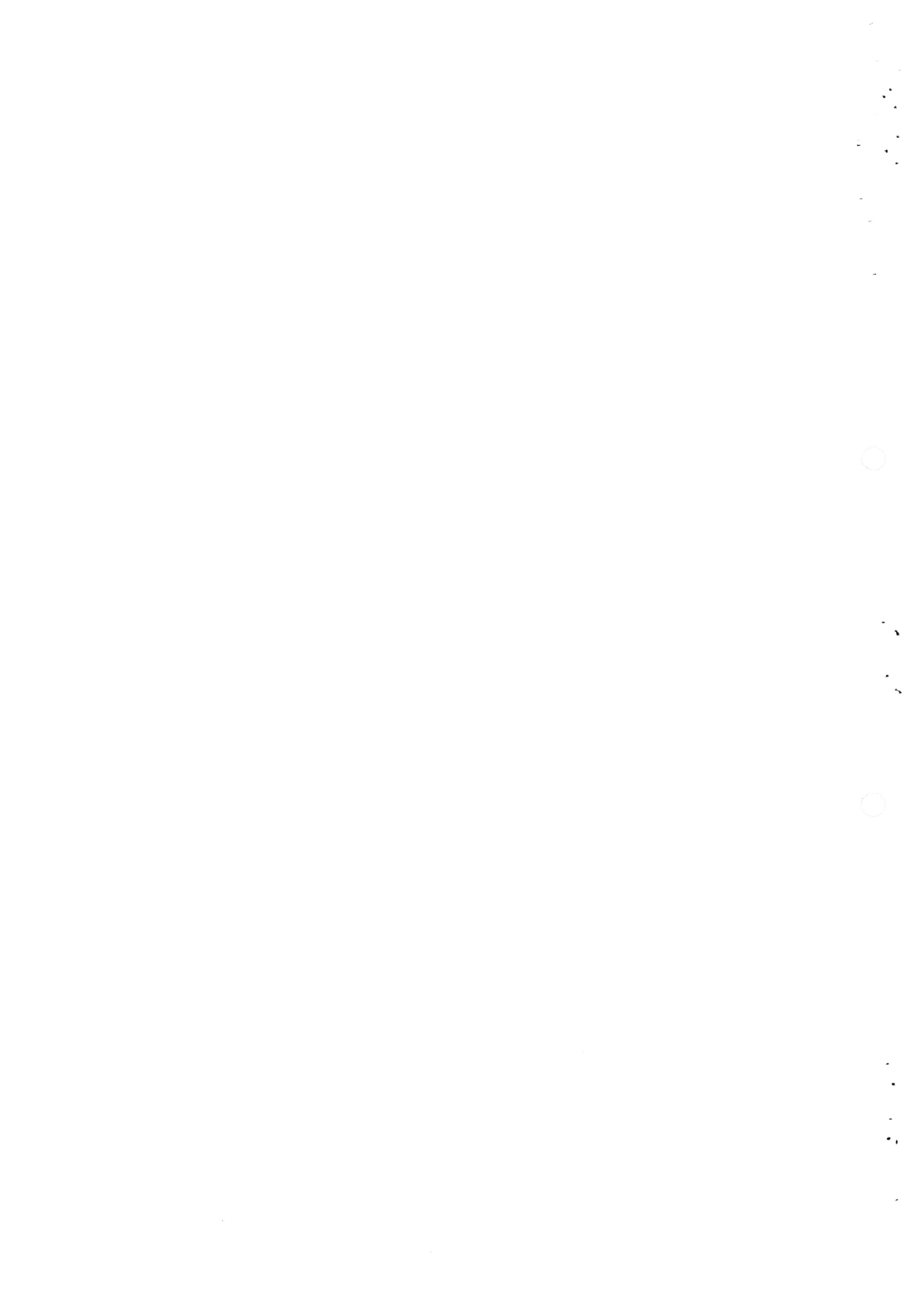
BACHELORS

Class (if any) (First Class, Upper Second, Lower Second, etc.)

UPPER SECOND

Year obtained.

1999



Awarding Institution/ College/University/School

KENYATTA UNIVERSITY

(c) Qualification (Degree, Diploma or Certificate)

DEGREE DIPLOMA

Level (Doctorate, Masters, Bachelors, etc.)

Class (if any) (First Class, Upper Second, Lower Second, etc.)

Year obtained.

2001

Awarding Institution/ College/University/School

INSTITUTE OF PERSONNEL MGT (NOW INSTITUTE OF HRM)

16. List other courses you have attended in the last five (5) years.

Course attended	Year attended	Institution
strategic mgt and leadership	2016	kenya Institute of mgt (kim)
Grants mgt and Fundraising	2016	MS ICDC AMUSA
Corporate Governance	2015	Kim

17. Briefly explain how your qualifications/experience make you suitable for this position?

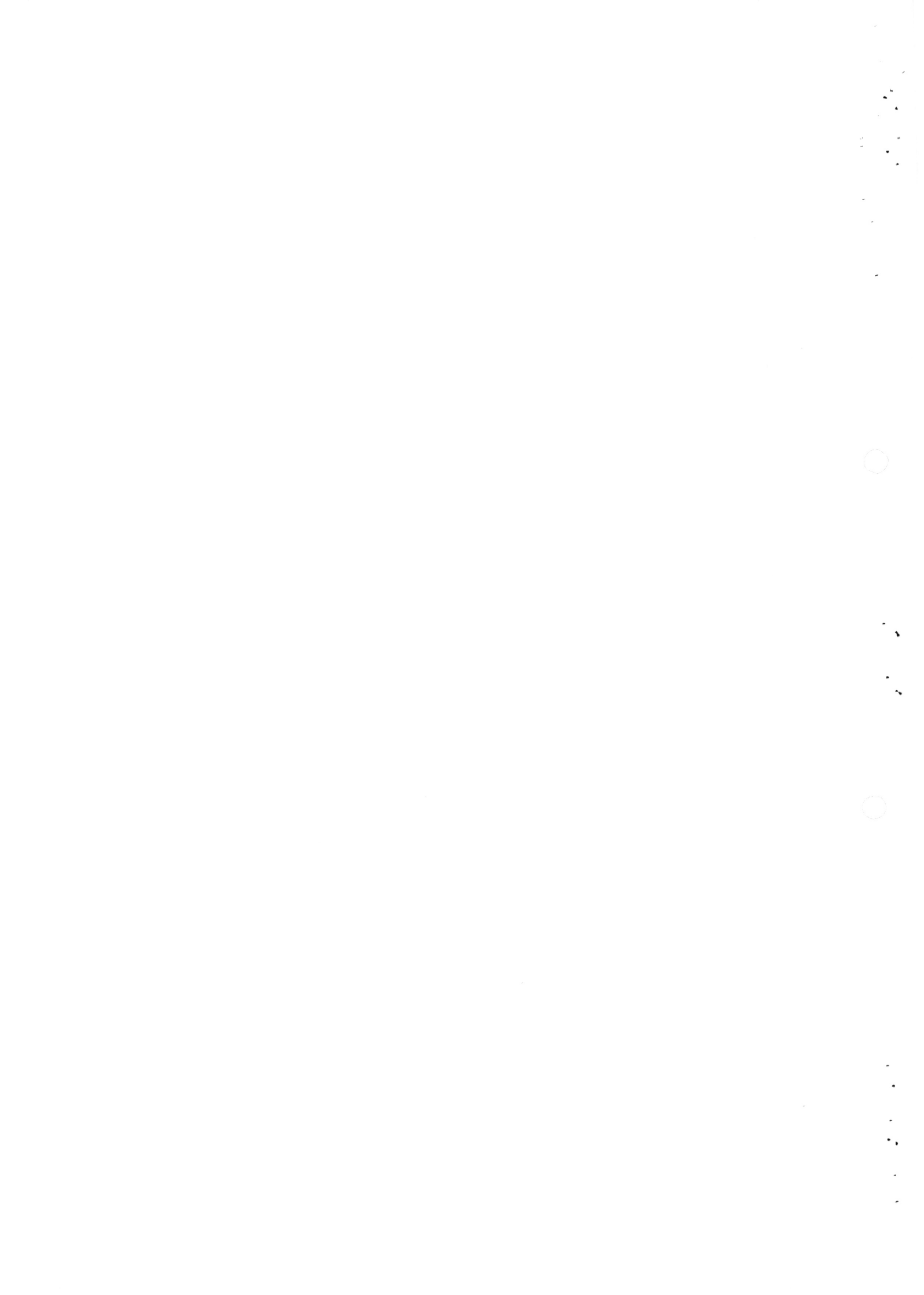
I AM A LICENSED HR PRACTITIONER

18. Are you a member of any professional body? If Yes, Indicate your membership status to professional bodies. Provide Professional Registration/Membership details (Year Registered; registering body) e.g. Full member Membership No. 20; 1993; Law Society of Kenya.

FULL MEMBER LICENSED PRACTITIONER 001435, INSTITUTE OF
 HUMAN RESOURCE MANAGEMENT

19. Give details of your employment history starting with current employment

Job title /Rank <i>(start with current)</i>	Employer	Period <i>(From - To)</i>	Summary of Main duties/responsibilities
CONSULTANT	MBS	2018	Developing and implementing consulting goals
CRC member	Uasin Gishu county	2013-17	Leading county departments
Group HRM	SAL	2009-13	Managing all group HR functions
HRM, Kenya	CKL	2005-09	Handling HR functions, Kenya
HRM	ICRC	2004	Handling HR support functions for the HR unit
HRM	Unga Ltd	2003-04	Handling HR functions for the branch
HRM	AMK	2001-2002	Handling HR support functions for the branch
Admin ASST	Amaco	1999-2000	Handling admin functions.



SECTION III - SPECIAL SKILLS/OUTSTANDING ACHIEVEMENTS

20. Do you possess any special or outstanding skills as described above? No Yes

If yes, please give details/evidence. If the skills are in sports, please detail the level achieved. It is in your interest to be as clear and specific as possible. If necessary, attach copies of any relevant certificates.

I am a licensed HR practitioner. I managed to sustain the health workforce in Uasin Gishu county without strike when the entire country was on strike for over 100 days and that was recognized as the best practice.

SECTION IV - INTEGRITY

The Parliamentary Service Commission is required by law to facilitate appointment of persons of good character. The Commission is guided by the Constitution and other relevant laws in matters relating to public officers' character and integrity.

Please read the following guidelines carefully before completing this section.

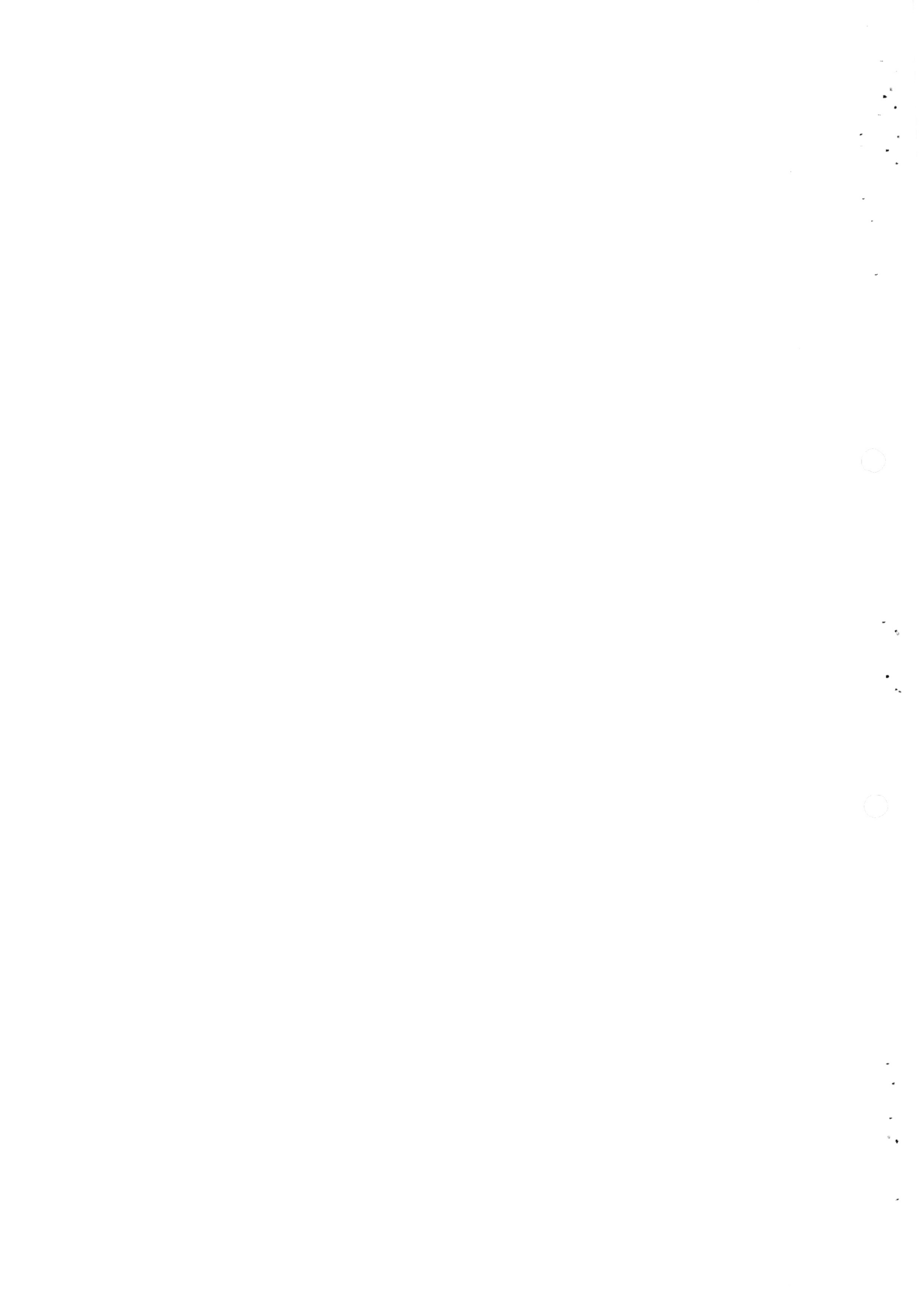
- (a) It is essential that you answer all the following questions fully.
- (b) You are required to declare all matters whether or not these have been declared in a previous application or to any other body.
- (c) Where you have answered yes, please include any mitigating information you would like the Commission to take into account when considering your application.
- (d) If you are in any doubt, please include all relevant information. This is a continuing responsibility throughout the process for any matter that may arise, up to the point of appointment.

21. Have you ever been convicted of or cautioned for any criminal offence in Kenya or elsewhere or are any criminal proceedings pending against you?

No Yes

If yes, please give particulars of the case and the penalty (if any) for each such offence:

N/A



.....
.....

(The fact that an applicant declares that he/she has been convicted of an offence will not necessarily bar him/her from consideration for nomination. Each case will be considered on its own merits having regard to the nature and the circumstances of the case).

22. Have you ever been dismissed or otherwise removed from any employment or any Board, Council, Trusteeship or any other engagement? No Yes

If yes, please provide details-

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

23. Have you ever had an action brought against you for professional malpractice and/or negligence, without the matter being dismissed, or are any such proceedings pending against you?

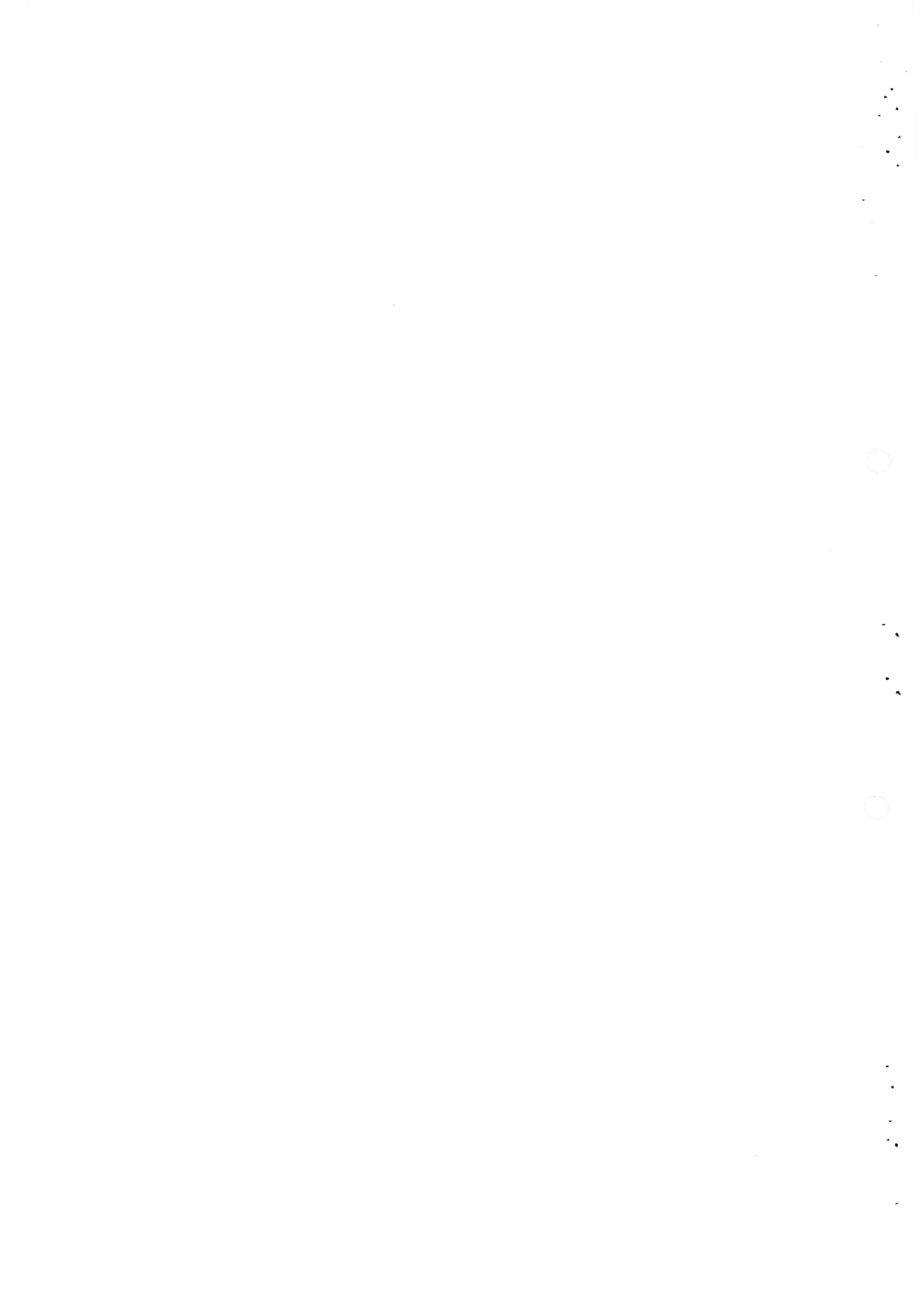
No Yes

If yes, please provide details -

Date(s) N/A
.....
.....

Details

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



24. In respect of any matter involving you personally or under your supervision, please provide details of any findings made or allegations pending, of professional misconduct brought against you by-

- (a) Your client/any member of the public
- (b) Your Professional Body
- (c) Any other lawful authority or body

NONE

If yes, please provide details –

Date(s)

N/A

Details

N/A

25. Is there any additional information which should be brought to the attention of Parliamentary Service Commission which might call into question your eligibility or suitability for this position?

No Yes

If yes, please provide details-

NONE

26. Give the names and addresses of three (3) referees. They should be responsible persons who know you well, either in private life or in business; and one at least should be well acquainted with you in private life. The names of distinguished persons should not be given unless they really know you well and they have consented. The names of relatives or of those from whom you send testimonials should not be given; nor should the names of Members of Parliament, members or staff of the Parliamentary Service Commission.

(a) Name..... Paul Russo

Address..... Ingachar@yahoo-com

Occupation..... HR Director

Period during which he/she has known you..... 17 years

In what capacity has the person known you?..... supervisor / HR practitioners for

(b) Name..... Tuonne Jelagat

Address..... ychela@gmail-com

Occupation..... marketing manager

Period during which he/she has known you..... 9 years

In what capacity has the person known you?..... working together

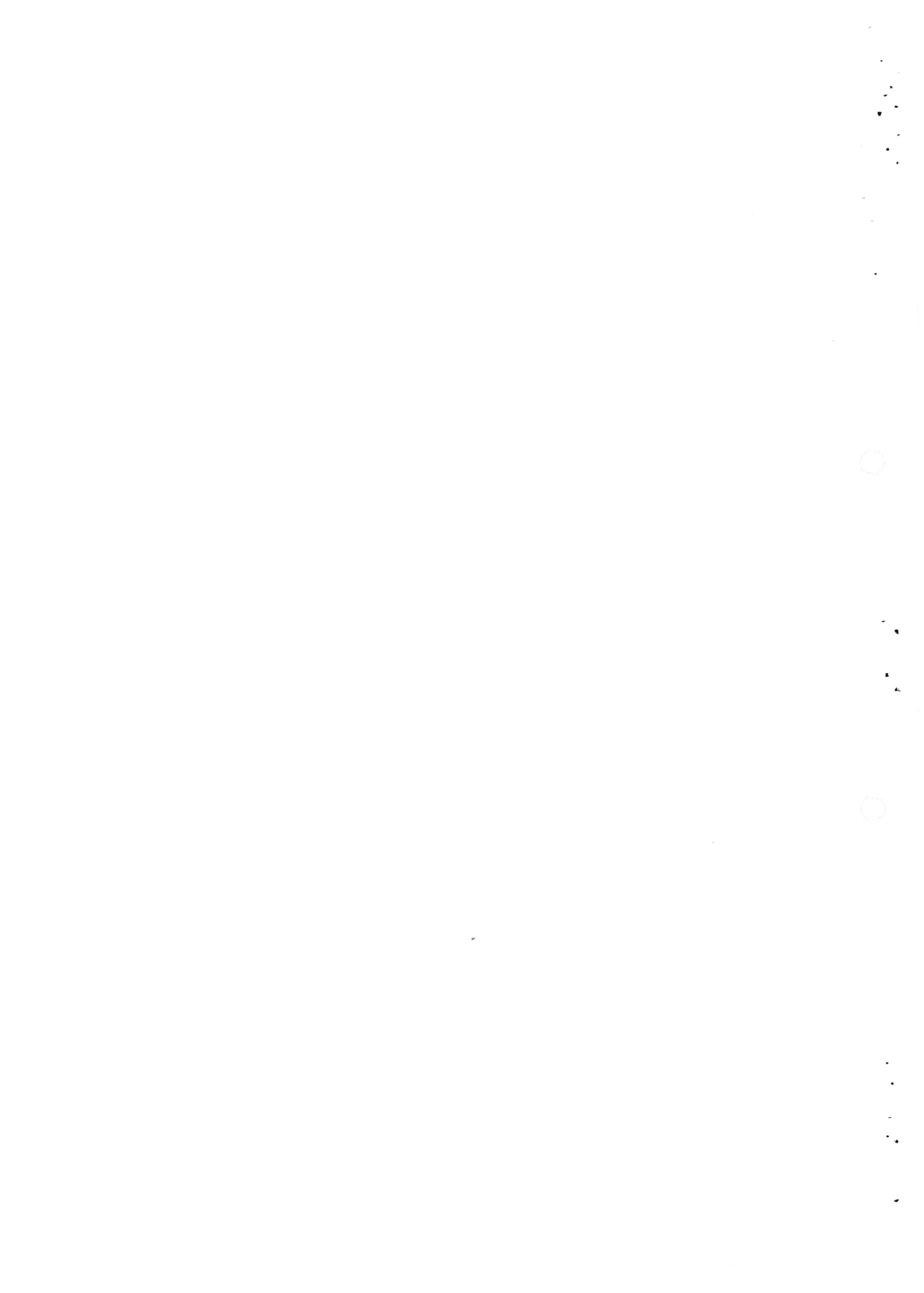
(c) Name..... Mojah mwakodi

Address..... abijahmwakodi@yahoo-com

Occupation..... HR practitioners

Period during which he/she has known you..... over 17 years

In what capacity has the person known you?..... supervisor / went to the same univ



