

REPUBLIC OF KENYA
THE NATIONAL ASSEMBLY

Approved
JBOSS
1st Dec. 2022

THIRTEENTH PARLIAMENT – FIRST SESSION – 2022

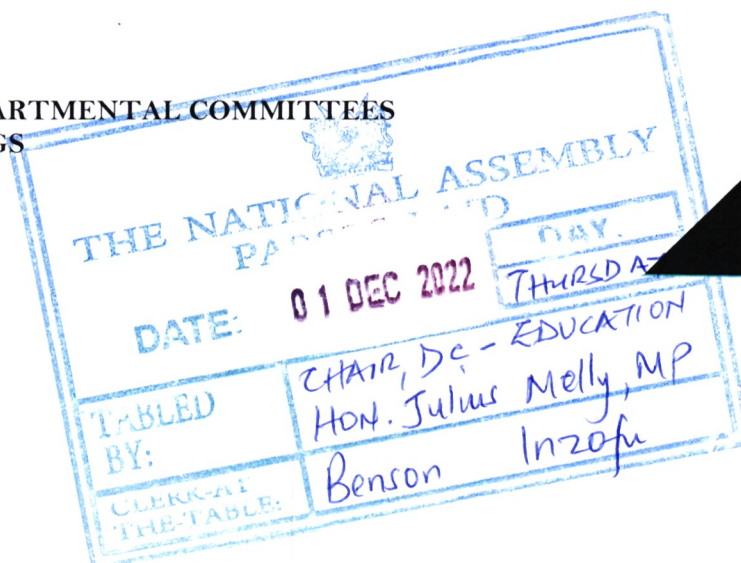
DEPARTMENTAL COMMITTEE ON EDUCATION

REPORT ON THE APPROVAL HEARINGS OF:

1. DR RICHARD BELIO KIPSANG, NOMINEE FOR APPOINTMENT AS PRINCIPAL SECRETARY, STATE DEPARTMENT FOR BASIC EDUCATION
2. DR. ESTHER THAARA MUORIA, NOMINEE FOR APPOINTMENT AS PRINCIPAL SECRETARY, STATE DEPARTMENT FOR TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING (TVET)
3. DR. BEATRICE MUGANDA INYANGALA, NOMINEE FOR APPOINTMENT AS PRINCIPAL SECRETARY, STATE DEPARTMENT FOR HIGHER EDUCATION AND RESEARCH

CLERK'S CHAMBERS
DIRECTORATE OF DEPARTMENTAL COMMITTEES
PARLIAMENT BUILDINGS
NAIROBI

NOVEMBER, 2022



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LIST OF ABBREVIATIONS AND ACROYNMS

CBC	Competency Based Curriculum
DCI	Directorate of Criminal Investigations
EACC	Ethics and Anti-Corruption Commission
H.E.	His Excellency
HELB	Higher Education Loans Board
KNEC	Kenya National Examination Council
KRA	Kenya Revenue Authority
SO	Standing Order
KICD	Kenya Institute for Curriculum Development
CEO	Chief Executive Officer
CBC	Competency Based Curriculum
NEMIS	National Education Management Integrated System
TSC	Teachers Service Commission
TTC	Teachers Training College
TVET	Technical Vocational Education and Training
PSC	Public Service Commission
TSC	Teachers Service Commission

CHAIRPERSON'S FOREWORD

This report contains the proceedings of the Departmental Committee on Education during the approval hearings of the following persons nominated for the position of the office of the Principal Secretary in the Ministry of Education:

- a. Dr. Richard Belio Kipsang, nominee for appointment as Principal Secretary, State Department for Basic Education
- b. Dr. Esther Thaara Muoria, nominee for appointment as Principal Secretary, State Department for Technical and Vocational Education and Training (TVET)
- c. Dr. Beatrice Muganda Inyangala, nominee for appointment as Principal Secretary, State Department for Higher Education and Research.

Pursuant to Article 155(3)(b) of the Constitution, Section 47(3) of the Public Service Commission Act (*No. 10 of 2017*), Section 5 of the Public Appointments (Parliamentary Approval) Act, (*No. 33 of 2011*) and Standing Order 45(1), H.E. the President notified the National Assembly of the nomination of fifty-one (51) Principal Secretaries to various State Departments vide a letter dated Wednesday, 2nd November 2022.

The nomination was conveyed to the Speaker of the National Assembly on Thursday, 3rd November, 2022. In keeping with the requirements of Standing Order 42(1), the Speaker of the National Assembly conveyed the message from H.E. the President to the House and referred the vetting of the nominees to the Departmental Committee on Education as provided for under the Constitution, the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) (*hereinafter referred to as "the Act"*) and the National Assembly Standing Orders (*hereinafter referred to as "Standing Orders"*).

