



PARLIAMENTARY SERVICE COMMISSION ANNUAL REPORT

2024/2025 FINANCIAL YEAR

25 Years
OF
PARLIAMENTARY
EXCELLENCE





PARLIAMENTARY SERVICE COMMISSION
ANNUAL REPORT

2024/2025 FINANCIAL YEAR





VISION

*A democratic and
people-centred
Parliament.*



MISSION

*To facilitate Members of
Parliament to effectively
and efficiently discharge
their constitutional
mandate of representation,
legislation and oversight.*



CORE VALUES

- Professionalism
- Integrity and Accountability
- Impartiality
- Cooperation and Consultation
- Responsiveness
- Inclusiveness



PARLIAMENTARY SERVICE COMMISSIONERS



RT. HON. SEN. (DR.) MOSES F.M. WETANG'ULA, EGH, MP, SC
SPEAKER OF THE NATIONAL ASSEMBLY & CHAIRMAN



SEN. JOYCE KORIR, CBS, MP
VICE CHAIRPERSON



SEN. ERICK OKONG'O
MOGENI, SC, CBS, MP



HON. FAITH
GITAU, CBS, MP



HON. PATRICK
KING'OLA, CBS, MP



HON. MISHI
MBOKO, CBS, MP



HON. MOHAMED
ALI, CBS, MP



SEN. WAHOME
WAMATINGA, CBS, MP



HON. RACHAEL
AMESO, CBS



HON. JOHNSON
MUTHAMA, CBS



MR. JEREMIAH NYEGENYE, CBS
CLERK OF THE SENATE & COMMISSION SECRETARY

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FOREWORD



I present this Annual Report of the Parliamentary Service Commission for the 2024/2025 Financial Year with a deep sense of pride and profound gratitude. This Report comes at a moment of historic significance: it marks twenty-five years since the establishment of the Parliamentary Service Commission. In the quarter-century of the Commission’s existence, Parliament has been transformed from a structurally dependent appendage of the Executive into a fully independent, institutionally robust and constitutionally anchored arm of government.

The journey to this point was neither short nor easy. For decades, Parliament depended on the Executive for its staff, its offices and its budget. That dependency undermined the legislature’s ability to check Executive power and to represent the people with integrity and independence. The reforms that led to the creation of the Commission in 2000, championed by visionary legislators and steered through Parliament with extraordinary determination, gave Kenya a new constitutional architecture, ensuring that Parliament operates as a co-equal arm of government. We honour the memory of those pioneers, including the late Hon. Peter Oloo Aringo, whose courage and foresight made this milestone possible.

The year under review was marked by notable achievements and considerable challenges, which form the bedrock of this Report. The Commission provided the institutional backbone—including staff, systems, facilities and services—necessary to ensure the proper and optimal functioning of Parliament. The continuity of Parliamentary function is itself a testament to twenty-five years of careful and diligent institutional building.

Parliament discharged its primary function of serving the people with distinction. The two Houses held hundreds of sittings, passed landmark legislation, conducted rigorous oversight of the Executive and connected with millions of Kenyans through public participation, outreach and broadcasting. The Commission continues to implement deliberate steps towards deepening its commitment to transparency, inclusive governance, prudent stewardship of public resources and facilitating citizens to meaningfully participate in their democracy.

On behalf of the Sixth Parliamentary Service Commission, I commend this Report to the President, Parliament and the people of Kenya. The work documented in this Report is the work of dedicated public servants who believe that a strong and independent Parliament is the surest guarantor of Kenya’s democracy. We reaffirm the Commission’s commitment to open, accountable and people-centred Parliamentary governance.

Rt. Hon. Sen. (Dr.) Moses F.M. Wetang’ula, EGH, MP, SC
Speaker, National Assembly,
Chairman, PSC

PREFACE



This Annual Report of the Parliamentary Service Commission for the 2024/25 Financial Year is submitted pursuant to Article 254(1) of the Constitution of Kenya, which requires every constitutional commission and independent office to submit an annual report to the President and Parliament. It is prepared to provide a transparent and comprehensive account of the Commission's work, use of public resources and contribution to the functioning of Kenya's bicameral Parliament during the year under review.

The 2024/25 Financial Year coincided with the twenty-fifth anniversary of the Commission, a milestone that has given this Report an additional dimension of reflection and celebration. Beyond documenting annual performance, this Report tells the story of an institution that grew from the ground up, transforming Parliament from an administratively dependent body into a self-governing legislature supported by, modern infrastructure and renewed energy for service delivery.

The Report documents the Commission's achievements in facilitating Parliament to undertake its constitutional mandate. Such achievements include provision and enhancement of modern, accessible and secure Parliamentary facilities; delivery of healthcare and welfare support to Members of Parliament and staff; advancement of a Green Parliament agenda and digital transformation; and continued strengthening of human capital through continuous learning and skills upgrade.

The Report reflects the collective effort of the staff of the Parliamentary Service, under the policy direction of the Sixth Commission. It has been prepared with commitment to accuracy, completeness and the highest standards of public reporting. We are grateful to all directorates, departments and units for their contribution to the operations and success of the Commission during the financial year. In a special way, I convey the Commission's appreciation to the Annual Report Editorial Committee led by Mr. Bonnie Mathooko, Director, Parliamentary Research Services for their dedication and diligence in compiling and publishing this Report.

Mr Jeremiah Nyegenye, CBS

Clerk of the Senate,
Secretary, PSC

ACRONYMS & ABBREVIATIONS

AGPO	Access to Government Procurement Opportunities
AIA	Appropriation-in-Aid
ASALS	Arid and Semi-Arid Lands
CPA	Commonwealth Parliamentary Association
CPST	Centre for Parliamentary Studies and Training
CSO	Civil Society Organisations
CPD	Continuous Professional Development
EAC-IPG	East Africa Community Inter-Parliamentary Games
EALA	East African Legislative Assembly
FP-ICGLR	Forum of Parliaments of the International Conference on the Great Lakes Region
FY	Financial Year
GGGI	Global Green Growth Institute
IPU	Inter-Parliamentary Union
MSIC	Medical Scheme Implementation Committee
MSMEs	Micro, Small, and Medium Enterprises
PAP	Pan-African Parliament
PBU	Parliamentary Broadcasting Unit
PJS	Parliamentary Joint Service
PRS	Parliamentary Research Services
PSC	Parliamentary Service Commission
PWD	Persons With Disabilities
TNA	Training Needs Assessment



EXECUTIVE SUMMARY

This Executive Summary provides an overview of the key achievements, highlights and findings contained in each chapter of the Parliamentary Service Commission Annual Report for the 2024/25 Financial Year.

Chapter 1: The Parliamentary Service Commission: 25 Years of Excellence

The 2024/25 Financial Year marked the twenty-fifth anniversary of the Parliamentary Service Commission, established through the Constitution of Kenya (Amendment) Act, 1999 and operationalised on 28 November 2000. Chapter One traces the evolution of the Commission from an era of Executive control over Parliament to the present institution, which supports a bicameral legislature served by over 2,500 staff, the 28-storey Bunge Tower and 337 constituency and county offices. The chapter honours the memory of the late Hon. Peter Oloo Aringo, a founding architect of Parliamentary independence. Further, the chapter outlines the Commission’s mandate under Article 127 of the Constitution, the membership and committee structure of the Sixth Commission, and key events of the year.

Chapter 2: Services and Facilities for Parliament

The Commission made significant investments in modernising Parliament’s physical and digital infrastructure. Seventy-six Members previously in leased private offices were accommodated within the Parliamentary Square, generating cost savings. New ablution facilities were constructed, accessibility ramps installed for persons with disabilities, and the audio-visual system in the National Assembly Chamber upgraded. Green Parliament initiatives included solar water heating at the Bunge Tower, solar lighting and landscaping of green spaces. The biometrically controlled medical scheme was expanded to cover all Members of Parliament and staff. Digitisation efforts saw a 100% mail capture rate and the electronic archiving of thousands of files. The Commission also upgraded the Integrated Security Management System and the Parliamentary Broadcasting Unit.

Chapter 3: Enhancing Service Quality

The Commission strengthened institutional capacity through targeted human resource interventions. A total of 163 staff were appointed on a contractual basis, 326 officers promoted, representing a 47.5% increase over the previous year, and 145 students placed in attachment programmes. Staff were also undertaken through performance appraisals to evaluate their competitiveness and identify areas of improvement. The Centre for Parliamentary Studies and Training (CPST) conducted 43 training programmes benefiting 920 participants comprising Members of Parliament, Parliamentary staff, Members of County Assemblies and other local and regional stakeholders. Moreover, CPST held webinars on various topics including artificial intelligence, urban governance and public participation. participation



Chapter 4: Promoting Parliamentary Democracy and Strengthening Public Trust

The Commission advanced citizen engagement and Parliamentary diplomacy on multiple fronts. During the year, 55,069 students and 3,008 teachers visited the National Assembly, while 22,920 students and 2,383 teachers visited the Senate. On the other hand,, the Commission hosted 71 benchmarking visits by County Assembly delegations. Internationally, Parliament actively participated in the Inter-Parliamentary Union, the Commonwealth Parliamentary Association, the Pan-African Parliament, the Forum of Parliaments of the ICGLR, among other regional and international forums. Parliament of Kenya also hosted the 14th edition of the EAC Inter-Parliamentary Games and the 7th annual conference of the Hansard Association of Kenya.

Chapter 5: Parliamentary Business for Good Governance

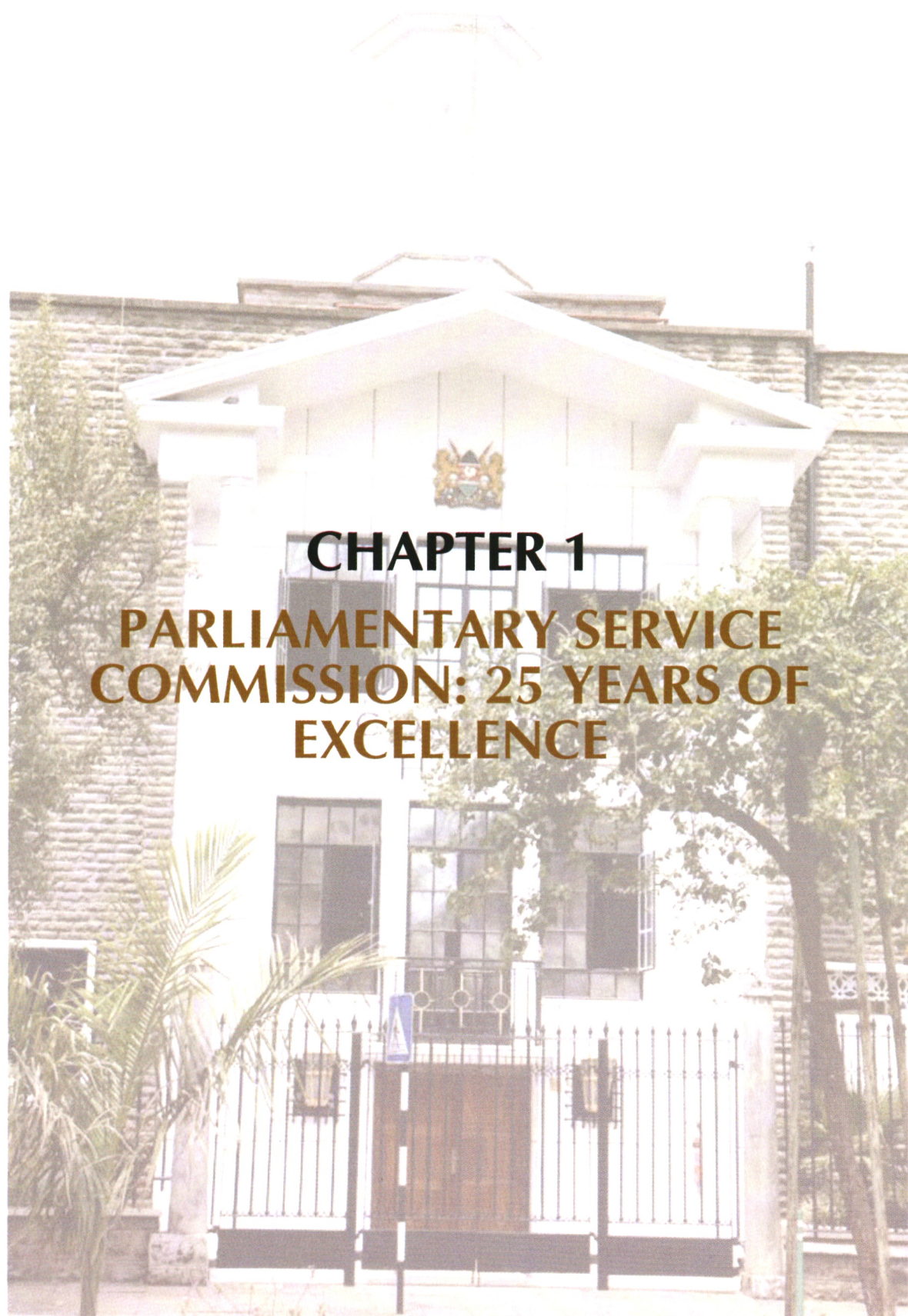
The two Houses of Parliament discharged their constitutional mandates with high productivity. The Senate held 139 plenary sittings, processed 29 Bills, 606 Statements and 145 Questions, and held 1,211 committee sittings. Landmark achievements included the Senate's consideration of the Fourth Basis for Revenue Allocation among County Governments, the impeachment of the Deputy President—the first removal of a national State officer by impeachment under the current Constitution—and the enactment of a robust Persons with Disabilities Act. The National Assembly held 125 plenary sittings where it processed 101 Bills, enacted 21 Acts, considered 221 Motions, processed 437 Statements, and held 2,154 committee sittings. Further, the National Assembly conducted approval hearings for over 80 nominees to public offices. On the oversight front, 648 audit reports by the Auditor-General were examined and reported on.

Chapter 6: Strengthening Accountability and Resource Utilisation

The Commission managed an approved budget of Ksh42.54 billion across four Parliamentary Votes and achieved a 100% Exchequer absorption rate, reflecting strong financial discipline. No material audit issues were raised during the period. Parliament received support from development partners, including the Westminster Foundation for Democracy, the Hans Seidel Foundation and the World Bank's Kenya Devolution Support Programme. Internal audits covered a wide range of operational areas. Key challenges included budget cuts of Ksh2.02 billion through supplementary estimates and delayed Exchequer releases. The Commission reiterates its call for funding at the rate of 2.5% of national revenue and the establishment of a Parliamentary Fund to further enhance independence and excellence in executing its constitutional mandate.

Chapter 7: Emerging Trends and Recommendations

The final chapter identifies critical emerging trends and sets out strategic responses. These include the accelerating pace of digital transformation and the need for robust AI and cybersecurity governance frameworks, rising demands for public participation and the importance of the proposed Public Participation Bill, increased litigation against the Commission with attendant cost and operational implications, the challenge of misinformation and misreporting on digital platforms, and the generational composition of the workforce. The chapter also sets out recommendations on technology adaptation, citizen-centred service delivery, enhanced budgetary allocation, proactive counter-misinformation strategies, crisis preparedness and resilience, and succession planning and workforce development.



CHAPTER 1

PARLIAMENTARY SERVICE COMMISSION: 25 YEARS OF EXCELLENCE

“

A legislature that depends on the Executive for its offices, its staff and its budget cannot credibly hold that Executive to account.

1.1 Introduction



The 2024/25 Financial Year was momentous for the Parliamentary Service Commission, as it marked its 25th anniversary. This chapter, therefore, pays tribute to this significant milestone and tells the story of who the Commission is, why it exists, what it stands for, and what it means for Kenya’s democracy as this institution marks twenty-five years of service.

1.2 Origins and Evolution of the Commission over 25 Years

The Commission has become a cornerstone in the development of Parliamentary democracy in Kenya. Its establishment marked a hard-won shift from executive control to legislative independence.

At independence in 1963, Kenya adopted the Westminster Parliamentary model, under which Parliament was structurally integrated within the Executive. As a dominion within the British



The Parliamentary debates were marked by a shared recognition that the proposed reforms were essential to restoring the dignity, independence, and institutional integrity of Parliament, and to completing the constitutional principle of separation of powers.

Commonwealth, governance was initially exercised through a Governor-General representing the Crown and a Prime Minister who led Government business in Parliament. In this framework, Parliament (the President and the National Assembly) was treated as a department within the Office of the President. The Executive was therefore responsible for all the services and facilities of Parliament. Employees of the Public Service Commission worked for Parliament and could be transferred at any time, meaning their loyalty was to the Executive rather than to Parliament. Members of Parliament operated with minimal administrative and technical support. This structural dependency made it much harder for Parliament to effectively perform its constitutional roles of legislation, representation and oversight, and weakened its capacity to check executive power.

The journey towards Parliamentary independence, when the late Hon. Jean Marie Seroney, the Member of Parliament for Tinderet in the Second Parliament, moved a motion for Parliamentary autonomy. His motion was a politically bold act and laid the groundwork for the quest for independence.

The reform momentum intensified in the 1990s, culminating in Parliamentary resolutions in 1993 and 1998 that called for the establishment of an independent mechanism to manage the affairs of Parliament. This pursuit continued through continued through the efforts of reform champions such as Hon. Martin Shikuku, through successive task forces and through the Nyakiamo Committee of 1996–1997, which documented in detail the dysfunction that dependence had created.

These resolutions directly informed the debates leading to the Constitution of Kenya (Amendment) Act, 1999. The Bill, though originally sponsored by the late Hon. Oloo Aringo, was later taken over and reintroduced as a Government Bill, reflecting the consensus that meaningful democracy required a Legislature capable of functioning independently, both constitutionally and administratively.

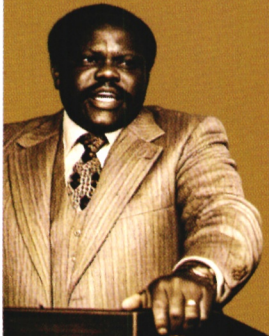
The constitutional amendment introduced sections 45A and 45B, which formally established the Parliamentary Service Commission as a body corporate. This was followed by the enactment of the Parliamentary Service Act on 28 November 2000, which operationalised the Commission and transferred the management of Parliament from the Executive to Parliament. The Commission was designed as a self-governing body, chaired by the Speaker and composed of Members of Parliament, with the mandate to provide services and facilities necessary for the effective functioning of the Legislature.

Twenty-five years on, the Commission is now in its sixth term. Parliament has evolved into a fully-fledged institution operating from a multi-building Parliamentary Square that includes the 28-storey Bunge Tower. It is supported by a workforce of over 2,500 that includes permanent and pensionable, Constituency Officers and Contract Staff, all recruited and managed independently by the Commission, and reaches approximately five million Kenyans through live broadcasts of Parliamentary proceedings. In addition, it maintains a nationwide presence through 337 constituency and county offices. None of these institutional capacities existed prior to the year 2000.



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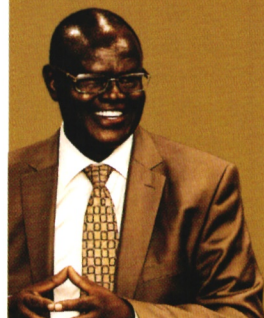
“We are reclaiming our dignity. We are reclaiming our independence! We are reclaiming our supremacy!”



Hon. Peter Castro Oloo-Aringo, Mover of the Motion for Leave to Introduce the Constitution of Kenya (Amendment) Bill, Wednesday, 12 May 1999

“

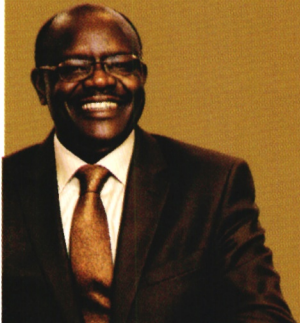
“We support all those Hon. Members who said that this House should not go on recess until we have a Parliamentary Service Commission in place...”



Hon. Kiraitu Murungi, EGH, Supporting the Motion for Leave to Introduce the Constitution of Kenya (Amendment) Bill, Wednesday, 12 May 1999

“

“Today, Mr. Deputy Speaker, Sir, ...we are embarking upon a long journey; a journey that will see the Eighth Parliament make its most important contribution to democracy in Kenya: the creation of an independent Legislature.”



Hon. Dr. Mukhisa Kituyi, Seconder of the Motion for Leave to Introduce the Constitution of Kenya (Amendment) Bill, Wednesday, 12 May 1999

“

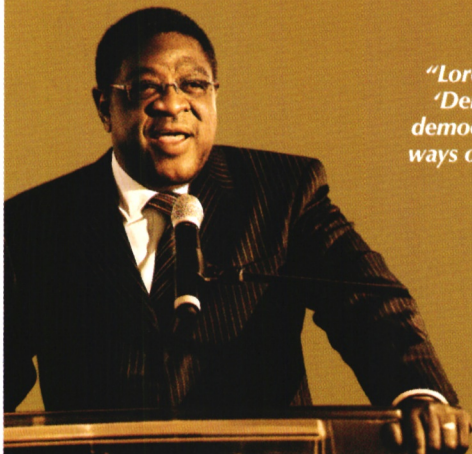
This is a historic moment in the sense that both sides of the House have agreed to embrace the spirit of this Motion. From now on, this Parliament must be in control of its own affairs”.



Hon. George Anyona, Supporting the Motion for Leave to Introduce the Constitution of Kenya (Amendment) Bill, Wednesday, 12 May 1999

“

“Lord Keith of the House of Lords of the United Kingdom once said: ‘Democracy is very good, but one of the most difficult things about democracy is how to make Parliament operate efficiently’. One of the ways of making Parliament efficient is ensuring that its employees are employed and are accountable to the institution itself....”



Attorney-General, Hon. Amos Wako, EGH, Mover of the Constitution of Kenya (Amendment) Bill - Second Reading, Thursday, 11 November 1999

SOURCE: THE HANSARD

1.2.1 Timeline of Institutional Milestones

Today, it serves legislatures across the East African Community and has grown into a respected regional and continental centre of excellence.

Figure 1.1 — Institutional milestones of the Parliamentary Service Commission, 2000–2024



1.3 In Memoriam: Hon. Peter Oloo Aringo, EGH (1941 - 2024)



The late Hon. Peter Castro Oloo Aringo was a strong believer in and advocate for Parliamentary independence and democracy. He served as a Member of Parliament for Alego-Usonga and held Cabinet Minister portfolios in various ministries, among them Education and Information and Broadcasting. He was a passionate defender of Parliamentary reforms and one of the founding architects of the Parliamentary Service Commission. He set the pace for the process and moved the motion that initiated the legislative journey.

The Parliamentary reforms he initiated through the Parliamentary Service Bill of 1999, among other things, established the Parliamentary Service Commission in 2001, cementing the independence of Parliament. This gallant role in securing and augmenting the independence of Parliament stands out as one of the most remarkable and impactful accomplishments by the late Hon. Oloo Aringo, and arguably his most memorable legacy and contribution to Kenya's Parliamentary history.

In recognition of his tireless, courageous and forthright leadership in reforming Parliament, fellow legislators elected him as the first Vice-Chairman of the PSC. His tenure on the Commission was marked by prudent policy-making that fostered a professional and efficient Parliamentary service, laying the groundwork for the PSC's continued growth and modernisation.