27. Are you related in any way to any Member of Parliament, member or staffer of the Parliamentary Service Commission? If so, please give details below:

no

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

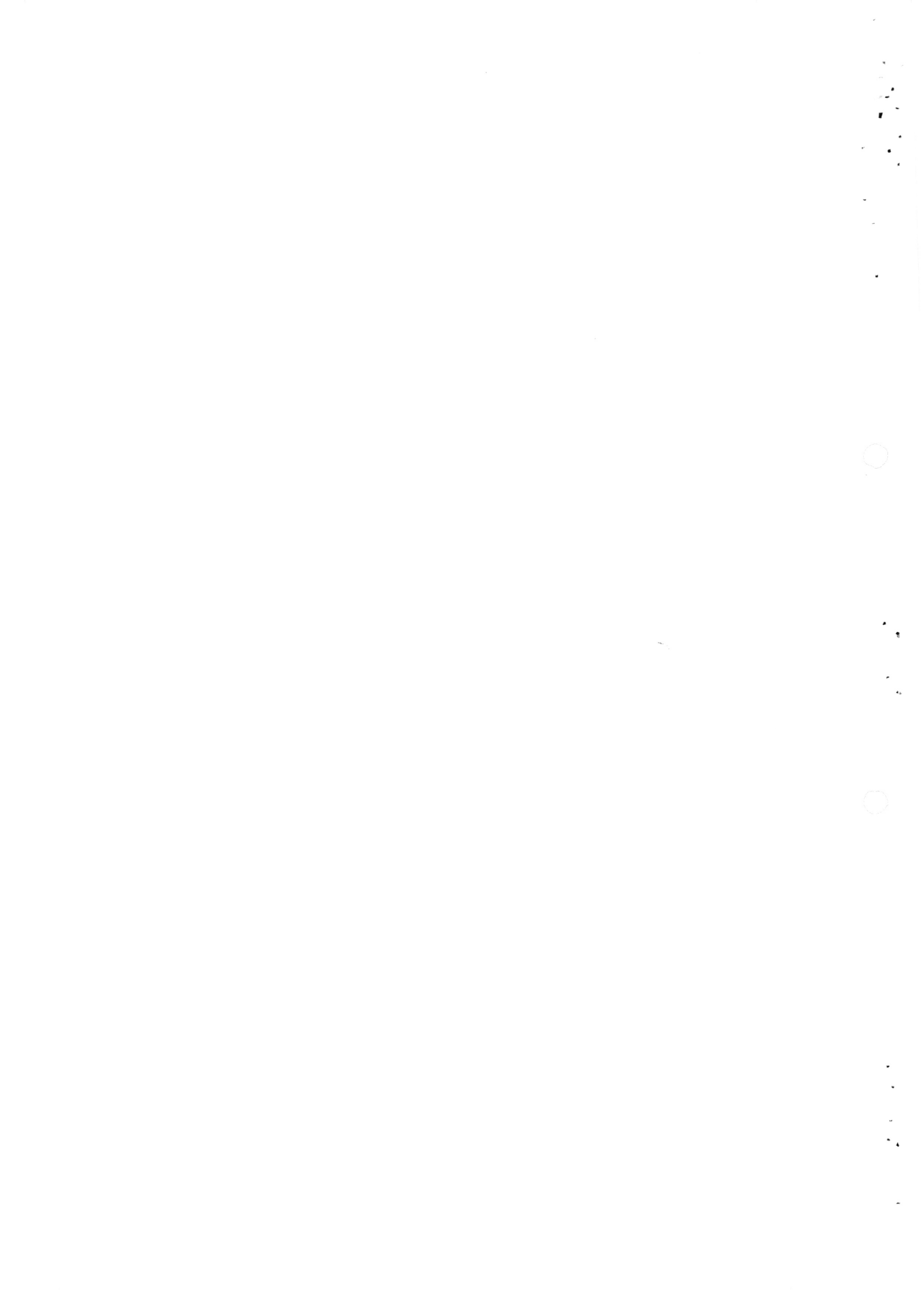
28. Final declaration

I declare that:

- (i) The information I have given on this application form is true to the best of my knowledge and belief;
- (ii) I have read and understood the notes at the beginning of the application form and guidelines under Section IV of the form;
- (iii) I understand that any incorrect information may lead to disqualification/legal action; and
- (iv) If I am completing this application form electronically, that the electronic signature I have provided is intended to be my signature.

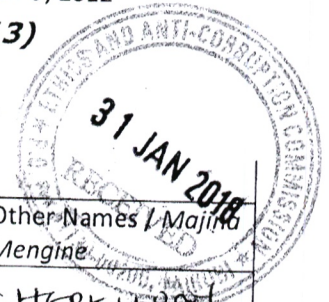
Full Names of applicant: Margaret J. Sawe

Signature of applicant: Mawe Date: 31/1/2018



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

SELF-DECLARATION FORM / FOMU YA KUJITANGAZA

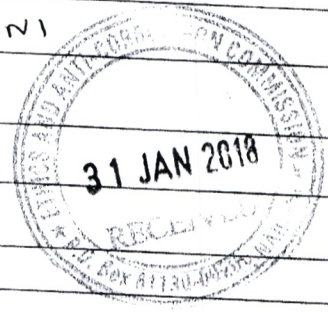


1. GENERAL INFORMATION / TAARIFA YA JUMLA

Title / Cheo	Surname / Jina la ukoo	First Name / Jina la Kwanza	Middle Name / Jina la Katikati	Other Names / Majina Mengine
Mr/Mrs/Prof/ Miss/Ms/Dr Bw/Bi/Prof/ Binti/Bibi/Dkt	SAWE	MARGARET	JEPKUMBA	CHEPKURAT
ID CARD No. Na. ya Kitambulisho	PASSPORT NO. NA. ya PASIPOTI	EXPIRY DATE OF PASSPORT TAREHE YA MUDA WA PASIPOTI KUISHA		PIN NO. NA. ya PIN
13364926				A002753057X
SEX (Tick) JINSIA (Weka Alama)	Occupation: Kazi: HR PROFESSIONAL			
Male Kiume <input type="checkbox"/>	E-Mail Address: mjsawe@gmail.com			
Female Kike <input checked="" type="checkbox"/>	Anwani ya Barua pepe:			
	Postal Address: PO Box 42525		Code: 00100	
	Anwani ya Posta: SL Posta: NAIROBI		Msimbo:	
	Other Addresses: Anwani Nyingine:			
Telephone No. Na. ya Simu	Mobile No. Na. ya Rununu	Other Numbers Nambari Nyingine		
0729 740 888	0722 215312			
RESIDENCE MAKAZI	ESTATE/TOWN/LOCATION MTAA/MJI/LOKESHENI		LANUAKIA	
	DISTRICT WILAYA		LANUAKIA	
	COUNTY KAUNTI		NAIROBI	
	TOWN/CITY MJI/JIJI		NAIROBI	
	COUNTRY NCHI		KENYA	
2. BIRTH INFORMATION / TAARIFA YA KUZALIWA				
DATE OF BIRTH / TAREHE YA KUZALIWA			1975	

**Certified True Copy
of Original**
31 JAN 2018
Sig.....

BIRTH CERTIFICATE NO. / NA. YA CHETI CHA KUZALIWA	280 6129/1976
PLACE OF BIRTH / MAHALI PA KUZALIWA	KILIBWONI
DISTRICT OF BIRTH / WILAYA YA KUZALIWA	NANDI
COUNTY OF BIRTH / KAUNTI YA KUZALIWA	NANDI
COUNTRY OF BIRTH / NCHI YA KUZALIWA	KENYA



3. NATIONALITY / UTAIFA

Kenyan Mkenya <input checked="" type="checkbox"/>	Dual Kotekote <input type="checkbox"/> (Provide details _____) (Toa maelezo _____)
--	---

4. MARITAL STATUS / HALI YA NDOA

SINGLE NINGALI SIJAOA/ SIJAOLEWA <input type="checkbox"/>	MARRIED NIMEOA/NIMEOLEWA <input checked="" type="checkbox"/>	SEPARATED NIMETENGANA <input type="checkbox"/>
DIVORCED NIMETALAKIANA <input type="checkbox"/>	WIDOWED NIMEFIWA <input type="checkbox"/>	

IF MARRIED GIVE NAMES OF THE SPOUSE(S) (Surname, First Name, middle name, others)
 KAMA UMEMEA TOA MAJINA YA MUME/MKE(Wa) WAKO (Jina la ukoo, Jina la Kwanza, jina la kati, mengine) **CHEPKWONY NICHOLAS KIPYEGO**

NATIONALITY OF SPOUSE UTAIFA WA MKE/MUME	KENYAN
---	---------------

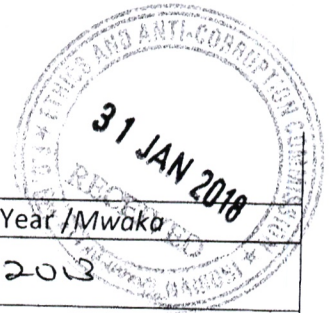
NAME OF CHILDREN UNDER THE AGE OF 18 YEARS
 JINA LA WATOTO WALIO CHINI YA UMRI WA MIKA 18
NATALIE CHELIMO
MELANIE CHEMUTAI

5. EDUCATIONAL QUALIFICATIONS / KUFUZU KWA KIELIMU

PRIMARY CERTIFICATE CHETI CHA MSINGI <input type="checkbox"/>	SECONDARY SHULE YA UPILI <input type="checkbox"/>	'A' LEVEL KIWANGO CHA 'A' <input type="checkbox"/>
DIPLOMA STASHAHADA <input type="checkbox"/>	DEGREE SHAHADA <input type="checkbox"/>	MASTERS UZAMILI <input checked="" type="checkbox"/>
OTHERS VINGINE		PHD UZAMIFU <input type="checkbox"/>

HIGHEST ACADEMIC QUALIFICATION OBTAINED
KUFUZU KWA JUU ZAIDI KWA KIAKADEMA ULIKOPATA

Qualification / Kufuzu	Institution / Taasisi	Year / Mwaka
MASTERS IN BUSINESS ADMINISTRATION (STRATEGIC MGT)	UNIVERSITY OF NAIROBI	2013



6. LANGUAGE SPOKEN / LUGHA UNAZOZUNGUMZA

First Language Lugha ya Kwanza	Second Language Lugha ya Pili	Others Nyingine
NAI	KISWAHI	ENGLISH

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

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

Name of Organization Jina la Shirika	Date of Admission Tarehe ya Kuandikishwa	Membership No. Na. ya Uanachama
INSTITUTE OF HRM	2002	001425

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

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

Election Employment
Upigaji kura Kuajiriwa

Others (Specify) _____
Nyingine (Bainisha)

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

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

Answers to the following questions are mandatory. If YES to any question you must provide additional information on a supplementary sheet.
Majibu kwa maswali yafuatayo ni lazima. Kama NDIYO katika swali lolote lazima utoe taarifa ya ziada kwenye karatasi nyingine.

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



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



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



10. EMPLOYMENT INFORMATION / TAARIFA YA KUAJIRIWA

NAME OF EMPLOYER JINA LA MWAJIRI	POSITION/RANK CHEO/WADHIFA	DATE OF FIRST APPOINTMENT TAREHE YA KUAJIRIWA KWA KWANZA	DATE OF PRESENT APPOINTMENT TAREHE YA KUAJIRIWA KWA SASA
COUNTY GOVERNMENT OF UASIN GUSHU	CEE MEMBER	2013	
GROUP HR MANAGER	SIPAN ACURIFLORA LTD	2009	
HR OFFICER KENYA	CHEVRON (K) LTD	2005	
HR OFFICER ASSISTANT	ICRC	2004	
HR ASSISTANT	UNWA LTD	2003	
WORKSTATION KITUO CHA KAZI	NATURE OF EMPLOYMENT (Constitutional/Elective/Permanent/Contractual/Other) AINA YA KUAJIRIWA (Kikatiba/Kuteuliwa/Kudumu/Kikandarasi/Nyingine)		

Certified True Copy
of Original
31 JAN 2018
Sign.....

OATH AND AFFIRMATION / KIAPO NA UTHIBITISHWAJI

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

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

Dated at / Mnamo tarehe 31/1/2018 this / kwenye

day of / siku hii ya

SIGNATURE OF DECLARANT: mbale
SAINI YA ANAYEJITANGAZA:



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

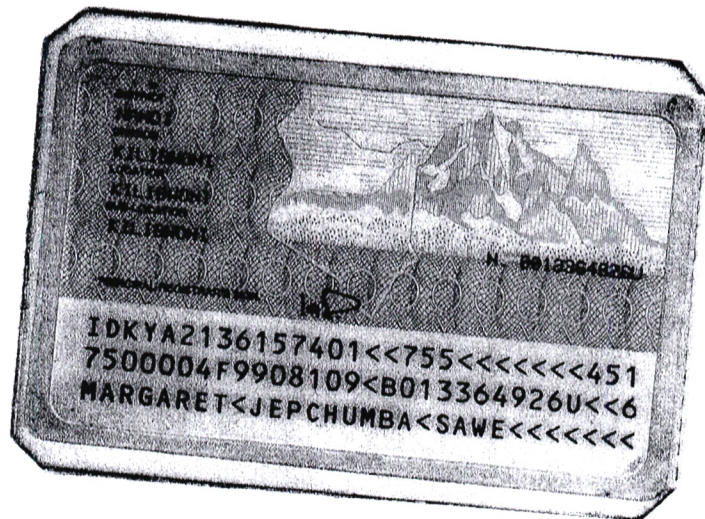
This / Mnamo 31st day of / siku hii ya January 20 18

at / katika mahali hapa..... Nairobi

COMMISSIONER FOR OATH/MAGISTRATE
KAMISHNA WA KIAPO/ HAKIMU



Certified True Copy
of Original
31 JAN 2018
Sign: _____



NATIONAL POLICE SERVICE

C. 24A



DIRECTORATE OF CRIMINAL INVESTIGATIONS

DIRECTORATE OF CRIMINAL INVESTIGATIONS HEADQUARTERS

P.O.Box 30036-00100 GPO

NAIROBI, KENYA

Ref. No. **PCC-AAACLOQ6**

Date. **12 October 2017**

POLICE CLEARANCE CERTIFICATE

I hereby certify that the fingerprints recorded from

MARGARET JEPCHUMBA SAWE

holder of ID No. **13364926** have been searched in Criminal Records Office's database with/without previous record. The validity of the information on this certificate is as of the date of issue.



REMARKS IN CASE OF PREVIOUS RECORD

OFFENCE(S): NIL

RESULTS OF TRIAL: NIL

DATE NIL

This Certificate has been issued without any alteration or any erasure

For: Director, Directorate of Criminal Investigations

(Handwritten signature)

(P.M. Ndunda)

Print Service

NOTE: This is a computer generated certificate to verify the authenticity of this document, send DCI to 21546

REMARKS

1. Offence(s):

No.046350

HIGHER EDUCATION LOANS BOARD



Certificate of Clearance

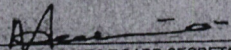
UNIVERSITY STUDENT LOAN

This Certificate is awarded to SAWE MARGARET JEPCHUMBA

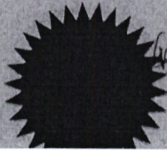
ID No. 13364926 University Registration No. E23/1790/95


University attended KENYATTA UNIVERSITY

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

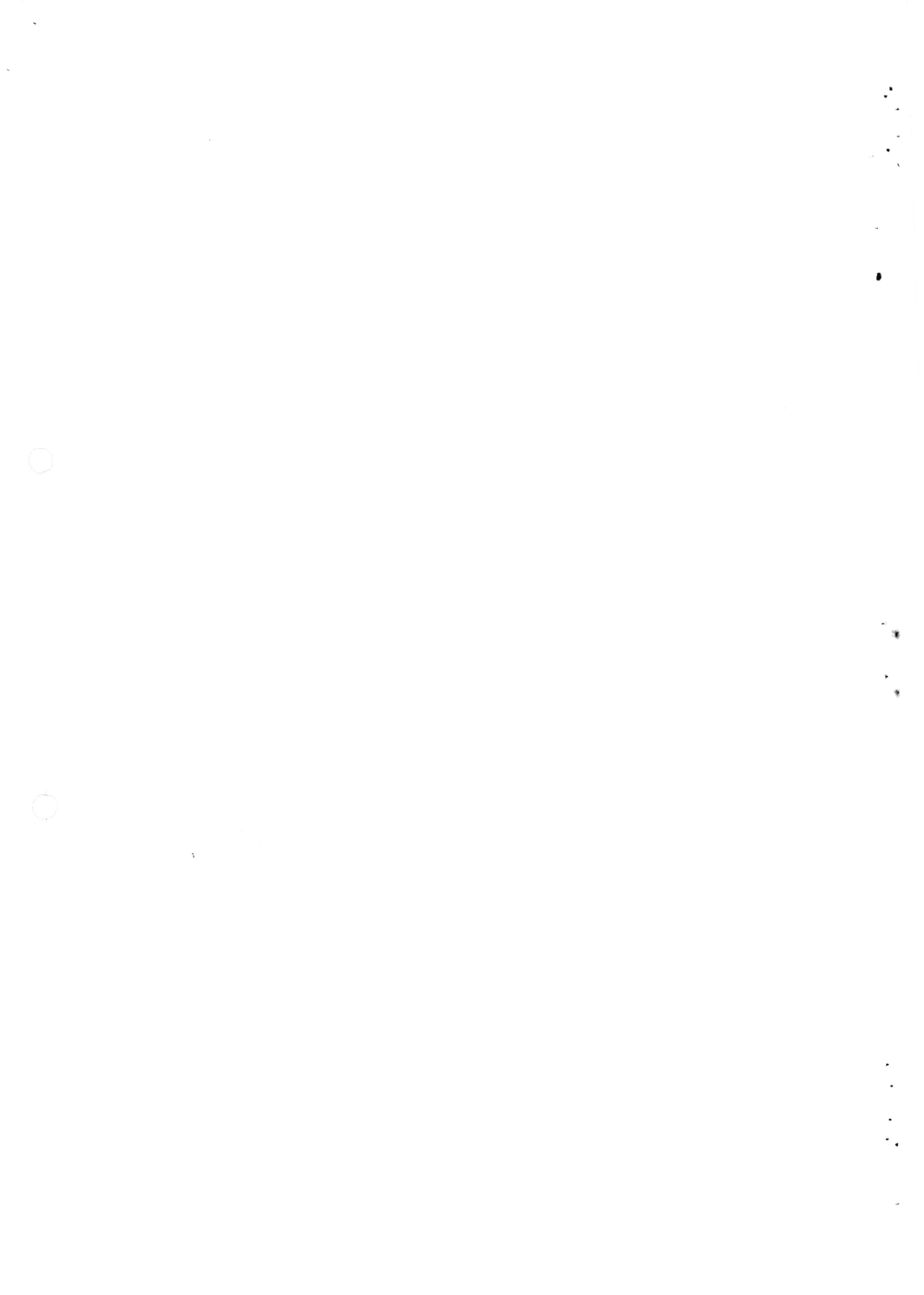

Signature CEO/BOARD SECRETARY

03 Apr 2013
Date




Signature HEAD OF OPERATIONS 03 Apr 2013
Date

**Certified True Copy
of Original**
31 JAN 2018
Sign.....



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

Serial No. MCRB/C46552



Metropol Credit Reference
Bureau Limited

Certificate of Clearance

MARGARET JEPCHUMBA SAWE

National ID Number: 13364926

This is to certify that the above named person has No negative listing as at the date below.

A handwritten signature in black ink, appearing to be "M. Sawe", written over a horizontal line.

Managing Director's Signature

27/09/2016

Date



M-53



www.kra.go.ke

Taxpayer PIN : A002753057X

Certificate Date: 31/01/2018

Name and Address :

Certificate Number:

MARGARET JEPCHUMBA SAWE

KRAWON9518412018

LANGATA, NAIROBI, Westlands District,
PO Box:42525,
Postal Code:00100



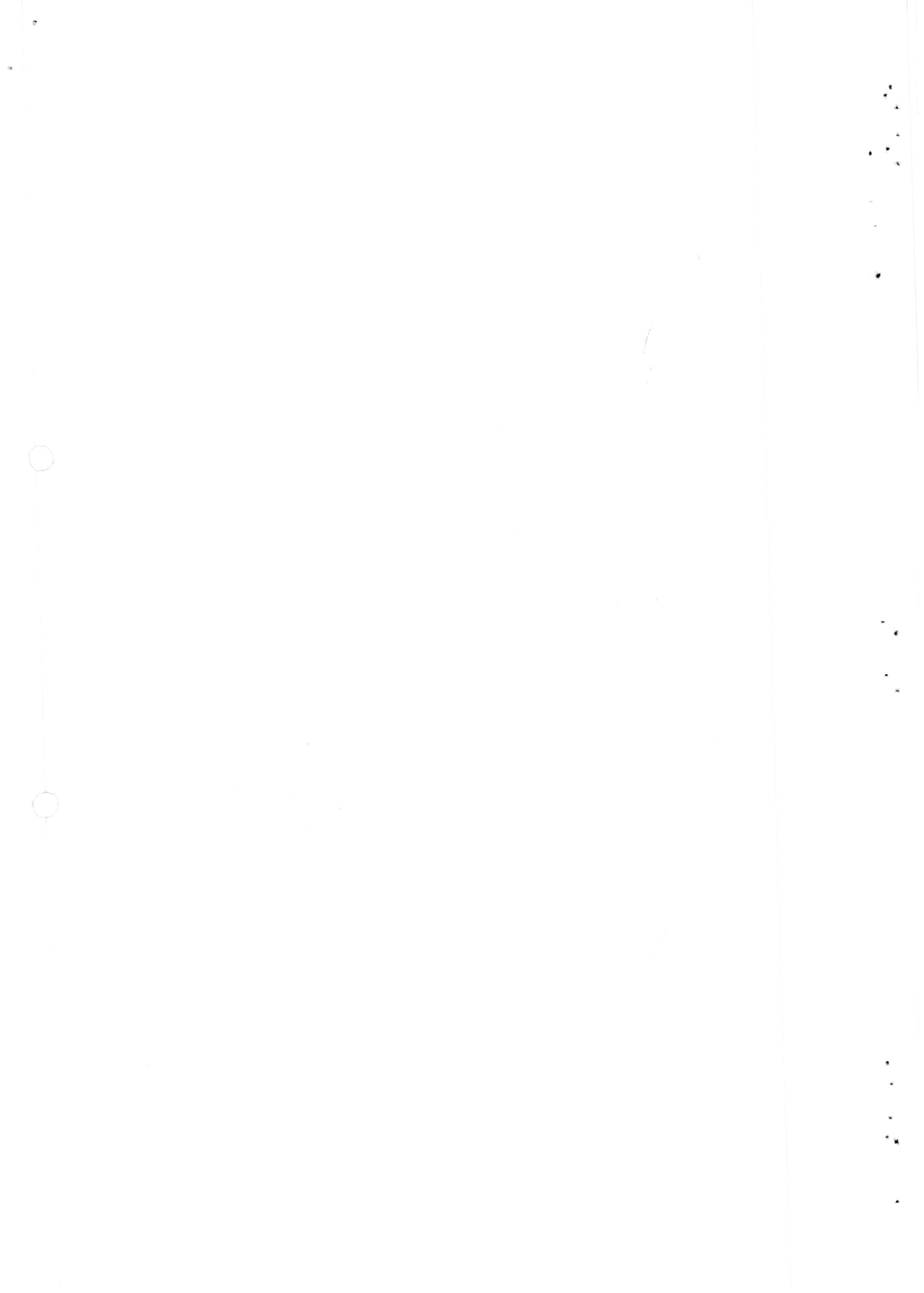
**This is to confirm that MARGARET JEPCHUMBA SAWE,
Personal Identification Number A002753057X
has filed relevant tax returns and
paid taxes due as provided by Law.**

**This Certificate will be valid for
twelve (12) months up to 30/01/2019.**



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

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





KENYATTA UNIVERSITY

This is to certify that

Margaret Jepchumba Saito

having satisfied all the requirements

was awarded the degree of

**BACHELOR OF EDUCATION
(HOME ECONOMICS)**

SECOND CLASS HONOURS (UPPER DIVISION)

at a congregation held at this University

on the Fifteenth Day of October

in the Year

One Thousand Nine Hundred and Ninety Nine

Certified True Copy
of Original
31 JAN 2018
Sign.....

31 JAN 2018
Sign.....

E. S. Donivan

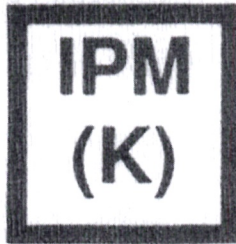
[Signature]

Vice Chancellor

Registrar (Academic)

Certificate Number 99230433





INSTITUTE OF PERSONNEL MANAGEMENT

CERTIFICATE OF COURSE COMPLETION

This is to Certify that:

MARGARET J. SAWE

attended and successfully completed:

HIGHER DIPLOMA IN HUMAN RESOURCES MANAGEMENT

course.