The names of the nominees together with their curriculum vitae, testimonials and Report of the Selection Panel on their recruitment were referred to the Departmental Committee on Education for vetting and reporting to the House within twenty-eight (28) days in accordance with the provisions of Standing Order 45 and Section 8 of the of the Act. The Speaker further directed the Clerk of the National Assembly to notify the nominees and the general public by placing adverts in two newspapers of nationwide circulation and the Parliamentary Website of the time and place of holding the approval hearing.

In compliance with Section 6(9) of the Act, the Clerk of the National Assembly placed an advertisement in the print media on Friday, 4th November, 2022. The Clerk invited the public to submit memoranda by way of written statements on oath (*affidavits*) on the suitability of the nominees. The advertisement indicated that the submissions were to be received by Friday, 11th November, 2022 at 5.00 pm. By close of the deadline, the Committee had not received any submissions in support or in contention on the suitability of the nominees for appointment as the Principal Secretaries.

Further, in fulfilment of the provisions of Article 118(1)(b) of the Constitution, Section 6(4) of the Act and Standing Order 45(3), the Clerk of the National Assembly on Friday, 4th November, 2022 placed an advertisement in the print media notifying the public that the Departmental Committee on Education was scheduled to conduct the approval hearing of the nominees on Wednesday, 16th November, 2022 from 11.30 am.

Section 6(7) of the Act provides that an approval hearing shall focus on a candidate's academic credentials, professional training and experience, personal integrity and background. In order to fulfill the requirement on personal integrity, the Clerk wrote to the Kenya Revenue Authority (KRA), the Ethics and Anti-Corruption Commission (EACC), Directorate of Criminal Investigations (DCI), the Office of the Registrar of Political Parties (ORPP) and the Higher Education Loans Board (HELB) to ascertain the nominees' good standing with the said government institutions. The nominees were also required to submit clearance certificates from the said institutions on the date of the approval hearing.

It is worth noting that on 15th November, 2022, the Employment and Labour Relations Court in the Constitution Petition No. E186 of 2022 (*Dr. Magare Gikenyi versus The President of the Republic of Kenya and 55 others*) and in Constitution Petition No.192 of 2022, (*Law Society of Kenya versus The National Assembly and 4 others*), granted conservatory orders temporarily staying the vetting of persons nominated to be appointed as principal secretaries pending inter-parties hearing which was scheduled on 21st November, 2022. Consequently, the Court lifted the said orders on Tuesday, 29th November, 2022, holding that the petitioners ought to have waited for the conclusion of the vetting process before challenging the nomination and approval of the persons nominated to be appointed to the Office of Principal Secretary.

In light of these circumstances, the nominees appeared before the Committee on Wednesday, 30th November, 2022 for vetting. The Committee examined their suitability based on the criteria set out in Section 7 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011). In addition, the Committee examined their academic credentials, relevant experience, knowledge of sector issues and on leadership and integrity. The Committee paid due regard to the procedure used to arrive at the nominees; any constitutional or statutory requirements relating to the office in question and suitability of the nominees for the appointment proposed having regard to whether the nominees' abilities, experience and qualities meet the needs of the State Departments.

Committee Recommendation

The Committee having held approval hearings of the nominees regarding their suitability, observed that due process was followed on the recruitment process as provided for under Article 155(3) (b) of the Constitution and the Public Appointments (Parliamentary Approval Act) (No. 33 of 2011). The Committee therefore recommends that the National Assembly **APPROVES** the nomination of the following nominees appointed to the Position of Office of the Principal Secretary:

- a) **Dr. Richard Belio Kipsang, for appointment as Principal Secretary, State Department for Basic Education**
- b) **Dr. Esther Thaara Muoria, for appointment as Principal Secretary, State Department for Technical and Vocational Education and Training (TVET)**
- c) **Dr. Beatrice Muganda Inyangala, for appointment as Principal Secretary, State Department for Higher Education and Research.**

Acknowledgements

The Committee registers its appreciation to the Offices of the Speaker, Office of the Clerk of the National Assembly, Office of the Director, Departmental Committees and the Committee Secretariat for the logistical support extended during the vetting process.

In addition, the Committee thanks the nominees for their cooperation during the vetting process. Finally, the Committee appreciates KRA, EACC, DCI, HELB and ORPP for providing references and background checks relating to the suitability of the nominees.

I acknowledge and appreciate Members of the Committee for their patience, sacrifice and commitment which enabled the Committee to complete the task within the required timelines.