He is also acknowledged for championing various legislative initiatives that laid a firm foundation for several impactful institutional organs, including the Parliamentary Research Services, the Parliamentary Budget Office, and the then Fiscal Analysis and Appropriations Committee (FAAC), which transitioned to the present-day Budget and Appropriations Committee. Through the then FAAC, Hon. Oloo Aringo pushed for the drafting of the Fiscal Management Bill in 2007, which culminated in the enactment of the Fiscal Management Act of 2009. With the promulgation of the 2010 Constitution, that Act was revised to align with the Constitution, resulting in the Public Finance Management Act of 2012.

The Parliamentary Service Commission marks his passing with deep gratitude and celebrates the late Hon. Oloo Aringo, EGH, for his valiant contribution to Parliamentary reforms. His legacy has shaped Parliament's independence and enhanced its administrative, financial independence and budget-making role in today's governance architecture.

The late Hon. Peter Castro Oloo Aringo, EGH, passed away on Friday, 1 November 2024, at the age of 83.

“Constitutional commissions are established to protect the sovereignty of the people, secure the observance of democratic values and promote constitutionalism.

1.4 Mandate of the Commission

The evolution of the Commission has continued under the Constitution of Kenya, 2010, which re-established the PSC as an independent constitutional commission under Article 127, with an expanded mandate to support a bicameral Parliament and to promote Parliamentary democracy. The Commission performs the following specific functions:

- (a) providing services and facilities to ensure the efficient and effective functioning of Parliament;
- (b) constituting offices in the Parliamentary service, and appointing and supervising office holders;
- (c) preparing annual estimates of expenditure of the Parliamentary service and submitting them to the National Assembly for approval, and exercising budgetary control over the service;
- (d) undertaking, singly or jointly with other relevant organisations, programmes to promote the ideals of Parliamentary democracy; and
- (e) performing other functions necessary for the well-being of Members and staff of Parliament, or as prescribed by national legislation.

1.4.1 Additional Roles

The Commission also carries out other constitutional and statutory functions that extend beyond Parliament's internal affairs, including:

- (a) facilitating the selection of IEBC Commissioners, thus supporting a key aspect of democracy and universal suffrage;
- (b) nominating, on behalf of Parliament, a representative to the Salaries and Remuneration Commission, thereby influencing how public officers across Kenya are compensated;
- (c) enforcing Chapter Six of the Constitution on leadership and integrity provisions, in the Commission and among staff;
- (d) participating in the Intergovernmental Budget and Economic Council, bringing Parliament's voice into national resource allocation decisions; and
- (e) reporting annually to the President and Parliament for transparency and accountability.



The Speaker of the National Assembly and Chairman of the Parliamentary Service Commission presents Sen. Wahome Wamatinga a copy of his oath of office after he was sworn in as a Parliamentary Service Commissioner on 27 November, 2024

1.5 The Sixth Commission: Membership and Governance Structure

During Financial Year 2024/25, the Commission was chaired by the Rt. Hon. (Dr) Moses F. M. Wetang’ula, EGH, MP, Speaker of the National Assembly, as provided by Article 127(2) of the Constitution. The Clerk of the Senate, Mr Jeremiah Nyegenye, CBS, served as Secretary to the Commission.

Table 1.1 — Membership of the Sixth Parliamentary Service Commission, FY 2024/25

No.	Commissioner	Designation
1	Rt. Hon. Sen. (Dr.) Moses F. M. Wetang’ula, EGH, MP , SC	Chairman (Speaker, National Assembly)
2	Sen. Joyce Korir, MP, CBS	Vice-Chairperson
3	Hon. Patrick Makau, CBS, MP	Member
4	Hon. Mishi Juma, CBS, MP	Member
5	Hon. Faith Gitau, MP, CBS	Member
6	Sen. Okongo Mogeni, SC, MP, CBS	Member
7	Hon. Mohamed Ali, CBS, MP	Member
8	Hon. Rachel Ameso, CBS	Member (Non-MP Commissioner)
9	Sen. Johnson Muthama, CBS	Member (Non-MP Commissioner)
10	Sen. Wahome Wamatinga, CBS	Member (from November 2024)
11	Mr Jeremiah Nyegenye, CBS	Clerk of the Senate/ Secretary

Note: Sen. John Kinyua, MP, resigned from the Commission on 19 November, 2024 and was replaced by Sen. Wahome Wamatinga. The swearing in ceremony of Sen. Wamatinga was held on 27 November, 2024.

1.5.1 Committees of the Commission

The Commission governs through a committee system structured to cover all aspects of the Legislature and the Parliamentary Service. Each committee is anchored in the Commission’s constitutional mandate and meets regularly to interrogate performance, approve proposals and direct resources.

Table 1.2 — Commission Committees and Mandates, FY 2024/25

Committee	Mandate	Chairperson, FY 2024/25
Members' Welfare	Ensures that MPs are properly resourced — medically, financially and operationally — to represent their constituents effectively.	Sen. Okongo Mogeni, SC, MP
Staff Welfare	Oversees recruitment, promotion, discipline and well-being of Parliamentary staff.	Hon. Faith Gitau, MP (from Nov 2024)
Finance	Guards the public purse by reviewing budgets, monitoring expenditure and ensuring Parliament's financial integrity.	Hon. Mohamed Ali, HSC, MP
Security and Development	Oversees security within the precincts of Parliament and the implementation of development projects, including office facilities, business continuity, disaster management strategies, and compliance with safety and environmental standards.	Hon. Patrick Makau, EBS, MP
Public Information and Communication	Promotes a positive image of Parliament through public outreach and communication strategies, including broadcasting and social media.	Sen. Wahome Wamatinga (from Nov 2024)
Tender and Procurement	Ensures compliance with procurement laws and regulations; reviews procurement plans, monitors flagship projects and advises on the disposal of obsolete assets.	Hon. Mishi Mboko, CBS, MP (from Nov 2024)
Audit	The Commission's internal watchdog; ensures that financial reporting is accurate, controls are sound and public funds are protected.	Sen. Johnson Muthama
CPST Board	Oversees the operations of the CPST, which provides capacity-building programmes for Members and staff of Parliament.	Hon. Rachel Ameso

1.5.2 The Management

The Board of Senior Management (BoSM) is the apex management body linking the Commission and the Management of Parliament. It enables centralised decision-making on matters touching on the institution and is responsible for the overall administration and management of the Parliamentary Service. The BoSM advises the Commission on all policy and organisational matters and oversees the implementation of Commission decisions.

1.6 The Strategic Compass: 2019–2030

The Commission's Strategic Plan is the blueprint for the overarching goal of a people-centred and democratic Parliament. The Plan is built around seven strategic pillars,



each addressing a dimension of Parliamentary excellence. The Strategic Plan is now in its mid-term and is currently undergoing a mid-term review. The results of the review will inform the priorities for FY 2025/26 and the remainder of the plan period.

1.7 Key Events during the 2024/25 Financial Year

The Commission provided services and facilities to ensure the Legislature operated effectively and efficiently, sometimes under difficult conditions. Kenya’s democratic institutions, including Parliament, were tested in ways that few anticipated. The withdrawal of the Finance Bill, 2024 and subsequent budget cuts in FY 2024/25, the dissolution and reconstitution of the Cabinet, and the impeachment of the Deputy President created a period of sustained political intensity. Through all of it, the Commission provided the infrastructure, staff and resources that were in place, reflecting twenty-five years of institution-building.

1.7.1 Supporting the Independent Electoral & Boundaries Commission (IEBC): Protecting Electoral Integrity

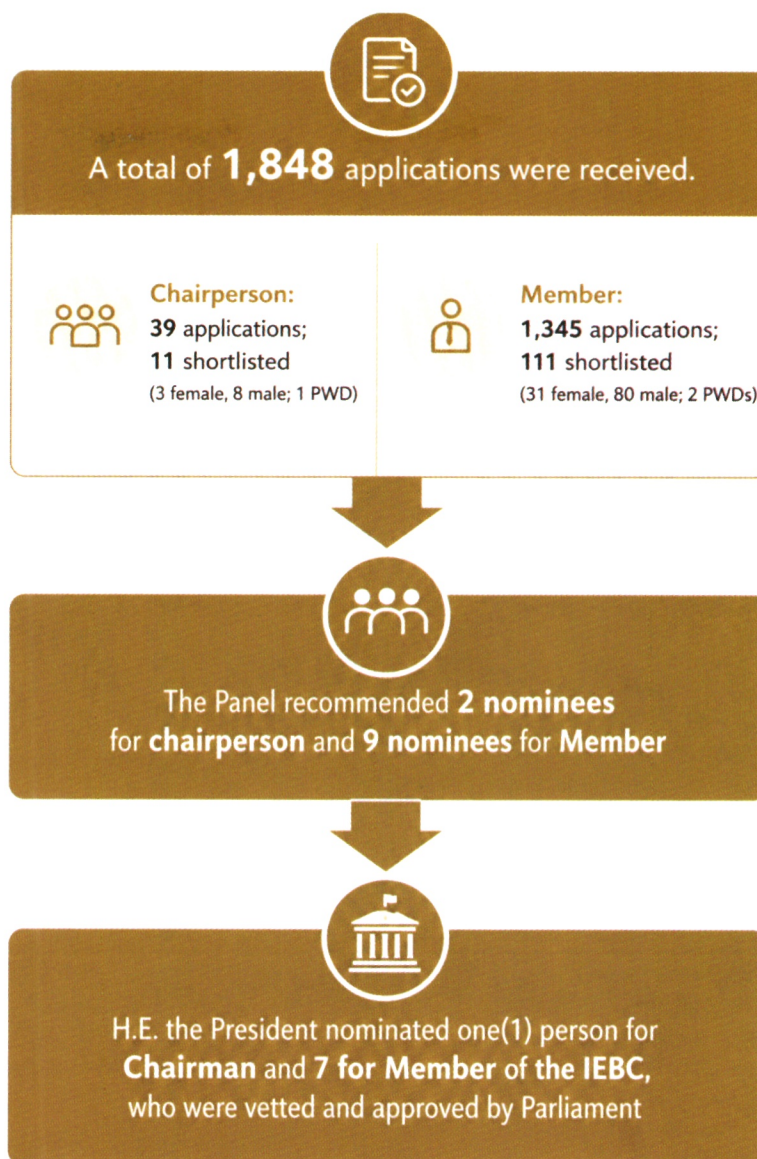
Pursuant to Paragraph 1 of the First Schedule to the Independent Electoral and Boundaries Commission (IEBC) Act, which mandates the President to appoint a nine-member Selection Panel drawn from specified nominating bodies, the Commission undertook the recruitment and subsequent appointment of two members to the Panel in accordance with the prescribed statutory framework.

Further, in accordance with the First Schedule to the Independent Electoral and Boundaries Commission Act, 2011, the Commission provided secretariat services, resources and operational support to facilitate the work of the Selection Panel. This included providing administrative and technical personnel, meeting facilities, logistical support and financial resources necessary for the Panel to carry out its mandate effectively.

The Selection Panel was constituted by His Excellency the President through Gazette Notice No. 715 of 27 January 2025, following the declaration of one vacancy for the position of Chairperson and six vacancies for Members of the Commission through earlier gazette notices issued in 2023.



Figure 1.2 – The IEBC Selection Panel addresses the press at a retreat held on Tuesday, 11 February 2025.



1.7.2 Embracing Alternative Dispute Resolution

To facilitate the expeditious resolution of cases between Members of Parliament and constituency staff, the Commission has established an arbitration-based dispute resolution framework. Under this mechanism, aggrieved staff may lodge complaints with the Commission, upon which the Chairman of the Commission constitutes a panel of three Commissioners to hear and determine the matter. The hearings are held within the precincts of Parliament and the Panels are supported by legal counsel serving in the Commission. This approach has enhanced the timely and cost-effective resolution of disputes for both Members and staff.

During the year under review, seven ad hoc Arbitration Panels were constituted to address employment disputes, of which four were successfully resolved, achieving outcomes that would likely have taken years and significantly greater expense through formal litigation.

7	4	3
Arbitration Panels Appointed	Disputes Resolved	Cases Ongoing

1.7.3 Strengthening Data Protection and Institutional Accountability

In line with the Data Protection Act, 2019, the Commission strengthened accountability and safeguards around personal data across all its entities. The Commission, its Services and Funds were registered with the Office of the Data Protection Commissioner (ODPC) as Data Controllers. The Commission further designated Accounting Officers and Fund Administrators to lead compliance, and an institution-wide Data Protection Committee was constituted.

In addition, through collaboration with the ODPC, deliberate staff sensitisation on data protection was undertaken to improve awareness on the lawful use of data and related safeguards. Measures such as privacy notices for CCTV, masking of personal data on public platforms and stronger ICT safeguards have also been introduced. Contracting processes have been enhanced to include data protection clauses, while existing agreements involving sensitive data are under review.

1.7.4 Advancing Parliamentary Scholarship

In The 2024/25 Financial Year, the Parliamentary Service Commission approved a Fellowship Programme under the Centre for Parliamentary Studies and Training (CPST) to strengthen research capacity within the Parliamentary Service.

The programme establishes a structured framework for recruiting and managing Research Fellows, with clear eligibility criteria, selection procedures, defined duration and stipends. It targets graduates in relevant social sciences, with a deliberate focus on engaging young professionals and nurturing future legislative researchers.

The policy positions the CPST as a regional research hub by embedding research into Parliamentary processes. Fellows of the Programme will gain practical exposure to legislative work, while the Commission benefits from fresh analytical capacity and evidence-based insights.

The Commission also adopted a policy framework to support the establishment of the Journal of Governance and Legislative Studies (JGLS) under the CPST. This initiative is designed to strengthen the research ecosystem within Parliament by creating a dedicated, peer-reviewed platform for high-quality scholarly work on legislative practice and governance.

1.7.5 Promoting Constitutionalism and National Values

Article 250(8) of the Constitution requires every constitutional commission to promote constitutionalism. Further, in undertaking its mandate, the Commission embeds the national values and principles set out in Article 10 of the Constitution including integrity, transparency, inclusiveness, accountability, sustainable development, human dignity and equity into its governance, operations and culture. Its core values of professionalism, impartiality, responsibility, integrity, accountability, cooperation, consultation and inclusiveness are aligned with its obligations as a constitutional Commission.

Transparency and Accountability

The Commission remained committed to open and accountable governance by continuously opening up its operations to oversight. It appeared before the Public Accounts Committee and the Budget and Appropriations Committee, providing an opportunity for scrutiny of its financial management and institutional performance. The Commission also submitted quarterly financial and expenditure reports to the Office of the Controller of Budget, strengthening transparency in the use of public resources. The development and dissemination of an Ethics and Integrity Handbook for staff reinforced a culture of professionalism, ethical conduct and responsible service delivery.

Human Resource Practices

The Commission continued to nurture a professional and supportive work environment that reflects the national values of fairness, dignity and inclusiveness. Vacancies within the institution were publicly advertised, and recruitment processes were conducted on a merit-based system to ensure equal opportunity for qualified candidates.

The Commission complied with the two-thirds gender rule within its workforce, with a 55:45 ratio of men to women, while maintaining balanced representation of Kenya’s diverse ethnic communities.

Patriotism and National Unity

The Commission facilitated the participation of Members of Parliament, Commissioners and staff in national celebrations such as Madaraka Day, Mashujaa Day and Jamhuri Day. The Commission also supported the hosting of the National Prayer Breakfast in 2025, which brought together leaders from across sectors and political divides.

Advancing Disability Inclusion

During FY 2024/25, the Commission, with support from the Commonwealth Parliamentarians with Disabilities (CPwD) Capital Investment Fund 2024, installed a curved platform stair lift within Parliament Buildings. This motorised system safely transports wheelchair users, significantly improving the mobility, dignity and participation of Members and staff with disabilities, while reinforcing Parliament’s compliance with inclusion standards.

National Honours for Commissioners

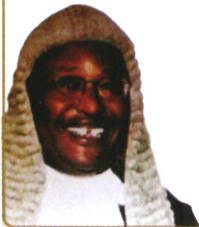
On 12 December 2024, seven Commissioners were conferred with the honour of Chief of the Order of the Burning Spear (CBS) during the national celebrations marking Jamhuri Day. The conferment of these honours acknowledged their significant contributions to governance, legislative development and dedicated public service. A number of staff were also conferred with different classes of national awards.

Roll of Honour : Parliamentary Service Commissioners 2000 to date

1



The First Commission (2000 - 2003)



1.	Hon. K. F. X. ole Kaparo, EGH, M.P.	Chairman
2.	Hon. Peter Oloo Aringo, EGH, M.P	Vice-Chairman
3.	Hon. (Prof.) George Saitoti, EGH, MP	Vice President and Leader of Government Business
4.	Hon. Mwai Kibaki , M.P	Leader of Opposition
5.	Hon. (Dr.) Abdullahi Ali	
6.	Hon. Samuel L. Poghiso, M. P.	(later replaced by Hon. Eric Morogo)
7.	Hon. Abubakar M. Badawy,M.P.	
8.	Hon. Daniel L. Khamasi, M.P.	
9.	Hon. George Odeny Ngure, M.P.	
10.	Hon. Wycliffe W. Osundwa, M.P	(later replaced by Hon. David Musila)
11.	Mr. S.W. Ndindiri	Clerk of the National Assembly / Secretary

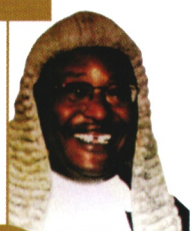
- Hon. Samuel Poghiso was replaced by Hon. Eric Morogo following the appointment of Hon. Poghiso as an assistant Minister.

- The Hon. Wycliffe W. Osundwa, M.P was replaced by Hon. David Musila following the appointment of Hon. Osundwa as an assistant Minister.

2



The Second Commission (2003 - 2007)



1. The Hon. K. F. X. ole Kaparo, EGH, M.P.
2. The Hon. Peter Oloo Aringo, EGH, M.P.
3. The Hon. Dr. A. A. Moody Awori, EGH, EBS, M.P
4. The Hon. Uhuru Kenyatta, EGH, M.P
5. The Hon. G. G. Kariuki, EGH, M.P.
6. The Hon. Alfred Sambu, EGH, M.P.
7. The Hon. Jimmy Angwenyi, M.P.
8. The Hon. J. J. Kamotho, EGH, M.P
9. The Hon. Dr. Abdullahi I. Ali, M.P.
10. The Hon. Daniel Khamasi, M.P.
11. Mr. S.W Ndindiri

Chairman to the Commission
Vice-Chairman
Vice President and Leader of Government Business
Leader of the Official Opposition Party
Member

Clerk of the National Assembly / Secretary

3



The Third Commission (2008 - 2013)



1. Hon. Kenneth Marende, EGH, MP
2. Hon. Walter Nyambati, MP
3. Hon. Kalonzo Musyoka, EGH, MP
3. Hon. Adan Welihye Keynan
4. Hon. Joseph Lekuton, MP
5. Hon. Peter Mwathi, MP
6. Hon. Jamleck Kamau, MP
7. Hon. Zakayo Cheruiyot, MP
8. Hon. Chris Okemo, MP
9. Hon. Olago Aluoch, MP
10. Hon. Julius Murgor, MP / Hon. Wilson Litole
11. Mr. S.W. Ndindiri

The Speaker (Chairman)
Vice Chairman (2008 to 2011)
Vice President and Leader of Government Business
Vice Chairman (2011 to 2013)

Clerk of the National Assembly / Secretary

(Following the demise of the late S.W. Ndindiri, Mr. P.G. Gichohi took over as the Secretary in April 2008. Upon the retirement of Mr. Gichohi, Mr. Justin Bundi took over the position of the Secretary from October, 2012.)

- Hon. Walter Nyambati who replaced his Parliamentary seat was replaced by Hon. Aden Keynan.

4



The Fourth Commission (2013-2017)



1. Hon. Justin B.N. Muturi, MP
2. Sen. Beth Mugo, EGH, MP
3. Sen. David Musila, MGH, MP
4. Hon. Jimmy Angwenyi, MP
5. Hon. Adan Keynan, CBS, MP
6. Sen. Sammy Leshore, MP
7. Hon. Regina Chang'orok Nyeris, MP
8. Hon. Gladys Wanga, MP
9. Hon. (Dr.) Abdullahi Ibrahim Ali
10. Dr. Lonah Mumelo

Chairman
Vice-Chairperson, PSC

11. Mr. Justin Bundi
- Mr. Jeremiah Nyegenye

Clerk of the National Assembly / Secretary
Clerk of the Senate/Secretary

- Mr. Jeremiah Nyegenye took over from Mr. Justin Bundi in 2013 following the inception of the 11th Bicameral Parliament in line with provisions of the 2010 Constitution.