The course covered the following syllabus subjects of Kenya National Examination Council:

1. Fundamentals of Human Resources Management
2. Employee Resourcing
3. Training and Development
4. Reward Management
5. Employee Relations
6. Personnel Administration
7. Research Methods and HRM Research Project
8. Entrepreneurship and Business Plan Project


Executive Director



23/11/01

Date

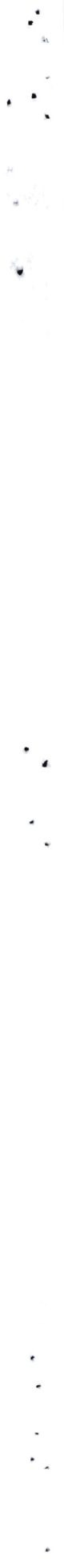
031/01B

This certificate was issued without any erasures or alterations whatsoever.

Cert No. _____



1911



UNIVERSITY OF NAIROBI



This is to certify that

Margaret Dephumba Sawe

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

MASTER OF BUSINESS ADMINISTRATION

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

Sixth Day of December in the Year
2013



Thomas Q.
VICE-CHANCELLOR

J. Lwin
DEPUTY VICE-CHANCELLOR (ACADEMIC AFFAIRS)

MARGARET JEPCHUMBA SAWE

Address: P.O Box 42525 – 00100 GPO Nairobi Tel : 0729 740 888 or 0722 923 902
e-mail : margaretsawec@gmail.com or mjsawe@gmail.com

Qualifications & Professional Development.

Institution	Area Of Learning	Date Completed
University of Nairobi	MBA (Strategic Management)	December 2013
Institute Of Personnel Management	Higher Diploma in HRM	November 2001
Kenyatta University	B.Ed (Home Economics) <ul style="list-style-type: none">• Education.• Home Economics	October 1999

Others:	Valid HR practicing license Certificates in: <ul style="list-style-type: none">• Strategic Management and Leadership• Grants Management and Fundraising• Governance• Team building course• Labour relations & practice in Kenya• Business Conduct and Ethics Code• Applying leadership basics• Better internal customer services
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Career Summary & Key Responsibilities

Job Title : Consultant
Organization : Miale Business Services
Year : 2018

Responsibilities involve supervision, public relations, marketing, profitability and sales, service, reporting, finance, and other duties required for success of the Consultancy Firm. Maintaining a positive attitude that promotes team work within the Consultancy and a favourable image of the Consultancy.

Developing and communicating Consultancy goals and results to personnel; selecting, supervising, and supporting the employee team; and upholding Consultancy policies.

Assign employee responsibilities and maintain job descriptions

Develop performance standards, Supervise ongoing trainings

Enforce and uphold all Consultancy policies

Building and maintaining positive relationships with Consultancy members, other Consultancies, and the business community.

Develop sound working relationships with other Consultancies and within the business community

Build a positive Consultancy image

Developing and directing marketing activities, prepare and review marketing plans with employees on a regular basis

Establishing and achieving sales and profitability goals, and increasing the Consultancy's market share through regular sales efforts.

Providing and promoting the service necessary to meet the Consultancy's goals and needs.

Formulating policies and provide all facts needed for board decision making

Job Title : County Executive Committee Member - Health Services

Organization : County Government of Uasin Gishu

Year : 2015 to 2017

Reporting to the Governor and Responsible for Preparing proposed legislation for consideration by the county assembly. Providing the county assembly with full and regular reports on matters relating to the county. Supervising the administration and delivery of services in the county and all decentralized units and agencies in the county, specifically, I am responsible for the County Department of Health Services.

The following entails my responsibilities in the County department of Health Services :

- Resource mobilization to support funding gaps in execution of the County Health Services strategy. Concept development of the funding proposal for the department's activities.
- Development of partnership framework to facilitate stakeholder engagement
- Report writing of the departmental progress monitoring and evaluation of the department' performance and submission to the county executive committee.
- Developing a communication platform for engaging the citizenry in county department agenda as per the requirement of the constitution of Kenya 2010 and the County Government Act 2012
- Development of Health services strategies, policies, legislation and regulations to guide operations of the County and review of the same.
- Functions as a member of the County's Executive team to plan, resolve issues and implement plans of County Development Plans
- Ensuring compliance with related National and County Legislation and the Constitution of Kenya.
- Overseeing the preparation and maintenance of the budgeted headcount for County department of Health Services using the **HRIS**
- Overseeing the hospital management using Hospital Management Information System (**HMIS**)
- Implementing donor funded programmes.

Job Title : County Executive Committee Member

Organization : County Government of Uasin Gishu

Year : 2013 to November 2015

Reporting to the Governor and Responsible for Preparing proposed legislation for consideration by the county assembly. Providing the county assembly with full and regular reports on matters relating to the county. Supervising the administration and delivery of services in the county and all decentralized units and agencies in the county, specifically, I was responsible for the following County Departments:

1. Executive Office of the Governor
2. County HR Department
3. County Legal Department
4. County Communication Department & Inter-Governmental Relations

5. County Enforcement & Compliance Department

The following entails my responsibilities in the above departments :

- Planning for and directing the human resources functions e.g. (including, but not limited to, employee benefits, payroll, compensation, recruitment, training, labor relations and workers compensation)
- Functions as a member of the County's Executive team to plan, resolve issues and implement plans of County Development Plans
- Ensuring compliance with related National and County Legislation and the Constitution of Kenya.
- Overseeing the preparation and maintenance of the budgeted headcount for County departments
- Providing interpretation of and ensuring compliance with County Public Service Board and Public Service Commission's Human Resources Policies and collective bargaining agreements
- Directs internal training programs
- Participates in performance contract negotiations
- Consults with other departments regarding human resources issues
- Investigates, reviews and prepares proposals for revisions or additions to Policies and makes recommendations to the County Public Service Board
- Serves on various committees for input into County-wide programs
- Providing oversight and direction in leading the development, implementation and management of targeted communications strategies that will contribute to building the County brand and maintaining a positive image.
- Develop and implement short and long term communications strategies for improving public participation and understanding of county development
- Member of donor relations committee.

Achievements

Developed the county organization structure, HR policy manual for the county, Developed the branding and communication strategy., HIV AIDS in the workplace policy and harmonization of CAP 265 by laws into county legislations to support court processes of the county functions

Developed the culture change programme and took all the staff through the same.

Developed the performance appraisals contracts to track performance in the county.

Job Title : Group HRM

Organization : Sian Agriflora Ltd

Year : From April 2009 To April 2013

Reporting to the Group Managing Director and with the following responsibilities:

- Formulating HR strategies in line with the company strategic plan.
- Championed the development of TOR for the online HR management system to manage payroll issues which led to procurement of the Memorysoft. This enabled the management to track productivity of the man hours in a highly competitive labour intensive horticulture sector
- Preparing and executing budgets for HR operations.
- Defining and developing HR Policies, practices and procedures to support the

business aims of the company and to ensure compliance with the labour laws.

- Managing the Trade Union relationship.
- Providing advisory services to the Boards of the Group on human resource management.
- Advise managers on organizational policy.
- Direct group manpower planning.
- Planning and conducting new staff recruitment, induction and retention programmes.
- Developing and administer compensation, benefits and performance management systems for the Group
- Maintaining and developing leading edge HR systems and processes to address effective management of people.
- Developing and managing the Learning and Development policies and practices for the Group.
- Providing custody to labour law, compliance framework, CBA and international certification and legislation.
- Providing the most up-to-date information on the current developments and best practices in the HR field.
- Represent the company in major HR activities, meetings and functions.
- Leading and developing the HR Team and Security for efficient service delivery.

Job Title : HR Officer, Kenya
Organization : Chevron (K)/ Caltex
Year : Dec 2005 – March 2009

Responsibilities:

- Assist the HR Manager in developing, reviewing, updating and implementation of HR policies in line with HR strategy and Company vision and labour laws.
- Advising the Line Managers on policy interpretation and practices related to HR.
- Help to track HR Opex on monthly basis and prepare monthly forecasts
- Tracking company headcount on a monthly basis and Preparation of monthly roster
- Managing the staff benefit schemes;
- Represent the Company on the Joint Industrial Council of the Oil industry.
- Networking with BU Managers to ensure knowledge and experience sharing
- Communication on labour laws and other policy changes in compliance with the law
- Auditing and management of HR automated processes e.g. leave, medical scheme, insurance, and employee data in SAP

Job Title : HR Assistant **Organization** : I.C.R.C **Year** : Jan 2004 – Nov 2005.

Responsibilities:

- Interpret and apply HR policies, rules and regulations and identifying needs for review.
- Participated in setting up systems and processes to monitor employee perceptions on performance measurement as per the contracted consultant recommendation
- Preparation of payroll variables that is Monitoring and initiating HR actions to be reflected in the payroll and liaising with the payroll administrator
- Update and maintain employee monthly roster and generate report for any management decision making

- Assisting head of HR to deal with disciplinary cases, grievances, disputes and welfare.
- Undertake training needs assessment developing a training proposal and implementation of training programmes
- Coordinating the processing of documentation for employees proceeding on mission/expatriation
- Management and maintenance of confidential personal files

Position: HR Assistant

Organization: Unga Group Ltd.

Period: May 2002 – Dec 2003.

Responsibilities:

- Ensure that there is good industrial relations by interpreting the CBA, Labour laws and company policy in order to maintain the harmony necessary for achieving the company goals and objectives
- Ensure the necessary administrative and logistical support including leases, insurance, medical, telephones, and other services are provided in a timely and efficient manner.
- Conducting training needs analysis and capacity building. This is developed from performance appraisal.
- Oversee security services by working closely with the contracted security firm in order to ensure safety of the company property and managing the company houses
- Dealing with employee benefit scheme i.e. NSSF and NHIF
- Leave administration for the unionisable employees
- Recruitment: Selection, interviewing and induction processes.

Position: HR Assistant Organization: General Motors E.A Period: April 2001- April 2002.

(Internship + Contract).

Responsibilities:

- Liaising with payroll to ensure HR variables are affected in the payroll.
- Organizing company functions e.g. Staff parties, award ceremonies and company meetings
- Advertising and recruiting of employees (Casuals & Permanent) by organising interviews, communicating to panel and interviewees.
- Liaising with appropriate trainers and DIT communication for reimbursement claims
- Dealing with employee benefit scheme i.e. NSSF and NHIF.
- Dealing with correspondence and customer service for HR
- Organizing orientation programs for all new employees and processing all necessary documents.
- Leave administration

Position: Admin Assistant

AMACO Insurance Co.

Dec 1999 – April 2001.

Responsibilities:

- Procurement of Stationery and handling petty cash
- Supervising constructions repairs and maintenance of office equipment.
- Maintenance and updating of company and ensuring that bills are paid
- Overseeing customer help desk (Reception)
- Making computer data entries and generating correspondence

Achievements: Set up a filing system for the organization, which was establishing systems at the time.

Personal Details

Nationality : Kenyan
Marital Status : Married.

Hobbies & Interests

Sports, Reading & Community service

Reference:

Paul Russo Director Human Resources, KCB Kencom House Ingachar@yahoo.com Mobile: 0722280098	Yvonne Jelagat Sian Agriflora Limited <u>Nairobi.</u> Tel – 0725 848933	Abijah Mwakodi Human Resource I.C.R.C Logistics abijahmwakio@yahoo.com Tel 0725 662635.
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Prof. Gitile J. Naituli, PhD, EBS
P.O. Box 15206 – 20100
NAKURU

26th January, 2018

Clerk of the Senate/Secretary,
Parliamentary Service Commission,
P.O. Box 41842-00100
NAIROBI, KENYA

Dear Sir

RE: VACANCY – MEMBER-SALARIES & REMUNERATION COMMISSION

I am a Kenya citizen currently a Commissioner with the National Cohesion and Integration Commission (NCIC). Before joining NCIC, I was the Deputy Principal (Administration & Finance) at Multimedia University of Kenya (MMUK), I wish to present my candidacy for the vacancy referred to above. I hold a PhD in Business Management, and I have over 18 years of relevant experience.

I currently Chair the Civic Education Committee at NCIC whose key responsibilities are: Policy Analysis and Outreach, Complaints Handling and Redress, Behavior Change Communication and knowledge Management, Partnership Building and Resource Mobilization.

As Deputy Principal (Administration & Finance), and during the six months I was in the position of Acting Principal, I initiated, formalized and streamlined the Performance Contracting System, the development of the Strategic Plan, the development of the Service Charter, and put into action the development of the Master Plan.

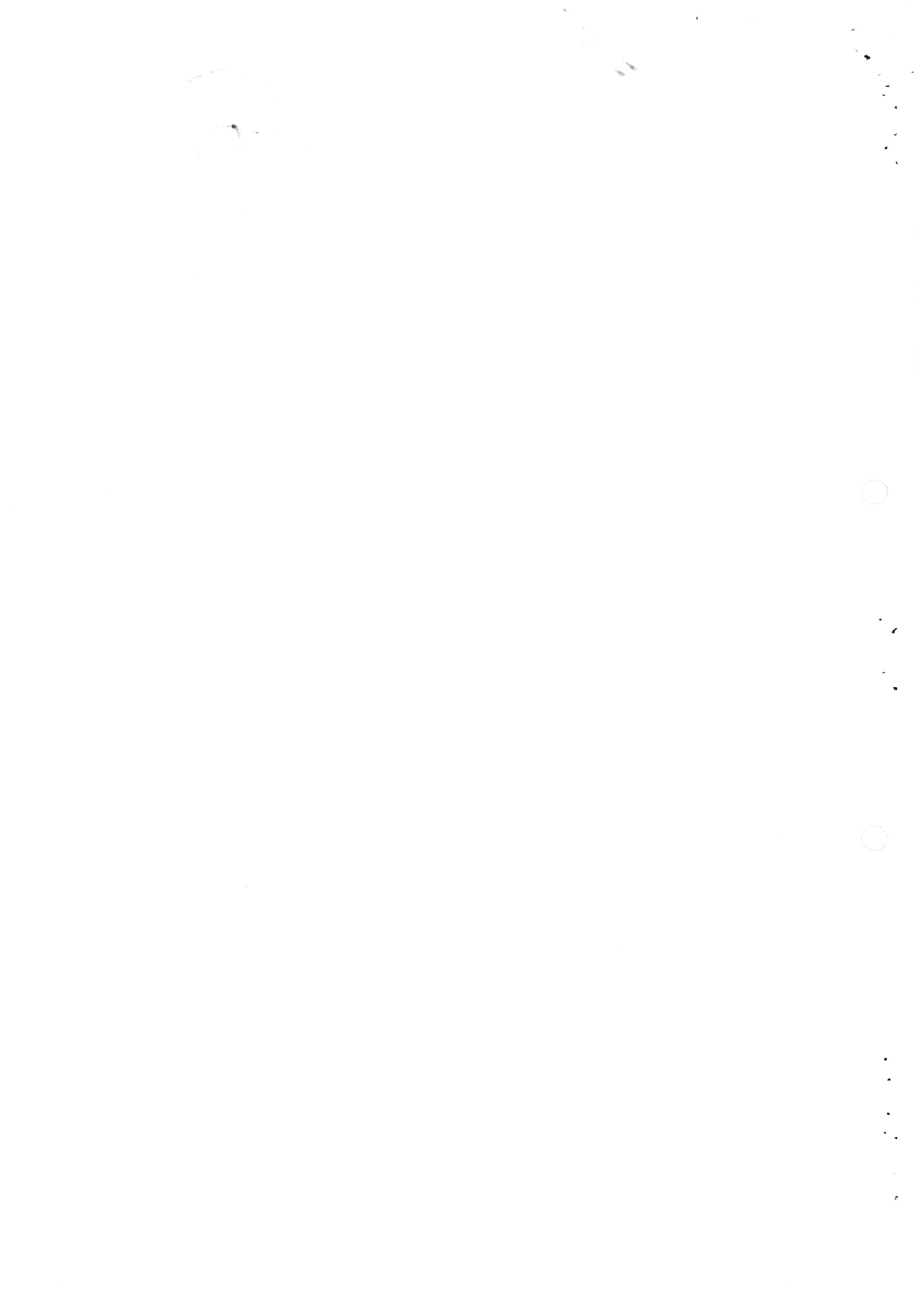
In addition to my achievements under the scope of academic leadership in Kenya, I regularly contribute in the global arena as a key-note speaker and resource person during international conferences in the field of education for Sustainable Development.

My CV provides further insights as to my suitability for the job.

Yours faithfully,

Prof. Gitile J. Naituli Ph.D, EBS

Encl.



REPUBLIC OF KENYA



PARLIAMENTARY SERVICE COMMISSION

JOB APPLICATION FORM (FORM 1J)(NOMINATION TO THE SALARIES AND REMUNERATION
COMMISSION)

Before completing this form, please read the following notes-

- (a) *Please make sure you have completed all sections of this document. It is an offence to willfully give false information on this form. Do not apply for any position unless you possess all the qualifications given in the advertisement.*
- (b) *Please do not apply for any position unless you possess all the qualifications given in the job advertisement.*
- (c) *Do not enclose originals of your testimonials or certificates, instead send certified copies if required. No responsibility can be accepted by the Parliamentary Service Commission for the custody of original documents, unless a specific request has been made for their production.*
- (d) *If you are invited to an interview, please bring the originals of your testimonials and certificates with you, including your national Identity Card, but make sure that they are returned to you before you leave the interview room.*
- (e) *If the space provided in any of the sections is insufficient, please attach a separate sheet and indicate accordingly.*

PRELIMINARY

POSITION ADVERTISED: MEMBER, SALARIES REMUNERATION COMMISSION

VACANCY NO.: REF. NO.: SEN / SRA / MBR / 2018

DATE ADVERTISED: 11/1/2018

SECTION I - BIO-DATA

1. Name of applicant: JOSEPH GITILE NAITULI Title: PROF.
(e.g. Prof/Dr/Mr/Mrs/Miss/Ms/Rev)
2. Date of Birth: 02/01/1961 Place of Birth: MERU (County)
(dd-mm-yyyy)
3. Gender: Male Female
4. Nationality: KENYAN ID/Passport No.: 0184072
5. Indicate the nature of your citizenship (birth/registration/naturalization)
6. County: MERU Constituency: TIGANIA EAST Ward: MUTHARA
7. Postal Address: 15206 Postal Code: 20100 Town: NAKURU
8. Telephone: 20 2585 703 Mobile: 0729 778143 E-mail: jnaituli@gmail.com
9. Alternative contact person: KRISTIN NAITULI Telephone: 0720814881
10. Indicate all languages you can read, write and speak proficiently.
KIMERU, KISWAHILI, ENGLISH
11. What is your current employment/occupation (if any)?
Job Title/Position/Designation: COMMISSIONER
Name and address of Employer: NATIONAL COHESION AND INTEGRATION
COMMISSION, P.O BOX 7055-00100 NAIRDBI
12. What is your current gross monthly salary (if any)? KSH. 603,500
13. Do you suffer from any impairment / NO disability? NO

No Yes

If 'Yes', please give details and attach certificate from the National Council for Persons With Disabilities

N/A

14. If your application is successful, when would you be available to take up this position?

ONE MONTH

SECTION II - ACADEMIC/PROFESSIONAL/TECHNICAL QUALIFICATIONS

15. List your Academic/Professional/Technical qualifications for Courses and Training attended (starting with the highest)

(a) Qualification (Degree, Diploma or Certificate)

DEGREE

Level (Doctorate, Masters, Bachelors, etc.)

DOCTORATE

Class (if any) (First Class, Upper Second, Lower Second, etc.)

N/A

Year obtained.

2004

Awarding Institution/ College/University/School

EGERTON UNIVERSITY

(b) Qualification (Degree, Diploma or Certificate)

DEGREE

Level (Doctorate, Masters, Bachelors, etc.)

MASTERS

Class (if any) (First Class, Upper Second, Lower Second, etc.)

N/A

Year obtained.

1991

Awarding Institution/ College/University/School

MAHARISHI INTERNATIONAL UNIVERSITY (USA)

(c) Qualification (Degree, Diploma or Certificate)

DEGREE

Level (Doctorate, Masters, Bachelors, etc.)

BACHELOR

Class (if any) (First Class, Upper Second, Lower Second, etc.)

Year obtained.

1988

Awarding Institution/ College/University/School

MAHARISHI INTERNATIONAL UNIVERSITY

16. List other courses you have attended in the last five (5) years.

Course attended	Year attended	Institution
MEDIATION AND NEGOTIATION PROCESS	2017	EAST AFRICAN COMMUNITY
TRUSTEE DEVELOPMENT PROGRAM	2016	COLLEGE OF INSURANCE
SUSTAINABILITY IN HIGHER EDUCATION	2015	UNIVERSITY OF HONGKONG
NETWORKS AND PARTNERSHIPS	2015	LEADS UNIVERSITY
ENVIRONMENT AND SUSTAINABILITY (GLPES)	2014	UNIVERSITY OF NAGOTA

17. Briefly explain how your qualifications/experience make you suitable for this position?

I am well trained in Remuneration Strategies and salary structuring and I have a thorough understanding of Kenyan and International Labour market.

18. Are you a member of any professional body? If Yes, Indicate your membership status to professional bodies. Provide Professional Registration/Membership details (Year Registered; registering body) e.g. Full member Membership No. 20; 1993; Law Society of Kenya.

- 1. MEMBER - KENYA NATIONAL ACADEMY OF SCIENCES (2015)
- 2. MEMBER - INSTITUTE OF INTERNAL AUDITORS (2015)
- 3. MEMBER - INTERNATIONAL SOCIETY FOR DEVELOPMENT AND SUSTAINABILITY (2014)

19. Give details of your employment history starting with current employment

Job title /Rank <i>(start with current)</i>	Employer	Period <i>(From - To)</i>	Summary of Main duties/responsibilities
1. COMMISSIONER	NCIC	2014-PRESENT	Creating and coordinating collaborating structures that address reconciliation and integration in Kenya.
2. DEPUTY PRINCIPAL FINANCE AND ADMINISTRATION	MULTIMEDIA UNIVERSITY	2011 TO 2014	Creating & coordinating policies on Finance and Human Resource Management.
3. ASSOCIATE PROFESSOR	MULTIMEDIA UNIVERSITY	2009 TO PRESENT	Teaching and supervising Business management programmes.
4. ASSOCIATE PROFESSOR	STRATHMORE UNIVERSITY	2007 TO 2009	Teaching and supervising Business management programmes.
5. SENIOR LECTURER	EGEDSON UNIVERSITY	1994 TO 2006	Teaching Business Management Courses.

SECTION III - SPECIAL SKILLS/OUTSTANDING ACHIEVEMENTS

20. Do you possess any special or outstanding skills as described above? No Yes

If yes, please give details/evidence. If the skills are in sports, please detail the level achieved. It is in your interest to be as clear and specific as possible. If necessary, attach copies of any relevant certificates.

NO SPECIAL SKILLS BUT I WON THE PRESTIGIOUS (NESEA) AWARD 2001 FOR INNOVATIONS IN HIGHER EDUCATION. It IS A JOINT UNEP/ UNESRD AWARD.

SECTION IV - INTEGRITY

The Parliamentary Service Commission is required by law to facilitate appointment of persons of good character. The Commission is guided by the Constitution and other relevant laws in matters relating to public officers' character and integrity.

Please read the following guidelines carefully before completing this section.

- (a) It is essential that you answer all the following questions fully.
- (b) You are required to declare all matters whether or not these have been declared in a previous application or to any other body.
- (c) Where you have answered yes, please include any mitigating information you would like the Commission to take into account when considering your application.
- (d) If you are in any doubt, please include all relevant information. This is a continuing responsibility throughout the process for any matter that may arise, up to the point of appointment.

21. Have you ever been convicted of or cautioned for any criminal offence in Kenya or elsewhere or are any criminal proceedings pending against you?

No Yes

If yes, please give particulars of the case and the penalty (if any) for each such offence:

N/A

(The fact that an applicant declares that he/she has been convicted of an offence will not necessarily bar him/her from consideration for nomination. Each case will be considered on its own merits having regard to the nature and the circumstances of the case).

22. Have you ever been dismissed or otherwise removed from any employment or any Board, Council, Trusteeship or any other engagement? No Yes

If yes, please provide details-

Egerton University, over the 2003 lecturers strike. I was however reinstated but rejected the reinstatement.