5



The Fifth Commission (2018-2021)



1. Hon. Justin Muturi, EGH, MP
2. Hon. Naomi Shabaan, EGH, M.P.
3. Hon. Adan Keynan, CBS, M.P.
4. Sen. Beth Mugo, EGH, M.P.
5. Sen. George Khaniri, MGH, M.P..
6. Hon. Ben Momanyi, M.P.
7. Hon. Aisha Jumwa, M.P.
8. Sen. Aaron Cheruiyot, M.P
9. Hon. Samuel Chepkong'a, CBS
10. Hon. Rachel Ameso

Chairman
Vice-Chairperson, PSC

11. Mr. Jeremiah Nyegenye, CBS

Clerk of the Senate / Secretary

6



The Sixth Commission (2022 - Present)

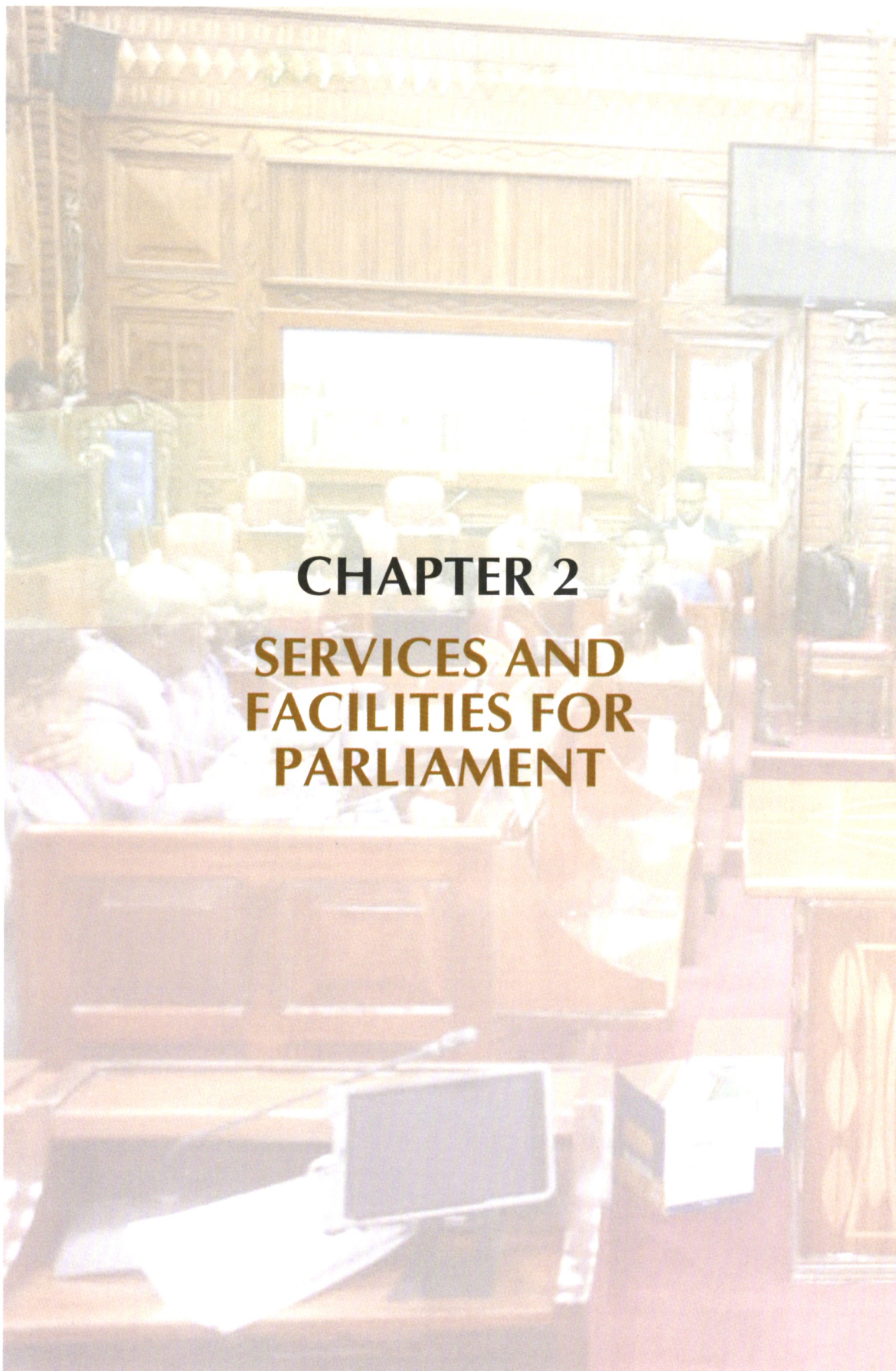


1. Rt. Hon. Sen. (Dr.) Moses F. M. Wetang'ula, EGH, MP
2. Sen. Joyce Korir, CBS, MP
3. Hon. Patrick Makau, CBS, MP
4. Hon. Mishi Mboko, CBS, MP
5. Hon. Faith Gitau, CBS, MP
6. Sen. Okongo Mogeni, CBS, SC, MP
7. Hon. Mohamed Ali, CBS, MP
8. Sen. Wahome Wamatinga, MP
9. Hon. Rachel Ameso, CBS
10. Sen. Johnson Muthama, CBS
11. Mr. Jeremiah Nyegenye, CBS

Chairman, PSC
Vice Chairperson

Clerk of the Senate / Secretary

Sen. John Kinyua, MP resigned from the Commission in November 2024 and was replaced by Sen. Wahome Wamatinga, MP



CHAPTER 2

SERVICES AND FACILITIES FOR PARLIAMENT

2.0 Introduction



The Parliamentary Service Commission's journey in the last 25 years reflects steady progress and strides in the provision of services and facilities by upgrading Parliament's physical, digital, and support infrastructure to create a more secure, accessible, and efficient working environment. These milestones include the delivery of modern offices for Members, improved public amenities and accessibility features, enhanced medical and wellness support, strengthened security systems, and expanded ICT and broadcasting capabilities, all of which demonstrate the Commission's continued journey toward a more responsive and service-oriented Parliament. One of the core responsibilities of the Commission is to provide the services and facilities necessary for an effective and efficient Parliament. This mandate, derived from Article 127 of the Constitution, is designed to support Parliament in fulfilling its constitutionally defined roles. This chapter details the services and facilities delivered by the Commission during the 2024/25 Financial Year, in alignment with the objectives of the current Strategic Plan.

In 2009, the Commission embarked on a modernization programme of the National Assembly Chamber. This coincided with constitution review process which placed additional demands on the Commission to provide for the increased number of members of the National Assembly from 222 to 350 Members and a new Senate consisting of 68 Senators.

To meet the growing demand for office space, the Commission has also undertaken major projects, which includes the construction of Bunge Tower, the refurbishment of several office buildings, and the establishment of the Parliamentary Square.

Further, to enhance the representative role of Members of Parliament, the Commission established the Constituency/County offices for all Members of Parliament with adequate staff to operationalize the offices.

2.1 Provision of Modern and Secure Facilities to Provision of Modern and Secure Facilities.

Strategic Pillar VI of the Strategic Plan outlines the provision of a secure working environment and modern facilities for Members and Parliamentary staff. To advance this goal, the Commission worked on establishing a Parliamentary Square that will house these upgraded amenities.

Through a detailed evaluation of the office and equipment requirements for Members and staff, seventy-six Members who had been leasing private office space outside the Parliamentary Square have now been provided with suitable modern offices within Parliament buildings

This resulted in cost savings and facilitated seamless collaboration and consultation between Members.



Front walkway/ramp installed to ease mobility within Parliament Buildings.

2.1.1 Facilities and Infrastructure Enhancement

In line with its commitment to provide modern facilities and a secure working environment for Members, staff and the public, the Commission undertook several key infrastructural projects. A significant focus was placed on accessibility and public amenities. This included the construction and completion of a new ablution block within the National Assembly. The Commission also

facilitated the construction of ramps, including provisions for Persons with Disabilities (PWDs), which greatly enhanced the experience for visiting school children and other guests.

Secure storage shelves were installed at the public gallery for visitors, and guard houses were renovated to facilitate better visitor access. A prayer room was renovated for Members and staff of the Islamic faith, enhancing both accessibility and usability.

The audio-visual system in the National Assembly Chamber was upgraded with improved screens, speakers and cabling, ensuring modernised communication and enhanced plenary functionality. This led to increased public engagement in legislative processes and further entrenched Articles 118 and 35 of the Constitution.



The newly constructed ablution block for guests visiting Parliament.

2.1.2 Development of the CPST Complex

Following a recommendation by the CPST Board, the Commission initiated the development of a new CPST complex along Langata South Road in Karen, with the aim of providing adequate facilities and services. The construction of the complex is still ongoing; and upon completion, the complex will provide additional facilities for the CPST. During the reporting period, the Commission continued to facilitate the development of a this new CPST Complex. The complex will provide a specialized Resource Centre for training.





Parliamentary Service Commissioners joined by a delegation on a study tour of the Parliament of Kenya, conduct a tour of the ongoing construction of the CPST Complex in Karen.

2.2 Facilitation of Members and Staff

2.2.1 Mortgage and Car Loan Scheme

In the Financial Year 2024/25, the Parliamentary Mortgage Scheme processed 129 applications from Members and eligible staff, marking a key milestone in enhancing Members’ and staff welfare through improved access to long-term housing solutions. By facilitating home ownership, the Scheme contributed to the financial well-being and stability of beneficiaries and reinforced the Parliamentary Service’s commitment to supporting a conducive and dignified working and living environment.

Additionally, the Parliamentary Car Loan Scheme successfully processed 59 applications for Members of Parliament and eligible staff during the period under review. This initiative mitigates mobility constraints and enhances personal convenience, thereby improving productivity, job satisfaction and overall institutional efficiency.

129	59
Mortgage Scheme Applications Processed	Car Loan Applications Processed

2.3 Implementation of Green Initiatives and Green Parliament

Greening Parliament serves as a cornerstone of the Strategic Plan under Strategic Pillar V, aimed at fostering a culture of sustainability and climate resilience awareness. The Commission is committed to embedding climate resilience into Parliamentary operations and leading by example in advancing national greening policies through legislation, oversight and public representation.

This strategic priority aligns with global efforts to adopt sustainable and environmentally responsible practices. Key initiatives supporting this pillar include promoting energy efficiency and renewable energy use, rainwater harvesting, solid waste management, and the proper storage and disposal of obsolete furniture and assets.

The Commission procured and installed a solar water heating system to serve offices in Bunge Tower, advancing energy-saving practices through renewable energy adoption. To enhance energy efficiency, motion sensors for air filters, an automatic lighting system and timer-controlled LED garden lights have been installed at the entrance to the National Assembly Public Gallery. Redesigned spaces and landscaping have expanded green areas and improved Parliament’s aesthetic value. An automatic irrigation system has also been installed to support water conservation and the efficient maintenance of these green spaces.

An agreement to establish the Global Green Growth Institute (GGGI), a treaty-based international organisation that supports inclusive and sustainable economic growth in developing and emerging economies, is currently under review. Additionally, consideration is being given to Sessional Paper No. 5 on the National Green Fiscal Incentives Policy Framework, which aims to steer Kenya towards a low-carbon, climate-resilient and green development path.

The disposal of obsolete furniture and unserviceable items was carried out in compliance with the Public Procurement and Asset Disposal Act, Cap. 412C, and the Occupational Safety and Health Act, Cap. 236A, thereby ensuring a secure, clean and safe environment.



A front view of the National Assembly after landscaping to enhance the green space at the Parliament grounds



Newly refurbished and landscaped walkway into the main Parliament buildings



Rear walk refurbished and ramp installed for ease of access by Persons with Disabilities

2.4 Healthcare and Wellness Support

2.4.1 Implementation of the Medical Scheme

The Medical Scheme Implementation Committee (MSIC) and the Medical Section operate under Strategic Pillar II of the PSC Strategic Plan—Excellence in Service Delivery—to enhance staff wellness for efficient service delivery.

Services offered include the provision of pre-authorisations for various services through the 24-hour Call Centre, advisory to Members and staff on service providers, sensitisation of Members and staff on medical matters, processing of payments to medical service providers, visitation of PSC patients admitted in hospital, consideration of requests for ex-gratia assistance, facilitation of overseas treatment referrals and coordination of wellness talks.

MSIC spearheaded a smooth transition from the National Hospital Insurance Fund (NHIF) to the Social Health Fund, bringing on board all Members and staff in compliance with the Social Health Insurance Act, 2023.

2.4.2 Performance of Members' Medical Insurance Scheme

The Parliamentary Service Commission facilitated the provision of medical insurance cover to Members of Parliament. The Commission adopted the use of a biometrically controlled smart and virtual card solution for the management of the medical scheme, enhancing accountability in its administration.

The Medical Section played a vital role in delivering comprehensive medical and first-aid support during the 14th Edition of the EAC Inter-Parliamentary Games held in Mombasa. In addition, the team provided surveillance support to delegations from other member states and shared daily medical updates with the EALA Secretariat.

2.4.3 Creche Facility

The Commission continues to provide a crèche for lactating mothers within Parliament. Nurses attached to the crèche participated in a workplace sensitisation session on supporting breastfeeding mothers, held during World Breastfeeding Week and organised by the Ministry of Health, in partnership with the State Department for Public Health. This initiative lends credence to Parliament's commitment to inclusivity and gender mainstreaming, and reinforces the rights of employees. The crèche ensures that women legislators and staff remain effective in discharging their roles, in alignment with the International Labour Organization (ILO) guidelines.

2.5 Digitisation of Services

2.5.1 Records Inventory and Classification

A comprehensive review of Members of Parliament and staff files was carried out by the Records Management Department. 968 Members' files and 464 staff files were appraised, closed and archived at the Records Centre. The records were reclassified using an improved, user-friendly classification system to enhance retrieval and efficiency.

2.5.2 Draft Retention, Disposal Schedule and Electronic Records Management

A Draft Records Retention and Disposal Schedule was developed to facilitate the timely disposal of inactive records and create space for active files, thereby improving records management efficiency and accessibility.

A digital logging system for incoming and outgoing mail was implemented, achieving a 100% capture rate. This initiative enhanced mail tracking, improved operational efficiency by 80% and streamlined monitoring and accountability across departments. Additionally, 1,066 files for Members of Parliament and 465 for staff were successfully processed and archived into the records database, enhancing data accuracy and improving retrieval efficiency. All active files for Members and staff were integrated into a centralised HR database.

2.6 Security and Safety Enhancement

Security services in legislatures across the globe have undergone transformational changes to address emerging security threats ranging from terrorism and arson to mass protests. In line with this, the Commission has put in place robust security measures in accordance with Strategic Pillar VI, which prioritises the provision of modern facilities and a secure working environment for Members and staff.

2.6.1 Integrated Security Management System Implementation

Implementation of the Integrated Security Management System (ISMS) was undertaken within Parliament, focusing on the supply, installation, configuration, testing, training, commissioning and maintenance of the system. Major works were carried out in a number of areas including the perimeter fence, the Senate and National Assembly gates, the control room, cabling and CCTV camera installation.

2.6.2 Security Coordination for House Committees

The Commission, through the Directorate of Security and Safety and in collaboration with the National Police Service, coordinated the provision of security services to committees travelling to various parts of the country. Security services were also extended to external events including the National Prayer Breakfast, national and state events, sporting events and international conferences.

2.6.3 Capacity Enhancement for Security Personnel

A successful induction programme for 150 police officers attached to Parliament was conducted to equip them with the skills necessary to effectively discharge their security duties within the Parliamentary context.

2.7 Optimising Processes and Operations through ICT

The Parliamentary Service Commission adopted a number of interventions in line with Strategic Pillar IV, which focuses on embracing and implementing an E-Parliament. These interventions included the adoption of online retirement scheme money transfer requests, virtual post-retirement medical scheme cards, the use of an administrator portal to access statements and the online sharing of insurance booklets.

2.7.1 Upgrade of Network Infrastructure and Enhancement of Internet Connectivity

The network infrastructure in Parliament underwent comprehensive upgrades during the financial year. Unlimited Wi-Fi internet coverage was extended across all 25 floors of Bunge Tower, enabling Members and staff to access the internet without downtime. During this period, the ICT network at County House was successfully migrated to new switches and integrated with the broader Parliament Local Area Network, significantly improving both the speed and reliability of the network.

The Commission procured a service provider to undertake an overhaul of the network system; a new system was successfully implemented during the 2024/25 financial year. Concurrently, the data centre underwent an upgrade, with six additional servers procured, enhancing overall performance and expanding storage capacity.

2.7.2 Upgrade of the Human Resource Management System

The Commission undertook a comprehensive upgrade of the Human Resource Management System (SmartHR) to enhance efficiency and streamline human resource operations. The legacy system presented several limitations, including manual-intensive processes, limited functionality, and challenges in data accuracy and accessibility.

Key enhancements include an online leave management module, enabling staff to request, track and manage leave electronically, thereby reducing paperwork and approval turnaround times. A recruitment module was also piloted to digitise the end-to-end recruitment process, from vacancy advertising and application submission to shortlisting and candidate selection, thereby promoting transparency and efficiency.

2.7.3 Implementation of the Case and Contract Management System

During the financial year, a Case and Contract Management System was developed to address the specific operational needs of the Directorate of Litigation and Compliance Services. The system features workflow automation to streamline the processing of legal matters, end-to-end case tracking from initiation to resolution, and a comprehensive diary module for managing critical deadlines, court appearances, and contractual obligations. It also includes file and library management modules, enabling the Directorate to efficiently organise, store, and retrieve legal documents, case files, and reference materials with greater accuracy and ease.

2.7.4 Upgrade of Chamber Systems

The Commission facilitated the implementation of robust cybersecurity measures to protect against cyber threats and safeguard sensitive data. The management of the Multi-Media Digital Congress System incorporating the electronic voting platform in the National Assembly and the Senate was realised. Additionally, a Nextcloud Collaboration and Document Management System was implemented in the Senate, National Assembly Chambers and Commission meeting rooms, enabling secure storage and real-time sharing of legislative documents, including Bills and committee reports.

The Electronic Voting System significantly reduced the time required for voting while ensuring accurate vote counts, thereby contributing to more effective decision-making.

2.7.5 Upgrade of the Parliamentary Broadcasting Unit

The Commission, through the Parliamentary Broadcasting Unit (PBU), ensured reliable broadcasting services by providing uninterrupted live broadcasting of all plenary sessions of the National Assembly, the Senate and committees. To leverage ICT in Parliamentary operations, the Commission facilitated the installation of an Internet Protocol Television (IPTV) solution across multiple offices, enabling Members and staff to follow live proceedings directly from their offices without interruption. The system is integrated with Free-to-Air and satellite channels and direct feeds from both committee rooms and chambers.

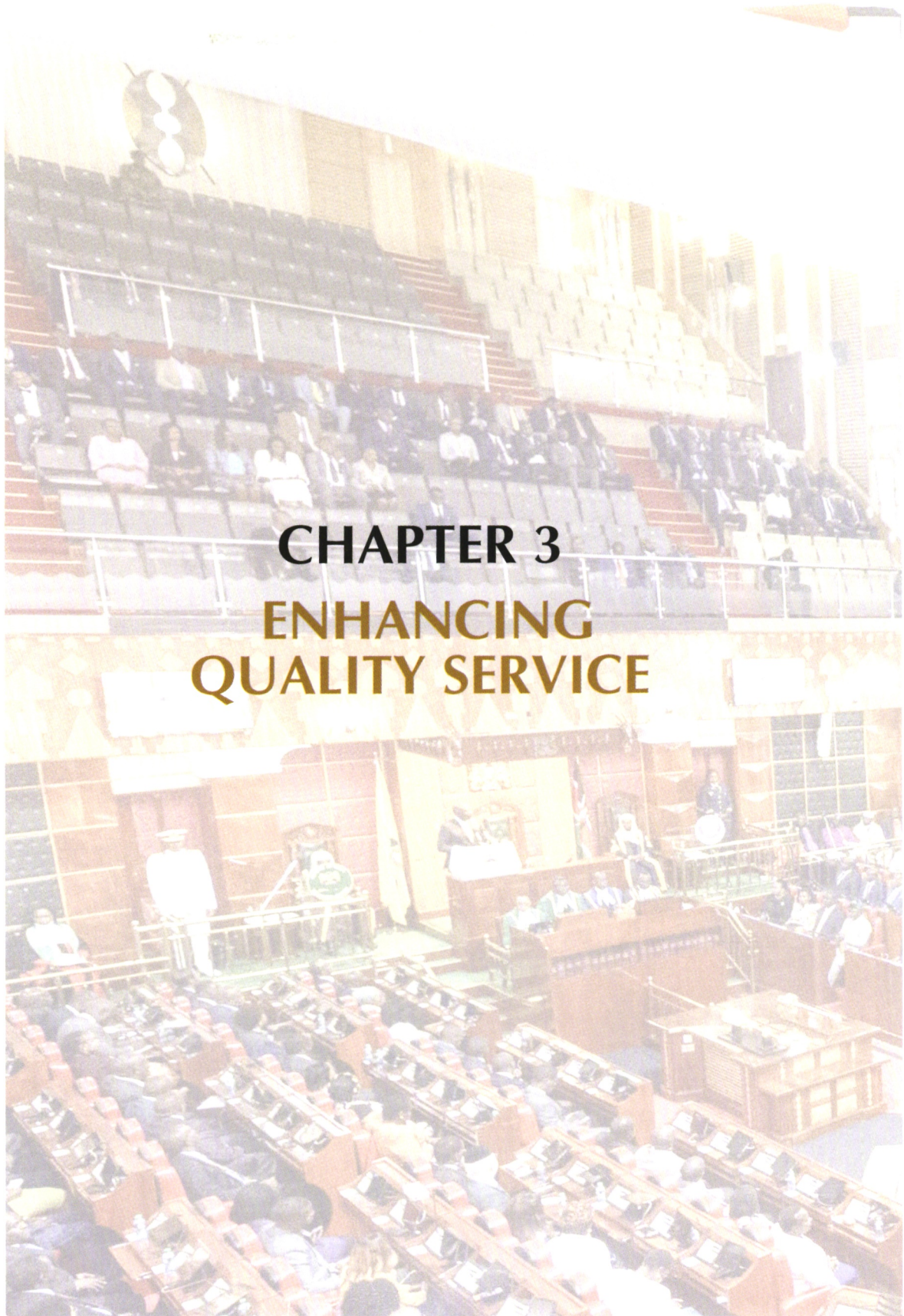
The PBU successfully installed a new Senate Broadcasting System, fully integrating it into its operations. This addressed long-standing obsolescence challenges and enhanced the quality of coverage in the Senate. Digital recording using Blackmagic Hyperdeck systems was introduced, running in parallel with conventional tapes, enhancing content security, ensuring redundancy and paving the way towards fully digital archives.



A section of the Parliamentary Broadcasting Unit set-up.



The upgraded broadcasting system prepared for digital recording using Hyperdeck technology.



CHAPTER 3

ENHANCING QUALITY SERVICE

3.1 Introduction



As the Commission commemorates twenty-five years since inception, there has been remarkable growth, innovation, transformation, and service excellence. Since attaining administrative and financial autonomy in 1999, the Commission has played a pivotal role in strengthening Parliament as an independent institution and enhancing its capacity to effectively discharge its constitutional mandate.

The Commission's unwavering commitment to institutional development, good governance, investment in talent acquisition, staff development, performance management, promotions, rewards and employee welfare has significantly enhanced institutional capacity, staff productivity and service quality. These interventions have strengthened the Commission's ability to provide timely, professional and effective support to Members of Parliament and staff thereby contributing to improved legislative, oversight and representative functions. Over its 25-year history, the Commission has established policies geared towards improved service delivery, including: the PSC Training Policy, Medical Policy, Human Resource Manual, Disability Policy, Performance Management Policy among others. These policies have positioned PSC to meet evolving governance and public service demands.

Another major achievement of the PSC is the establishment of the Centre for Parliamentary Studies and Training (CPST) in 2009. The CPST has evolved to be a one-stop specialized resource centre for the training and capacity development needs for Members, Parliamentary staff and other stakeholders.

This chapter highlights the key activities and achievements of the Commission focused on outputs in line with Strategic Pillar II: Excellence in Service Delivery during the reporting period. These activities focused on strengthening institutional systems, building workforce capacity and enhancing service delivery mechanisms that support Members of Parliament to discharge their constitutional mandate effectively.

During the period under review, the Commission implemented targeted interventions in workforce development, performance management, staff welfare and institutional capacity building, purposely designed to enhance staff productivity, improve service quality and strengthen institutional effectiveness across the Parliamentary Service.

3.1.1 Talent Acquisition, Deployment and Mobility

Talent acquisition, deployment and mobility are central to effective workforce planning and management. Talent acquisition focuses on attracting and recruiting individuals with the requisite skills and competencies, while talent mobility facilitates internal movement through promotions, re-designations and secondment.

During the reporting period, the Commission recorded notable progress in staff recruitment, promotions and workforce inclusion, as summarised in Table 3.1.