23. Have you ever had an action brought against you for professional malpractice and/or negligence, without the matter being dismissed, or are any such proceedings pending against you?

No Yes

If yes, please provide details -

Date(s)

N/A

Details

N/A

24. In respect of any matter involving you personally or under your supervision, please provide details of any findings made or allegations pending, of professional misconduct brought against you by-

- (a) Your client/any member of the public
- (b) Your Professional Body
- (c) Any other lawful authority or body

NO

If yes, please provide details –

Date(s)

N/A

Details

N/A

25. Is there any additional information which should be brought to the attention of Parliamentary Service Commission which might call into question your eligibility or suitability for this position?

No Yes

If yes, please provide details-

N/A

26. Give the names and addresses of three (3) referees. They should be responsible persons who know you well, either in private life or in business: and one at least should be well acquainted with you in private life. The names of distinguished persons should not be given unless they

really know you well and they have consented. The names of relatives or of those from whom you send testimonials should not be given; nor should the names of Members of Parliament, members or staff of the Parliamentary Service Commission.

(a) Name AMB. PROF. F. KABERIA, PHD
 Address P.O. BOX 15653 - 00503 NAIROBI
 Occupation VICE - CHANCELLOR, MULTIMEDIA UNIVERSITY
 Period during which he/she has known you OVER TEN YEARS
 In what capacity has the person known you? AS A COLLEAGUE AND MY VC

(b) Name PROF. F.N. WEGUHO
 Address P.O. BOX 536, EGERTON
 Occupation LECTURER
 Period during which he/she has known you OVER 20 YEARS
 In what capacity has the person known you? AS A COLLEAGUE AND PHD SUPERVISOR

(c) Name HASSAN S. MOHAMMED
 Address P.O. BOX 7055 - 00100 NAIROBI
 Occupation CIVIL SERVANT
 Period during which he/she has known you OVER THREE YEARS
 In what capacity has the person known you? MY CURRENT CEO

27. Are you related in any way to any Member of Parliament, member or staffer of the Parliamentary Service Commission? If so, please give details below:

NO.

28. Final declaration

I declare that:

- (i) The information I have given on this application form is true to the best of my knowledge and belief;
- (ii) I have read and understood the notes at the beginning of the application form and guidelines under Section IV of the form;
- (iii) I understand that any incorrect information may lead to disqualification/legal action; and
- (iv) If I am completing this application form electronically, that the electronic signature I have provided is intended to be my signature.

Full Names of applicant: PROF. JOSEPH GITILE NAITUKI, PhD, FBS

Signature of applicant:  Date: 22/1/2018

Parliamentary Service Commission

GITILE J. NAITULI, PhD, EBS, MKNAS, MISDS, MIIA

Nationality : Kenyan
Marital status : Married with two children
Personal Address : P.O. Box 15206 - 20100, Nakuru, Kenya
Business Address : Multimedia University - MMU
P.O. Box 30305-00100
Nairobi-Kenya
Work phone : +254 20 891003
Cell phones : +254 729 778143 and +254 720814881
E-mail address : gnaituli@gmail.com

PROFILE

Currently, Commissioner, National Cohesion and Integration Commission (NCIC). Policy and Civic Education specialist, policy analysis and outreach, complaints handling and redress, behavior change communication and knowledge management, partnerships building and resource mobilization. Previously a consultant for UNESCO Windhoek Cluster Office to Angola, Lesotho, Namibia, South Africa and Swaziland. Contracted to facilitate two workshops on reorienting teacher education towards education for sustainable development (ESD) in Namibia and Swaziland for the SADC Region in August 2010.

Also worked as a Technical Specialist with the United Nations Environment Programme (UNEP), Mainstreaming Environment for Sustainability in African Universities (MESA) – Managing MESA’s Enabling activities, Inter-University Communications and ESD activities, co-ordination and needs assessment; assisting with the monitoring, review and evaluation of universities change projects; representing MESA in related expert groups like the Consultative Group of Experts for International Networks on Climate Change held at Ahmedabad, India. Assisting African Universities to develop projects on adaptation to climate change for funding from SIDA-ESD’s ITP programme and also providing technical assistance to the concerned Universities, besides organizing, planning and participating in strategic meetings and Seminars/workshops.

Appointed in 2008 the co-ordinator for the International Training Programme in Education for Sustainable Development in Higher Education in African Universities by Ramboll Natura AB and SIDA of Sweden. Chaired the University of Gondar (Ethiopia) Senate Committee that helped develop a curriculum based on the United Nations guidelines on education for Sustainable development (ESD), which used ESD tool kit as a resource. The curriculum won the 2007 UNESCO/UNEP MESA AWARD for Innovation and Application of ESD principles in Higher Education.

Author of more than 25 papers and several books on Leadership, Management, Accounting and Finance that have been published in professional journals or presented at various professional international conferences. Publications have appeared in the *East African Journal of Humanities and Social Sciences*, *Egerton Journal*, *Humanities*, *Social Sciences and Education Series*, *Journal of Management*, and the *UNESCO Social Science Series on Gender inequalities in Kenya*.

RESEARCH INTERESTS:

- Education for Sustainable Development and its application to Business systems
- Small to Medium Enterprises and the implication for sustainable development
- Small Business Development and Management,
- Gender Issues in Small Business Management and Development and the Implication for Poverty Alleviation Efforts, climate change adaptation and mitigation
- Gender Issues in Organizational Development and Management.
- Strategic Management and its implications for Organizational re-engineering
- Transformational Leadership and its implication for development and Conflict Resolution and Mitigation.

PhD Thesis Title: "Constraints on Growth of Micro and Small-Scale Women Enterprises in North and Central Meru, Kenya"

PROFESSIONAL EXPERIENCE AT NCIC

January 2014-Present

Commissioner, National Cohesion and Integration Commission (NCIC)

Key responsibilities

- Provide a framework for mainstreaming national cohesion and integration into national development programmes, projects and activities including infusing cohesion principles into laws and policies as stipulated in the NCIC Act
- Leadership in formulating policies and developing strategies that address discrimination and hate speech based on ethnic, religious, racial and national origin and to make appropriate recommendations to government and other organizations
- Facilitate the mainstreaming of cohesion and integration in the Kenyan socialization structures (schools, churches, mosques etc) and counties
- Monitor the development of laws, policies and practices that promote/inhibit cohesion and ensure their implementation at the national and county levels
- Take leadership in creating and coordinating collaborative structures that address reconciliation and integration in Kenya.
- Oversee the development and implementation of programs that unify and integrate Kenyans into a cohesive society guided by national values and principles of governance contained in Article 10 and 232 of the Constitution of Kenya 2010
- Establish and promote principles, standards and best practices that guide process of national cohesion and integration, and reconciliation in Kenya



- Oversee programs that build and strengthen the capacity of state and non state actors in fostering national identity and values
- Providing leadership in research and knowledge management on Cohesion and National Integration
- Direct all the programs at the Commission through our Strategic Plan 2015-2020 that aims to consolidate the foundations of a cohesive nation within a devolved system of governance.

EDUCATION:

2000-2004	Egerton University, Njoro, Kenya	PhD: Business Management
1984-1991	MIU - IOWA, USA	MBA: Management BA: Business Administration and Government.
1981-1982	Chuka High School Meru, Kenya	A-Level: <u>KACE (2 Principals)</u>
1977-1980	Isiolo Secondary School Isiolo, Kenya	O-Level <u>KCSE</u> (Div II 23 pts)

EMPLOYMENT:

Jan. 2014-present	National Cohesion & Integration Commission, <u>Commissioner</u>	
May-Dec 2011	Multimedia University College of Kenya	<u>Principal</u> (acting)
Feb 2011- Dec 2014	Multimedia University College of Kenya	<u>Deputy Principal</u> , Finance & Administration
July 2009 - Feb-2011	Multimedia University College of Kenya	<u>Dean</u> Faculty of Business & law
July 2009- Present	Multimedia University	Associate Professor Business Management
Aug 2007 - July 2009	Strathmore University	<u>Associate Professor</u> Business Management
2005- 2006	Egerton University Njoro, Kenya	<u>Senior Lecturer</u> , Agri-business Management

1997-2005	Egerton University Njoro, Kenya	<u>Lecturer, Agri-business Management</u>
1994-1996	Egerton University Njoro, Kenya	<u>Assist. Lecturer, Agri-business Management</u>
1995-1997	Dept. of Agric-Econ. & Business Management Egerton University, Kenya	<u>Examination Officer</u>
1992-2006	Kenya Institute of Management Nakuru, Kenya	<u>Associate Faculty and Trainer</u>
1991-1992	Telecom/Telematique Int'l Washington DC, USA	<u>Business Advisor/Trainer</u>

PART-TIME EMPLOYMENT:

2009-present	University of Virginia	Visiting Professor –Service Learning
Dec 2006- Aug 2007	University of Gondar Gondar, Ethiopia	Visiting Professor Business Management
2006	Moi University Eldoret, Kenya	Senior Lecturer – Business Management
1997-2006	Armed Forces Training College Lanet, Kenya	Lecturer – Accounting and Financial Management
1994	Kenyatta University Nairobi, Kenya	Lecturer – Business Administration
1994	Catholic University of East Africa, Nairobi, Kenya	Lecturer – Post Graduate Diploma in Project Management

EXPERIENCE AND SKILLS:

I - Teaching at University Level:

- Strategic Management
- Entrepreneurship
- Management of Change
- Research Methods
- Ethics, Protocol and Practice of International Research
- Gender Equity in Organizational Policies
- Organizational Behaviour
- Organizational Theory
- Strategies for Small Business
- Human Resource Management
- Project Planning & Mgt
- Financial Accounting
- Financial Management
- Leadership & Communication
- International Business management

II - External Examination of Undergraduate Programmes:

- Moi University - Kenya
- KARATINA University College – Kenya
- University of Botswana

III- Supervision & Examination of Post Graduate Theses and MBA Projects:

Master of Business Administration

2014-present University of Botswana (12 thesis) (External)

Master of Science: Entrepreneurship:

- 2009 -2012 MOI UNIVERSITY (10 thesis) (External)
- University of Gondar, Gondar Ethiopia (Internal)

Master of Philosophy: Human Resources Management

- 2009-2012 MOI UNIVERSITY (4 thesis) (External)

Master of Business Administration (MBA):

- 2004-2006 Egerton University, Njoro, Kenya (18 MBA Projects) (Internal)
- 2007-2009 Strathmore University, Kenya (4 MBA Projects) (Extern
- 2009-Present University of Botswana (18 MBA Thesis) (external)

IV- Supervision & Examination of PhD Thesis:

- 2017 Gideon George Sauls: Thesis title: "The National Skills Fund and Green Skills: Towards A Creative Mechanism Approach", Rhodes University, Grahamstown, South Africa (Graduated 2017)
- 2015 Sangodoyin Oluranti Olikemi. Thesis title: "The sustainability Challenges of Smallholder Irrigation Schemes in Zimbabwe", University of Botswana, Gaborone, Botswana (Graduated 2015)
- 2015 KumSolange Nwoah. Thesis title: "Perceptions and Practices of Corporate Sustainability In Cameroon Companies: Case studies of Two Parastatal Firms-the Cameroon Development Corporation (CDC) and SONARA (Cameroon National Oil Company), Maharishi University of Management (MUM), Fairfield, Iowa, USA (Graduated 2015)
- 2015 Martha Jacoba Visagie's Thesis. Thesis title: "Review of two Sustainability Learning Programmes for Industrial Settings in Relation to Emerging Green Learning Aspects", Rhodes University, South Africa.
- 2010 Chief Fred Mairura's thesis. Thesis title: "Constraints limiting Effective Performance of Entrepreneurs in Micro and Small Enterprises in Nakuru Town, Kenya". Egerton University, Njoro, Kenya
- 2009 - Bernard Kibeti Nasiuma's thesis. Thesis title: "Constraints Facing Micro and Small Enterprises Performance: A Comparative Study of Street-Based enterprises in Nakuru and Eldoret Municipalities, Kenya", Kenyatta University. Nairobi, Kenya
- 2009 - Examination of Muchaiteyi Togo's thesis. Thesis title: "A Systems Approach to Mainstreaming Environment and Sustainability in Universities: The Case of Rhodes University, South Africa" Grahams town, South Africa

V- Review of Grant Proposals:

- 2008 Swedish International Development Agency (SiDA) (ITP Proposals)
- 2007 DFID University of Gondar, Ethiopia
- 2006 Environic Foundation International (EFI), USA
- 2004-06 Division of Research & Extension Egerton University, Kenya
- 2003 African Institute for Capacity Development (AICAD), Kenya

VI- Review of Journal Articles:

1. Egerton Journal: Humanities, Social Sciences and Education Series. Kenya

PUBLICATIONS:

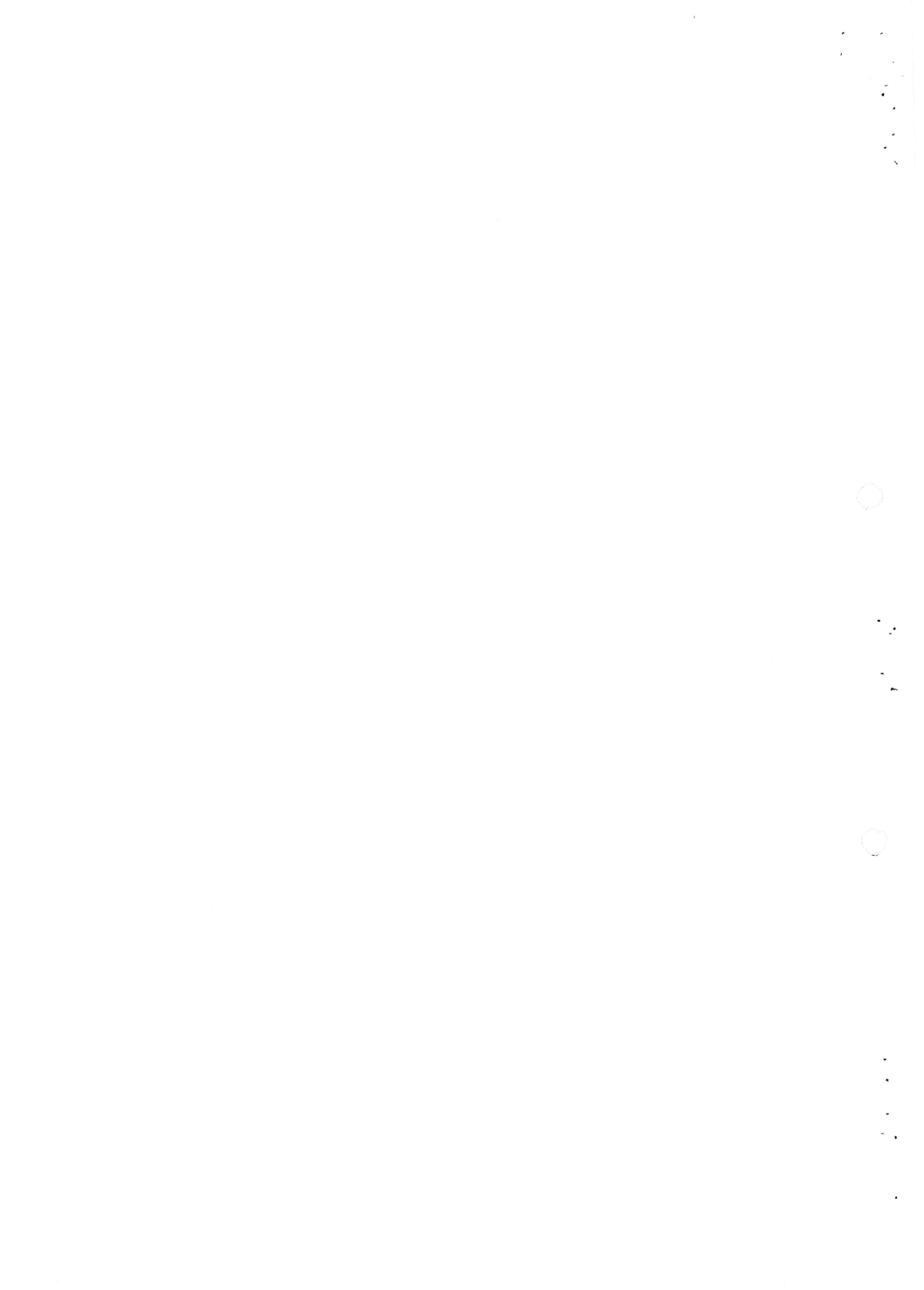
1. Naituli, G., J., and Nasimiyu, K.S., "Perceptions of Ethnic Fractionalization: Evidence from Kenya", Paper presented at the Peace Education and Training Conference, to be held at Hoiliday Inn, Rosebank, Johannesburg, South Africa, March 8-10, 2017.
2. Naituli, G., J., (2017), Accounting 1 Principles and Practice: Catholic University of Eastern Africa Press (CUEA Press), Forthcoming.
3. Naituli, G., J., (2017), Auditing Principles and Practice: Catholic University of Eastern Africa Press (CUEA Press), (CUEA Press), Forthcoming.
4. Naituli, G. J., "The Mesa Partnerships Programme: An African Perspective", Proceedings of the International Conference on Environmental Education and Sustainability, University of Sao Paulo, Sesc Bertioga, Sao Paulo, Brazil, May, 2014
5. Naituli, G., and Maengistie, D., "Micro Entrepreneurs, Home Workers and the Question of Gender Subordination in Gondar, Ethiopia", International Journal of Education Research and development Vol. 2(6), pp. 136-139, June 2013
6. Naituli, K. B., Naituli, J. G., and Wegulo, F. N., "Nurturing Student Leadership Skills", International Journal of Business and Public Management, (ISSN:2223-6244) Vol. 2(2):39-46, April, 2012
7. Naituli, J. G., (2011), Principles and Practice of Financial Management: Catholic University of Eastern Africa Press.
8. Naituli J.G. and Lewa, P.M. (2010) "A stage Model of Leadership and Organizational Development: A New Paradigm for the Kenyan Manager". Eastern Africa Journal of Humanities and Sciences, vol 10, No 2, July- Dec 2010.
9. Naituli, J.G. and Kronlid, D.O., (2009), Rethinking University Education in Kenya: The Case for ESD in Higher Education, Association of African Universities (Eds.) (2009). ISBN: 978-9988-589-46-6, Accra, Ghana.
10. Naituli, j. G., Njuguna A., and Naituli, K. (2008), Financial Management: A diploma Course in Military Science, Egerton University Press, Njoro-Kenya (ISBN 9966-838-43-0)
11. Naituli, J. G., Viju Mathew and Mangestie D. (2008), "Entrepreneurial Selection and the Needs Theory: An Examination of the Motivation of Women Entrepreneurs in Gondar, Ethiopia" East African Journal of Humanities and Sciences, volume 8, pp. 13-34, June 2008
12. Naituli, G.J. Njuguna A. and K. Naituli, (2008), Financial Accounting: A Diploma Course in Military Science, Egerton University Press, Njoro-Kenya (ISBN 9966-838-90-2)
13. Naituli, G.J., Wegulo, F.N., and Kaimenyi, B. (2006), "Entrepreneurial Characteristics among Micro and Small Scale Women Enterprises in North and Central Meru Districts, Kenya", in Creighton, C., and Yieke, F., (Eds), Gender Inequalities in Kenya, UNESCO, Paris, 2006.
14. Naituli, J.G., Wegulo, F.N. and Bertha Kaimenyi (2006) "Entrepreneurial Human Capital and the Growth of Micro and Small Scale Women Enterprises in Rural Kenya", Africa Journal of Business and Economics. Vol. 1, No. 2, 2006.

15. Naituli, G.J., Wegulo, F.N., and Bertha Kaimenyi (2006), "Constraints on Growth of Micro and Small-Scale Women Enterprises in North and Central Meru-Kenya", East African Journal of Humanities and Sciences, Vol.6 No. 1, January-June, 2006.
16. Naituli, G.J., Wegulo, F.N., and Kaimenyi, B. (2003), "Gender Food Production and Food Security: An Examination of the Utility and Futility of the Theory of Science and Neoclassical Economic Theories", East African Journal of Humanities and Sciences, Vol. 3 no.1-2, January-December, 2003.
17. Naituli, J.G. and Muia, L. (2002), "Organisations as Fields of Consciousness", Egerton Journal: Humanities, Social Sciences and Education Series, vol. 4, no.1, May 2002.
18. Naituli, J.G. and Naituli, K.B. (2001), "Women's Natural Abilities: The Paradox of Managerial Leadership", KASNEB: The Professional Journal, Vol. no. 1 January-March, 2001, pg. 3-5.
19. Naituli, J.G. (1999), "Trappings of Power and Managerial Effectiveness: The Kenyan Experience," Africa Law Review No. 77, February -April, 1999, pg. 23-27
20. Naituli, J.G. (1998), "The Crisis of Management in Kenya is a Crisis of Human Abilities: The Case for Management Training, Egerton Journal, Humanities, Social Sciences and Education Series, Vol. 2 no.1, January pg. 40-52
21. Naituli, J.G. (1998), "The Quest for a Natural Leader" Management Journal, March-April, pg. 26-29
22. Naituli, J.G. (1993), "The myth of "Eating", Morality and Ethics." Management, June/July, pg. 27-29
23. Naituli, J.G. (1992), "Kenya Telecommunications System and Politics of Privatisation." Management, Vol, II no. 4, pg. 1-3 and 9
24. Wasike, S.K., Naituli, G.J. and Njehia, B.K. (1999) "Economics" A Certificate Course in Military Science, Egerton University Press, Njoro, Kenya.
25. Naituli, J.G. and Herriot, S. (1993), "The East Africa Business Index" (Maharishi School of Management: Limuru, Kenya).