Table 3.1 - Staff Acquisition and Mobility, FY 2024/25

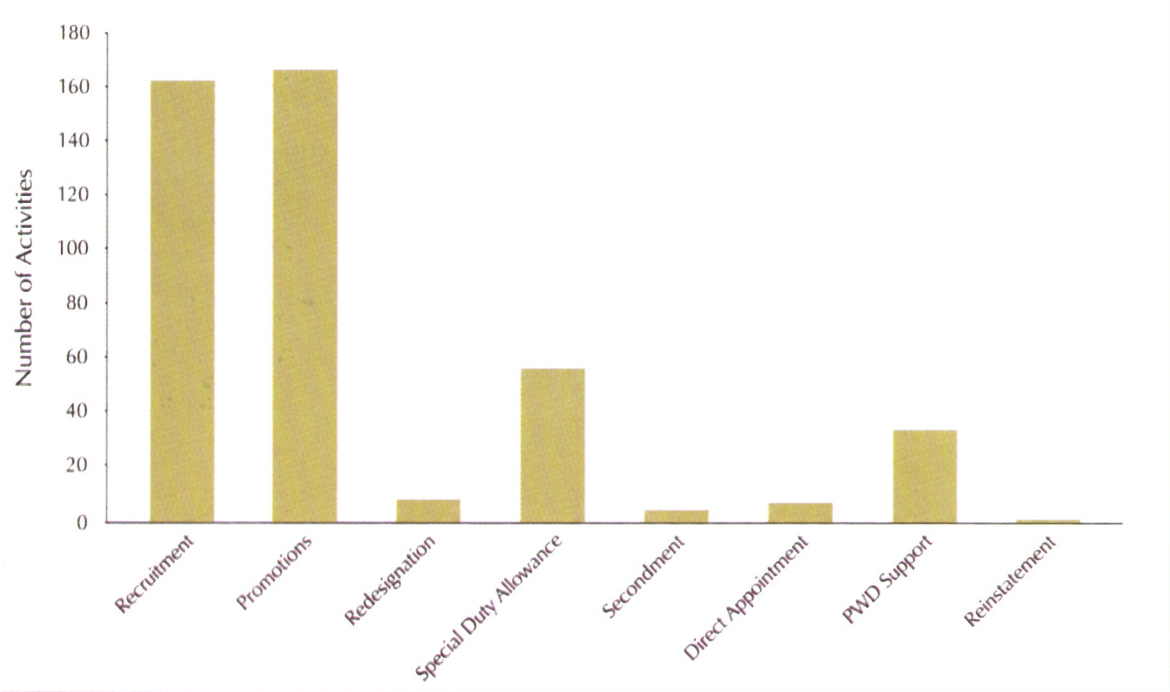
No.	Activity	Details
1	Recruitment	163 personnel were appointed on a contractual basis to various positions.
2	Promotions	326 officers were promoted, representing a 47.5% increase compared to the previous financial year.
3	Re-designation	Eight officers were re-designated to different cadres within the Parliamentary Joint Services, the Senate, the National Assembly and the PSC.
4	Special Duty and Acting Duty Allowance	56 staff were awarded a special duty allowance for performing duties in higher scales; one staff member was appointed in an acting capacity pending the substantive filling of the vacant position.
6	Secondment	Three members of staff were released to various public bodies on secondment.
7	Direct Appointment	Six officers were successfully appointed to various cadres via competitive processes.
8	Support to Persons with Disabilities (PWDs)	The Commission continued to offer support to 34 members of staff with disabilities through inclusive HR initiatives.

The recruitment attracted qualified employees with relevant work experience across diverse fields; the promotions served as a motivation to staff and played an important role in succession management, preparing younger staff for higher roles across the Parliamentary Service. The re-designation of staff ensured skills alignment within the Parliamentary Service.

3.1.2 Performance and Rewards

Performance management and rewards are critical in motivating employees, enhancing productivity and aligning individual performance with institutional objectives. The Commission implemented performance-based reward mechanisms to recognise staff undertaking additional responsibilities. A total of 56 members of staff were awarded Special Duty roles to perform duties in higher job scales.

Figure 3.1 - Human Resources Activities FY 2024/25



3.1.3 Capacity Enhancement

The Commission continued to invest in staff development to strengthen institutional capacity and service delivery. Key interventions instituted included a comprehensive skills audit across all Directorates, paid study leave and staff participation in professional seminars and conferences to maintain professional accreditation and competence.

Table 3.3 — Staff Development Activities, FY 2024/25

No.	Activity	Details
1	Skills Audit	The Human Resource Management Department carried out a skills audit for all Directorates across all three services and continuously updated the complement control data.
2	Study Leave	Two officers were granted one-year paid study leave.
3	Membership to Professional Bodies	The Commission facilitated staff to attend professional seminars and conferences and paid subscription fees to ensure they remain in good standing in various professional bodies.



Women Parliamentarians flanked by CPST Staff and facilitators after the Breakfast Seminar on Gender Responsive Budgeting conducted by CPST in collaboration with Kenya Women Parliamentary Association (KEWOPA). Second from L-R front row: Hon. Donya Aburi, Hon. Pamela Njeru (Embu), Hon. Crystal Asige, Hon. Esther Passaris, Hon. Beatrice Ogola. From L-R second row Hon. Martha Wangari and Hon. Flowrence Jematiah (4th from Left).



Participants of the CPST Training of Trainers (T.o.T) programme after a training session



Participants attending the CPST Training of Trainers programme in their different clusters

3.1.4 Performance Appraisal

The Commission facilitated the annual performance appraisals across all Directorates, aimed at ensuring continuous improvement on performance and the setting and review of targets. In this regard the Commission processed 861 appraisal forms , reflecting improved compliance with performance management requirements across the Parliamentary Service.

3.1.5 Training Needs Assessment

The Commission, through its Human Capital and Administrative Directorate, carries out regular Training Needs Assessments (TNA) to evaluate existing competencies, identify skills gaps and prioritise capacity development areas. The assessment is aimed at aligning staff skills with organisational goals and enhancing service quality and efficiency.

3.1.6 Attachments of Students

During the 2024/25 Financial Year, the Commission received 224 applications for industrial attachment, pupillage, paid internships and externships, of which 145 students were placed across various Directorates and Departments.

These activities provided an opportunity for young Kenyans to be mentored by Parliamentary officers, a move that is key in preparing a future workforce. The attachment programme provided students with practical exposure to the Parliamentary work environment, enabling them to apply theoretical knowledge in real-world settings.

Table 3.4 — Summary of Students Attached by Department and Service, FY 2024/25

Category	National Assembly	Senate	Parliamentary Joint Services	Commission	Total
Interns	48	14	—	26	88
Attachees	—	58	74	4	136
Total	48	72	74	30	224

3.1.8 Employee Exits and Benefits

During the reporting period, employee exits were primarily attributed to retirement and demise. The Commission also processed various benefits and pension-related claims for former Members of Parliament and staff, ensuring timely support to beneficiaries and dependants.

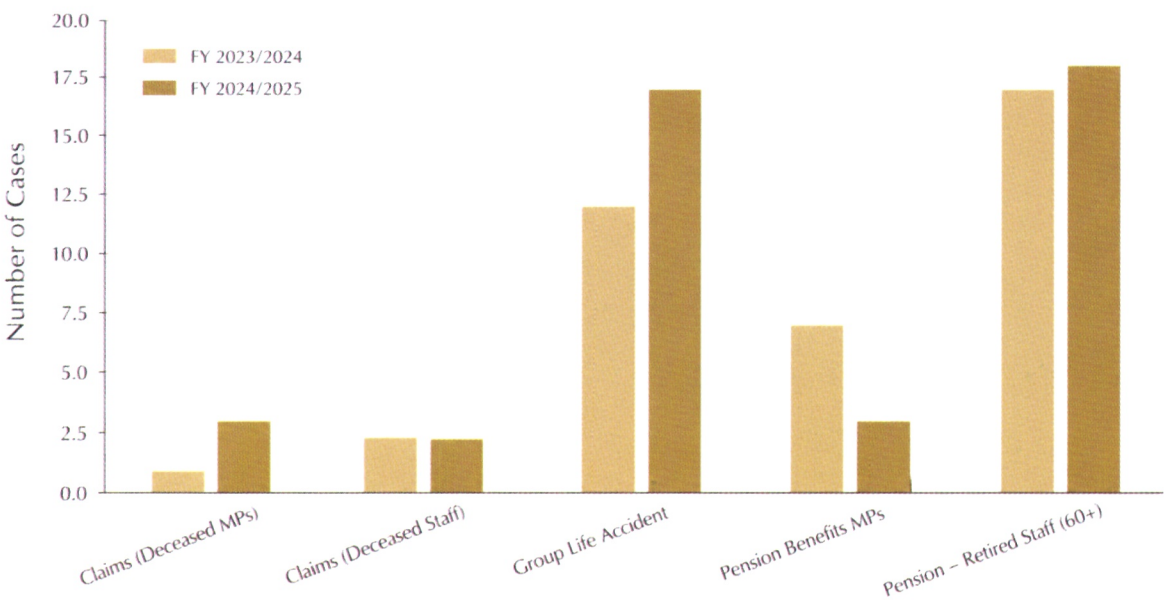
Table 3.5 - Employee Exits: Comparison between FY 2023/24 and FY 2024/25

Mode of Exit	FY 2023/2024	FY 2024/25
Exit by Retirement	17	18
Exit by Demise	1	2

Table 3.6 - Comparison of Benefits and Claims Processed, FY 2023/24 and FY 2024/25

Matter	FY 2023/2024	FY 2024/25
Claims relating to former (deceased) Members of Parliament	1	3
Claims relating to former (deceased) members of staff	2	2
Group Life Accident for staff	12	17
Pension benefits and refunds for former Members of Parliament	7	3
Pensions for members of staff retired upon attaining the age of 60	17	18

Figure 3.2: Comparison of Benefits and Claims Processed (FY 2023/2024 vs FY 2024/25)



3.2 Institutional Capacity Building through CPST

One of the key outputs in the PSC vision is an inspired team of staff and Members of Parliament committed to excellence in service delivery. In pursuit of this, the PSC established the CPST as its training arm.

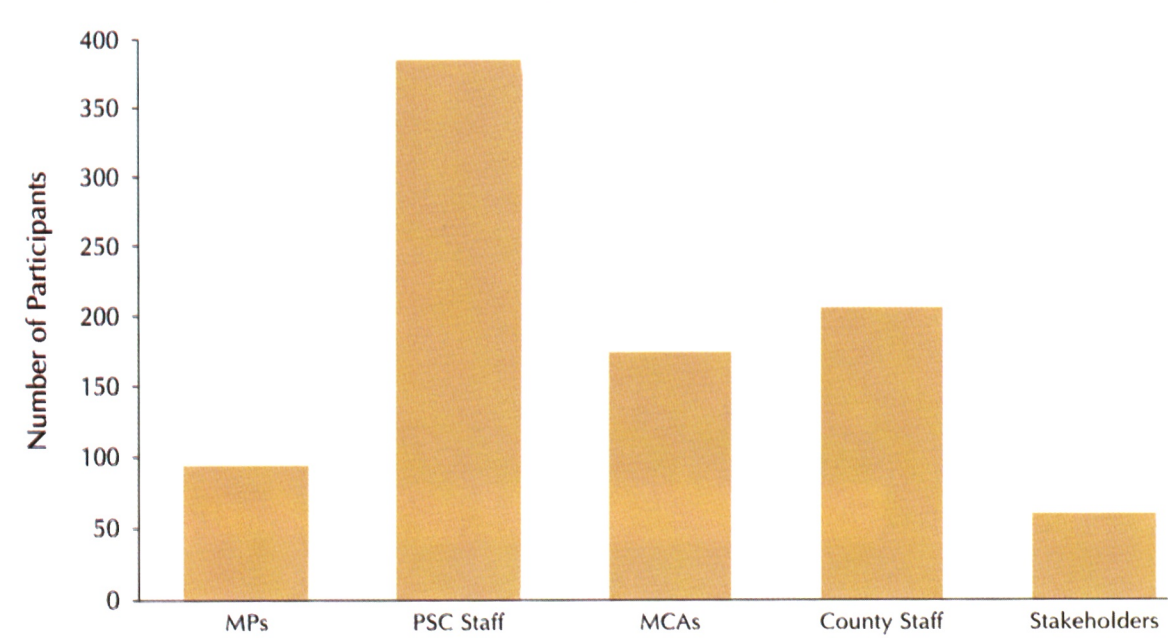
The CPST is established pursuant to Section 34 of the Parliamentary Service Act, 2019. Its core mandate is to build capacity for Members of Parliament, staff, County Assemblies and other stakeholders. Throughout the reporting period, the CPST cemented its place as the foremost centre for training for Members of Parliament, staff and other stakeholders.

A total of 43 training programmes were conducted, benefiting 920 participants, comprising Members of Parliament, PSC staff, County Assembly Members, County Assembly staff and other stakeholders drawn from the region and other countries in Africa. In terms of distribution, 10% were Members of Parliament, 42% were PSC staff, 19% were Members of County Assemblies, 22% were staff from County Assemblies and 7% were other stakeholders.

Table 3.7 - Summary of Training Conducted, FY 2024/25

No.	Training	No. of Programmes	Male	Female	Total Participants
1	Training for Members of Parliament	9	57	37	94
2	Training for Staff of Parliament	11	219	165	384
3	Training for Members of County Assemblies	9	101	74	175
4	Training for Staff of County Assemblies	11	109	97	206
5	Trainings for Other Interested Stakeholders	3	28	33	61
	Totals	43	514	406	920

Figure 3.3: Training Participants by Category



3.2.1 CPST Webinar Series

The CPST organised three webinars during the reporting period, engaging a total of 368 participants drawn from Parliament, civil society, academia and international partners. The webinars addressed topical issues including artificial intelligence, urban governance and public participation in Parliamentary democracy.

Table 3.8 — CPST Webinar Series, FY 2024/25

Webinar No.	Title	Date	Participants	Key Highlights
12 th Webinar	Accelerating Legislative Oversight of Artificial Intelligence in Kenya	26 August 2024	150	Legislative gaps in Kenya’s digital and AI policy landscape; opportunities for leveraging AI in public participation and Parliamentary research.
13 th Webinar	Effective Frameworks Towards Efficient Urban Areas and Cities	20 January 2025	37	Urban sustainability; policy remedies for more efficient and equitable urban service delivery.
14 th Webinar	Public Participation in Parliament and Its Implication on Parliamentary Democracy	28 April 2025	181	Global best practices on inclusive Parliamentary engagement; constitutional and legal frameworks underpinning public participation in Kenya and internationally; the need to embed public input into legislative decision-making.

3.2.2 Institutional Strengthening of the CPST

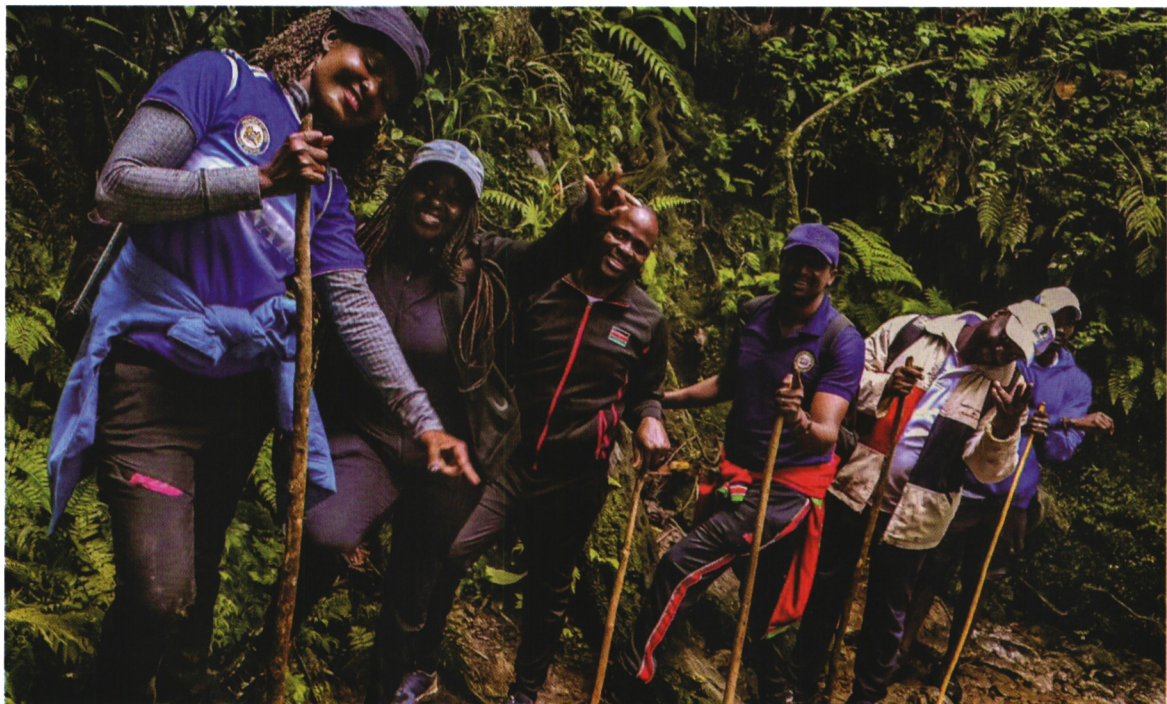
The Commission implemented institutional strengthening initiatives for the CPST, including a review of legislative training policies, an organisational structure review, brand enhancement and corporate communications strengthening, and the development and circulation of the CPST Newsletter.

3.3 Workplace Wellness

The PSC is committed to developing and improving the work environment for Members of Parliament and its staff. A safe and conducive work environment enhances employee motivation and increases work productivity. The Commission continued to promote employee well-being through wellness programmes and retreats. Staff participated in community outreach activities, wellness talks and institutional sporting events, fostering staff morale and cohesion.



The Parliamentary Service Commission heads of services; Mr. Jeremiah Nyegenye (Clerk of the Senate/ Secretary to the Commission, centre), Mr. Samuel Njoroge (Clerk of the National Assembly, right) and Mr. Clement Nyandiere (Director General- Parliamentary Joint Services, left) in a past sports event. They have regularly urged staff to embrace a culture of physical and mental wellness to enhance productivity and overall performance at work.



Senate staff navigate the lush, forested trails of Kereita, building camaraderie and staying active outside the office.



4.0 Introduction



The Commission has implemented programmes and initiatives geared towards strengthening public trust and promoting citizen engagement by bringing the public closer to the workings of the Legislature.

Guided by the values of openness and accountability, the PSC has actively dismantled the barriers that once isolated Parliament from the Kenyan public. In line with Article 118 of the Constitution, which mandates public access and participation in Parliamentary business, the Commission has facilitated the two Houses of Parliament in formalizing frameworks for citizen engagement in Committee meetings and outreach programmes. Consequently, Committee hearings on Bills and inquiries on matters of public interest are now routinely taken to the grass-roots level across counties, ensuring the public voice shapes legislative outputs.

Additionally, the PSC has strategically embraced technology to foster transparency. From live-streaming House and Committee proceedings on television and YouTube, to maintaining an open digital portal for tracking bills, motions, and public petitions, citizens are able to follow Parliamentary business at their convenience.

Parliament serves as the primary institution through which democratic authority is exercised in Kenya. As a bicameral legislature, the Parliament of Kenya fulfils its mandate by making laws, representing the citizenry and providing oversight and control over public finances as provided under Article 93 of the Constitution.

The Parliamentary Service Commission is guided by constitutional provisions including Article 1 on the sovereignty of the people, Article 10(1)(c) on national values and principles of good governance, Articles 93 and 94 on the role of Parliament, Article 118 on public access and participation in the legislative process and Article 127(5)(d) on the Commission’s mandate to undertake, singly or jointly with other organisations, the promotion of ideals of Parliamentary democracy. Transparency, accountability, the rule of law, public participation and open debate take centre stage in ensuring that decisions reflect the interests of the people.

Guided by Strategic Pillar III of the 2019–2030 Strategic Plan, the Commission implemented various programmes to facilitate public access to Parliament, access to Parliamentary information, hearings and outreach programmes.

This chapter details these efforts across three thematic areas:

- (a) Enhancing Citizen Involvement in Parliamentary Affairs;
- (b) Parliamentary Engagement, Strategic Partnerships and Linkages; and
- (c) Outreach and Education Programmes.

4.1 Enhancing Citizen Involvement in Parliamentary Affairs

4.1.1 Enhancing Citizen Involvement in Parliamentary Business

To enhance the involvement of the public in the legislative process and ensure transparency and equity in resource allocation and revenue-raising measures, the Commission facilitated the Houses of Parliament to undertake public participation engagements on legislative business across the country.



The Senate Standing Committee on Agriculture conducting public participation on the Nuts and Oil Development Bill, 2023, in Lamu County on 26 October 2024.

To promote transparency, accountability and citizen participation in the legislative process, the National Assembly and the Senate published over 120 advertisements in newspapers with nationwide circulation. These advertisements invited the public to submit memoranda on:

- (i) Bills, Petitions, Sessional Papers and other legislative tools under consideration;
- (ii) approval hearings/vetting of persons nominated to State or public offices;
- (iii) impeachment proceedings of State Officers and County governments;
- (iv) treaties, Agreements, Conventions and Protocols under consideration;
- (v) inquiries by Committees on various matters; and
- (vi) Estimates of Revenue and Expenditure for FY 2025/2026

351	211	140
Total Petitions Received by Both Houses	Petitions Received by the National Assembly	Petitions Received by the Senate

Members of the public engaged the Houses of Parliament by presenting Petitions on a wide range of issues. The National Assembly received 211 Petitions, out of which 46 were processed and subsequently referred to the Public Petitions Committee for consideration. The Senate received 140 Petitions, of which 14 were considered.



Members of the National Assembly Budget and Appropriations Committee receiving submissions from members of the public during public hearings on the Budget Estimates for FY 2025/2026 in Kwale County on 15 May 2025.

4.1.2 Transparency and Access to Parliamentary Information

To facilitate access to public information as required by Article 35 of the Constitution, the Commission facilitated the Houses of Parliament to publish Hansard reports, which were certified following requests by individual citizens, government institutions, law firms, Non-Governmental Organisations (NGOs) and Civil Society Organisations (CSOs). Hansard reports of all plenary sittings of the Senate and the National Assembly were published on the Parliamentary website for ease of access by the general public.

In addition, the Commission facilitated media coverage of plenary and committee proceedings and activities. Journalists from various media houses were granted access to operate from the Parliamentary Media Centre.

Further, in order to disseminate Parliamentary information, the Senate and the National Assembly regularly published the Bunge Weekly and Senate Weekly newsletters. There was also active engagement on the official X handles and Facebook page. The Parliamentary Broadcasting Unit (PBU) also introduced Facebook live streaming to compliment the YouTube channel for both Houses, thereby reaching wider and more diverse audience. The PBU produced and aired documentaries and interviews with Members of Parliament, which enhanced citizen awareness of legislative processes.

Additionally, the Commission facilitated the Senate to launch the Impeachment Manual and Digest, along with a pilot video, to facilitate easy public dissemination of information relating to the impeachment process. The adoption of digital tools such as the use of Quick Response (QR) codes during consideration of the Finance Bill, 2025, also enhanced citizen engagement in the legislative process.



Launch of the Impeachment Manual and Digest presided over by the Speaker of the Senate, Rt. Hon. Amason Jeffah Kingi.



The Senate Committee on Finance and Budget engaging the Cabinet Secretary for the National Treasury, Hon. John Mbadi, to deliberate on the country's debt management strategy.

4.2 Parliamentary Engagements, Strategic Partnerships and Linkages

4.2.1 Participation in Activities of Regional and International Bodies

The Parliament of Kenya is a member of regional and international organisations that bring together Parliaments with the objective of advancing Parliamentary democracy and empowering Parliaments and Parliamentarians to promote peace, democracy and sustainable development.

(a) The Commonwealth Parliamentary Association (CPA)

The Commonwealth Parliamentary Association exists to promote knowledge of the constitutional, legislative, economic, social and cultural aspects of Parliamentary democracy, with particular reference to the countries of the Commonwealth. Founded in 1911, the CPA is the oldest established organ in the Commonwealth and boasts a membership of over 180 legislatures divided between nine geographic regions.

Kenya has historically played a crucial role in advancing the agenda of the Association. In the FY 2024/25 Kenya participated in the following CPA conferences:



i) 53rd CPA Africa Annual General Meeting and Regional Conference

The conference was held from 29 September to 6 October 2024 in Arusha, United Republic of Tanzania, under the theme: ‘African Parliaments at the Forefront of Addressing Existential Global Challenges: Food Insecurity, Climate Change and Youth Unemployment.’ The Conference attracted over 280 delegates from national and sub-national legislatures across Africa and deliberated extensively on food security, climate change, youth unemployment, women’s participation and electoral governance reforms.

ii) 67th Commonwealth Parliamentary Conference (CPC)

The 67th Commonwealth Parliamentary Conference was held from 3 to 8 November 2024 in Sydney, New South Wales, Australia. It brought together delegates from Commonwealth national and sub-national legislatures to deliberate on Parliamentary democracy, governance and sustainable development. The Conference resolved to strengthen Parliamentary cooperation, encourage adoption of technology-responsive legislation and promote citizen participation in governance.

iii) 3rd Commonwealth Parliamentarians with Disabilities (CPwD) Africa Regional Conference

The conference held from 24 to 28 November 2024 in Lusaka, Zambia, under the theme ‘*Breaking Barriers: Building Inclusive Parliaments for Persons with Disabilities*,’ the Conference called for public awareness campaigns, inclusive education, protection against discrimination, media sensitisation and greater visibility of persons with disabilities in governance.

iv) Meeting of the Standing Committee of the Conference of Speakers and Presiding Officers of the Commonwealth (CSPOC)

The Standing Committee convened from 9 to 12 January 2025 in Guernsey Island. The meeting focused on preparations and agenda-setting for the 28th CSPOC to be hosted by the Parliament of India in January 2026, deliberating on proposed themes including digital transformation, artificial intelligence, cybersecurity and citizen engagement.



Speaker of the National Assembly, Rt. Hon. (Dr) Moses Wetang'ula (back row) with fellow Speakers and Presiding Officers during the Meeting of the Commonwealth Speakers and Presiding Officers in Guernsey in January 2025.

v) Commonwealth Women Parliamentarians (CWP) Gender Sensitisation Workshop

Women Members of Parliament from across Africa convened in Kigali for the CWP Gender Sensitisation Workshop, hosted by the Parliament of Rwanda from 19 to 23 May 2025, under the theme *'Promoting Gender Equality and Empowering Women in Africa.'* The Workshop resolved to strengthen advocacy for gender-responsive legislation, to promote institutional reforms towards gender-sensitive Parliaments and enhance regional cooperation on gender equality initiatives.

(b) The Inter-Parliamentary Union (IPU)

The Inter-Parliamentary Union, founded in 1889, is the global organisation of national legislatures and currently comprises over 180 member Parliaments. Kenya has been an active member and its participation has led to tangible legislative and diplomatic outcomes. During the period under review, Members of Parliament participated in:

- (i) the IPU meeting on the sidelines of the High-Level Political Forum on Sustainable Development, themed *'Governance Deficits and Climate Disasters: The Case for Parliamentary Action'*; held on 16th July 2024
- (ii) the IPU Meeting at COP29 in Baku, Azerbaijan on 16 and 17 November 2024; and
- (iii) the 150th IPU Assembly in Tashkent, Uzbekistan from 5 to 9 April 2025, which focused on the theme *'Parliamentary Action for Social Development and Justice.'*

(c) The Pan-African Parliament (PAP)

The Pan-African Parliament serves as the legislative organ of the African Union, designed to ensure the full participation of African peoples in the economic development and integration of the continent. Kenya is represented by a delegation of five Parliamentarians reflecting the political diversity of the Kenyan Parliament.

During the period under review, Kenya participated in the permanent committee sittings in Midrand (September 2024), a fact-finding mission on the implementation of the AfCFTA at Namanga border post (October 2024), the Fourth Ordinary Session of the plenary assembly (November 2024) and a consultative meeting on the draft Model Law on Labour Migration in Africa held in Nairobi (June 2025).

(d) The Forum of Parliaments of the Member States of the International Conference on the Great Lakes Region (FP-ICGLR)

The FP-ICGLR brings together the national Parliaments of the twelve ICGLR Member States to incorporate a Parliamentary dimension in addressing the root causes of conflicts and constraints to development in the Great Lakes Region.

During the period under review, Parliament participated in the observation mission for general elections in Rwanda (July 2024), statutory meetings in Juba and Kampala (August and October 2024), the 29th Ordinary Session of the Executive Committee in Luanda (December 2024), a Parliamentary fact-finding mission on the armed conflict in Eastern DR Congo held in Nairobi (March 2025) and the 15th Ordinary Session of the Plenary Assembly held in Luanda, Angola (April 2025).



Buuri MP, Hon. Mugambi Rindikiri (left) with Nyeri Senator, Hon. Wahome Wamatinga follow the proceedings of the International Conference on the Great Lakes Region (FP-ICGLR) held in Luanda, Angola in April 2025.



(e) The East African Legislative Assembly (EALA)

The East African Legislative Assembly is the legislative arm of the East African Community, established under Article 9 of the Treaty for the Establishment of the East African Community. Parliament participated in the 18th Meeting of the Bureau of the EAC Speakers on 13 November 2024 in Nairobi, in which Kenya assumed the chair of the Bureau from Tanzania. Kenya also participated in the 19th Meeting in Dar es Salaam on 24 May 2025, led by the Speaker of the Senate, Rt. Hon. Amason Jeffah Kingi, EGH, MP.



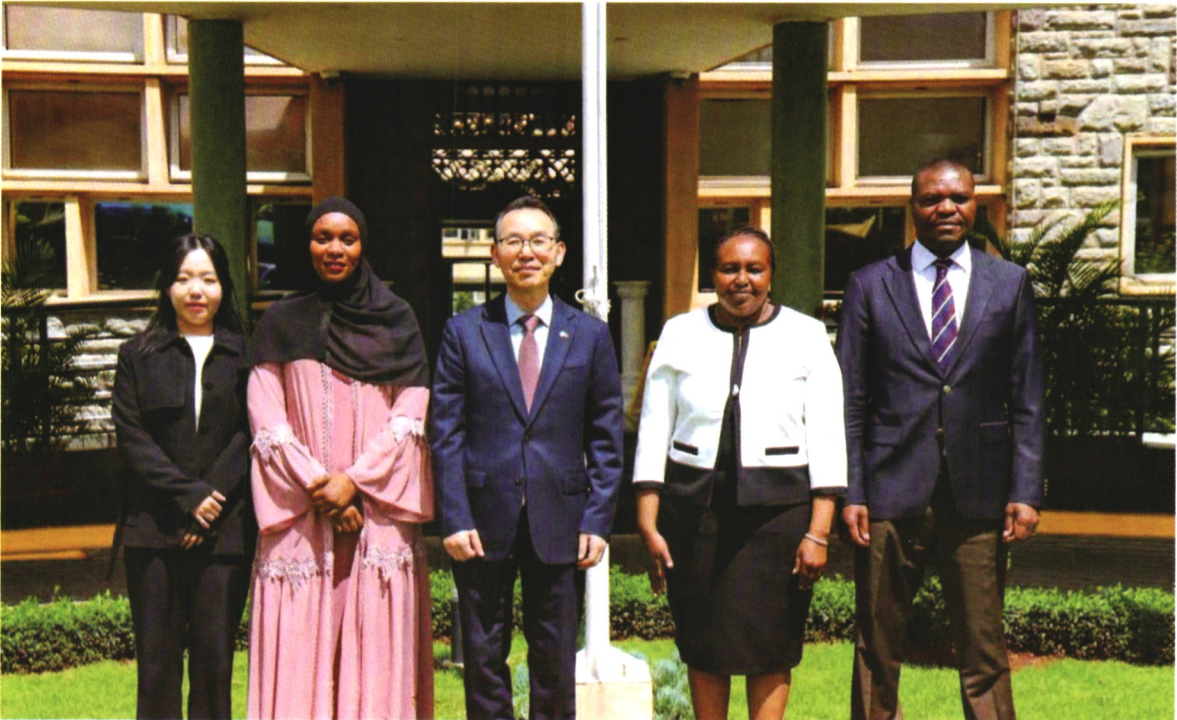
Speaker of the National Assembly, Rt. Hon. Moses Wetang'ula, EGH, MP (right), his Senate counterpart, Rt. Hon. Amason Kingi, EGH, MP (left), conferring with EALA and regional counterparts on the sidelines of the 18th Meeting of the EAC Bureau of Speakers on 13 November 2024.



Speaker of the Senate, Rt. Hon. Amason Kingi, EGH (C), is received by Speaker of the National Assembly of the United Republic of Tanzania, Rt. Hon. (Dr) Tulia Ackson (R) and Speaker of the Transitional National Legislative Assembly of South Sudan, Rt. Hon. Jemma Nunu Kumba (L), during the 19th Meeting of the Bureau of EAC Speakers.

4.2.2 InterParliamentary Cooperation, Friendships and Exchange Programmes

The Commission facilitates knowledge and best-practice exchange and strengthens inter-Parliamentary cooperation through promoting local and foreign engagements. Various delegations were hosted by the Parliament of Kenya during the reporting period, including those from the Parliaments of Uganda, Zimbabwe and Malawi, the Parliamentary Service Commission of Malawi, the Pan-African Parliament, the Zambian National Assembly, the National Defence Colleges of Nigeria and Bangladesh, Georgetown University (USA), County Assemblies and various learning institutions.



Members of the Kenya-Korea Parliamentary Friendship Group with the Ambassador of the Republic of Korea to Kenya during a meeting at the Main Parliament Buildings on 20 May 2025.



Members of Kenya Chapter of the Parliamentary Network on the World Bank and the International Monetary Fund with the IMF Mission Team during a meeting to deliberate on prevailing Economic Development Issues held at Parliament Buildings on 13 March 2025.

4.2.3 East African Community Inter-Parliamentary Games

To strengthen Parliamentary diplomacy, partnerships and regional integration, the Commission facilitated the participation of Members in the 14th edition of the East African Community Inter-Parliamentary Games, hosted by the Parliament of Kenya in Mombasa in December 2024.



Speaker of the National Assembly Rt. Hon. Moses Wetangula (right, in red) shares a warm handshake with the Speaker of the Senate Rt. Hon. Amason Kingi (left) ahead of a football match. The leaders joined lawmakers in Mombasa for the East African Community (EAC) Inter-Parliamentary Games.



Speaker of the National Assembly Rt. Hon. Moses Wetangula (right, in red) shares a warm handshake with the Speaker of the Senate Rt. Hon. Amason Kingi (left) ahead of a football match. The leaders joined lawmakers in Mombasa for the East African Community (EAC) Inter-Parliamentary Games.



Kericho Senator Aaron Cheruiyot leads the charge for Kenya during an intense moment on the pitch against Burundi.



Team Kenya takes on Team EALA in men's volleyball match at the East African Inter-Parliamentary Games held in Mombasa County in December 2024



Team Kenya Volleyball Team pose with the Kenyan flag before the kick off of their match with Team Tanzania on December 15, 2024.



Team Kenya Volleyball Team pose with their Tanzanian counterparts before the kick off of their match on December 15, 2024.





Hon. Mary Maingi shows laser focus on the golf course, proudly flying the Kenyan flag at the East African Inter-Parliamentary Games Tournament held in December 2024, in Mombasa County



Hon. Zaheer Jhanda, Member of Parliament for the Nyaribari Chache constituency, showcases his competitive spirit and athletic ability during a football match between Kenya and Tanzania.

4.3 Outreach and Education Programmes

4.3.1 Outreach Activities

To enhance Parliamentary outreach and promote the ideals of Parliamentary democracy, the PSC undertook the following outreach activities during the reporting period:

- (a) hosted 71 benchmarking visits and tours by Members of County Assemblies drawn from the County Assemblies of Kisumu, Kiambu, Nandi, Garissa, Nakuru, Homa Bay, Taita Taveta, Kitui, Samburu, Kakamega, Elgeyo Marakwet, Turkana and Nairobi City, among others, aimed at strengthening devolution and the capacity of devolved units;



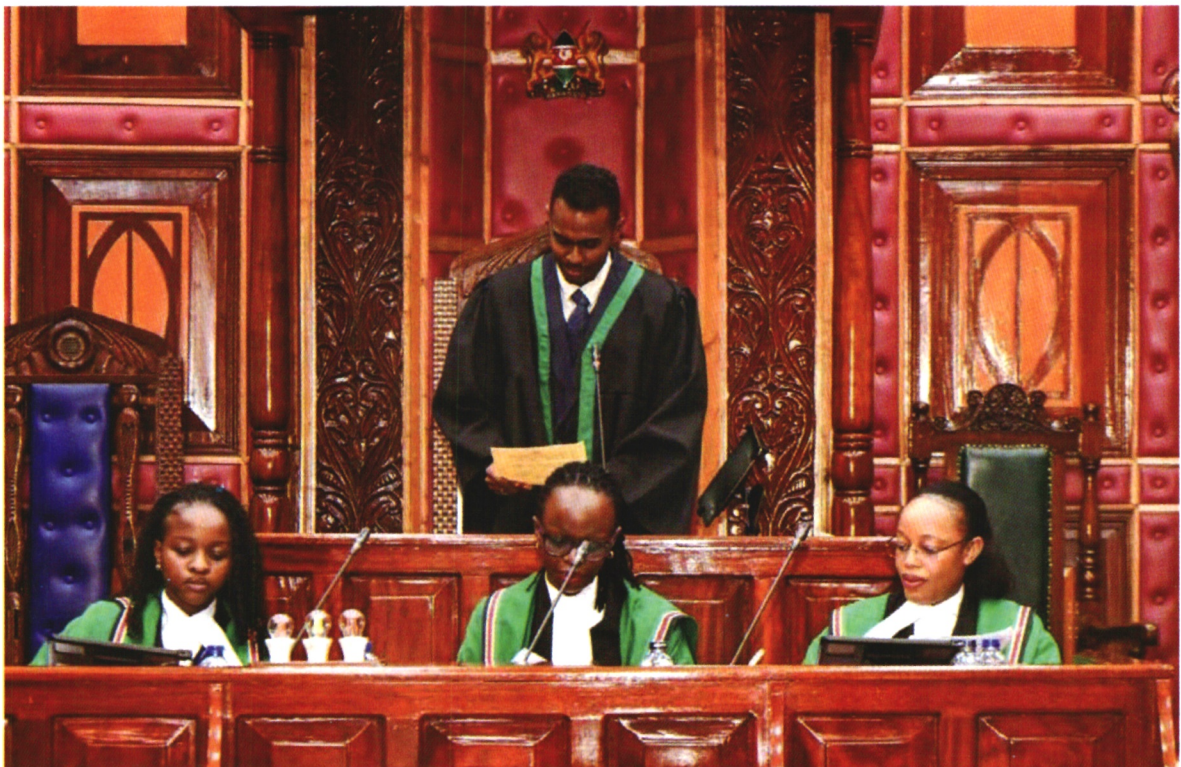
Members of the House Business Committee of the County Assembly of Turkana on a benchmarking visit to the Senate

- (b) participation in the 2025 Alliance Classic Run, a charity platform providing scholarships to deserving boys from financially disadvantaged backgrounds admitted at Alliance High School;
- (c) hosting of various visiting dignitaries composed of high-ranking government officials, members of the Diplomatic Corps and Members of Parliament from other jurisdictions; and
- (d) hosting of the 2025 Hansard Association of Kenya (HAK) Conference in Mombasa County, attended by 287 participants from Parliament, County Assemblies and other regional and international Parliamentary organisations. The conference provided a platform for Hansard professionals to engage and build capacity in Hansard production.



Participants of the Seventh Annual Hansard Association of Kenya Conference held from 11 to 17 May 2025 in Mombasa County.

- (e) Facilitation of a mock Parliamentary session of the Kenya Youth Parliament. This initiative by the National Assembly in collaboration with KYPA was aimed at enhancing Parliamentary outreach and promoting ideals of Parliamentary democracy. 60 young representatives from Kilifi, Kwale and Lamu County Youth Assemblies participated in the event.



Officers of the National Assembly facilitating a mock Parliamentary session of the Kenya Youth Parliament on 17 August 2024 at County Hall, Nairobi

4.3.2 Educational Programmes and Study Visits

Encouraging youth participation in governance is pivotal for a democratic society. Educational programmes and study visits promote civic awareness and reinforce values such as transparency, accountability and the rule of law. During the period under review:

- (a) The National Assembly hosted and facilitated 55,069 students and 3,008 teachers drawn from 133 constituencies, representing an average of 700 students per visiting day. Twenty-five delegations from local universities and organised groups, and 12 foreign delegations also undertook study tours of the National Assembly.



A delegation of village elders from Moiben Constituency, seated at the National Assembly Speaker's Gallery.

- (b) The Senate provided outreach services to 458 schools constituting 22,920 students and 2,383 teachers. A total of 20 universities and colleges and seven organised groups also visited the Senate.

55,069 Students — National Assembly	22,920 Students — Senate	37 Local & Foreign University Delegations — National Assembly
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The visiting parties were briefed on the workings of Parliament, facilitated to observe House proceedings and provided with information resources such as Factsheets on various legislative thematic areas.

The Commission also facilitated the Voluntary Service Scheme (VSS) in partnership with Starehe Boys' Centre, under which students are attached to various institutions as part of their learning and exposure to the work environment. Kianda School was also on-boarded to the programme.

4.3.3 Parliamentary Caucuses

The National Assembly facilitated and supported 11 Parliamentary Caucuses, among them the Parliamentary Caucus on Evidence-Informed Decision Making (PC-EIDM) and the Kenya Women Parliamentary Association (KEWOPA), to enhance evidence-based decision making, gender-focused budgeting and gender mainstreaming, sustainable development, and the strengthening of legislative skills of young Parliamentarians, among others. In collaboration with the Kenya National Bureau of Statistics (KNBS) and with support from Paris 21, the Kenya Parliamentary Caucus on SDGs received training on data use.

Additionally, the Commission facilitated Members of Parliament to participate in fourteen (14) activities in line with the respective caucuses' mandates. This included; the Pastoralists Parliamentary Group (PPG), the North Eastern Parliamentary Group (NEPG), the National Assembly Coffee Caucus, the Coast Parliamentary Group, the Parliamentary Caucus on Conservation, the Kenya Young Parliamentarians Association, and the Conservation and Climate Change Caucus.

Notably, the Parliamentary Caucus on Climate Action (PCCA), which was established on 22 October 2022, continued to increase the role of legislators in global, regional and national decision-making on the implementation of the Paris Agreement. Through the Caucus, Members of Parliament have been involved in making legislative recommendations in their legislative, representative and oversight roles in tackling climate change.

During the period under review, the Caucus participated in two virtual Parliamentary roundtables on sustainable transport, organised by Climate Parliament in partnership with the High-Volume Transport Applied Research Programme (HVT) on Thursday, 14 March and Wednesday, 4 December 2024. These events sought to equip Members of Parliament (MPs) from various countries with actionable strategies to promote sustainable transport and reduce greenhouse gas emissions from the sector, which contributes 24% of global emissions. The discussions emphasised the urgent need for transport decarbonisation, particularly in low- and middle-income countries, where rapid urbanisation and economic growth have exacerbated emissions.



Wajir East MP Hon. Mohamed Aden Daudi (third right) welcomes President Dr. William Ruto (third left) on his arrival at Wajir International Airport for the 4th Pastoralists Parliamentary Group Leadership Summit held on 10th December, 2024.

4.3.4: Other Parliamentary Engagements

On May 22, 2025, The former Prime Minister, Rt. Hon. Raila Odinga made a notable appearance and address to the Senate . He had visited the Senate to engage with the lawmakers on critical national issues, primarily focusing on the Fourth Basis Revenue Sharing Formula and the constitutional protection of devolution.

Hon. Raila Odinga consulted with the Senators to help build a consensus regarding the contentious revenue-sharing framework, ensuring equitable allocation of funds across the 47 counties.

He used this platform to back the Senate’s push for increase of its legislative authority, supporting constitutional amendments that would grant the Senate greater control over money bills and revenue-sharing decisions.

He also strongly urged Senators to safeguard devolution, and cautioned against legislative pro-posals that could undermine the equitable distribution of resources to county governments



Visit to the Senate by Rt. Hon. Raila Odinga, Former Prime Minister, in May 2025

Additionally, to promote partnerships and linkages between the arms of government, the Commission facilitated Members of Parliament to participate in national days and other events held during the period under review. These events included:

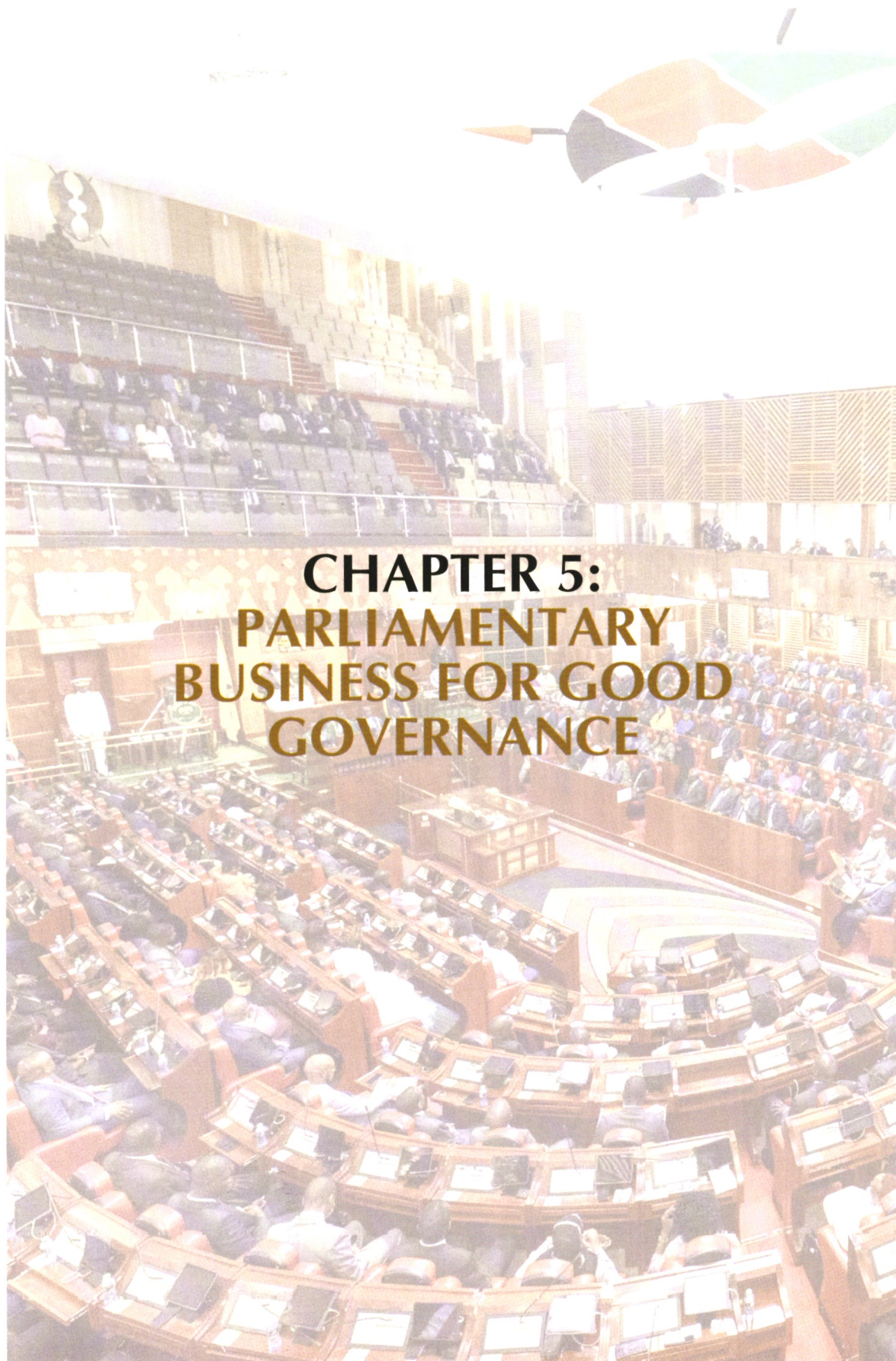
- (a) Mashujaa Day held in Kwale County on 20 December 2024.
- (b) Jamhuri day held in Uhuru Gardens, Nairobi on 12 December 2024.
- (c) Madaraka Day celebrations held in Homa Bay County on 1 June, 2025.
- (d) National Prayer Breakfast held in Safari Park Hotel, Nairobi on 29 May 2025.
- (e) Parliament’s inaugural Iftar dinner to mark the Holy Month of Ramadhan.
- (f) Devolution Conference in August 2024 held in Uasin Gishu County.