SEMINARS, WORKSHOPS and CONFERENCES ATTENDED, and PAPERS PRESENTED

- | | |
|-----------|--|
| June 2017 | Mediation and negotiation Process Design, east African community, 27 th June-1 st July, 2017, Entebbe, Uganda |
| Dec. 2016 | Trustee Development Program Kenya (TDPK), College of Insurance, HUMBER, Centre for Employee Benefits, 9 th December, 2016, Toronto, Canada |
| Aug. 2016 | "Teaching and Learning Without Capital Investment: The Challenge for Higher Education in Kenya", Paper Presented at the International Conference on Education, Development and Innovation (INCEDI), Methodist University College, Accra, Ghana, July, 2016 |
| Jul. 2016 | "Pathways to Sustainable Development: The Tana Delta Conflict", A Keynote Address, at the BIT's 6 th Low Carbon & Green Growth Earth Summit (LCGGES-2016), Gyeonggi-do, South Korea, July, 2016 |
| Oct. 2015 | "Enhancing Peace Building for Sustainable development", Keynote Address to the 5 th Africa (RCEs) Conference, Imperial Botanical Hotel and Convention Centre, Entebbe Uganda, 14 th -16 th October, 2015 |
| May. 2015 | "Sustainability in Higher Education and Peace Building", Paper Presented at the International Sustainability Campus Network, held at the University of Hong Kong, June 17-19, 2015, Hong Kong, China. |
| Mar. 2015 | "Mapping and building Sustainability in African Universities", Paper Presented at the European Association of Universities and Colleges (EAUC), Conference on |

- “Challenging Connections”, held at Leeds University, 24th -26th March, 2015.
Leeds, United Kingdom
- Mar. 2015 Colloquium on Deepening Dialogue with Stakeholders in the forest Sector in Kenya, a knowledge sharing event, March 4th -6th, Eldoret, Kenya
- Nov. 2014 Global University Partnership on Environment and Sustainability (GUPES), Partnership Forum, Reviewer, Higher Education and research Workshop, 8-11th November, 2014, University of Nagoya, Nagoya, Japan.
- Nov.2014 Africa Higher Education International Training Programme Alumni Review, “Panellist Results emerging from MESA and the International Training Program (ITP)”, November 25th to 28th, 2014, Rhodes University, South Africa.
- May, 2014 “A primer on Sustainability at Multimedia University of Kenya” A paper presented at the international conference on Education for Sustainable development, University of Sao Paulo, Sesc Bertioga, Brazil, 12-16 May, 2014
- June. 2013 “Networks and Partnerships”, A poster presentation on MESA Networks at the 7th World Environmental Education Congress (WEEC7), Marrakech, Morocco, June-9-14, 2013.
- April. 2013 “Creating an Afro-centric Curriculum Through Innovation, Strategies and Literacy: Addressing the 21st century Teaching and Learning Challenges”, A keynote Address to Curriculum Innovations in Africa Conference, Amabhubesi conferencing and training, 24-25th April 2013, Johannesburg, South Africa
- Nov. 2012 “Transition to a Green Economy: implications for Corporations’ and Universities” Paper Presented at the ESD conference on Green Economy, 27th November, 2012, United Nations Complex, Gigiri, Nairobi-Kenya
- Nov. 2012 “Common Strategy and Networking for the Implementation of the MESA programme in Africa” A keynote lecture, given at the MESA Conference held at Addis Ababa University, Ethiopia, 18 – 24th November 2012.
- Nov. 2012 Environment and Sustainability Roundtable Seminar for Corporate and University Community, United Nations Complex, Nairobi 27th November 2012
- Oct. 2012 ESD Indicators: Kenya’s Paradigm Shift from Food Aid to Food Security, Paper presented at the ESD Conference held at the Swedish International Centre of Education for Sustainable Development at Gotland University, Sweden 23-26 October 2012.
- Oct. 2011 Keynote Speaker, 29th Annual Conference of the Environmental education Association of Southern Africa, Maseru, Lesotho, 3rd to 6th October, 2011
- Sept. 2011 Keynote speaker and Facilitator, Workshop for “A Multiple Perspective Learning-Teaching Tool for Education for Sustainable Development”, Windhoek, Namibia, 14-16 September 2011
- Nov. 2010 Facilitator and Resource person, “Global Universities Partnership on Environment and Sustainability (GUPES),” 17-19 November 2010, United Nations Office at Nairobi, Kenya
- Nov. 2010 Naituli, J. G. (2010), Reorienting Curriculum Towards Sustainability, A keynote Speech at the Launch of ESD Policy Document for Jomo Kenyatta University of Agriculture and Technology (JKUAT), November 9, 2010, Njunja, Kenya



- Sept. 2010 Keynote Speaker and Facilitator, UNESCO's 1st Seminar on Reorienting Science Education towards Sustainability through Teacher Education in the SADC Region, 1st-3rd September, Windhoek, Namibia.
- Oct. 2010 Naituli, K. B., Naituli, J.G., Kubutha, B.W. and Mutai, M.C., "Preparing Students for Organizational Leadership through Leadership Training, Inter-ethnic Teamwork & Facilitation-Practice", Paper presented at the 2010 International Conference on Leadership and Management for Sustainability, 5th -8th October 2010, UNISA School of Business Leadership, Mindrand, South Africa
- Sept. 2009 Workshop on Mainstreaming Environment and Sustainability in Caribbean Universities (MESCA), University of the West Indies (UWI), Kingston, Jamaica, 22-24th September 2009
- March 2009 Naituli, J. G., and Kronlid, D., "Rethinking University Education in Kenya: The Case for ESD in Higher Education". Paper presented at the World Conference on Education for Sustainable Development (UNESCO) Bonn, Germany, March 31st to 2nd April 2009
- April 2009 Facilitated Workshop on "Climate change and Food Security in Africa", 20-25 April 2009, Multimedia university, Nairobi, Kenya
- May 2009 Sisistka, H. L., Naituli, G., Kronlind, O. D., "Supporting Change Oriented Learning for Environment and Sustainability Education in Universities", Paper presented at the 5th World Environmental Education Congress, May 10-14, 2009, Montreal, Quebec, Canada
- July 2008 Advanced International Training Programme in Education for Sustainable development in Higher Education, July 14th to 25th , Rhodes University, Gramstown, South Africa
- April 2008 Workshop on "elearning in practice"-course programme (eLIP), 17-18 April 2008, United Nations Complex, Nairobi, Kenya
- June 2008 Naituli, J. G. and Mangestie D. "Entrepreneurial Selection and the Needs Theory: An Examination of the Motivation of Women Entrepreneurs in Gondar, Ethiopia" Paper presented at the Growing Inclusive Markets 2008 Conference, June 19-23rd 2008, Dalhousie University, Halifax, Nova Scotia, Canada.
- May 2008 Workshop on Education for Sustainable Development, May 5th to 21st, University of Stockholm, Stockholm, Sweden.
- April 2008 Gitile J. G., and Akpezi O. "Strengthening Capacity to Act: MESA Universities Partnership" Paper presented at the 1st International Conference on Education for Sustainable Development, 17th to 18th April 2008 Mbarara University of Science and Technology, Mbarara Uganda.
- Nov 2007 4th International Conference on Environmental Education (ICEE), Ahmedabad, India, 24th -28th November.
- July 2007 African Universities Workshop on E-learning and Education for sustainable development (ESD), 26-30th July, University of Stockholm, Stockholm, Sweden
- June 2007 May 2007 Naituli, J. G. and Mangestie D., "Microentrepreneurs, Homeworkers and the Question of Gender Subordination in Gondar, Ethiopia",

- A paper presented at the International Conference on Entrepreneurship Education in Africa, 24-26 May 2007, University of Bahirdar, Bahirdar, Ethiopia.
- May 2007 International Conference on Education for sustainable development and Teaching Innovations, 15-18th May 2007, UNEP/UNESCO/AAU/GVU, United Nations, Nairobi, Kenya.
- Dec 2006 Workshop on Online Education for Sustainable development in Africa (MESA II) (UNEP/GVU). Lukenya, Getaway, Nairobi, KENYA.
- May 2006 Education for Sustainable Development Innovations Programmes in African Universities Workshop, (UNEP/UNESCO/GVU/AAU.UNU/SADC-REEP), Kenya School of Monetary studies, Nairobi – Kenya.
- May 2004 Naituli, J. G., Wegulo, F. N., and Kaimenyi B., “Constraints on Growth of Micro and Small Scale Women Enterprises in North and Central Meru, Kenya.” Paper Presented at the 2nd International Entrepreneurship Conference in May 2004 at United States International University (USIU), Nairobi, Kenya.
- April 2003 Naituli, J.G., Wegulo, F.N., and Kaimenyi B., “Entrepreneurial human Capital and the Growth of Micro and Small-Scale Women Enterprises in Rural Kenya”, A paper presented at the 1st International Conference on Entrepreneurship, 23rd to 25th April 2003, United States International University, Nairobi, Kenya.
- Nov 2003 Working Group-3rd Call Research Proposal Assessment Workshop African Institute for Capacity Development (AICAD), Junja-Kenya.
- Sept 2002 Naituli, G.J. and Wegulo, F.N. “Towards A Stage Model of Organizational Development” A paper presented at the International Conference on Business Systems in Africa, Mombasa, Kenya.
- Aug 2002 Training Workshop for Integrity Assurance Officers: public Service Integrity Programme, Egerton University, Kenya
- May 2002 “Building the Foundation for Political Empowerment” Josie Bass Alva Consortium, 2002, Egerton University, Kenya
- Dec 2001 Egerton University Examinations Syndicate Stakeholders Workshop, Egerton University, Njoro, Kenya
- April 2001 Entrepreneurship Education Model: Towards the Thematic and Program Models, Nairobi, Kenya
- July 2000 Jackson State University / Jomo Kenyatta University: International Conference on “Promotion of Small Scale Enterprise in Kenya”, Nairobi, Kenya
- Mar 1999 Training of Trainers Course, Kenya Institute of Management, Nakuru, Kenya
- Oct 1998 Analysing the Entrepreneurship Competencies Required by University Undergraduates, Eldoret, Kenya

Completed proposals:

- “Building Climate Change Adaptation Capacity at African Universities”. Submitted to Open Society Institute on January 30th 2009
- “The Impact of Liquidity Constraints in Determining Non-Agricultural Employment, Labour Productivity and Output among Poor Landless Households in Lake Victoria Basin”,

- “Constraints to Growth of Street Enterprises: Case Studies of Nakuru, Mombasa and Machakos towns, Kenya”. Submitted to African Institute for Capacity Development (AICAD), Junja-Kenya. Co-authored with Prof. F. N. Wegulo and Mr. B. Nassiuma.
- “An Examination of Traditional Culture on Attitude Towards Work Among Ethiopian Women Employees in the Public Sector”, Submitted to the Organization for Social Science Research in Eastern and Southern Africa (OSSREA) 2007.

Awards / Grants:

- EBS, Elder of the Order of the Burning Spear, 12 December, 2016, awarded by His Excellency, the President and Commander-in-Chief of the Defence Forces of the Republic of Kenya, for Distinguished and Outstanding service to the Nation.
- Winner of MESA award for innovations in higher education (UNEP/UNESCO 2007)
- Awarded Ksh. 17.780 Million Grant to coordinate International Training Programme in Education for Sustainable development in Higher Education in African Universities by Ramboll Natura AB and Sida in 2008 and 2009.
- Awarded Ksh. 5 Million Grant from UNESCO and UNEP in 2009 to organise, facilitate and host the Sustainability Generation Students’ Workshop which was held at the Multimedia University College of Kenya, Nairobi from 20th -25th April, 2009. Participation was diversely drawn from several institutions of higher learning in Africa, Asia, Europe the USA and Canada.
- Awarded US \$6,625 in January 2012 to carry out a feasibility study and to develop a business plan by the National Environment Management Authority (NEMA).
- Obtained the following **grants** through Center for Transformational Leadership:

No.	Project Title	Donor	Period	Amount awarded: USD
1.	Youth Leadership for Reforms Project	USAID - DAI	Feb – Nov 2010	\$82,349
2.	‘Tuhusike’: Enhancing Youth Participation in Political Leadership	USAID - KTI	March – June 2012	\$29,712
3.	‘Tuhusike’: Towards Improving Youth Participation in Policy and Programmes	USAID-ACT! Kenya	Mar- Dec 2012	\$89,394
4.	Youth Voices for Peace	USIP/CCL	August 2012 – Jan. 2014	\$64,034
5.	Mwamko Mpya: Increasing Youth Participation in Constitutionalism and Good Leadership	URAIA Trust	Sept 2012 – June. 2013	\$50,000
6.	Promoting youth participation in policy formulation	Akiba Uhaki Foundation	June- Dec. 2013	\$10,000
7.	Tushiriki: Towards People Centered Governance’	URAIA Trust	Sept 2014 – Dec 2015	\$45,000
8.	e-Initiative: Status of Wanjiku’s Participation	Search for Common Ground	June – Dec. 2016	\$2700
9.	Uadilifu: Creating a More Democratic Society	URAIA Trust	June 2016 – Dec 2018	\$120,000

CONSULTANCIES:

- Participated in development of Program Frameworks and Curriculum Guidelines for the Masters' in Ecosystems Management and Masters Program framework and Curriculum Guidelines for the Green Economy for UNEP's Division of Early warning and Assessment (DEWA). January – June 2012, Contact person: Maheshi@unep.Org
- 2008-2013 Programme Co-ordinator *Education for Sustainable Development in Higher Education*, SIDA, Ramboll Natura och NIRAS Advanced International Training Programme for University Lecturers and Governmental Personnel from Africa and Asia.
- 2008-2011 Lecturer, *Basic International Training Programme in Education for Sustainable Development*, SIDA, Ramboll Natura AB.
- 2011 Guest lecturer, tutor and mentor: *SIDA International Training Programme in Education for Sustainable Development*, Environmental Learning and Research Centre vid Rhodes University, Grahamstown, South Africa (SA).
- 2009 Guest lecturer, tutor and mentor: *SIDA International Training Programme in Education for Sustainable Development*, Environmental Learning and Research Centre vid Rhodes University, Grahamstown, SA
- 2009 Co-ordinator student conference, Nairobi, Kenya with Professor Akpezi Ogbuigwe (UNEP Africa) and Prof. David Kronlind Uppsala University, Sweden, *SUSTAINABILITY GENERATION WORKSHOP – Theme: Climate Change: Role of the Sustainability Generation*, 21 -24 April, 2009, Nairobi, Kenya.
- Reviewed Master of Business Administration Curriculum for Kabarak University, January 2009.
- Training on management and strategic management, short courses and seminars
- Trainings on corporate social responsibility, governance and ethics
- Consultancy work on SMEs
- Consultancy work on Meru North CBOs which included evaluation of training needs and capacity building
- Consultancy work for Baraka Agricultural College, Nakuru District, Kenya and University of Gondar, Ethiopia to develop and write their strategic plans
- Evaluation of training needs, moderation and management of training programs
- Completed a proposal for the establishment of the "International University of East Africa – Nakuru Kenya" submitted to the Commission for Higher Education Kenya and to Edith Cowan University – Australia.
- Completed a feasibility study for the establishment of a dairy plant in Meru North District submitted to Plan International, Eastern, Kenya (Topics Covered: Marketing, Financial analysis, Project Monitoring and Evaluation)
- Chaired a Departmental Committee which developed Master of Business Administration (MBA) and a Bachelor of Commerce (B.Com) Curriculum at Egerton University, Kenya
- Chaired a University of Gondar Senate Committee which developed a curriculum based on the United Nations guidelines on Education for sustainable Development (ESD) and which used ESD tool kit as a resource. The Curriculum won 2007 MESA Award for Innovation and application of ESD principles
- Contracted by Rhodes University to provide workshop support for lecturers on the Ramboll Natura ESD in Higher Education Programme: Contact person Prof. Heila Lotz-Sisitka, email: h.lotz@ru.ac.za

PROFESSIONAL ACTIVITIES:

2014-Preset	Chairman, Civic Education and knowledge management National cohesion and integration commission
2014-2016	Member Audit Committee, National Cohesion and Integration Commission
2015-Present	Member Institute of Internal Auditors
2015-Present	Member Kenya National Academy of Sciences
2014-Present	Member International Society for Development and Sustainability
2012-Present	Vice-Chairman, Meru Professionals Association
2012-Present	Member Advisory Board, World Student Community for Sustainable Development (WSCSD)
2011-2013	Secretary to the Council, Multimedia University College of Kenya
2011May-Nov	Chairman, Academic board, Multimedia University College of Kenya
2011 May-Nov	Member of council Jomo Kenyatta University of Agriculture and technology
2009-2013	Member, Jomo Kenyatta University of Agriculture and Technology Senate
2010-Present	Founder Member Global Universities Partnership on Environment and Sustainability (GUPES)
2008-Present	Chair MESA Africa Chapter
2008-2009	Member School of Graduate Studies, Strathmore University
2008-2009	Chair Parents teachers Association Shar Academy, Nakuru
2007-2009	Sida-International Training Programme Coordinators for Africa
2007-Present	National trustee Intervarsity Environmental Network (IVEN)
2006-2007	Chair Grade Appeal/exemptions Committee, University of Gondar
2006-2007	Member, University of Gondar senate
2007-Present	Member, Organization for Social Science research in Eastern & Southern Africa (OSSREA)
2006-Present	Member, MESA Partners Forum (Mainstreaming Environment for Sustainability in African Universities) (MESA) (a UNEP/UNESCO/AAU/ANU and GJU initiative
2006	Member, Departmental Graduate Studies Committee
2005-2006	Member, Staffing Norms Committee, Faculty of Agriculture, Egerton University
2004–Present	Member, Egerton University Alumni Association
2001-2006	Member, Association for Third World Studies, Kenya Chapter
1992-2012	Associate Member, Kenya Institute of Management

LEADERSHIP:

2014-Present	Commissioner, National Cohesion and Integration Commission
2011-2014	Deputy Principal (Finance and Administration) Multimedia University (On leave of Absence)
2011 May - Nov	Acting Principal Multimedia University College of Kenya
2007-2010	Dean Faculty of Business, Multimedia University College of Kenya
2005-2006	Chairman: Faculty Committee on Finance and Physical Planning Egerton University, Njoro.
2006-2009	Chairman Parent-Teachers Association (PTA) Shah Academy
2004-2006	Patron and Faculty Adviser: Students in Free Enterprise (SIFE) Egerton University Chapter.
2002-2004	Vice-Chairman: Egerton University SACCO.
1999-2006	Patron: Nyambene Students Association, Egerton University Chapter.
1998-2006	Patron: Agribusiness and Management Society, Egerton University.

ADDITIONAL INFORMATION:

I have extensive working experience in both the public and private sectors. I have been in research, teaching and consultancy for 20 years, 21 years at university level. I worked for Egerton University for 12 years as a lecturer, researcher and consultant. Over time, I have gained immense experience working with NGOs, SMEs, industry and public corporations in such diverse areas as Quality Assurance in higher education (as Dean, Deputy Principal and Ag. Principal), institutional capacity building, leadership development, small business development and management, strategic planning, community mobilization and training, team building and management, consensus building, communication, governance, corporate social responsibility, poverty alleviation, participatory management and community asset management.

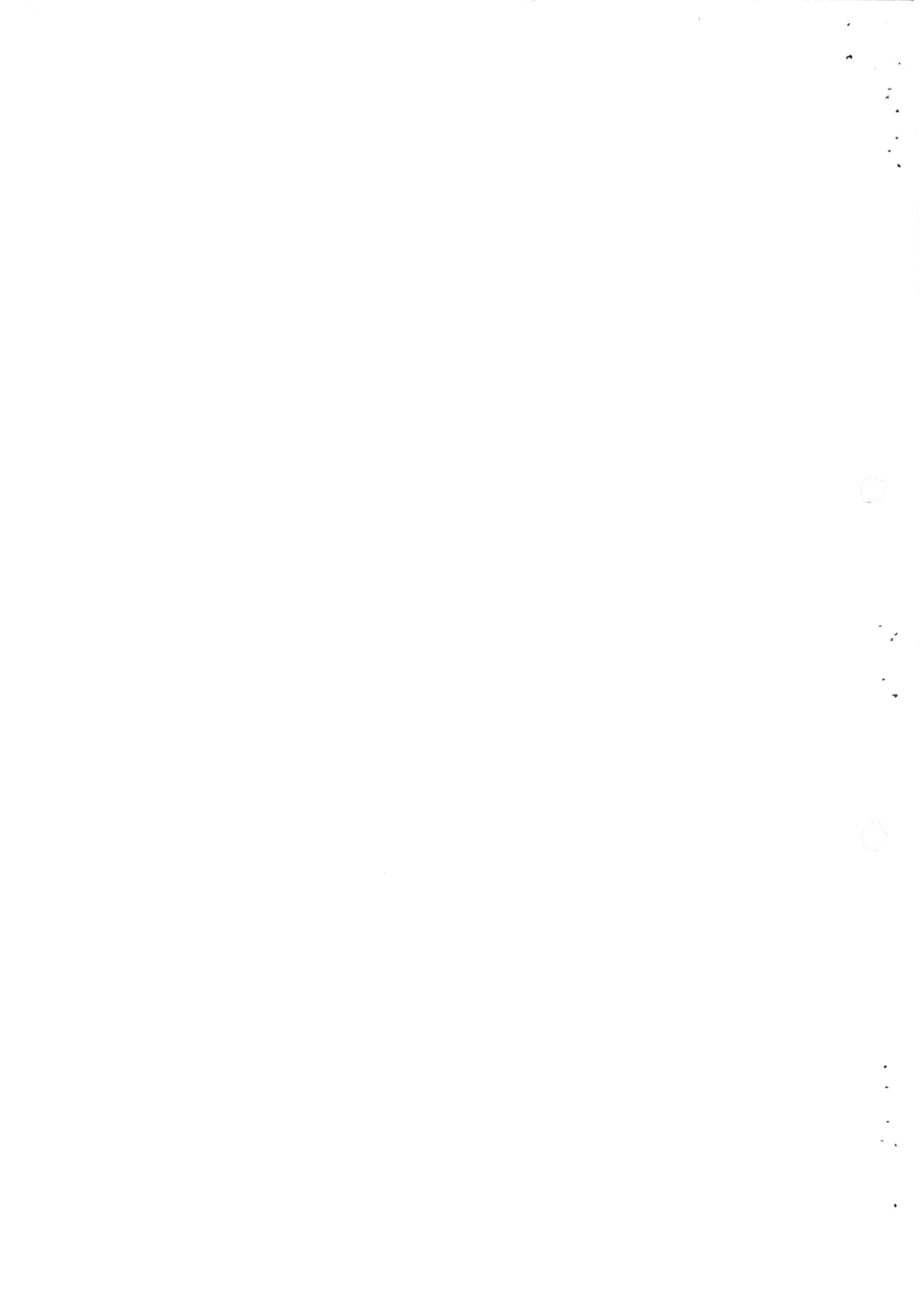
I have travelled widely in Africa, Europe, Asia, Canada and the USA. Such extensive travel has exposed me to other cultures, diverse work ethics, global communication dynamics and different work situations and experiences, all of which are very useful in research, consultancy, teaching, training and in university management.

REFEREES

Amb. Prof. F. Kaberia, PhD,
Vice-Chancellor
Multimedia University
of Kenya
PO Box 15653-00503, Nairobi
Phone: 0703-422366
Email: VC@MMU.ac.ke

Prof. Francis N. Wegulo
Director, College of Open
and Distance Learning
Egerton University
P.O. Box 536, Egerton
Phone 0733-880537
fwegulo@yahoo.com

Hassan S. Mohamed, OGW
Chief Executive Officer
National Cohesion and
Integration Commission
P.O. Box 7055-00100, Nairobi
Phone 0722-338320
hmohamed@cohesion.or.ke



[P0031]

K25/0042/00



EGERTON UNIVERSITY
P. O. BOX 536
NJORO
CERTIFIED TRUE COPY OF ORIGINAL

SIGNATURE _____ DATE _____

EGERTON UNIVERSITY

This is to certify that
the Egerton University Council on the
recommendation of the Senate hereby confers on

Joseph Gitile Naituli

the Degree of

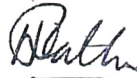
EGERTON UNIVERSITY
P. O. Box 536
NJORO
CERTIFIED TRUE COPY OF ORIGINAL

**Doctor of Philosophy in
Business Management**


SIGNATURE _____ DATE _____

with all rights, privileges and obligations thereto
appertaining presented at a congregation held at this University
on the


Eighteenth day of June the Year Two Thousand and Four



Registrar
(Academic Affairs)

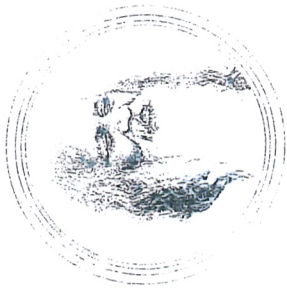


Vice-Chancellor



Deputy Vice-Chancellor
(Academic Affairs)

MAHARISHI INTERNATIONAL UNIVERSITY



Founder of Maharishi
International University
Founder of the Course
of Creative Intelligence
Founder of the I.K.A. Light
Technology of the Unified Field

THE HONORABLE
MAHARISHI
MAHESH YOGI

EGERTON UNIVERSITY
M. P. O. F. V. S.