H.E. President William Ruto, Deputy President Kithure Kindiki (left) and Speakers Moses Wetang'ula (far right) and Amason Kingi (Right) at Safari Park for the National Prayer Breakfast on May 28, 2025

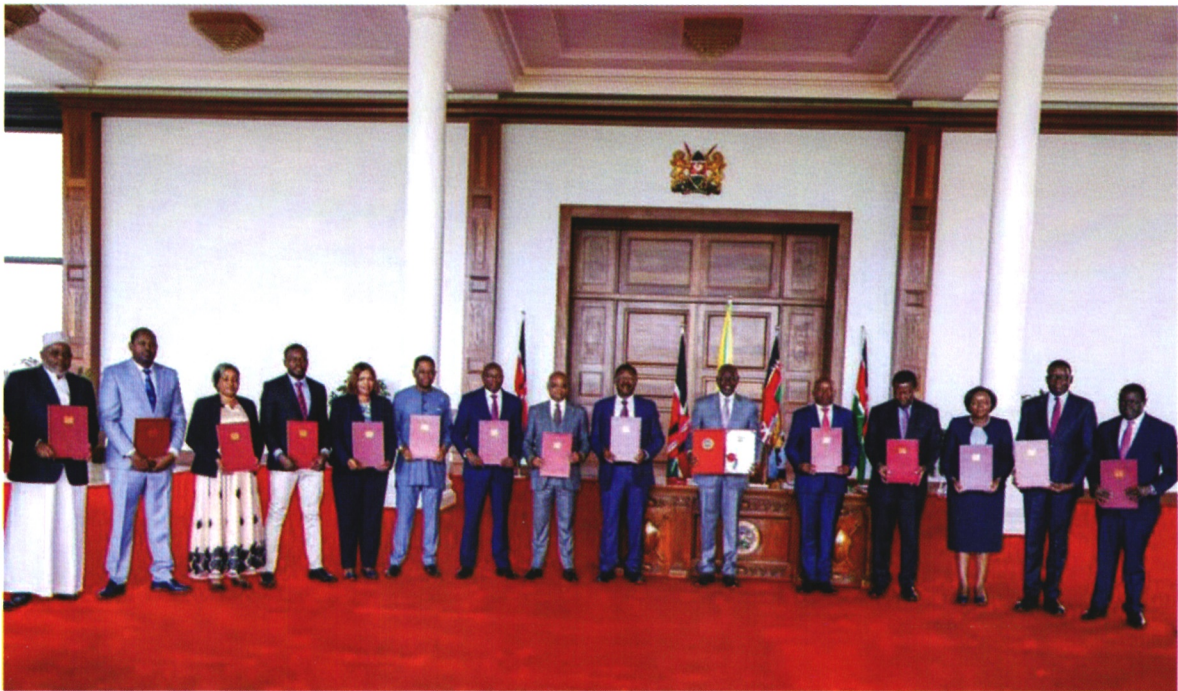


Speaker of the National Assembly, Rt. Hon. (Dr) Moses Wetangula, and Speaker of the Senate, Rt. Hon. Amason Kingi, during the Annual National Prayer Breakfast held on 27 May 2025 at Safari Park Hotel, Nairobi.



CHAPTER 5: PARLIAMENTARY BUSINESS FOR GOOD GOVERNANCE

5.0 Introduction



This chapter highlights the activities and achievements of the Parliamentary Service Commission in facilitating the Houses of Parliament to undertake their constitutional mandate. Strategic Pillar I of the PSC Strategic Plan is aimed at promoting the effectiveness of Members of Parliament in executing their constitutional responsibilities outlined in Articles 94 and 95 of the Constitution.

Article 1 of the Constitution guarantees the sovereignty of the people which may be exercised either directly or through their democratically elected representatives. Pursuant to Article 1(3), Parliament is one of the organs with delegated power. To this effect, Article 93(1) of the Constitution establishes a bicameral Parliament, consisting of the National Assembly and the Senate.

A major milestone of the Commission in facilitating Members of Parliament to undertake their duties and constitutional responsibilities has been the establishment of specialized units within the Parliamentary Service. In this respect, the Commission has supported the enactment of numerous pieces of legislation across successive Parliaments by providing research, legal, and procedural services, recruited in Committees and Procedural services, Legal Counsels, Research and Policy Analysts, Fiscal Analysts, Hansard professionals, Media Relations/Public Communications practioners, ICT officers among others, to provide technical support to Members of Parliament.

These professionals were critical in supporting Parliament during the Constitution review process that culminated in the promulgation of the Constitution of Kenya, 2010, which birthed the bicameral legislature. Following the promulgation of the new Constitution, the Commission embarked on the process of providing separate secretariats for each House of Parliament. Further, in 2009, the Commission embarked on a modernization programme of the National Assembly Chamber and the Committee facilities to accommodate the increased number of Members and the expanded oversight role of Committees, respectively.

In strengthening Parliament's role in the budget making process, especially after the 2010 Constitution, including technical support to committees and the Budget matters, and to further enhance the oversight role of Parliament as a budget-making legislature, the Commission facilitated the establishment of the Parliamentary Budget Office, with full human resources and facilities.

The Commission in its endeavour to enhanced oversight of public resources, has facilitated and supported committees of Parliament in conducting inquiries, vetting public officers, and reviewing government policies.

Support for public participation, including public hearings and outreach programmes.

The Commission has championed for adequate financial resourcing for Parliament to effectively execute its mandate. Further details on the resourcing component of Parliament are highlighted in Chapter 6.

5.1.The Senate

5.1.1 Role of the Senate

Article 96 of the Constitution provides the specific roles of the Senate, which include:

- (a) representing and protecting the interests of the counties and their governments;
- (b) participating in the law-making function by considering, debating and approving Bills concerning counties;
- (c) determining the allocation of national revenue among counties;
- (d) exercising oversight over national revenue allocated to the county governments; and
- (e) considering and determining any resolution to remove the President, Deputy President, Governor and Deputy Governor from office.

The Houses of Parliament exercise their respective functions in plenary and in committees. The legislative tools used by Members of Parliament include Bills, Motions, Statements, Questions and Petitions.



The Senate in a plenary sitting

5.1.2 Legislative Business of the Senate

During the period under review, the Senate undertook its constitutional mandate through the aforementioned legislative tools and activities. The legislative business of the Senate was undertaken in the second half of the Third Session (July 2024 – January 2025) and the first half of the Fourth Session (February – June 2025).

House Sitzings

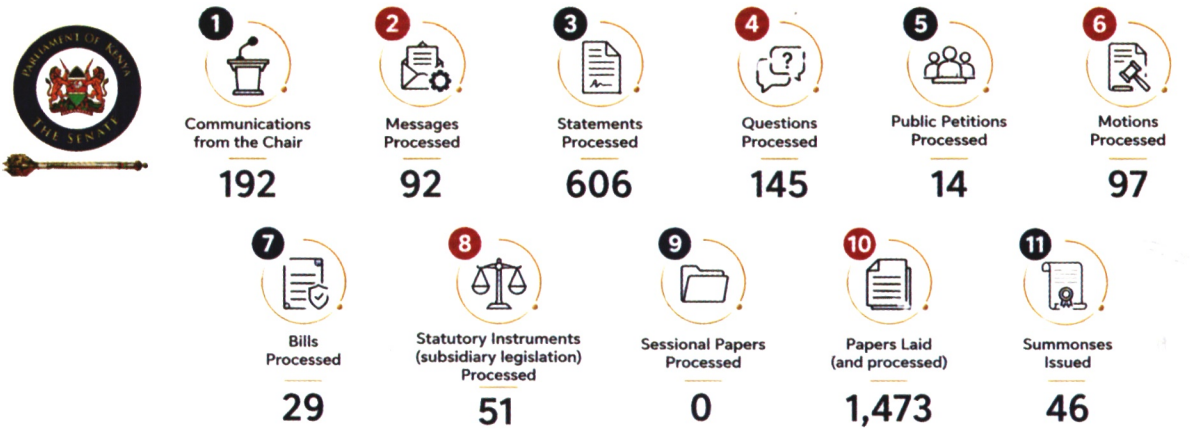
In the reporting period, the Senate held 123 ordinary sittings and 16 special sittings.

Table 5.1 — Summary of Senate Sitzings, FY 2024/25

Period	Ordinary Sitzings	Special/Joint Sitzings	Total Sitzings
1 July to 31 December 2024	64	12	76
1 January to 30 June 2025	59	4	63
Total	123	16	139

Legislative Business

Table 5.2 — Legislative Business of the Senate, FY 2024/25



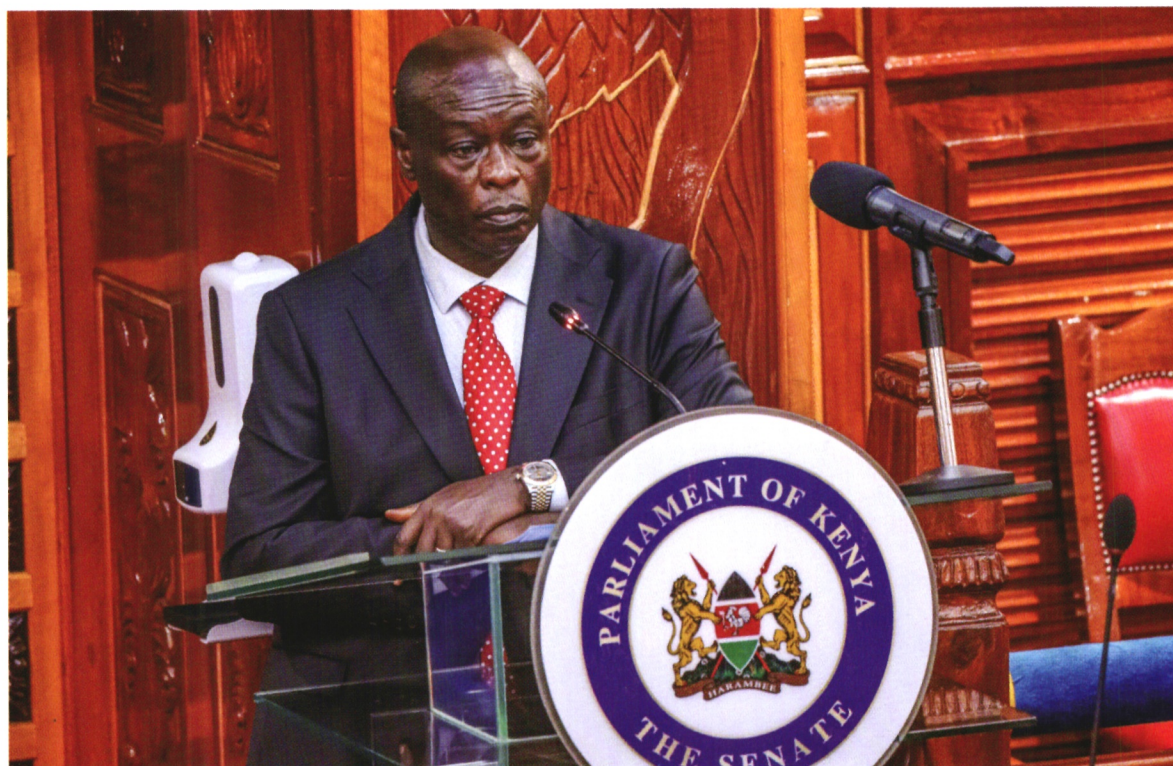
Speaker of the Senate, Rt. Hon. Amason Kingi, delivering a Communication from the Chair during a plenary sitting of the Senate.

Key Legislative Milestones

A major hallmark of this Financial Year was the Senate's consideration and approval of the Fourth Basis for Revenue Allocation Among the County Governments for the FYs 2025/2026 to 2029/2030. The Fourth Basis will ensure that county governments receive adequate resources for the performance of their respective functions for the next five years and that no county faces a reduction in its allocation. This was a significant step in strengthening equitable development across the country.

Another hallmark of the reporting period was the hearing and determination on the proposed removal from office, by impeachment, of the Deputy President of the Republic of Kenya. This exercise is guided by Article 150 and 145 of the Constitution as well as the Senate Standing Orders.

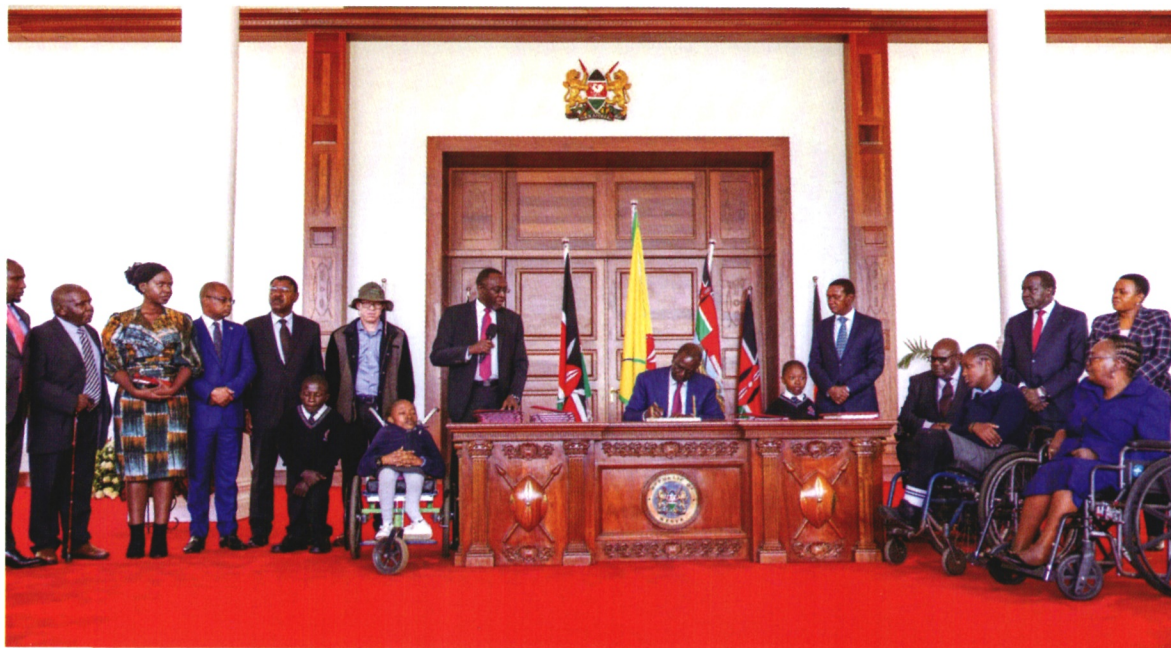
This was an unprecedented event as it was the first time that the said provisions of the Constitution were being invoked for the removal of a State Officer at the National Government level. The experience from this undertaking would form the basis of practice and procedure in future hearings.



The former Deputy President Hon. Rigathi Gachagua appears in the Senate for the hearing of a Motion on his proposed removal from office on October 17, 2024.

The Senate also considered and passed the following legislation, which was enacted into law:

- (a) The County Allocation of Revenue Bill (Senate Bill No. 25 of 2024), enacted into law on 6 December 2024, provided a framework for allocating nationally raised revenue among the county governments for Financial Year 2024/25. The shareable revenue among counties was Ksh400.1167 billion.
- (b) The Persons with Disabilities Bill (Senate Bill No. 7 of 2023), enacted into law on 8 May 2025, provided a framework to give effect to Article 54 of the Constitution, adopting a human-rights approach towards the realisation of specific rights for persons with disabilities.



H.E. President (Dr) William Ruto, flanked by Speakers of the Houses of Parliament, on the occasion of assenting into law of the Persons with Disabilities Bill, 2023 sponsored by Sen. Crystal Asige.

5.1.3 Committee Operations

During the 2024/25 Financial Year, the Senate operated 18 Committees, which held 1,211 sittings to consider various matters including Bills, Motions, Statements, Petitions, appointments to public offices, statutory instruments, oversight of national and county governments, public participation and inquiries on matters affecting the people.

Table 5.3 — Summary of Business Transacted by Senate Committees, FY 2024/25

No.	Nature of Business	Number of Items
1	Sittings held by various committees	1,211
2	Bills referred to committees for consideration	57
3	Legislative proposals considered by committees	19
4	Statements sought from committees	507
5	Petitions committed to respective committees	56
6	Inquiries undertaken by committees	5
7	County visits for public engagements, inspections and networking	64
8	Reports prepared and tabled in the Senate	164

Committees are vital institutions in the legislative processes without which the Plenary could grind to a halt for the sheer volume of work that would have to be considered. Committees enable the Senate to organize its work in such a way as to perform numerous activities simultaneously, expeditiously and in a timely manner as provide in the Constitution and statute.

Through the oversight role played by Senate Committees, a notable achievement has been improvement in the financial position of county water service providers. A number of water service providers were technically insolvent as at 2020/2021 Financial Year end. This was captured and reported by the Auditor General in the report submitted to Parliament. Recommendations made by the County Public Investment and Special Funds Committee aimed at revitalizing the entities and their implementation resulted in better financial position. Further, consideration and adoption of audit reports on the operations of county government entities, with specific recommendations emphasizes the Senate’s commitment to ensure prudent use of financial

resources by county governments. Another achievement relates to consideration of Petitions. The Petition framework is an avenue through which members of the public submit grievances for intervention by their representatives. Recommendations made by Senate Committees on Petitions facilitate a resolution to the matters presented for consideration.



Members of the Senate Liaison Committee during a Work Review and Planning Retreat held in March 2025 in Mombasa County.



The Inspector General of Police appears before the Standing Committee on National Cohesion, Equal Opportunity and Regional Integration on 9 May, 2025 to submit a Report on Inclusivity within the Police Service.

5.1.4 Consideration of Financial Matters

The Senate considered and approved the following key financial instruments:

- (a) the Fourth Basis for Revenue Allocation Among the County Governments for FYs 2025/2026 to 2029/2030;
- (b) the Division of Revenue (Amendment) Bill (National Assembly Bill No. 38 of 2024);
- (c) the County Allocation of Revenue Bill (Senate Bill No. 25 of 2024);
- (d) the County Governments Additional Allocation Bill (Senate Bill No. 1 of 2025);
- (e) the Division of Revenue Bill (National Assembly Bill No. 10 of 2025);
- (f) the County Governments Additional Allocations Bill (National Assembly Bill No. 2 of 2025);
- (g) the Report of the Standing Committee on Finance and Budget on the 2025 Budget Policy Statement;
- (h) the Report of the Standing Committee on Finance and Budget on the 2025 Medium Term Debt Management Strategy; and
- (i) the Report of the Standing Committee on Finance and Budget on the County Governments (Additional Allocations) Cash Disbursement Schedule for FY 2024/25.

5.1.5 Oversight

A total of 145 Questions were processed during the period under review, of which 49 were processed in 2024 (12 of which were responded to) and 96 were processed in 2025 (52 of which were responded to). Additionally, 27 Questions from the January–June 2024 period were responded to between July and December 2024.

Table 5.4 - Summary of Appearances by Cabinet Secretaries to Answer Questions in Senate Plenary, FY 2024/25

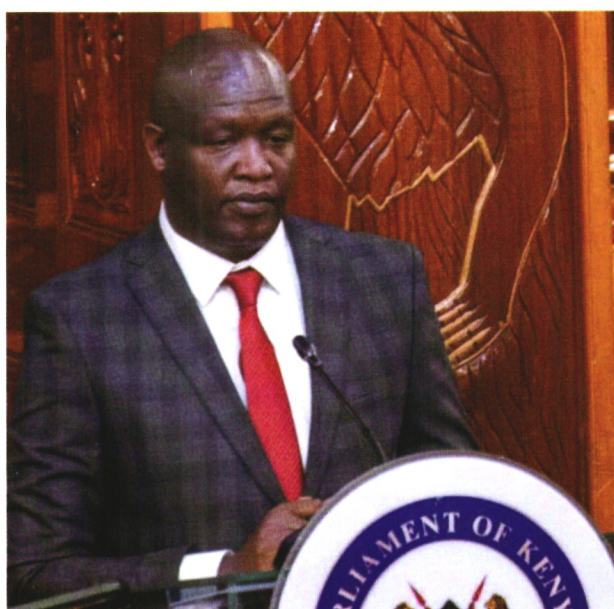
Cabinet Secretary	Scheduled Appearances	Actual Appearances	Questions Responded to
Agriculture and Livestock Development	1	1	2
Co-operatives and MSMEs Development	4	2	4
Defence	2	1	1
Education	3	2	16
EAC Affairs, ASALs and Regional Development	4	0	0
Energy and Petroleum	3	1	2
Environment, Climate Change and Forestry	3	2	2
Foreign and Diaspora Affairs	4	3	4
Gender, Culture, the Arts and Heritage	1	1	2
Health	4	2	7
Information, Communication and the Digital Economy	1	1	1
Interior and National Administration	7	2	6
Labour and Social Protection	7	3	6
Lands, Public Works, Housing and Urban Development	2	1	4
Mining, Blue Economy and Maritime Affairs	2	1	2
Public Service, Human Capital Development and Special Programmes	2	1	1
Roads and Transport	6	3	17
The National Treasury and Economic Planning	11	3	10
Tourism and Wildlife	5	1	1
Water, Sanitation and Irrigation	3	2	2
Youth Affairs, Creative Economy and Sports	1	1	1



The Cabinet Secretary for Defence, Hon. Soipan Tuya, responding to Questions before the Senate.

Oversight of County Governments

One of the most solemn constitutional responsibilities of the Senate is the oversight of county government office holders through the impeachment framework. Under this framework, the Senate received and considered impeachment motions for the proposed removal from office, by impeachment, of the Governor of Meru County, Hon. Kawira Mwangaza, and the Governor of Kericho County, Hon. (Dr) Erick Kipkoech Mutai. In the case of the Governor for Meru County, the Senate resolved to remove her from office by impeachment; in the case of Kericho County, the impeachment proceedings were terminated by way of a resolution of the Senate.



The Governor of Kericho County, Dr Erick Kipkoech Mutai, appearing before the Senate during the hearing and determination of his proposed removal from office by impeachment.



The Governor of Meru County, Kawira Mwangaza appearing before the Senate during the hearing and determination of her proposed removal from Office in August 2024.

5.1.6 Planning and Strategic Engagement for the Fourth Session

At the beginning of the Fourth Session in February 2025, the Senate held a Mid-term Assessment and Planning Forum for all Senators to reflect on progress in the discharge of their constitutional mandate, address challenges, deliberate on emerging issues and chart out key priority areas for the Fourth Session. The Forum focused on key issues in devolution and intergovernmental relations, financing of county governments, health sector reforms and services and facilities offered to Members of Parliament.

5.1.7 Address of the Senate by Rt. Hon. Raila Odinga, Former Prime Minister

On 22nd May, 2025, the late former Prime Minister, Rt. Hon. Raila Amolo Odinga, EGH, visited the Senate on the invitation by the Rt. Hon. Speaker of the Senate. In his address to the Senate, the late former Prime Minister focused on the need for the devolved governance structure as provided in the Constitution to be protected. He expressed concerns that certain legislative proposals had the potential to undermine devolution and urged the Senate to and scrutinize such proposals to ensure that devolution is safeguarded.

The later former Prime Minister also called for strengthening of the Senate's legislative authority through a constitutional amendment that would grant the Senate greater powers in the consideration of money Bills and the budget process. With respect to the the proposed Fourth Basis for Revenue Sharing Among the County Governments, he called for the Senate to act decisively to ensure that the formula facilitates equitable distribution of resources for all county governments to effectively perform their functions.



Rt. Hon. Raila Odinga, former Prime Minister (centre) with the Senate Leadership led by the Speaker Rt. Hon. Amason Jeffah Kingi (seated 3rd left) after he addressed the Senate on May 22, 2025.

5.2 The National Assembly

5.2.1 Role of the National Assembly

Article 95 of the Constitution provides the specific roles of the National Assembly, which include:

- (a) representing the people of the constituencies and special interests;
- (b) deliberating on and resolving issues of concern to the people;
- (c) enacting legislation;
- (d) determining the allocation of national revenue between the levels of government;
- (e) appropriating funds for expenditure by the national government and other national State organs;

- (f) exercising oversight over national revenue and its expenditure;
- (g) reviewing the conduct in office of the President, the Deputy President and other State officers and initiating their removal from office;
- (h) exercising oversight of State organs; and
- (i) approving declarations of war and extensions of states of emergency.



The National Assembly in a plenary sitting

5.2.2 Legislative Business of the National Assembly

This section outlines the legislative, oversight and representation milestones achieved by the National Assembly between July 2024 and June 2025.

5.2.3 Planning and Strategic Engagement for the Fourth Session

The National Assembly organised a Mid-Term Planning Forum in January 2025 for all Members. The forum enabled the National Assembly to take stock of the business considered in the first half of the term of Parliament, undertake a performance review and agree on legislative interventions for enhanced performance.

The National Assembly held consultative engagements with the National Treasury, the Ministry of Energy and Petroleum and the Social Health Authority, and agreed on legislative interventions to support high-impact priority programmes, including road infrastructure projects, universal health coverage under the Social Health Insurance Fund (SHIF) and electrification projects under the energy sector.

(i) House Sittings

During the period under review, the National Assembly held 125 sittings: 122 regular sittings, two Special Sittings and one Joint Sitting that facilitated the annual State of the Nation Address.

Figure 5.3 — Breakdown of Categories of House Sitzings by Month, FY 2024/25.

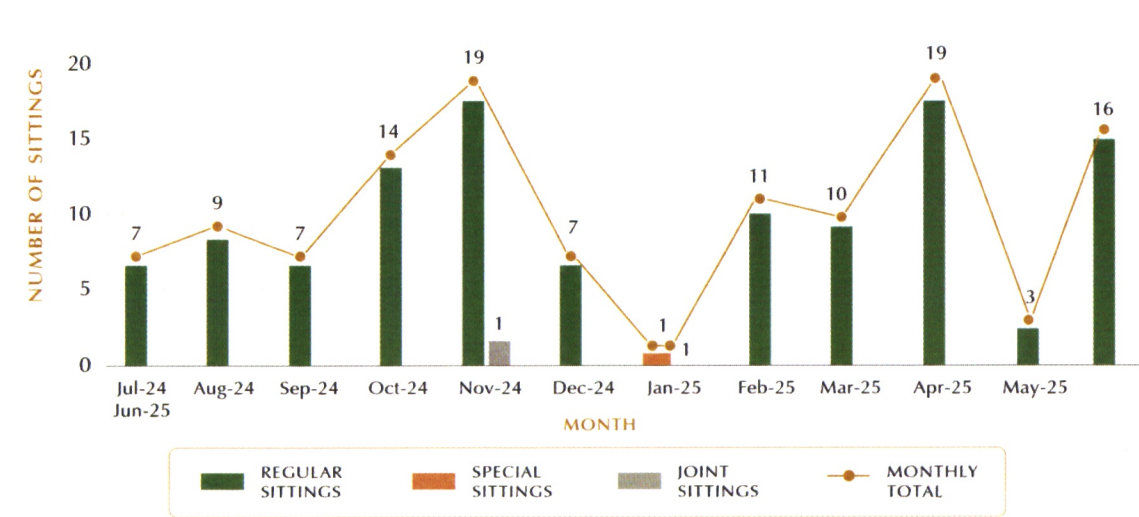
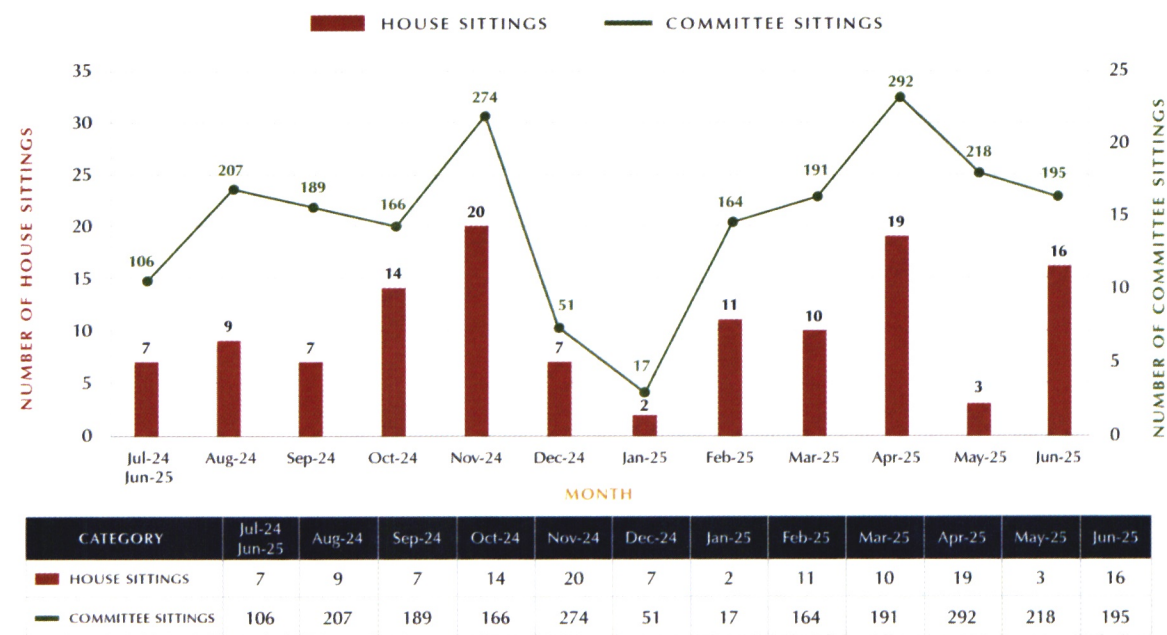


Figure 5.4 — Comparison of National Assembly House and Committee Sitzings by Month, FY 2024/25.



(ii) Business of the National Assembly

Business considered by the House during the reporting period included:

1. Introduction of 101 Bills, at various stages of legislative consideration, 21 of which were passed and assented to, notably the Water (Amendment) Bill, 2023; the Finance Bill, 2025; and the National Rating Bill, 2022.
2. Nineteen National Assembly Bills were passed and referred to the Senate for bicameral consideration, including the Division of Revenue Bill, 2025, the Social Protection Bill, 2025 and the County Governments Additional Allocation Bill, 2025.
3. Eight Senate Bills, including the County Public Finance Laws (Amendment) Bill, 2023 and the County Assembly Services (Amendment) Bill, 2023.
4. Fifty-three Bills at various stages of consideration.

5. Consideration of 221 Motions, out of which 151 were adopted and their resolutions transmitted to relevant government institutions for implementation.
6. Consideration of one Treaty and nine Agreements, of which the Treaty and four Agreements were approved for ratification.
7. Consideration of four Sessional Papers, out of which two were approved, notably Sessional Paper No. 7 of 2024 on the National Sanitation Management Policy.
8. Processing of 83 Statutory Instruments, out of which 60 were approved to operationalise various Acts of Parliament governing critical sectors such as health, water, environment and fisheries.
9. Processing of 437 Statements, of which 279 were referred to departmental committees and 244 were responded to.

Table 5.6 — Legislative Business of the National Assembly, FY 2024/25

No.	Activity	Number
1	Communications from the Chair	64
2	Messages Processed	41
3	Statements Processed	437
4	Questions Processed	169
5	Public Petitions Processed	46
6	Motions Processed	151
7	Bills Processed	48
8	Statutory Instruments Processed	60
9	Sessional Papers Processed	2
10	Papers Laid (and processed)	3,049
11	Legislative Proposals	75
12	Treaty and Agreements	5



Mr. Samuel Njoroge (2nd left) the Clerk of the National Assembly receiving a Petition from the Chairperson and Members of the Digital Boda boda Drivers and Deliveries Association on 13 September 2024.

(iii) Approval Hearings

The National Assembly considered and approved nominees for appointment to various state and public offices, including 24 Cabinet Secretaries; the Director-General for Health; the Attorney-General; the Inspector-General of the National Police Service; the Director-General of the Competition Authority; eight nominees for the Independent Policing Oversight Authority Board; three nominees for the Commission on Administrative Justice; the Deputy Governor and four board members of the Central Bank of Kenya; five members of the Public Benefits Organization Tribunal; the Secretary/CEO of the Ethics and Anti-Corruption Commission; eight nominees for the Salaries and Remuneration Commission; eight nominees for the Public Service Commission; seven Ambassadors, Permanent Representatives and Consuls-General; 14 Principal Secretaries; and seven nominees for the Independent Electoral and Boundaries Commission.



Mr Douglas Kanja (centre), nominee for the position of Inspector-General of the National Police Service, taking oath during the approval hearing by the Joint Committee of the National Assembly and the Senate on 15 August 2024.

(iv) Highlights of the Budget Statement for the FY 2024/25

The National Assembly facilitated the pronouncement of the Highlights of the Budget Statement and revenue-raising measures for the national government for the FY 2024/25 by the Cabinet Secretary for the National Treasury and Economic Planning on 12th June 2025. The event marked the 15th Budget Day since the promulgation of the Constitution of Kenya, 2010 and the 4th in the 13th Parliament. The pronouncement, commonly known as the 'Budget Speech', is made with the approval of the Cabinet and is in fulfilment of the requirements of section 40 (1) of the Public Finance Management Act, 2012 and National Assembly Standing Order 244C.



The Cabinet Secretary for the National Treasury Hon. John Mbadi makes the Pronouncement of Budget Highlights and Revenue raising measures on Thursday June 12, 2025 in the National Assembly.

5.2.6 Oversight of the National Executive

A total of 169 Questions were formally asked during the period under review, of which 63 were responded to in plenary by the relevant Cabinet Secretaries.

Table 5.7 — Summary of Questions Processed by the National Assembly, FY 2024/25

No.	Ministry/Sector	No. of Questions
1	Prime CS and CS for Foreign and Diaspora Affairs	3
2	Interior and National Administration	20
3	Roads and Transport	52
4	Agriculture and Livestock Development	6
5	Education	27
6	Defence	1
7	Health	12
8	The National Treasury and Economic Planning	4
9	Public Service and Human Capital Development	3
10	Lands, Public Works, Housing and Urban Development	3
11	Information, Communications and the Digital Economy	1
12	Co-operatives and MSMEs Development	1
13	Environment, Climate Change and Forestry	6
14	Tourism and Wildlife	3
15	Water, Sanitation and Irrigation	3
16	Energy and Petroleum	6
17	Labour and Social Protection	5
18	Teachers Service Commission	7

No.	Ministry/Sector	No. of Questions
19	National Police Service Commission	1
20	Public Service Commission	1
21	Youth Affairs, Creative Economy and Sports	2
22	EAC, ASALs and Regional Development	1
23	Mining, Blue Economy and Maritime Affairs	1
	Total	169



The Cabinet Secretary for Health, Hon. Aden Duale, responding to Questions in Plenary

5.2.3 National Assembly Committee Sittings

During the period under review, the Committees of the National Assembly held 2,154 sittings to deliberate on matters within their respective mandates. Proceedings of all committee sittings were recorded and Hansard Reports published.

In support of these sittings, the following key activities were undertaken: preparation and circulation of Order Papers for all sittings; recording of all 125 sittings with Hansard Reports published and uploaded on the Parliamentary website; preparation and publication of the Calendar of the House; and transmission of House resolutions to relevant government agencies.

Table 5.5 — Summary of National Assembly Committee Sittings, FY 2024/25

No.	Category	No. of Committees	No. of Sittings
1	Departmental Committees	20	1,213
2	Audit, Appropriations and General-Purpose Committees	21	857
3	Other Committee Sittings (Mediation and Joint)	12	44
4	Housekeeping Committees (House Business, Procedure & House Rules, Powers & Privileges)	3	40
	TOTAL		2,154

Table 5.8 — Summary of Committee Reports Tabled, National Assembly, FY 2024/25

No.	Category	Reports Tabled	Legislative Proposal Reports
1	Departmental Committees	60	15
2	Audit, Appropriations and General-Purpose Committees	47	—
TOTAL		107	15

(i) Examination of Audit Reports

The Audit Committees examined 648 reports by the Auditor-General on the financial performance of Ministries, State Departments, Agencies, Constitutional Commissions and National Government Funds. Recommendations from the reports examined included addressing huge pending bills, rationalisation of budgets, timely disbursement of funds and addressing challenges arising from the transition to the Accrual Accounting System.

PARLIAMENTARY COMMITTEE	NUMBER OF AUDIT REPORTS CONSIDERED
PUBLIC ACCOUNTS COMMITTEE	39
SPECIAL FUNDS ACCOUNTS COMMITTEE	60
DECENTRALIZED FUNDS ACCOUNTS COMMITTEE	439
PUBLIC INVESTMENTS COMMITTEES ON COMMERCIAL AFFAIRS AND ENERGY	96
PUBLIC INVESTMENTS COMMITTEE ON SOCIAL SERVICES ADMINISTRATION AND AGRICULTURE	12
TOTAL	648

(ii) Other Committee Reports

National Assembly Committees finalised 107 reports during the Financial Year 2024/25. These reports were outcomes of extensive deliberations, inquiries and engagements on key national issues including public financial accountability, legislative scrutiny, budget estimates, consideration of Bills, implementation status of House resolutions and petitions.



The Budget and Appropriations Committee, during a Committee sitting at the County Hall Mini Chamber on 22 July 2024.

(iii) Field Visits

The National Assembly Committees undertook 65 field visits in line with their respective mandates, enabling the House to ascertain the status of government-funded programmes and projects, assess compliance and implementation of approved budgets and policies and gather first-hand evidence on service delivery.



The Committee on Implementation, chaired by Hon. Raphael Wanjala (5th right), is received by the Managing Director of Kenya Railways Corporation, Mr Phillip Mainga (6th right), during a visit to KRC facilities in Mombasa on 13 June 2025.

(iv) Inquiries

The National Assembly Committees carried out the following inquiries:

- (a) an inquiry into employment diversity in line with Article 232 of the Constitution and procurement reservation across 20 public institutions;
- (b) an inquiry into the irregular and illegal grant of tax exemptions under the special operating framework agreement;
- (c) an inquiry into the security situation and operations in six counties in the North Rift;
- (d) an inquiry into the reduction of electricity costs in the country;
- (e) an inquiry into alleged malpractices and ethical breaches in kidney transplant services at the Mediheal Group of Hospitals; and
- (f) an inquiry into the alleged dumping of toxic and nuclear wastes in the North Eastern Region of Kenya.

(v) Parliamentary Publications

In support of Parliament's representation and oversight functions, the National Assembly published the following during the reporting period:

- (a) the Budget Watch for FY 2024/25, themed 'Building Economic Resilience,' serving as an oversight tool spotlighting critical budgetary information;

- (b) the Budget Options for FY 2025/26, themed ‘Supporting Job Creation and Productive Growth,’ seeking to address Kenya’s fiscal challenges;
- (c) the Review and Analysis of the Fourth Basis for Revenue Sharing Among Counties;
- (d) the Unpacking of the 2025 Budget Policy Statement;
- (e) the Analysis of the Annual Budget Estimates; and
- (f) the Review of Supplementary Estimates I, II and III.



KEY MILESTONES

FINANCIAL YEAR 2024/2025

KEY MILESTONES

- 
101
 BILLS UNDER CONSIDERATION, OF WHICH 21 BILLS PASSED AND ASSENTED TO.
- 
221
 MOTIONS CONSIDERED, OF WHICH 151 WERE ADOPTED.
- 
83
 STATUTORY INSTRUMENTS / REGULATIONS
- 
4
 SESSIONAL PAPERS
- 
437
 STATEMENTS PROCESSED
- 
169
 QUESTIONS
- 
10
 TREATIES

KEY MILESTONES

- 
125
HOUSE SITTINGS
- 
2,154
COMMITTEE SITTINGS
- 
3,049
PAPERS FROM MDAS PROCESSED
- 
65
INSPECTIONS AND FIELD VISITS
- 
36
FAVOURABLE JUDGEMENTS AND RULINGS
- 
643
AUDIT REPORTS PROCESSED

5.3 State of the Nation Address

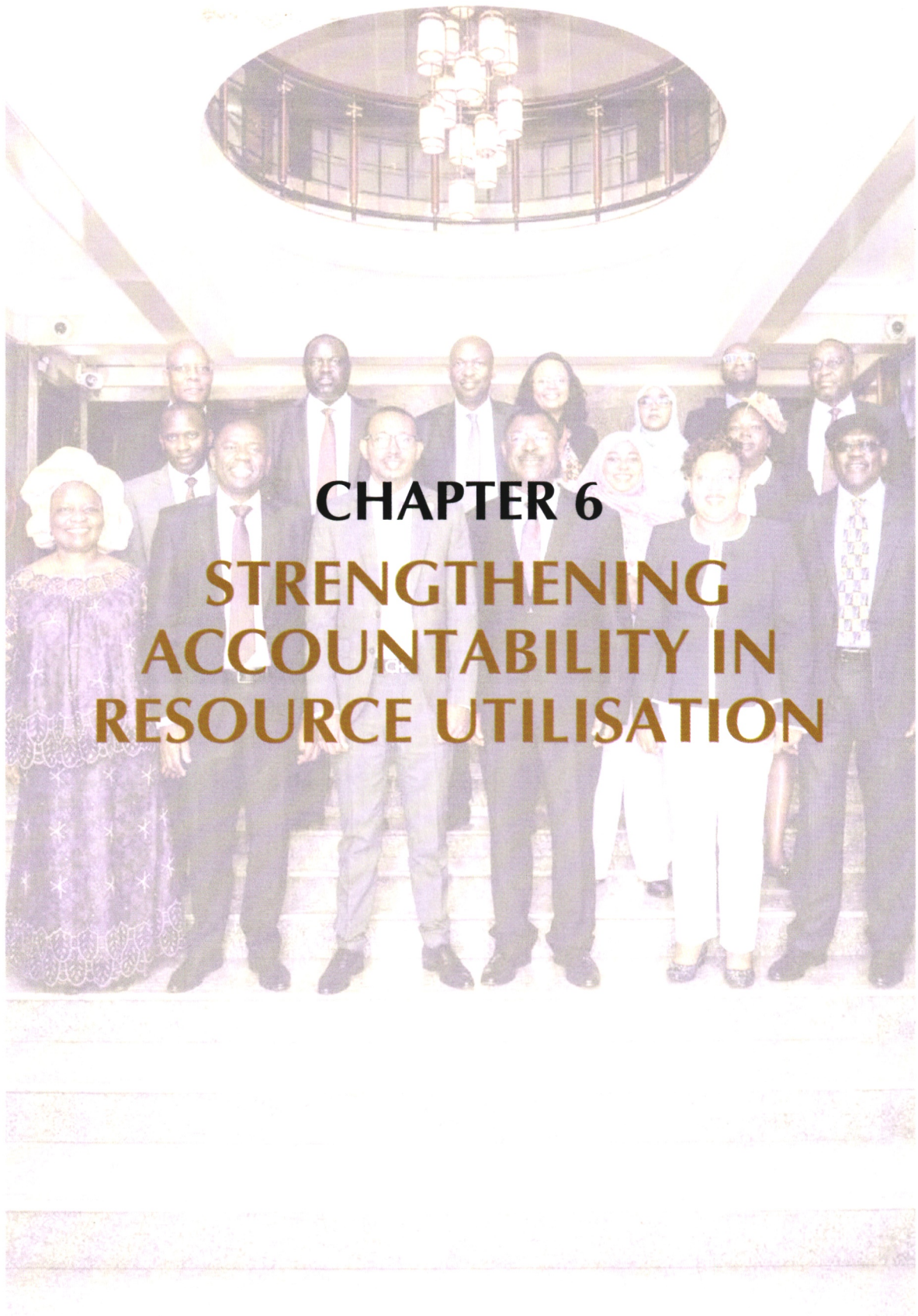
Article 132(1)(c) of the Constitution requires the President to, inter-alia, once every year, to report in an address to the nation on all the measures taken and the progress achieved in the realization of the national value set out in Article 10 of the Constitution. Additionally, Article 132(1)(c)(iii) of the Constitution provides that the President shall submit a report for debate in the National Assembly, on the progress made in fulfilling the international obligations of the Republic. Further, Article 240 (7) of the Constitution requires the President in his capacity as the Chairperson of the National Security Council (NSC) to report to Parliament annually on the state of the security of the Republic.





At a Joint Sitting of the Houses of Parliament on 21st November, 2024, His Excellency the President addressed Parliament on the measures taken and the progress achieved in the realization of national values and principles of governance, the state of security in Kenya and priority areas of the Government of Kenya that requires legislative review. During the State of the Nation Address, His Excellency the President of the Republic of Kenya submitted before the Houses of Parliament the -

- i. 11th Report, in an address to the nation, on all the measures taken and the progress achieved in the realization of the national values referred to in Article 10;
- ii. 11th Report on the measures and progress under subparagraph (i); and,
- iii. 11th Report for debate to the National Assembly on the progress made in fulfilling the international obligations of the Republic.