CERTIFIED TRUE COPY
S. G. O. E.
11/7/71

By the Authority of the Board of Trustees
Hereby Confers Upon

Bitile Wa M'Naituli

The Degree of

M.A. in Business Administration

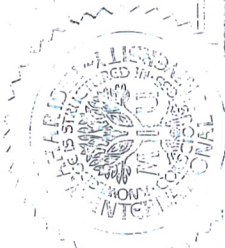
Through completion of programs in the Maharishi Unified Field Based Integrated System of Education, this graduate has profoundly grasped the deepest principles of his chosen discipline. He has proven himself to have mastered the theoretical and practical aspects of the knowledge of the discipline, and is now qualified to apply this knowledge in research and the professions for the betterment of human society. Through the Maharishi Technology of the Unified Field, he has connected the parts of knowledge to the wholeness of knowledge, and the wholeness of knowledge to the Self, the unified field of all the laws of nature. He has experienced the unified field as the simplest state of his own awareness and has understood that all branches of knowledge are different modes of his own intelligence. He has become familiar with the self-referential functioning of creation, and has gained the ability through self-referential performance to harness the infinite organizing power of nature for the fulfillment of any desire. He has envisioned in his awareness

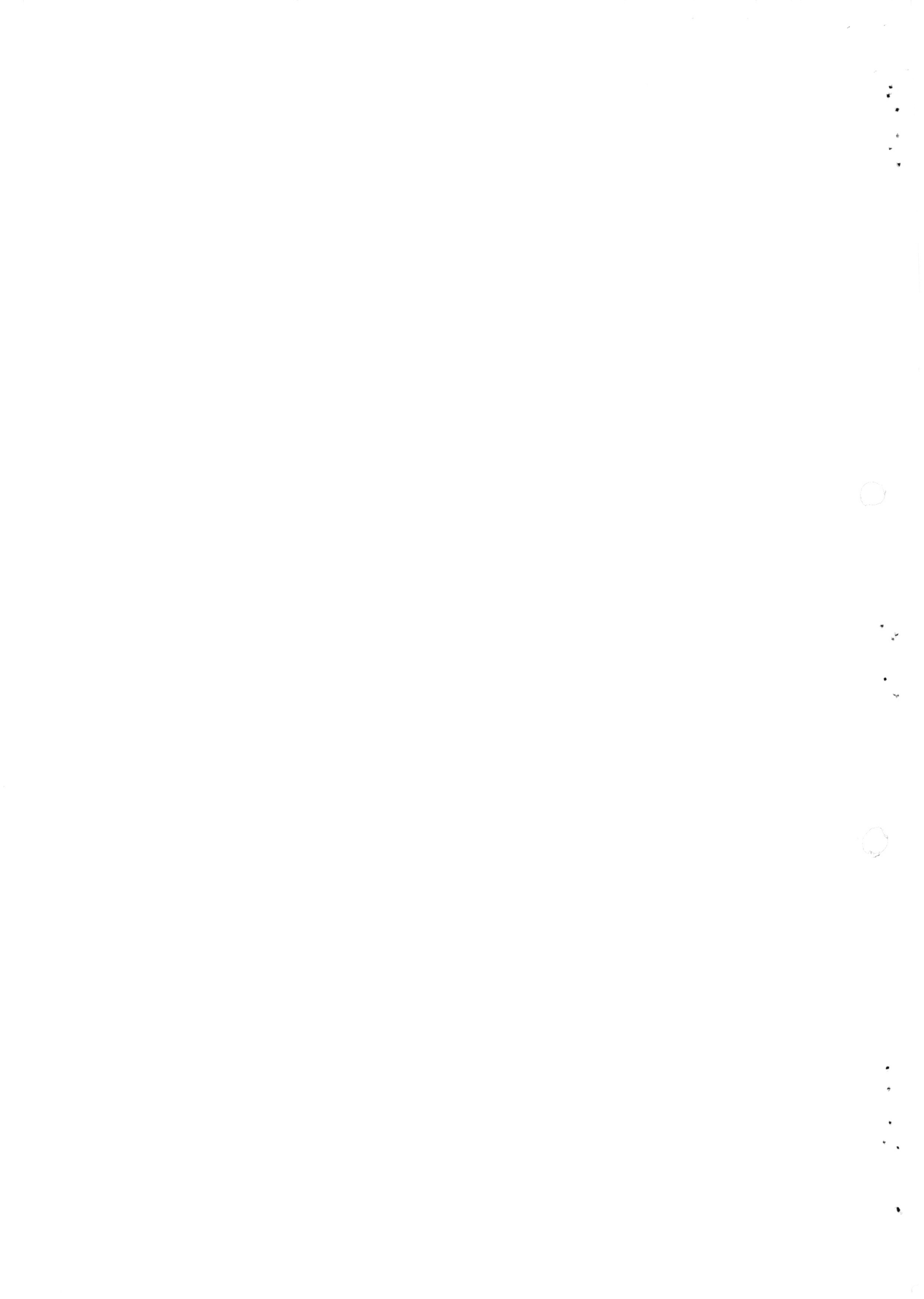
all the beautiful, evolutionary qualities of the unified field that are fundamental to education, including infinite creativity, pure knowledge, infinite organizing power, and all possibilities. His creative genius has blossomed as his awareness has identified itself more and more with pure intelligence, the unified field of all the laws of nature. The natural simplicity of his life radiates the dignity of higher states of consciousness. In his spontaneously evolutionary behavior, he displays ideal citizenship: the ability to fulfill simultaneously his own interests and those of society. By participating in the collective practice of the Maharishi Technology of the Unified Field, this graduate has directly envisioned the unified field in world consciousness, intensifying global coherence and giving the world a taste of utopia. He has become a leader of society, skilled in applying the Maharishi Technology of the Unified Field to perpetuate unified field based ideal civilization for generations to come.

Presented this 2nd day of July 1971 in Fairfield, Iowa.

Bevern Morris
PRESIDENT OF THE UNIVERSITY

John M. Wynne
THE BOARD OF TRUSTEES







MULTIMEDIA UNIVERSITY COLLEGE OF KENYA

P.O. BOX 15653 - 00503, NAIROBI, KENYA.

1st December, 2011

RE: COMMENDATION LETTER PRESENTED TO PROF. GITILE J. NAITULI

It is with great pleasure that I am writing this commendation letter for Prof. Gitile Joseph Naituli on behalf of Multimedia University College of Kenya. I have known Prof. Naituli on a professional level in Multimedia University College of Kenya in his capacity as Deputy Principal (Finance & Administration) and for the time he served as Ag. Principal.

The Council highly recommended him in acting capacity back in May 2011 and he has lived up to that recommendation. Prof. Naituli was a first time Principal when he initially accepted the job, but has conducted himself with the confidence and maturity. He is a conscientious, dependable person who has the motivation and tenacity to excel in any capacity. I was impressed with Prof. Naituli as a proficient and dedicated educational leader.

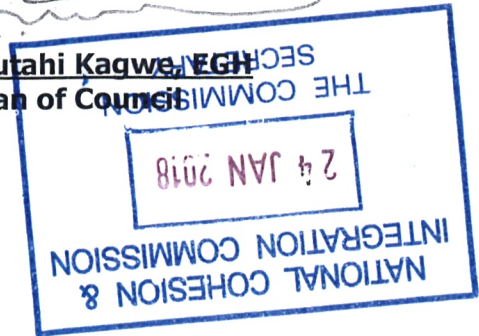
During his time as Ag. Principal, Prof. Naituli has experienced many successes. As part of his daily routine, he has successfully guided a University of approximately 2097 students and 350 employees. He has been responsible for making the financial decisions for the University through his site based budget system and has directed the Strategic Plan and Performance Contracting processes. He also organized various University Committees that have resulted in significant improvements in the University.

Prof. Naituli is also a highly supportive administrator. While working with him, I have been continually impressed with his commitment to excellence.

On behalf of the Council, I wish to take this opportunity to thank Prof. Naituli for steering the University as the Ag. Principal from May 2011 till the University acquired a Principal in December, 2011 and wish him well in his current position and in his future endeavours.

Yours faithfully,

Hon. Mutahi Kagwe, EGH
Chairman of Council



Certified
True Copy of original



0012046

DIRECTORATE OF CRIMINAL INVESTIGATIONS

DIRECTORATE OF CRIMINAL INVESTIGATION HEADQUARTERS
P.O. BOX 30036-00100 GPO
NAIROBI, KENYA

Ref. No. **338731/2017**.....

Date **08/02/2017**.....

POLICE CLEARANCE CERTIFICATE

I hereby certify that the fingerprints recorded from

JOSEPH GITILE NAITULI

*holder of ID/Passport No. **0184072**..... have been searched in
Criminal Records Office's database with/without previous record. The validity of the
information on this Certificate is as of the date of issue.*

REMARKS IN CASE OF PREVIOUS RECORD

OFFENCE(S).....

RESULTS OF TRIAL.....

NIL

DATE

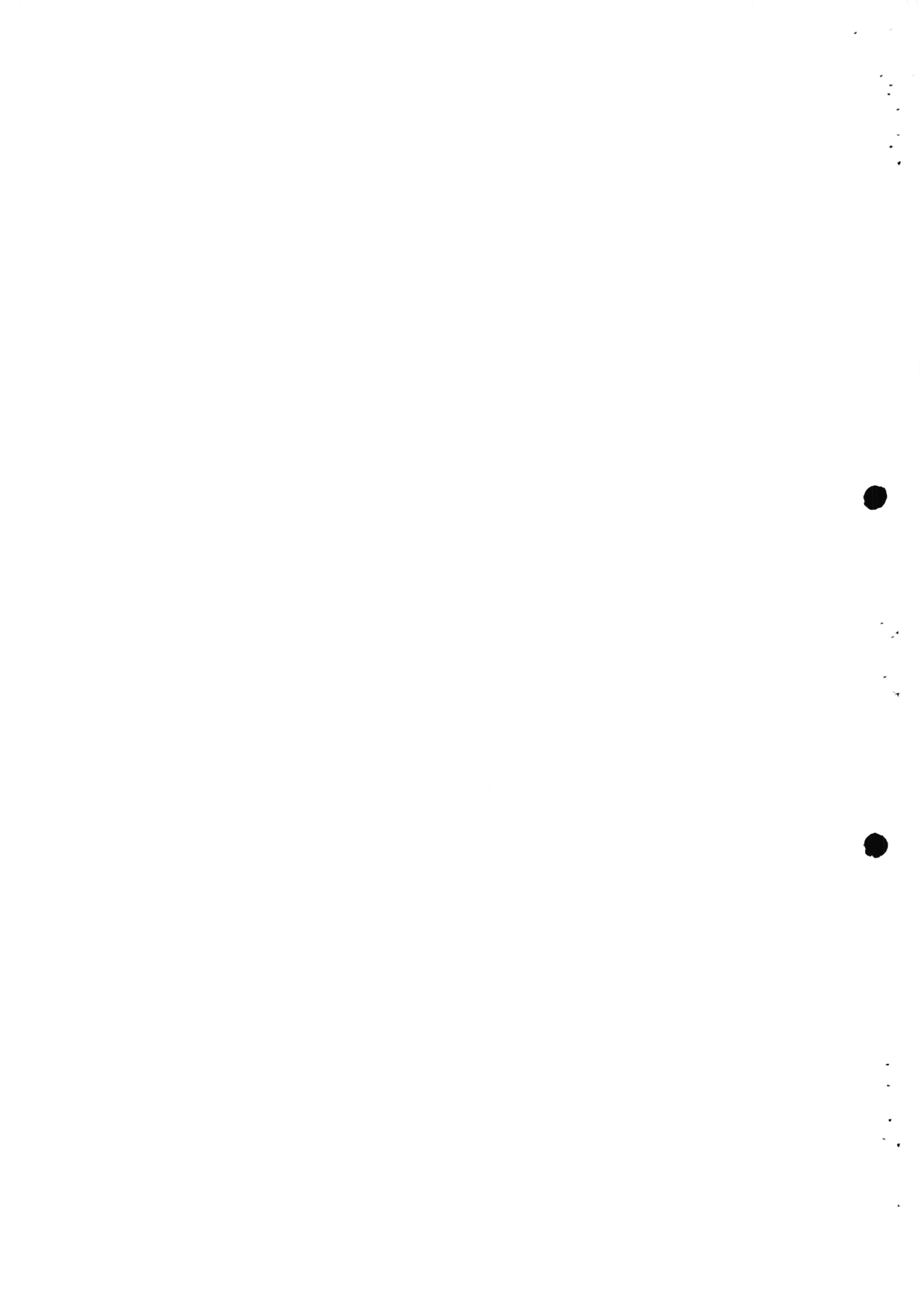
This Certificate has been issued without any alteration or erasure.



[Handwritten Signature]

(J.M. Jeremiah)

For: Director, Directorate of Criminal Investigations



HIGHER EDUCATION LOANS BOARD



Certificate of Clearance

STUDENTS' LOANS

NAITULI JOSEPH GITILE

This is to confirm that _____

ID No. 0184072 Registration No. K42/0042/2000

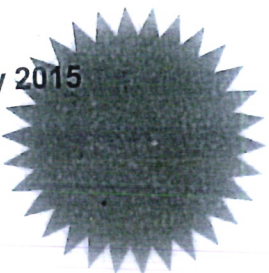
attended EGERTON UNIVERSITY

has fully repaid his/her POSTGRADUATE I Principal Loan and interest thereon.

Signature **CEO & BOARD SECRETARY**

Date

27 May 2015



Signature **HEAD OF OPERATIONS**

27 May 2015

Date

CRN No. 5993039

CRB Certificate

Date of issue: 09 Feb 2017

S/No. 19177

We hereby confirm, having searched TransUnion records, that;


JOSEPH GITILE NAITULI

of National ID No 0184072


Has a Credit Report with status as:

No adverse listing Paid Paying Not paid

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


TransUnion Authorised Signatory

TRANSUNION
Prosperity House,
Westlands Road, Off Museum Hill
P. O. Box 46406 - 00100
Nairobi
Tel: +254203751799/ 3713602/4
Mobile: 0722205072/ 0724253296


TransUnion Authorised Signatory

F49114E09B {B067CE8A-482E-466F-B849-994C}8CA44A8}

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



KENYA REVENUE
AUTHORITY

Tax Compliance Certificate

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

www.kra.go.ke

Taxpayer PIN : A001097618Z

Name and Address :

Joseph Gitile Naituli
EGERTON CAMOUS, NAKURU, Nakuru District,
PO Box:15206,
Postal Code:20100

Certificate Date: 16/01/2017

Certificate Number:

KRANKU5928492017



**This is to confirm that Joseph Gitile Naituli,
Personal Identification Number A001097618Z
has filed relevant tax returns and
paid taxes due as provided by Law.**

**This Certificate will be valid for
twelve (12) months up to 15/01/2018.**

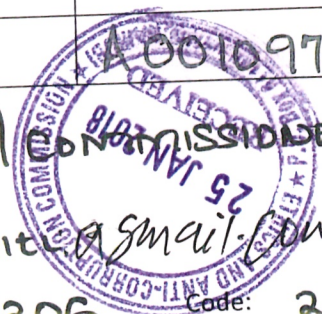
Caveat: This certificate is issued on the basis of information available with the authority as at the certificate date mentioned above. The Authority reserves the right to withdraw the certificate if new evidence materially alters the tax compliance status of the recipient.

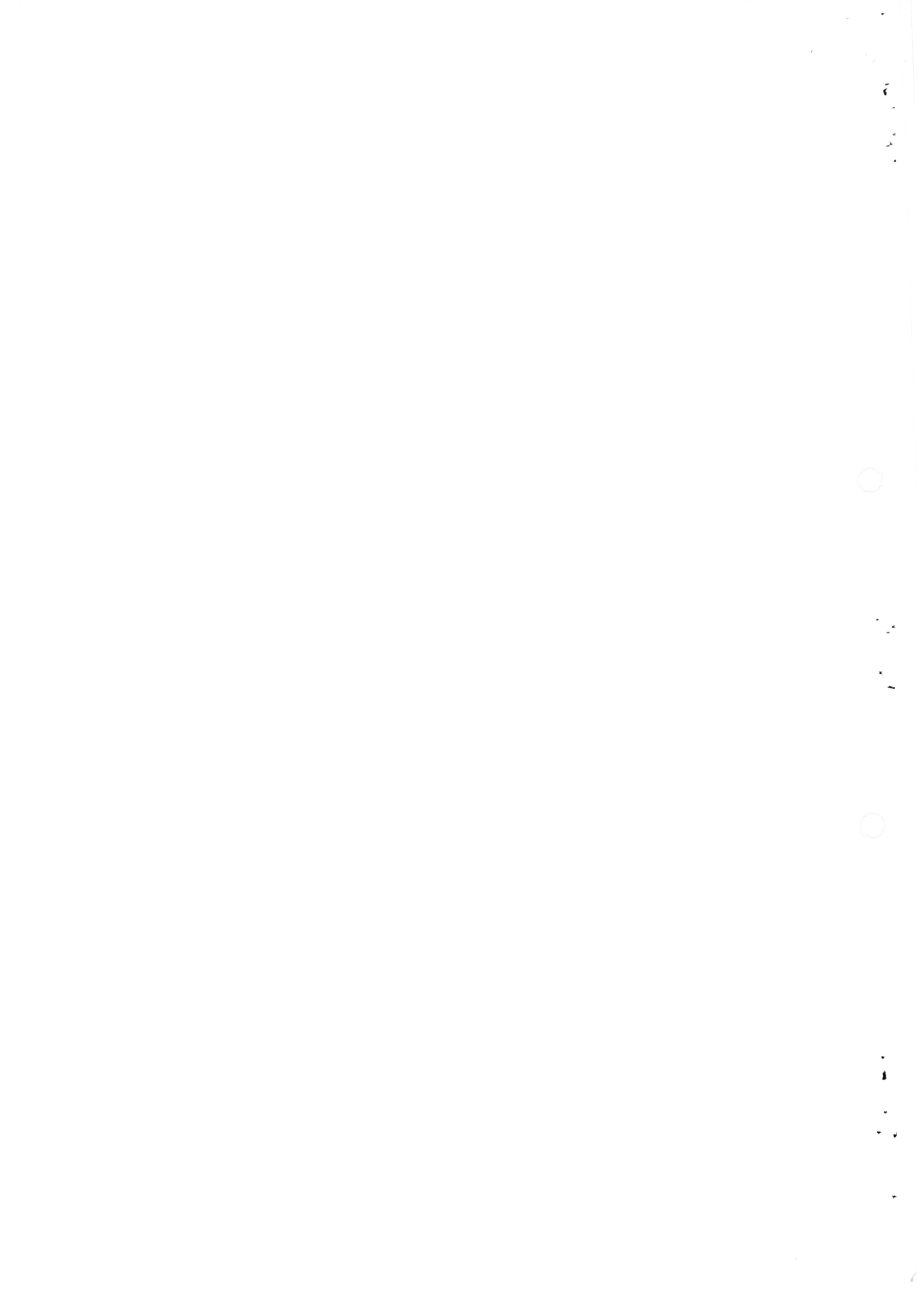
Disclaimer: This certificate is system Generated and therefore does not require signature. You may confirm validity of this certificate on the iTax Portal by using the TCC Checker.

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

SELF-DECLARATION FORM / FOMU YA KUJITANGAZA

1. GENERAL INFORMATION / TAARIFA YA JUMLA

Title / Cheo	Surname / Jina la ukoo	First Name / Jina la Kwanza	Middle Name / Jina la Katikati	Other Names / Majina Mengine
Mr/Mrs/Prof/ Miss/Ms/Dr Bw/Bi/Prof/ Binti/Bibi/Dkt	NAITUMI	JOSEPH	GITHWE	N/A
ID CARD No. Na. ya Kitambulisho	PASSPORT NO. NA. ya PASIPOTI	EXPIRY DATE OF PASSPORT TAREHE YA MUDA WA PASIPOTI KUISHA		PIN NO. NA. ya PIN
				0010976182
SEX (Tick) JINSIA (Weka Alama)	Occupation: Kazi: LECTURER / 			
Male Kiume <input checked="" type="checkbox"/>	E-Mail Address: Anwani ya Barua pepe: gnaitum@gmail.com			
Female Kike <input type="checkbox"/>	Postal Address: PO Box 15206 Anwani ya Posta: SL Posta: NAKURU Code: 20100 Msimbo:			
		Other Addresses: Anwani Nyingine: N/A		
Telephone No. Na. ya Simu	Mobile No. Na. ya Rununu	Other Numbers Nambari Nyingine		
		254-729778143	0733718143	
RESIDENCE MAKAZI	ESTATE/TOWN/LOCATION MTAA/MJI/LOKESHENI			GREEN VIEW ESTATE
	DISTRICT WILAYA			GIRGIR
	COUNTY KAUNTI			NAKURU
	TOWN/CITY MJI/JIJI			NAKURU
	COUNTRY NCHI			KENYA
2. BIRTH INFORMATION / TAARIFA YA KUZALIWA				
DATE OF BIRTH /TAREHE YA KUZALIWA			1/2/1961	



BIRTH CERTIFICATE NO. / NA. YA CHETI CHA KUZALIWA	
PLACE OF BIRTH / MAHALI PA KUZALIWA	MERU
DISTRICT OF BIRTH / WILAYA YA KUZALIWA	MERU NORTH
COUNTY OF BIRTH / KAUNTI YA KUZALIWA	MERU
COUNTRY OF BIRTH / NCHI YA KUZALIWA	KENYA

3. NATIONALITY /UTAIFA

Kenyan <input checked="" type="checkbox"/> Mkenya	Dual <input type="checkbox"/> Kotekote (Provide details _____) (Toa maelezo _____)
--	---

4. MARITAL STATUS / HALI YA NDOA

SINGLE <input type="checkbox"/> NINGALI SIJAOA/ SIJAOLEWA	MARRIED <input checked="" type="checkbox"/> NIMEOA/NIMEOLEWA	SEPARATED <input type="checkbox"/> NIMETENGANA
DIVORCED <input type="checkbox"/> NIMETALAKIANA	WIDOWED <input type="checkbox"/> NIMEFIWA	

IF MARRIED GIVE NAMES OF THE SPOUSE(S) (Surname, First Name, middle name, others)
 KAMA UMEOA TOA MAJINA YA MUME/MKE(Wa) WAKO (Jina la ukoo, jina la Kwanza, jina la kati, mengine)

NATUKI KRISTIN BARREN

NATIONALITY OF SPOUSE
 UTAIFA WA MKE/MUME

NAME OF CHILDREN UNDER THE AGE OF 18 YEARS
 JINA LA WATOTO WALIO CHINI YA UMRI WA MIAKA 18

5. EDUCATIONAL QUALIFICATIONS / KUFUZU KWA KIELIMU

PRIMARY CERTIFICATE <input checked="" type="checkbox"/> CHETI CHA MSINGI	SECONDARY <input checked="" type="checkbox"/> SHULE YA UPILI	'A' LEVEL <input checked="" type="checkbox"/> KIWANGO CHA 'A'
DIPLOMA <input type="checkbox"/> STASHAHADA	DEGREE <input checked="" type="checkbox"/> SHAHADA	MASTERS <input checked="" type="checkbox"/> UZAMILI
OTHERS <input type="checkbox"/> VINGINE		PHD <input checked="" type="checkbox"/> UZAMIFU



HIGHEST ACADEMIC QUALIFICATION OBTAINED
KUFUZU KWA JUU ZAIDI KWA KIAKADEMIA ULIKOPATA

Qualification / Kufuzu	Institution / Taasisi	Year / Mwaka
PH.D	EGERTON UNIVERSITY	2004

6. LANGUAGE SPOKEN / LUGHA UNAZOZUNGUMZA

First Language Lugha ya Kwanza	Second Language Lugha ya Pili	Others Nyingine
KIMERU	KISWAHILI	ENGLISH

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

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

Name of Organization Jina la Shirika	Date of Admission Tarehe ya Kuandikishwa	Membership No. Na. ya Uanachama
KENYA NATIONAL ACADEMY OF SC.	21/10/2015	1906446
INSTITUTE OF INTERNAL AUDITORS	19/12/2014	M 041276
INT. SOCIETY FOR DVT & SUSTAINABILITY		

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

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

Election Employment
Upigaji kura Kuajiriwa

Others (Specify) _____
Nyingine (Bainisha)

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

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

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

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

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



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

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

10. EMPLOYMENT INFORMATION / TAARIFA YA KUAJIRIWA

NAME OF EMPLOYER JINA LA MWAJIRI	POSITION/RANK CHEO/WADHIFA	DATE OF FIRST APPOINTMENT TAREHE YA KUAJIRIWA KWA KWANZA	DATE OF PRESENT APPOINTMENT TAREHE YA KUAJIRIWA KWA SASA
NATIONAL COHESION & INTEGRATION COMMISSION	COMMISSIONER	12/01/2014	PRESENT
MULTIMEDIA UNIVERSITY	ASSOCIATE PROFESSOR	JULY 2009	PRESENT
STRATHMORE UNIVERSITY	ASSOCIATE PROFESSOR	AUG 2007	JULY 2009
EGERTON UNIVERSITY	LECTURER	AUGUST 1994	2006
WORKSTATION KITUO CHA KAZI	NATURE OF EMPLOYMENT (Constitutional/Elective/Permanent/Contractual/Other) AINA YA KUAJIRIWA (Kikatiba/Kuteuliwa/Kudumu/Kikandarasi/Nyingine)		
NAIROBI			

OATH AND AFFIRMATION / KIAPO NA UTHIBITISHWAJI

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

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

Dated at / Mnamo tarehe 24/1 this / kwenye 20/18
day of / siku hii ya

SIGNATURE OF DECLARANT:
SAINI YA ANAYEJITANGAZA:

SWORN/DECLARED BEFORE ME / ALIYELISWA KIAPO/TANGAZWA MBELE YANGU
This / Mnamo 24th day of / siku hii ya January, 20 18
at / katika mahali hapa..... NAIROBI