6.0 Introduction



Financial independence is a hallmark of legislative autonomy and a key safeguard of the separation of powers. One of the most significant outcomes of the Parliamentary Service Act, 2000, was securing financial autonomy for the Legislature. Allowing Parliament to manage its own affairs and budget free from Executive control strengthened its ability to undertake its constitutional mandate.

Over the past twenty-five years, the work of Parliament has increased in complexity, necessitating additional budgetary requirements. Although the allocation has yet to reach the 2.5% benchmark of the National Government's share of revenue, the gains made have improved Parliament's effectiveness and resilience.

Set against this quarter-century of reform, the year under review saw continued efforts to strengthen governance, improve service delivery, deepen public engagement, and support the effective and efficient functioning of Parliament. The Commission achieved a 100% Exchequer absorption rate on its budget of Ksh42.54 billion, representing a 2.77% increase over the previous financial year and reflecting strong financial discipline and efficient use of public funds.

In line with Article 127(6)(c) of the Constitution, the Commission managed these resources across four distinct Votes within the Parliamentary Service:

- (a) Vote 2041 - the Parliamentary Service Commission;
- (b) Vote 2042 - the National Assembly;
- (c) Vote 2043 - the Parliamentary Joint Services; and
- (d) Vote 2044 - the Senate.

The resource requirements are based on the constitutional roles of the Commission and Parliament, as well as the PSC Strategic Plan. These funds underpin Parliament's core mandate of legislation, representation and oversight, as well as its administrative duties, enabling the Commission to carry out the programmes and activities discussed in this Report.

6.1 A Framework of Accountability

The financial resource allocated were managed and accounted for. No material audit issues were raised during the period, underscoring the Commission's commitment to integrity, accountability and compliance.

Management of the financial resources allocated to the Commission was executed and accounted for by three Accounting Officers: the Clerk of the Senate and Secretary to the Commission (Votes 2041 and 2044); the Clerk of the National Assembly (Vote 2042); and the Director-General of the Parliamentary Joint Services (Vote 2043). Vote 2041 serves the Commission in compliance with Article 249(3) of the Constitution, which provides that the budget of each Commission and independent office shall be a separate Vote.

Figure 6.1 — Budget Allocations, FY 2022/23 to FY 2024/25 (Ksh).

INSTITUTION	APPROVED ESTIMATES FY 2022/23 (Ksh)	APPROVED ESTIMATES FY 2023/24 (Ksh)	APPROVED ESTIMATES FY 2024/25 (Ksh)
 PARLIAMENTARY SERVICE COMMISSION R2041	8,950,000,000	1,376,266,307	1,097,130,000
 NATIONAL ASSEMBLY R2042	33,848,767,598	24,936,000,000	25,710,794,575
 PARLIAMENTARY JOINT SERVICES R2043 AND D2043	8,675,000,000	7,687,491,522	–
 SENATE R2044	7,404,000,000	7,766,807,595	–
 TOTAL	58,877,767,598	41,766,565,424	26,807,924,575

6.2 Financial Performance and Efficiency

The Commission received Ksh40.27 billion from the Exchequer and spent Ksh40.3 billion, including AIA receipts. The initial allocation was reduced by Ksh2.02 billion through supplementary estimates. Despite this reduction, the Commission adjusted its programmes to maintain operational efficiency.

Table 6.1 — Summary of Budget Estimates and Expenditures, FY 2024/25

No.	Vote	Printed Estimates	Supplementary Estimates	Final Approved Budget	Actual Expenditure
1	Parliamentary Service Commission	1,167,000,000	209,266,307	1,376,266,307	1,206,303,369
2	National Assembly	26,770,000,000	(1,059,205,425)	25,710,794,575	24,035,173,315
3	Parliamentary Joint Services (Recurrent)	6,547,000,000	(177,617,592)	6,369,382,408	6,278,002,490
	Parliamentary Joint Services (Development)	2,065,000,000	(746,890,886)	1,318,109,114	1,313,061,828
4	Senate	8,010,000,000	(243,192,405)	7,766,807,595	7,464,000,713
	TOTAL	44,559,000,000	(2,017,640,001)	42,541,359,999	40,296,541,715

Table 6.2 — Budget Estimates, Actual Receipts and Expenditure, FY 2024/25

No.	Vote	Budget Estimates (FY 2024/25)	Actual Receipts (Exchequer)	Actual Expenditure	Absorption Rate (%)
1	Parliamentary Service Commission (R2041)	1,376,266,307	1,208,168,165	1,206,303,369	99.84
2	National Assembly (R2042)	25,710,794,575	24,009,297,204	24,035,173,315	100.10*
3	Parliamentary Joint Services (R2043 & D2043)	7,687,491,522	7,574,808,947	7,591,064,318	100.21*
4	Senate (R2044)	7,766,807,595	7,472,988,955	7,464,000,713	99.87
	Grand Total	42,541,359,999	40,265,263,271	40,296,541,715	100

* The over-expenditure in some Votes, when comparing actual expenditures with actual Exchequer receipts, is attributable to Appropriations in Aid (AIA) collected, which supplement Exchequer receipts.

Figure 6.2 — Budget Estimates, Actual Receipts and Actual Expenditure, FY 2024/25.

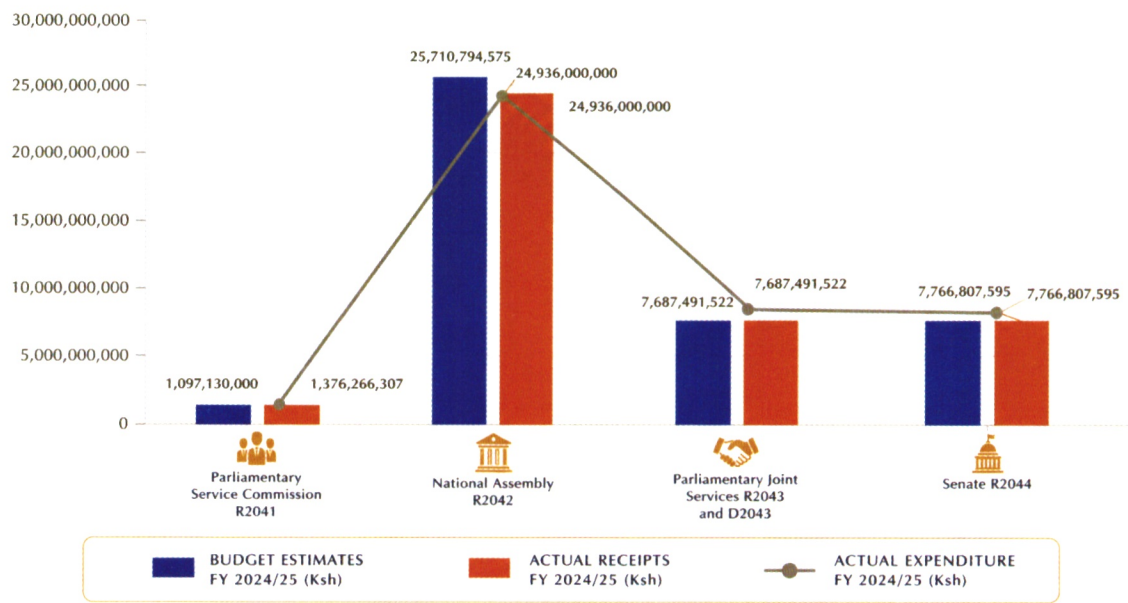
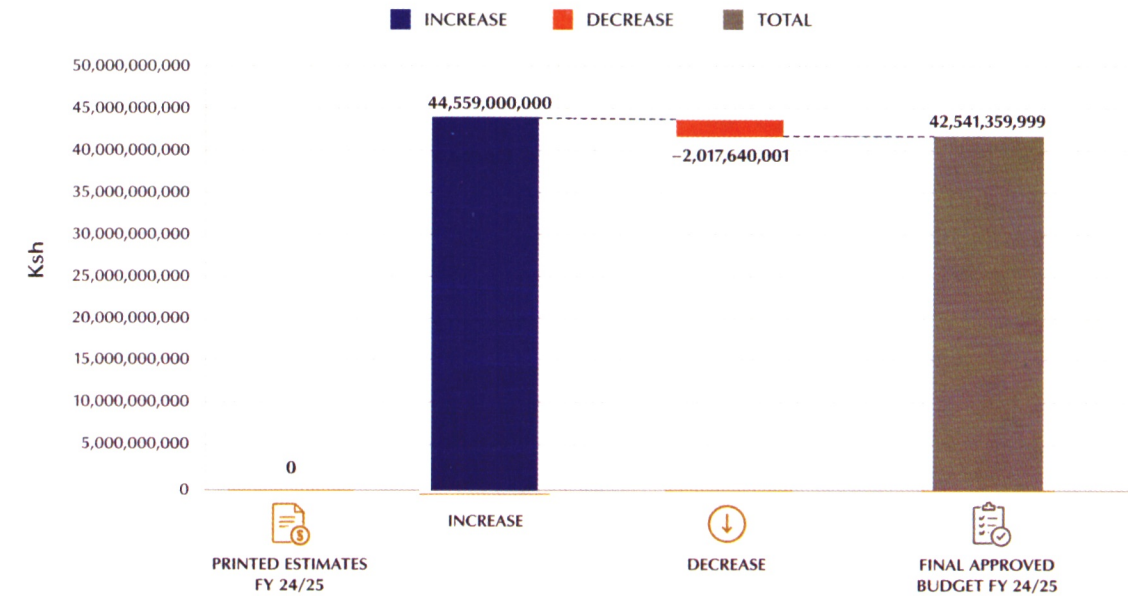


Figure 6.3 — Revised Budget Estimates (after Supplementary Estimates), FY 2024/25.



6.3 Appropriations-in-Aid

During the reporting period the following amounts were raised-

- a. The CPST raised Ksh 20,363,535 attributable to training and capacity-building activities. This represents a 60.29% performance rate against the approved target of Ksh 34 million.
- b. The National Assembly generated Ksh 8,827,000 from the sale of bonded assets.
- c. The Senate raised Ksh 500,000 in AIA from a fine imposed by Select Committees.
- d. Parliamentary Joint Services raised Ksh 135,000 attributable from the replacement of misplaced chamber cards for Members.

6.4 Partnership and Development Support

In furtherance of its strategic Pillar 3, the Commission enhanced institutional capacity and supported policy innovation in collaboration with development partners. The partnerships supported initiatives such as gender-responsive legislation, fiscal oversight and youth engagement, reinforcing Parliament’s role as a driver of inclusive and accountable governance.

Table 6.3 — Support from Development Partners, FY 2024/25

No.	Institution/Programme	Supporting Partner/Country	Key Activities	Period
1	Westminster Foundation for Democracy (WFD)	United Kingdom	Monitoring the County Legislation Tracker across coastal counties; training of SLO staff on Foresight and Anticipatory Governance; Programme Assistant Interns attached to the Senate Liaison Office.	2024–2025
2	Hans Seidel Foundation (HSF)	Germany	Support for Senate futures and foresight work; Devolution Counties Watch Publication; Programme Assistant Intern attached to the SLO.	2021–Ongoing
3	School of International Futures (SOIF)	United Kingdom	Launch of the Senate Futures Caucus; Strategic Foresight Retreat for the Senate Futures Caucus Members.	2024–Ongoing
4	Second Kenya Devolution Support Programme II (KDSP II)	World Bank	Sensitisation workshops for the Senate Committee on Devolution and Intergovernmental Relations and county assembly clerks; development of a County Assembly Resolutions Tracker and Model County Assembly Fiscal Bureaus framework.	2023–2026
5	Society for International Development (SID)	United Kingdom	Support for activities of the Senate Futures Caucus.	2024–Ongoing
6	Frontier Counties Development Council (FCDC)	Kenya	Training for Senate Liaison Committee members and county assembly caucuses on legislative and budgeting processes.	2024
7	Mzalendo Trust and CSPEN	Kenya	Activities of the Open Government Partnership (OGP) Caucus.	2025–Ongoing
8	Faraja Africa Foundation	Uganda/Kenya	Collaboration with the Senate to strengthen youth engagement through the Senate Youth Desk.	2024–Ongoing

KEY ACHIEVEMENTS

FINANCIAL YEAR 2025/2025



EFFECTIVE FACILITATION OF MEMBERS OF PARLIAMENT

Timely provision of allowances, logistical support, and resources enabling MPs to perform legislative, oversight, and representation duties efficiently.



FACILITATION OF STAFF OF THE COMMISSION

Strengthened human resource management, staff welfare, and capacity-building initiatives to enhance institutional performance.



FACILITATION OF CONSTITUENCY / COUNTY OFFICES

Provision of financial, operational, and logistical support to ensure smooth functioning of parliamentary offices across constituencies and counties.



EXPANDING NETWORKS AND PARTNERSHIPS

Strengthened collaboration with national and international partners to advance parliamentary good practices and institutional excellence.



LAUNCH OF A POST SERVICE MEDICAL SCHEME

Introduction of a medical scheme for retired staff and Members, enhancing post service welfare and social protection.



SUSTAINED DIGITAL TRANSFORMATION

Advancement of e-parliament systems, automated workflows, and ICT infrastructure to improve efficiency, transparency and service delivery

6.5 Internal Audits

In compliance with the Public Finance Management Act, 2012, the Internal Auditor undertook audits of the Commission in the following areas: ticketing operations in the Parliamentary Service; the CPST Complex; Integrated Security Management System operations; operations in County and Constituency offices; National Assembly and PJS stores; operations of Senate leadership offices; Commission standing imprests; National Assembly capacity-building activities; Senate mileage operations; fuel consumption; and payment of Daily Subsistence Allowances in the National Assembly. The results of the audits helped to strengthen national controls, providing the Commission with information on internal risk management and governance processes.

6.6 Key Achievements and Innovations

Key achievements in the FY 2024/25 include:

- (a) implementation of the Integrated Security Management System (ISMS) for enhanced institutional safety;
- (b) upgrade of network connectivity within Parliament Buildings;
- (c) launch of a Post-Service Medical Scheme for Members of Parliament;
- (d) continued digital transformation towards a paperless Parliament;
- (e) sustained continuous capacity building for Members and professional development for staff;
- (f) continued and sustained public engagement in legislative matters;
- (g) strengthened partnerships and linkages with development partners; and
- (h) improved internal governance and accountability frameworks.

6.7 Challenges and the Way Forward

The Commission faced challenges such as limited financial resources and delayed Exchequer releases, which hampered the timely undertaking of its projects and programmes. To address these challenges, the Commission recommends:

- (a) the allocation of 2.5% of national revenue to Parliament;
- (b) the establishment of a Parliamentary Fund; and
- (c) timely disbursement of Exchequer funds.

6.8 A Vision for the Future

The Commission remains steadfast in prudent utilisation of resources and unwavering accountability to strengthen Parliament's capacity to serve the people of Kenya with transparency and excellence.



CHAPTER 7

EMERGING TRENDS AND RECOMMENDATIONS

7.0 Introduction



The establishment of the Commission heralded a steady transformation of Parliament into a modern and independent institution. Building on the lessons and experience gained over the years; the Commission appreciates that the effectiveness of Parliamentary institutions largely depend on their capacity to respond to technological change, evolving citizen expectations, emerging infrastructural needs, dynamic workforce and governance structures, financial pressures and challenges in information integrity. These trends have significant implications for legislative oversight, public participation, institutional accountability and service delivery. A clear understanding these dynamics will be essential in informing the Commission’s strategic direction, strengthening institutional resilience and ensuring that Parliament remains responsive to the needs of the people it serves and to adequately mitigate any emerging issues.

This Chapter, therefore, explores emerging trends and offers strategic recommendations aimed at enhancing the Commission’s ability to function effectively in a dynamic operational landscape.

7.1 Emerging Trends



7.1.1 Digital Transformation

The evolution of digital technologies continues to impact the Commission’s operations. Digital transformation has opened up new avenues for public engagement with Parliament and for how information is processed and analysed. Artificial Intelligence (AI), data analytics tools and digital communication platforms increasingly shape perception on public policy and how legislatures interact with citizens. In this regard, the Inter-Parliamentary Union (IPU) adopted a resolution urging legislatures to develop robust frameworks for AI, data protection and cybersecurity.

The Commission continues to facilitate structured capacity building in AI and modern technologies for Members and staff, and has established an administrative committee on digital transformation to spearhead this programme.



7.1.2 Citizen Engagement and Public Participation

There is growing public interest in Parliamentary business, with citizens increasingly seeking to follow debates, access records and contribute to policy discussions. Notably, in July 2024, the IPU's Public Engagement Hub featured the Parliament of Kenya as a case study on embedding public participation into Parliamentary business, a welcome recognition of the Commission's efforts in upholding democratic ideals.

Parliament adopted Sessional Paper No. 3 of 2024 on public participation and the Public Participation Bill (National Assembly Bill No. 44 of 2025), to provide a framework for citizen engagement in public affairs.



7.1.3 Litigation

The Constitution of Kenya guarantees every citizen the right to challenge the constitutionality of actions taken by public bodies. As such, the Commission and the Houses of Parliament remain subject to judicial scrutiny. During the period, the Commission defended legal suits including cases on the constitutionality of statutes, employment and labour relations, procurement and contractual disputes, legislative procedures and administrative decisions.

The increasing number and complexity of these matters had implications for the Commission's operations, including higher legal costs and, in some instances, delays in the implementation of planned programmes and initiatives. Thirty-four cases on various matters were instituted during the period under review.

The Commission continues to pursue alternative dispute resolution mechanisms and to strengthen its internal governance structures to minimise risks associated with litigation.



7.1.4 Misinformation and Misreporting

The proliferation of misinformation and misreporting on digital platforms poses consequential threats to Parliamentary democracy globally. Parliament has not been immune to this phenomenon. During the reporting period, misinformation, disinformation, and distorted content circulated widely on digital platforms, damaging public understanding of legislative business and undermining confidence in the Houses and Parliamentary committees. The Commission recognises that Parliament, as a public institution whose legitimacy depends on the accuracy of information in the public domain, cannot be passive in response.



7.1.5 Workplace Demographic Dynamics

The Parliamentary Service workforce demographic reveals a staff complement dominated by Millennials, who account for approximately 63%, followed by Generation X at 34.9% and Generation Z at 2.3%. This composition requires the Commission to rethink traditional workplace structures and management approaches. Creating a workplace environment that supports collaboration across demographics will help the Commission attract, develop and retain skilled professionals.



Speaker of the National Assembly Rt. Hon. (Dr.) Moses Wetang'ula addressing the staff during the Staff Open Day on 23 June 2025.



7.1.6 Crisis Management, Security and Institutional Resilience

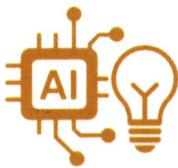
Strategic Pillar VI of the PSC Strategic Plan 2019–2030 commits the Commission to the provision of modern facilities and a secure working environment for Members and staff of Parliament. As the Strategic Plan enters its second phase of implementation, the risks that threaten that commitment have grown more complex, more interconnected and more urgent.

Situated in Nairobi's Central Business District, Parliament's premises sit at the intersection of civic space and political protest. Public demonstrations have at times disrupted Parliamentary operations, damaged infrastructure and required security responses that strain both institutional resources and public relations. Online hostility targeting Members of Parliament is also an emerging threat to individual safety and to Members' willingness to engage openly in public life.

A number of IPU Reports have identified building Parliamentary resilience to future emergencies as one of the five priority recommendations for legislatures globally. These considerations therefore represent an area where the Commission recognises the need for more structured and systematic attention.

7.2 Recommendations

The Internal Audit function of the Commission continues to strategically strengthen operational resilience, accountability and the prudent use of resources by undertaking impartial, independent and special audits focusing on financial management, resource utilisation, process and systems reviews, and monitoring and evaluation. This supports risk management, institutional operational efficiency, good governance and the improvement of the Commission’s operations.



7.2.1 Adaptation to Evolving Technologies

The Commission is committed to promoting the ethical use of technology to strengthen Parliament’s ability to execute its mandate, particularly by improving its engagement with the public. Looking ahead, the Commission will continue to facilitate ongoing capacity building in emerging and specialised areas such as AI, digital transformation and data protection, while pursuing full compliance with the Data Protection Act, 2019. The development of policy guidelines on the utilisation and impact of AI in supporting Parliamentary business and enhancing service delivery will remain a key priority.



7.2.3 Citizen-Centred Priorities and Programmes

The Commission continues to support the Houses of Parliament in prioritising citizen-centred policies and legislation to ensure effective service delivery and accountability in key emerging sectors, including security, health, infrastructure, education and the environment. The Commission will support Parliament in processing the Public Participation Bill, 2025, which will guide engagement with the public in legislative matters. Digital participation platforms will also be expanded to make it easier for citizens across the country to contribute to Parliamentary discussions.



7.2.4 Enhancement of Budgetary Allocation

The Commission has consistently sought to be funded at 2.5% of the national government’s budget, a position grounded in the constitutional recognition of the Legislature as an arm of government requiring adequate and independent resourcing. The Commission will therefore continue to consistently engage with key budget stakeholders in a structured and timely manner to clearly communicate its resource needs.



7.2.5 Adoption of Proactive Measures to Counter Misinformation

The Commission, through its Media and Public Relations offices, continues to adopt measures geared towards providing accurate and timely information as well as debunking false and distorted information, including the circulation of explainers in print and digital formats, in order to counter misinformation.



7.2.6 Strengthening Crisis Preparedness and Risk Management

A resilient Parliament is one that is able to continue serving its citizens under all circumstances. The Commission recognises its responsibility to invest in the systems, protocols and capabilities required to sustain such resilience and will continue to advance these efforts in the period ahead.

In this regard, the Commission will strengthen its crisis management capacity by enhancing risk monitoring systems and developing early warning mechanisms

to support timely identification of emerging risks and enable swift institutional responses. The Commission will also continue to implement proactive security strategies, including the training of security personnel, upgrading of security infrastructure and development of comprehensive emergency response frameworks.



7.2.7 Strengthening Succession Planning and other Interventions

The Commission continues to address the risks associated with workforce transitions whilst strengthening succession planning and workforce development systems. Key measures include recruiting for critical roles ahead of anticipated vacancies, establishing structured knowledge transfer processes and institutionalising exit interviews to capture institutional insights from exiting staff. Leadership development programmes will also be expanded to prepare emerging staff for future leadership roles.

In recognition of the changing nature of the workforce, the Commission will undertake reforms to ensure that the workplace remains responsive to the needs of different generations of employees. These reforms will include strengthening digital workplace tools, promoting flexible and collaborative working practices and creating an organisational culture that supports innovation, learning and professional development.



7.2.8 Audit and Compliance Measures

The Internal Audit function of the Commission continues to strategically strengthen operational resilience, accountability and the prudent use of resources by undertaking impartial, independent and special audits focusing on financial management, resource utilisation, process and systems reviews, and monitoring and evaluation. This supports risk management, institutional operational efficiency, good governance and the improvement of the Commission's operations.

7.3 Conclusion

The achievements recorded over the years, including those set out in this Report for the 2024/25 Financial Year, demonstrate the steady progress made. The next twenty-five years will require a continued focus on sustainable funding, strengthened public engagement, deeper citizen inclusion and completing Parliament's digital transformation. Overall, safeguarding the independence of the Legislature to ensure it continues to stand as a true guardian of the people's will remains an enduring mandate of the Commission.



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