BEATRICE N. KAMAU
ADVOCATE AND COMMISSIONER FOR OATHS
KAMISHANA WA KIAPO / HAKIMU

JAMHURI YA KENYA

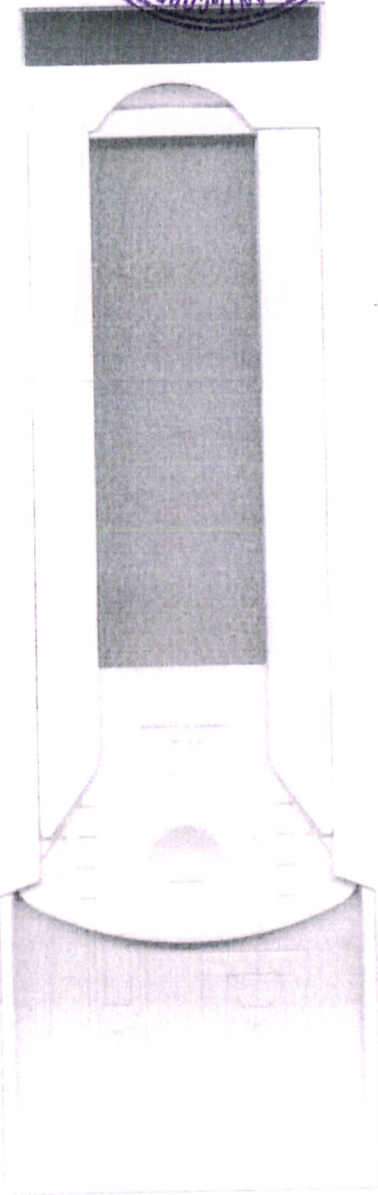
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REPUBLIC OF KENYA

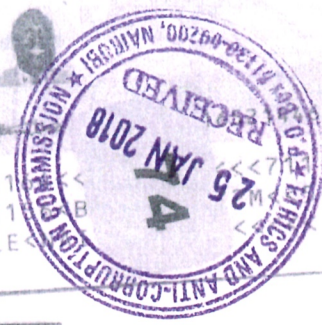
0184072

JOSEPH GITILE NAITULI

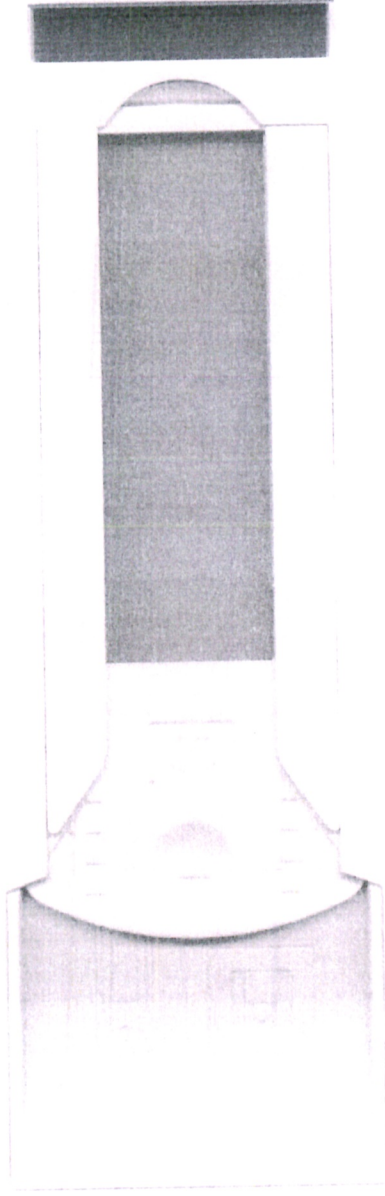
1961



DISTRICT
MERU NORTH
CONstituENT
TIGANIA NORTH
LOCATION
MUTHARA
WARD
KITHARENE



IDKYA22835651
61<<<<5M11041
JOSEPH<GITILE







PIN Certificate

Certificate Date : 05/02/2015

Personal Identification Number

A001097618Z



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

Taxpayer Information

Taxpayer Name	Joseph Gitile Naituli
Email Address	gnaituli@gmail.com

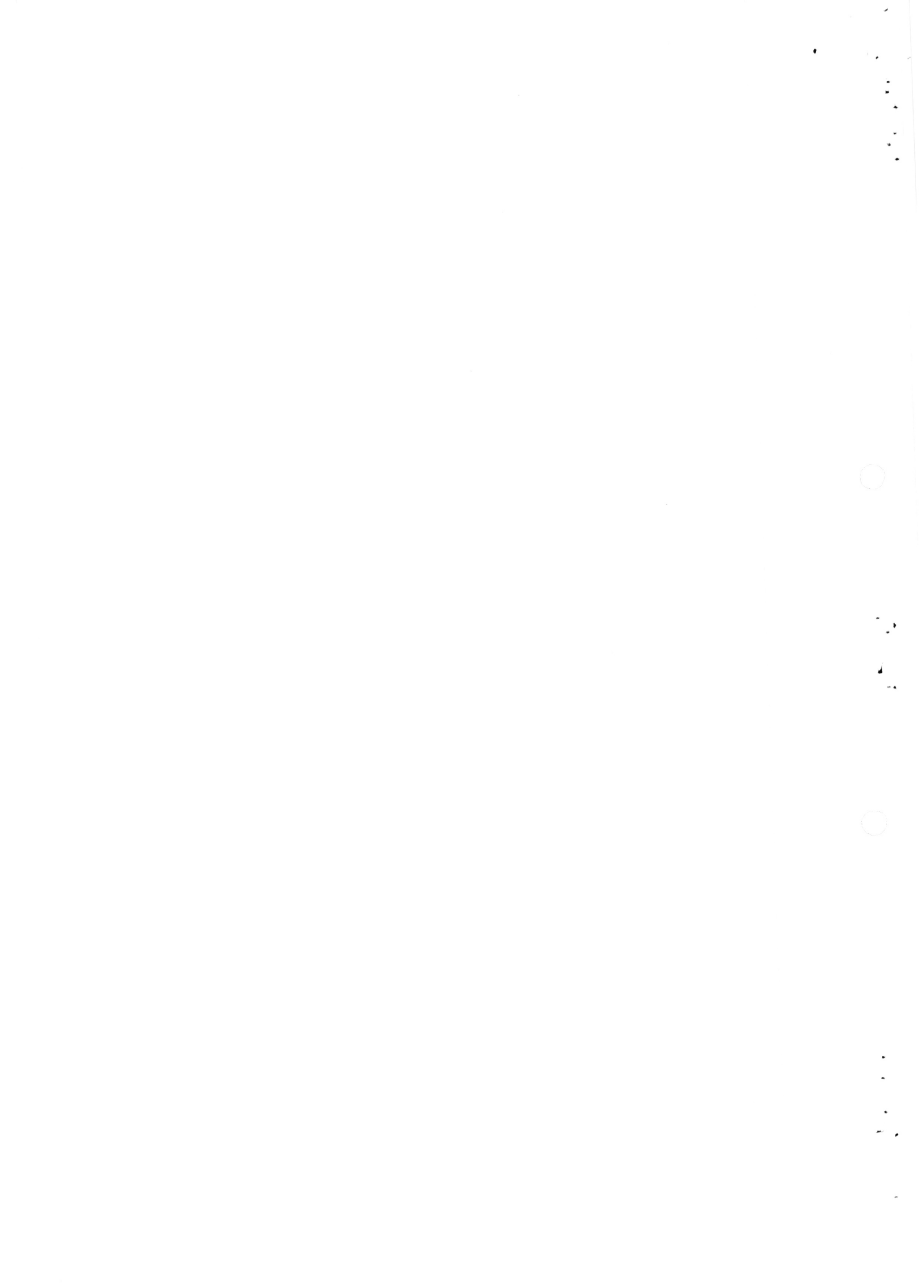
Registered Address

L.R. Number :	Building : EGERTON CAMOUS
Street/Road : EGERTON UNIVERSITY	City/Town : NAKURU
County : Nakuru	District : Nakuru District
Tax Area : Nakuru	Station : Nakuru
P. O. Box : 15206	Postal Code : 20100

Tax Obligation(s) Registration Details

Sr. No.	Tax Obligation(s)	Effective Date
1	Income Tax - Resident Individual	01/07/2001

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





EGERTON UNIVERSITY




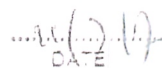
This is to certify that
the Egerton University Council on the
recommendation of the Senate hereby confers on

Joseph Gitile Naituli

the Degree of

**Doctor of Philosophy in
Business Management**

EGERTON UNIVERSITY
P. O. Box 536
NJORO
CERTIFIED TRUE COPY OF ORIGINAL

 SIGNATURE
 DATE

with all rights, privileges and obligations thereto
appertaining presented at a congregation held at this University
on the

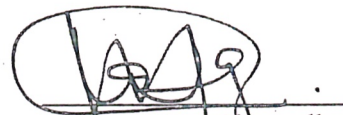
Eighteenth day of June the Year Two Thousand and Four



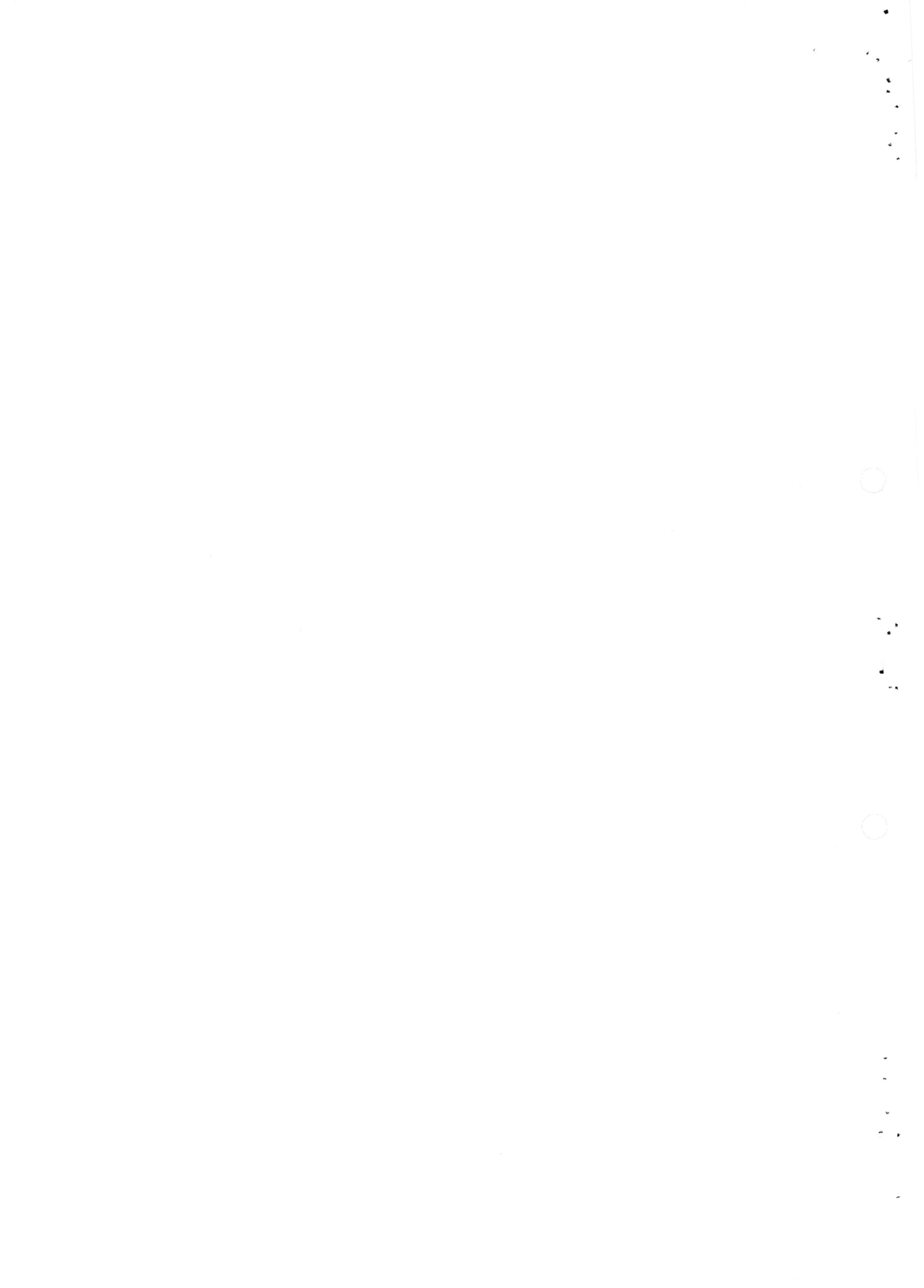
Registrar
(Academic Affairs)



Vice-Chancellor



Deputy Vice-Chancellor
(Academic Affairs)



MAHARISHI INTERNATIONAL UNIVERSITY

His Holiness
MAHARISHI
MAHESH YOGI



Founder of Maharishi
International University,
Rounds of the Course
of Creative Intelligence
Founder of the Maharishi
Technology of the Unified Field

EGEPTON

By the Authority of the Board of Trustees
Hereby Confers Upon

Gitil Wa M'Naitul

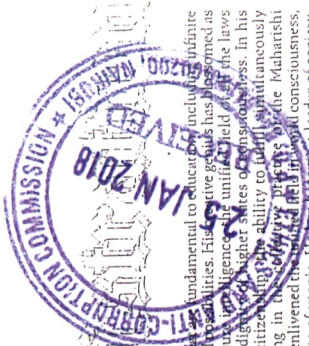
The Degree of

M.A. in Philosophy

Through completion of programs in the Maharishi Unified Field Based Integrated System of Education, this graduate has profoundly grasped the deepest principles of his chosen discipline. He has proven himself to have mastered the theoretical and practical aspects of the knowledge of the discipline, and is now qualified to apply this knowledge in research and the professions for the betterment of human society. Through the Maharishi Technology of the Unified Field, he has connected the parts of knowledge to the wholeness of knowledge, and the wholeness of knowledge to the Self, the unified field of all the laws of nature. He has experienced the unified field as the simplest state of his own awareness and has understood that all branches of knowledge are different modes of his own intelligence. He has become familiar with the self-referential functioning of creation, and has gained the ability through self-referential performance to harness the infinite organizing power of nature for the fulfillment of any desire. He has enhanced in his awareness

all the beautiful, evolutionary qualities of the unified field that are fundamental to education, including infinite creativity, pure knowledge, infinite organizing power, and all special abilities. His previous works have been recognized as his awareness has identified itself more and more, with pure intelligence, the unified field of all the laws of nature. The natural simplicity of his life radiates the deepest highest states of consciousness. In his spontaneously evolutionary behavior, he displays ideal citizenship, the ability to form, simultaneously his own interests and those of society. By participating in the Unified Field, he has become a leader of society, intensifying global coherence and giving the world a taste of utopia. He has become a leader of society, skilled in applying the Maharishi Technology of the Unified Field to perpetuate unified field based ideal civilization for generations to come.

CERTIFIED TRUE
SIGNATURE



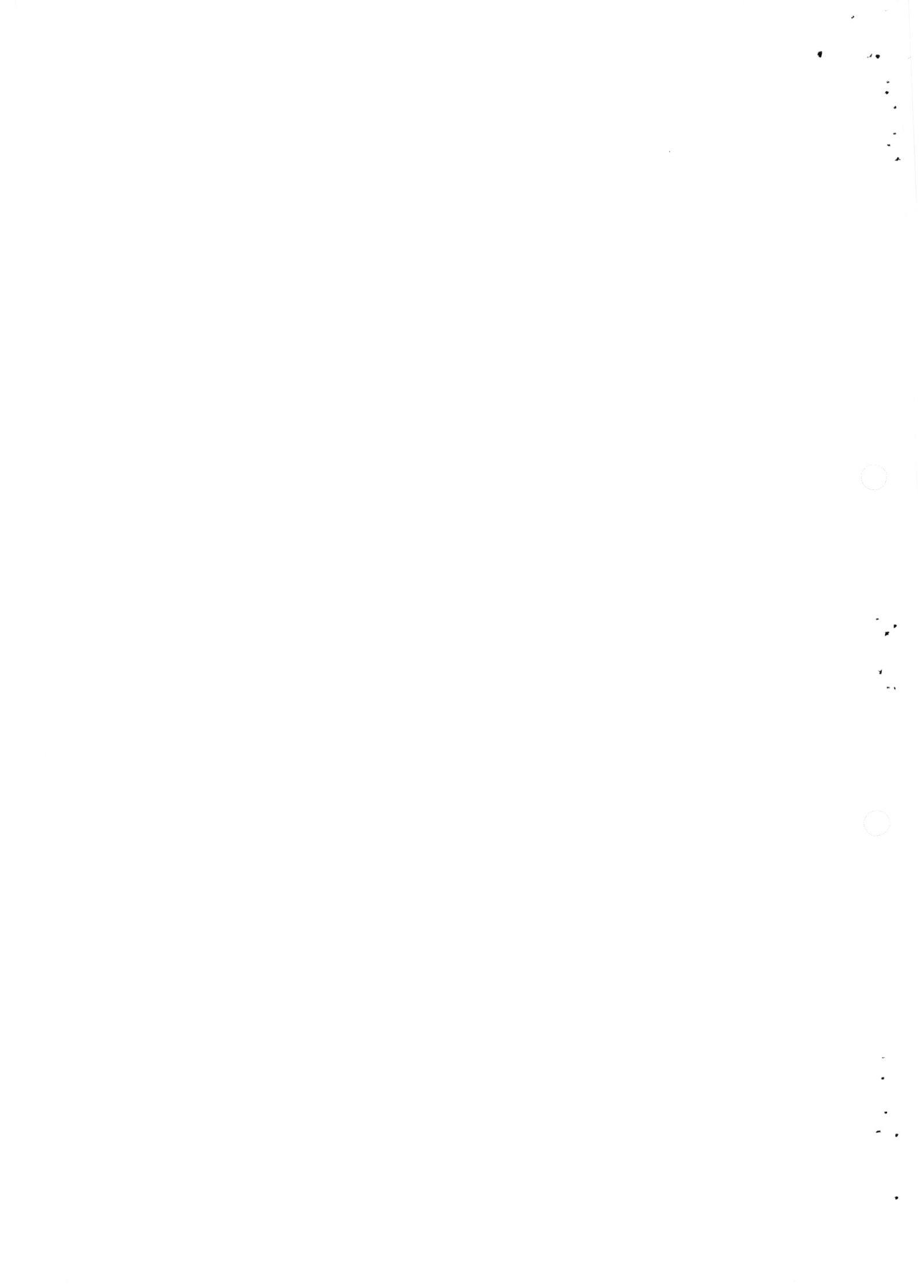
Presented this 2nd day of July 1991 in Fairfield, Iowa.

Bevern Morris
PRESIDENT OF THE UNIVERSITY

John W. Wayne
THE BOARD OF TRUSTEES







JAMHURI YA KENYA REPUBLIC OF KENYA

SERIAL NUMBER 228356516

ID NUMBER 0184072

FULL NAMES

JOSEPH GITILE NAITULI

DATE OF BIRTH

1961

SEX

MALE

DISTRICT OF BIRTH

MERU CENTRAL

PLACE OF ISSUE

MUNICIPALITY

DATE OF ISSUE

15.04.2011

HOLDER'S SIGN

Joseph Gitile Naituli



DISTRICT
MERU NORTH
DIVISION
TIGANIA NORTH
LOCATION
MUTHARA
SUB-LOCATION
KITHARENE



PRINCIPAL REGISTRAR'S SIGN

T0116521446

IDKYA2283565164<<388<<<<<<<711
61<<<<5M1104156<B000184072M<<5
JOSEPH<GITILE<NAITULI<<<<<<<<<

processes by all bodies required to nominate Commissioners to the Salaries and Remuneration Commission.

Statement on the delegation of legislative powers and limitation of fundamental rights and freedoms

The Bill does not limit fundamental rights and freedoms neither does it delegate any legislative power.

Statement on how the Bill concerns county governments

Under Article 230(2)(b)(vii) of the Constitution, the Senate nominates a Commissioner to the Salaries and Remuneration Commission, on behalf of county governments. The Commission is mandated to-

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

Any matter touching on the constitution of the Commission and the exercise of its mandate therefore directly affects the functions of county governments. The Bill is therefore one that concerns county governments in terms of Article 110(1)(a) of the Constitution.

Statement that the Bill is not a money Bill, within the meaning of Article 114 of the Constitution

This Bill is not a money Bill within the meaning of Article 114 of the Constitution.

Dated the....., 2018.

.....

Senate Committee on Finance and Budget.

Section 7 of No. 10 of 2011 which it is proposed to amend-

7. Procedure for nominations

- (1) Within fourteen days of the commencement of this Act, or of the occurrence of a vacancy in the Commission relating to the members under Article 230(2)(b) and (c) of the Constitution, the relevant nominating body shall, by advertisement in at least two local daily newspapers of national circulation, invite applications from persons who qualify for nomination under the Constitution and this Act for nomination as a member of the Commission.
- (2) The relevant nominating body shall consider the applications received under subsection (1) to determine their compliance with the provisions of the Constitution and this Act, interview the applicants and forward the names of two persons so qualified, who shall be of opposite gender, to the Cabinet Secretary for onward transmission to the President.
- (3) Within fourteen days of the commencement of this Act, or of the occurrence of a vacancy in the office of the chairperson, the President shall convene a selection panel (hereinafter referred to as “the panel”) for the purpose of selecting suitable candidates for appointment as the chairperson.
- (4) Until the first general election after the commencement of this Act, the President shall consult with the Prime Minister on the nomination of the selection panel under subsection (3).
- (5) The panel shall comprise a chairperson and four other members drawn from the executive and professional organisations.
- (6) The panel shall, subject to this section, determine its own procedure and the Ministry responsible for Public Service shall provide it with such facilities and other support as it may require for the discharge of its functions.
- (7) The panel shall, within seven days of its convening, invite applications from qualified persons and publish the names and qualifications of all applicants in the *Gazette* and two daily newspapers of national circulation.
- (8) The selection panel shall consider the applications, and shortlist and interview the applicants.
- (9) After carrying out the interviews, the panel shall select three persons qualified to be appointed as chairperson of the Commission and forward the names to the President.
- (10) Until after the first general election after the commencement of this Act, the President, in consultation with the Prime Minister shall, within seven days of receipt of the names forwarded under

subsections (2) and (9), nominate a chairperson and other members of the Commission and forward the names of the nominees to the National Assembly.

- (11) The National Assembly shall, within twenty-one days of the day it next sits after receipt of the names of the nominees under subsection (9), consider all nominations and may approve or reject any nomination.
- (12) Where the National Assembly approves the nominees, the Speaker shall forward the names of the approved nominees to the President for appointment.
- (13) The President shall, within seven days of the receipt of the approved nominees from the National Assembly, by notice in the *Gazette*, appoint the chairperson and members approved by the National Assembly.
- (14) Where the National Assembly rejects any nomination, the Speaker shall communicate the decision to the President to submit fresh nominations.
- (15) In appointing members under this section, the President shall observe the principle of gender equity, regional and ethnic balance and equal opportunities for persons with disabilities and shall ensure that at least one-third of the members are of either gender.

Section 9 of No. 10 of 2011 which it is proposed to amend-

9. vacancy in the office of chairperson and member

- (1) The office of the chairperson or a member of the Commission shall become vacant if the holder—
 - a) dies;
 - b) by notice in writing addressed to the President resigns from office;
 - c) is removed from office under any of the circumstances specified in Article 251 and Chapter Six of the Constitution.
- (2) The President shall notify every resignation, vacancy or termination in the *Gazette* within fourteen days.

MINUTES OF THE 12TH MEETING OF THE SENATE STANDING COMMITTEE ON FINANCE & BUDGET HELD ON MONDAY, 12TH MARCH, 2018 IN COUNTY HALL, FIRST FLOOR, MINI CHAMBERS, PARLIAMENT BUILDING AT 8.00 A.M.

PRESENT

1. Sen. (Eng) Mohamed M. Mahamud, CBS, MP - Chairperson
2. Sen. Mutula Kilonzo Junior, MP - Member
3. Sen. (Dr.) Ali Abdullahi Ibrahim, CBS, MP - Member
4. Sen. (Dr) Rose Nyamunga, MP - Member
5. Sen. CPA Farhiya Haji, MP - Member
6. Sen. Aaron Cheruiyot, MP - Member
7. Sen. Boniface Mutinda Kabaka, MP - Member

ABSENT WITH APOLOGY

8. Sen. (Dr) Isaac Mwaura, CBS, MP - Vice Chairperson
9. Sen. Wetang'ula Moses Masika, EGH, MP - Member

IN-ATTENDANCE

SENATE SECRETARIAT

1. Mr. Boniface Lenairoshi - Principal Clerk Assistant
2. Mr. Christopher Gitonga - Clerk Assistant
3. Ms. Judy Wahito - Legal Counsel
4. Ms. Julie Mwithiga -PBO
5. Mr. Elly Atamba - Research Officer
6. Ms. Winfred Atieno - Audio Officer

MIN. NO. 057/3/2018: PRAYERS

The Chairperson called the meeting to order at 8.20 a.m and welcomed the Members. This was followed with a word of prayer.

MIN.NO. 058/3/2018: ADOPTION OF AGENDA

The agenda of the meeting was adopted after it was proposed by Sen. Mutula Kilonzo Junior and seconded by Sen. (Dr.) Ali Abdullahi Ibrahim, CBS,

MIN.NO. 059/3/2018: CONSIDERATION OF THE INTERVIEW GUIDE QUESTIONS AND INTERVIEW TOOL (SCORE SHEET)

The Committee considered the guide questions and draft score sheet and resolved as follows-

- a) The score sheet would have five sections as follows-**
- i) Introduction – 10 marks
 - Relevant Education Background (4 marks)
 - Relevant Work Experience and Distinguished Career (6 marks)
 - ii) Technical Proficiency and Competencies - 50 marks
 - Demonstrate an understanding the Mandate of the SRC and the issues and challenges surrounding SRC’s mandate (10 marks)
 - Demonstrate an understanding of the Constitution and the structure of devolved government (10 marks)
 - Demonstrate understanding on the difference between the role of SRC commissioners and Secretariat (10 marks)
 - Ability to identify state and non-state key stakeholders, their roles and mechanisms for structural engagements (10 marks)
 - Demonstrate an understanding of role of a commissioner representing county governments in SRC (10 marks)
 - iii) Leadership and Integrity - 20 marks
 - Personal Integrity, Moral Probity, Inspires Public Confidence and no Conflict of Interest (5 marks)
 - Objectivity, Firmness, Resilience and Impartiality (5 marks)
 - Innovativeness, ability to give Strategic Direction and Visionary Leadership (5 marks)
 - Involvement in social Activities, Social Responsibility, (Selflessness / Charity Work / Public Interest/ Pro bono services) (5 marks)
 - iv) General Knowledge - 10 marks
 - Open questions to demonstrate all roundedness of the interviewee (10 marks)
 - v) Presentation, Skills and Demeanour – 10 marks
 - Self-expression (2 marks)
 - Clarity of Speech (2 marks)
 - General Attitude and Personality (2 marks)
 - Interpersonal Skills (2 marks)
 - Self Confidence (2 marks)
- b) Each member shall exhaustively deal with questions in a specific area;**
c) The session of each interviewee will take a maximum of 20 minutes.

MIN. NO. 060/3/2018: ADJOURNMENT;

There being no other business the Chairperson adjourned the meeting at 9.30a.m. Next sitting at 9.50 am same day and venue.

SIGNATURE.....
 (CHAIRPERSON: SEN. (ENG) MOHAMED MAALIM MAHAMUD)

DATE..... 16/3/18

MINUTES OF THE 13TH MEETING OF THE SENATE STANDING COMMITTEE ON FINANCE & BUDGET HELD ON MONDAY, 12TH MARCH, 2018 IN COUNTY HALL, FIRST FLOOR, MINI CHAMBERS, PARLIAMENT BUILDING AT 9.50 A.M.

PRESENT

1. Sen. (Eng) Mohamed M. Mahamud, CBS, MP - Chairperson
2. Sen. (Dr) Isaac Mwaura, CBS, MP - Vice Chairperson
3. Sen. Mutula Kilonzo Junior, MP - Member
4. Sen. (Dr.) Ali Abdullahi Ibrahim, CBS, MP - Member
5. Sen. (Dr) Rose Nyamunga, MP - Member
6. Sen. CPA Farhiya Haji, MP - Member
7. Sen. Aaron Cheruiyot, MP - Member
8. Sen. Boniface Mutinda Kabaka, MP - Member

ABSENT WITH APOLOGY

9. Sen. Wetang'ula Moses Masika, EGH, MP - Member

IN-ATTENDANCE

SENATE SECRETARIAT

1. Mr. Boniface Lenairoshi - Principal Clerk Assistant
2. Mr. Christopher Gitonga - Clerk Assistant
3. Ms. Judy Wahito - Legal Counsel
4. Ms. Julie Mwithiga - PBO
5. Mr. Elly Atamba - Research Officer
6. Ms. Winfred Atieno - Audio Officer

MIN. NO. 061/3/2018: PRAYERS

The Chairperson called the meeting to order at 9.55 a.m and welcomed the Members. This was followed with a word of prayer.

MIN.NO. 062/3/2018: ADOPTION OF AGENDA

The agenda of the meeting was adopted after it was proposed by Sen. Mutula Kilonzo Junior and seconded by Sen. Boniface Mutinda Kabaka

MIN.NO. 063/3/2018: INTERVIEWS

The Committee conducted the interview to the following-

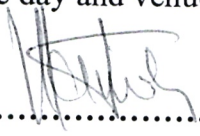
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|-----------------------------------|-------------|
| 1. Dr. Jackson Njure Wanjau | - 10.00am |
| 2. Mr. Timothy Gutettah James | - 10.30am |
| 3. Mr. Dominic K Gicheru, OGW | - 11.00am |
| 4. Mr. Cornelius Wanyonyi Wamalwa | - 11.30am |
| 5. Mr. Enock O. Nyasende | -12.00 noon |
| 6. Mr. Metha Lloyd Kaburu | - 12.30pm |

Mr. Enock Nyasende submitted outdated CID certificate and did not submit tax compliance certificate. The Committee requested him to bring valid certificate by Wednesday, 14th March, 2018.

The Committee noted that Mr. Metha Lloyd Kaburu had a Master degree and PhD but did not have a Bachelor's degree. He did not submit CRB clearance.

MIN. NO. 064/3/2018: ADJOURNMENT;

There being no other business the Chairperson adjourned the meeting at 12.55 p.m. Next sitting at 2.50 pm same day and venue.

SIGNATURE.....
(CHAIRPERSON: SEN. (ENG) MOHAMED MAALIM MAHAMUD)

DATE.....

MINUTES OF THE 14TH MEETING OF THE SENATE STANDING COMMITTEE ON FINANCE & BUDGET HELD ON MONDAY, 12TH MARCH, 2018 IN COUNTY HALL, FIRST FLOOR, MINI CHAMBERS, PARLIAMENT BUILDING AT 1.50 P.M.

PRESENT

1. Sen. (Eng) Mohamed M. Mahamud, CBS, MP - Chairperson
2. Sen. (Dr) Isaac Mwaura, CBS, MP - Vice Chairperson
3. Sen. Mutula Kilonzo Junior, MP - Member
4. Sen. (Dr.) Ali Abdullahi Ibrahim, CBS, MP - Member
5. Sen. (Dr) Rose Nyamunga, MP - Member
6. Sen. CPA Farhiya Haji, MP - Member
7. Sen. Aaron Cheruiyot, MP - Member
8. Sen. Boniface Mutinda Kabaka, MP - Member

ABSENT WITH APOLOGY

9. Sen. Wetang'ula Moses Masika, EGH, MP - Member

IN-ATTENDANCE

SENATE SECRETARIAT

1. Mr. Boniface Lenairoshi - Principal Clerk Assistant
2. Mr. Christopher Gitonga - Clerk Assistant
3. Ms. Judy Wahito - Legal Counsel
4. Ms. Julie Mwithiga - PBO
5. Mr. Elly Atamba - Research Officer
6. Ms. Winfred Atieno - Audio Officer

MIN. NO. 065/3/2018: PRAYERS

The Chairperson called the meeting to order at 2.00 p.m and welcomed the Members. This was followed with a word of prayer.

MIN.NO. 066/3/2018: ADOPTION OF AGENDA

The agenda of the meeting was adopted after it was proposed by Sen. (Dr) Rose Nyamunga and seconded by Sen. Aaron Cheruiyot.

MIN.NO. 067/3/2018: INTERVIEWS

The Committee conducted the interview to the following-

1. Ms. Rachel Ameso Amolo - 2.00 pm.
2. Mr. Joseph Lemarkat - 2.30 pm.
3. Sen. Isaac Kipkemboi Melly - 3.00 pm
4. Prof. Joseph Gitile Naituli - 3.30 pm
5. Hon. James Omingo Magara - 4.00 pm
6. Ms. Hubbie Hussein Al-Haji - 4.30 pm
7. Ms. Rukia Mohamed Sheikh - 5.00 pm
8. Ms. Peris Bitutu Isaboke - 5.30 pm

Mr. Joseph Lemarkat did not submit CRB certificate.

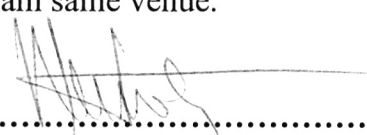
The committee noted that Sen. Isaac Melly did not have 10 years' relevant experience as required by the SRC Act.

Hon. Omingo Magara submitted EACC self-declaration which was dated 2012

Ms. Rukia Mohamed Sheikh did not have 10 years' relevant experience as required by the SRC Act.

MIN. NO. 068/3/2018: ADJOURNMENT

There being no other business the Chairperson adjourned the meeting at 6.10 p.m until 13th March, 2018 at 8.30 am same venue.

SIGNATURE.....
(CHAIRPERSON: SEN. (ENG) MOHAMED MAALIM MAHAMUD)

DATE.....16/3/18.....

MINUTES OF THE 15TH MEETING OF THE SENATE STANDING COMMITTEE ON FINANCE & BUDGET HELD ON TUESDAY, 13TH MARCH, 2018 IN COUNTY HALL, FIRST FLOOR, MINI CHAMBERS, PARLIAMENT BUILDING AT 8.30 A.M.

PRESENT

1. Sen. (Eng) Mohamed M. Mahamud, CBS, MP - Chairperson
2. Sen. (Dr) Isaac Mwaura, CBS, MP - Vice Chairperson
3. Sen. Mutula Kilonzo Junior, MP - Member
4. Sen. Wetang'ula Moses Masika, EGH, MP - Member
5. Sen. (Dr.) Ali Abdullahi Ibrahim, CBS, MP - Member
6. Sen. (Dr) Rose Nyamunga, MP - Member
7. Sen. CPA Farhiya Haji, MP - Member
8. Sen. Aaron Cheruiyot, MP - Member
9. Sen. Boniface Mutinda Kabaka, MP - Member

IN-ATTENDANCE

SENATE SECRETARIAT

1. Mr. Boniface Lenairoshi - Principal Clerk Assistant
2. Mr. Christopher Gitonga - Clerk Assistant
3. Ms. Judy Wahito - Legal Counsel
4. Ms. Julie Mwithiga -PBO
5. Mr. Elly Atamba - Research Officer
6. Mr. Vitus Okech - Research Officer
7. Ms. Winfred Atieno - Audio Officer

MIN. NO. 069/3/2018: PRAYERS

The Chairperson called the meeting to order at 8.45 a.m and welcomed the Members. This was followed with a word of prayer.

MIN.NO. 070/3/2018: ADOPTION OF AGENDA

The agenda of the meeting was adopted after it was proposed by Sen. (Dr) Isaac Mwaura and seconded by Sen. Farhiya Haji.

MIN.NO. 071/3/2018: INTERVIEWS

The Committee conducted the interview to the following-

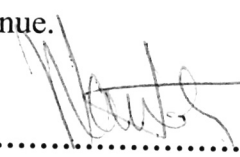
1. Mr. Mbera Orwoba - 9.00 am
2. Dr Joseph K. Metet - 9.30 am
3. Mr. Abdirahman Bashir - 10.00am
4. Ms. Bernice Kasaya Nasimiyu - 10.30 am
5. Col (RTD) Denis Gichangi Ndungu - 11.00 am
6. Eng. Farah Siyad Tube - 11.30 am
7. Rev. Charles Victor Orodi - 12 noon
8. Mr. Filbert Samuel Gitiha - 12.30 pm.

Mr. Mbera Orwoba did not submit CID certificate but had receipts confirming application

Dr. Joseph K. Metet did not submit CID certificate but had receipts confirming application

MIN. NO. 072/3/2018: ADJOURNMENT;

There being no other business the Chairperson adjourned the meeting at 12.55 p.m. until 1.50 p.m. same day and venue.

SIGNATURE.....
(CHAIRPERSON: SEN. (ENG) MOHAMED MAALIM MAHAMUD)

DATE.....

MINUTES OF THE 16TH MEETING OF THE SENATE STANDING COMMITTEE ON FINANCE & BUDGET HELD ON TUESDAY, 13TH MARCH, 2018 IN COUNTY HALL, FIRST FLOOR, MINI CHAMBERS, PARLIAMENT BUILDING AT 1.50 P.M.

PRESENT

1. Sen. (Eng) Mohamed M. Mahamud, CBS, MP - Chairperson
2. Sen. (Dr) Isaac Mwaura, CBS, MP - Vice Chairperson
3. Sen. (Dr.) Ali Abdullahi Ibrahim, CBS, MP - Member
4. Sen. (Dr) Rose Nyamunga, MP - Member
5. Sen. CPA Farhiya Haji, MP - Member
6. Sen. Aaron Cheruiyot, MP - Member
7. Sen. Boniface Mutinda Kabaka, MP - Member

ABSENT WITH APOLOGY

8. Sen. Wetang'ula Moses Masika, EGH, MP - Member
9. Sen. Mutula Kilonzo Junior, MP - Member

IN-ATTENDANCE

SENATE SECRETARIAT

1. Mr. Boniface Lenairoshi - Principal Clerk Assistant
2. Mr. Christopher Gitonga - Clerk Assistant
3. Ms. Judy Wahito - Legal Counsel
4. Ms. Julie Mwithiga - PBO
5. Mr. Vitus Okech - Research Officer
6. Ms. Winfred Atieno - Audio Officer

MIN. NO. 073/3/2018: PRAYERS

The Chairperson called the meeting to order at 1.55 p.m and welcomed the Members. This was followed with a word of prayer.

MIN.NO. 074/3/2018: ADOPTION OF AGENDA

The agenda of the meeting was adopted after it was proposed by Sen. Boniface Mutinda Kabaka and seconded by Sen. Farhiya Haji.

MIN.NO. 075/3/2018: INTERVIEWS

The Committee conducted the interview to the following-

1. Ms. Cathryn Kithiira Rimberia - 2.00 pm
2. Mr. Ronald Ngugi Kimani - 2.30 pm
3. Mr. Jamaludin S.A. Shamji - 3.00 pm
4. Ms. Halima Abdille Mohamed - 3.30 pm
5. Ms. Margaret J Sawe - 4.00 pm
6. Mr. Robert Mwang'at Katina - 4.30 pm
7. Dr. Jane Musangi Mutua - 5.30 pm

The Committee noted that Ms. Halima Abdille Mohamed did not have 10 years' experience.

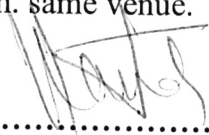
Ms. Lucy J. Mandago was supposed to appear at 5.00pm. (as Number 7 in the list for the meeting). However, the Committee received her letter indicating she had travel to New York to attend a Conference. She requested for telephone interview or interview via skype.

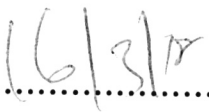
The Committee deliberated on the matter and determined that she was supposed to appear before the Committee in person.

The Committee declined her request.

MIN. NO. 076/3/2018: ADJOURNMENT

There being no other business the Chairperson adjourned the meeting at 17.35 p.m. until 14th March, 2018 at 8.50 a.m. same venue.

SIGNATURE.....
(CHAIRPERSON: SEN. (ENG) MOHAMED MAALIM MAHAMUD)

DATE.....

MINUTES OF THE 17TH MEETING OF THE SENATE STANDING COMMITTEE ON FINANCE & BUDGET HELD ON WEDNESDAY, 14TH MARCH, 2018 IN COUNTY HALL, FIRST FLOOR, MINI CHAMBERS, PARLIAMENT BUILDING AT 8.30 A.M.

PRESENT

1. Sen. (Eng) Mohamed M. Mahamud, CBS, MP - Chairperson
2. Sen. (Dr) Isaac Mwaura, CBS, MP - Vice Chairperson
3. Sen. Mutula Kilonzo Junior, MP - Member
4. Sen. (Dr.) Ali Abdullahi Ibrahim, CBS, MP - Member
5. Sen. (Dr) Rose Nyamunga, MP - Member
6. Sen. CPA Farhiya Haji, MP - Member
7. Sen. Aaron Cheruiyot, MP - Member

ABSENT WITH APOLOGY

8. Sen. Wetang'ula Moses Masika, EGH, MP - Member
9. Sen. Boniface Mutinda Kabaka, MP - Member

IN-ATTENDANCE

SENATE SECRETARIAT

1. Mr. Boniface Lenairoshi - Principal Clerk Assistant
2. Mr. Christopher Gitonga - Clerk Assistant
3. Ms. Judy Wahito - Legal Counsel
4. Ms. Julie Mwithiga - PBO
5. Mr. Vitus Okech - Research Officer
6. Ms. Winfred Atieno - Audio Officer

MIN. NO. 077/3/2018: PRAYERS

The Chairperson called the meeting to order at 8.50 a.m and welcomed the Members. This was followed with a word of prayer.

MIN.NO. 078/3/2018: ADOPTION OF AGENDA

The agenda of the meeting was adopted after it was proposed by Sen. Mutula Kilonzo Junior and seconded by Sen. Farhiya Haji.

MIN.NO. 079/3/2018: INTERVIEWS

The Committee conducted the interview to the following-

- 1. Mr. Michael Sunte Oloitiptip - 9.00am
- 2. Mr. Bakari Garise Omara - 9.30 am
- 3. Ms. Rebecca Noonaishi Tonkei - 10.00 am
- 4. Ms. Irene Serina Leshore - 10.30 am
- 5. Dr. Hilary Patroba - 11.30 am
- 6. Mr. Joel Kipkorir Sigei - 12 noon
- 7. Mr. Tom E. O. Obondo - 12.30 pm

Mr. Bakari Garise Omara submitted CRB and HELB certificate which were dated 2012

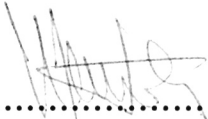
The Committee received and noted a memorandum alleging that Mr. Joel Kipkorir Sigei abused the office while serving as the Clerk of Bomet Municipal Council 2002. Further, the committee observed that he submitted EACC self-declaration dated 2013 and CRB dated 2014. He did not submit tax compliance certificate.

Mr. Tom E. O. Obondo did not submit the CRB certificate. The Committee requested him to submit before the end of the day.

Dr. Abdirizak Arale Nunow was supposed to appear as fifth interviewee at 11.00am did not appear. He sent regrets to the Committee through a member indicating he was engaged in other personal matters outside the country.

MIN. NO. 080/3/2018: ADJOURNMENT

There being no other business the Chairperson adjourned the meeting at 12.38 p.m. until 1.50 p.m. same day and venue.

SIGNATURE.....
(CHAIRPERSON: SEN. (ENG) MOHAMED MAALIM MAHAMUD)

DATE.....16/3/18.....

MINUTES OF THE 18TH MEETING OF THE SENATE STANDING COMMITTEE ON FINANCE & BUDGET HELD ON WEDNESDAY, 14TH MARCH, 2018 IN COUNTY HALL, FIRST FLOOR, MINI CHAMBERS, PARLIAMENT BUILDING AT 1.50 P.M.

PRESENT

1. Sen. (Eng) Mohamed M. Mahamud, CBS, MP - Chairperson
2. Sen. Mutula Kilonzo Junior, MP - Member
3. Sen. (Dr.) Ali Abdullahi Ibrahim, CBS, MP - Member
4. Sen. (Dr) Rose Nyamunga, MP - Member
5. Sen. CPA Farhiya Haji, MP - Member

ABSENT WITH APOLOGY

6. Sen. (Dr) Isaac Mwaura, CBS, MP - Vice Chairperson
7. Sen. Wetang'ula Moses Masika, EGH, MP - Member
8. Sen. Aaron Cheruiyot, MP - Member
9. Sen. Boniface Mutinda Kabaka, MP - Member

IN-ATTENDANCE

SENATE SECRETARIAT

1. Mr. Boniface Lenairoshi - Principal Clerk Assistant
2. Mr. Christopher Gitonga - Clerk Assistant
3. Ms. Judy Wahito - Legal Counsel
4. Ms. Julie Mwithiga -PBO
5. Mr. Vitus Okech - Research Officer
6. Ms. Winfred Atieno - Audio Officer

MIN. NO. 081/3/2018: PRAYERS

The Chairperson called the meeting to order at 1.55 p.m and welcomed the Members. This was followed with a word of prayer.

MIN.NO. 082/3/2018: ADOPTION OF AGENDA

The agenda of the meeting was adopted after it was proposed by Sen. (Dr) Rose Nyamunga and seconded by Sen. Farhiya Haji.

MIN.NO. 083/3/2018: INTERVIEWS

The Committee conducted the interview to the following-

1. Ms. Anne Wangechi Githinji - 2.00 pm
2. Mr. Ibrahim Adan Khalif - 2.30 pm
3. Ms. Flora M. Maghanga Mutuweta - 3.00 pm
4. Mr. Eliud M Muriithi - 3.30 pm

MIN. NO. 084/3/2018: ANY OTHER BUSINESS & ADJOURNMENT;

The Chairperson thanked and appreciated the members for their resilience and patient, indicating that the exercise was successful though it was quite demanding.

He also reminded the members to attend the report writing retreat scheduled from 15th – 18th March, 2018 in Mombasa.

The Chairperson adjourned the meeting at 4.28 p.m.

SIGNATURE.....

(CHAIRPERSON: SEN. (ENG) MOHAMED MAALIM MAHAMUD)

DATE.....

MINUTES OF THE 19TH MEETING OF THE SENATE STANDING COMMITTEE ON FINANCE & BUDGET HELD ON FRIDAY, 16TH MARCH, 2018 IN MASHUA BOARDROOM, SERENA BEACH RESORT, MOMBASA AT 9.00 A.M.

PRESENT

1. Sen. (Eng.) Mohamed M. Mahamud, CBS, MP - Chairperson
2. Sen. Mutula Kilonzo Junior, MP - Member
3. Sen. (Dr) Ali Abdullahi Ibrahim, CBS, MP - Member
4. Sen. (Dr) Rose Nyamunga, MP - Member
5. Sen. Boniface Mutinda Kabaka, MP - Member
6. Sen. CPA Farhiya Haji, MP - Member

ABSENT WITH APOLOGY

7. Sen. (Dr) Isaac Mwaura, CBS, MP - Vice Chairperson
8. Sen. Wetang'ula Moses Masika, EGH, MP - Member
9. Sen. Aaron Cheruiyot, MP - Member

IN-ATTENDANCE

SENATE SECRETARIAT

1. Mr. Boniface Lenairoshi - Principal Clerk Assistant
2. Mr. Christopher Gitonga - Clerk Assistant
3. Ms. Judy Wahito - Legal Counsel
4. Ms. Julie Mwithiga - PBO
5. Mr. Vitus Okech - Research Officer
6. Ms. Winfred Atieno - Audio Officer

MIN. NO. 085/3/2018: PRAYERS

The Chairperson called the meeting to order at 9.25 a.m and welcomed the Members. This was followed with a word of prayer.

MIN.NO. 086/3/2018: ADOPTION OF AGENDA

The agenda of the meeting was adopted after it was proposed by Sen. Mutula Kilonzo Junior and seconded by Sen. Boniface Mutinda Kabaka.

MIN.NO. 087/3/2018: CONSIDERATION OF THE REPORT ON NOMINEES BY THE SENATE ON BEHALF OF COUNTY GOVERNMENTS

a) Analysis of score sheet.

The Committee resolved to use average scores in determining the suitable candidate.

b) Consideration of the interview results

- i. The Committee noted that Hon. Isaac Melly the candidate with the highest score did not have ten (10) years' relevant experience as contemplated in section 5(2)(b) of the SRC Act, 2012.
- ii. Thus, the Committee resolved by consensus to recommend Ms. Margaret Sawe and Prof. Joseph Naituli who scored 75.0% and 74.86% as the second and the third candidate respectively for nomination by Senate on behalf of the County governments to SRC.

The number 2 and 3 candidates were as follows:

Name	Gender	Age	County	Average Score
Ms. Margaret Sawe	Female	43	Nandi	75.0
Prof. Joseph Naituli	Male	57	Meru	74.86

c) Adoption of the Report

The Committee considered the report and unanimously adopted it for tabling to the House on 20th March, 2018.

MIN. NO. 088/3/2018: ANY OTHER BUSINESS & ADJOURNMENT

The Chairperson thanked and appreciated the members for their dedication and cooperation during the process.

The Chairperson adjourned the meeting at 1.30 p.m.

SIGNATURE.....

(CHAIRPERSON: SEN. (ENG) MOHAMED MAALIM MAHAMUD)

DATE.....16/3/18