On behalf of the Departmental Committee on Education and pursuant to Article 155(3)(b) of the Constitution, Section 8(1) and (2) of the Public Appointment (Parliamentary Approval) Act (No. 33 of 2011) and the provisions of Standing Orders 45(4) and 199(6), it is now my singular duty and privilege to present to the House, **the Report of the Departmental Committee on Education on the approval hearings of Dr. Richard Belio Kipsang, State Department for Basic Education; Dr. Esther Thaara Muoria, State Department for TVET; and Dr. Beatrice Muganda Inyangala, State Department for Higher Education and Research.**

HON. JULIUS KIBIWOTT MELLY, MP
CHAIRPERSON, DEPARTMENTAL COMMITTEE ON EDUCATION

CHAPTER ONE

1.0 *PREFACE*

1.1 **Mandate of the Committee**

1. The Departmental Committee on Education is established pursuant to the provisions of Standing Order No. 216 (1) and (5) with the following terms of reference: -
 - (i) make reports and recommendations to the House as often as possible, including recommendation of proposed legislation;
 - (ii) investigate, inquire into, and report on all matters relating to the mandate, management, activities, administration, operations and estimates of the assigned Ministries and departments;
 - (iii) study the programme and policy objectives of Ministries and departments and the effectiveness of the implementation;
 - (iv) study, access and analyze the relative success of the Ministries and departments as measured by the results obtained as compared with their stated objectives;
 - (v) investigate and inquire into all matters relating to the assigned Ministries and departments as they may deem necessary, and as may be referred to them by the House or a Minister.
 - (vi) **vet and report on all appointments where the Constitution or any law requires the National Assembly to approve, except those under Standing Order 204.**
 - (vii) study and review all legislation referred to it.

1.2 **Committee Subjects**

2. The Committee is mandated to consider the following subjects:
 - a) Education
 - b) Training, and
 - c) Research

Oversight

3. The Committee oversees the Ministry of Education and the Teachers Service Commission.

1.3 Committee Membership

4. The Committee membership comprises: -

1. Hon. Julius Kibiwott Melly, MP

Chairperson

MP for Tinderet Constituency

UDA

2. Hon. Moses Malulu Injendi, MP

Vice Chairperson

MP for Malava Constituency

ANC

3. **Hon. Dr. Christine Ombaka Oduor, MP**

MP for Siaya County

ODM

10. **Hon Julius Taitumu M'Anaiba, MP**

MP for Igembe North Constituency

UDA

4. **Hon. Eve Akinyi Obara, MP**

MP for Kabondo Kasipul Constituency

ODM

11. **Hon. Nabii Nabwera Daraja, MP**

MP for Lugari Constituency

ODM

5. **Hon. Jerusha Mongina Momanyi, MP**

MP for Nyamira County

JP

12. **Hon. Peter Ochieng Orero, MP**

MP for Kibra Constituency

ODM

6. **Hon. Abdul Ebrahim Haro, MP**

MP for Mandera South Constituency

UDA

13. **Hon. (Prof.) Phylis Jepkemoi Bartoo**

MP for Moiben Constituency

UDA

7. **Hon. Anne Wanjiku Muratha, MP**

MP for Kiambu County

UDA

14. **Hon. Rebecca Noonaishi Tonkei, MP**

MP for Narok County

UDA

8. **Hon. Clive Ombane Gisairo, MP**

MP for Kitutu Masaba, Constituency

ODM

15. **Hon. Timothy Kipchumba**

Toraitich, MP

MP for Marakwet West Constituency,

IND

9. **Hon. Dick Oyugi Maungu, MP**

MP for Luanda Constituency

DAP-K

1.4 Committee Secretariat

5. The Committee secretariat comprises: -

Mr. George Gazemba
Principal Clerk Assistant I
Lead Clerk

Ms. Grace Wahu
Clerk Assistant III

Ms. Cynthia Matara
Clerk Assistant III

Ms. Brigitta Mati
Legal Counsel I

Mr. Eric Kanyi
Fiscal Analyst II

Mr. Daniel Psirmoi
Media Relations Officer

Mr. Nimrod Ochieng
Audio Officer

Mr. Paul Kashane
Sergeant at Arms

CHAPTER TWO

2.0 BACKGROUND

2.1 Establishment of the office of Principal Secretary

6. Article 155(1) and (2) of the Constitution provides for the establishment of the office of the Principal Secretary, which is an office in the public service. It further provides that each State department shall be under the administration of a Principal Secretary.

2.1.0 Nomination of Principal Secretaries

Article 132(2)(d) of the Constitution confers upon the President the power to nominate, and subject to approval by the National Assembly, appoint Principal Secretaries. It provides that:

“The President shall nominate and, with the approval of the National Assembly, appoint and may dismiss Principal Secretaries in accordance with Article 155”.

1. Article 155 of the Constitution provides that:

155. (1) *There is established the office of Principal Secretary, which is an office in the public service.*
(2) *Each State department shall be under the administration of a Principal Secretary.*
(3) *The President shall—*
 - (a) *nominate a person for appointment as Principal Secretary from among persons recommended by the Public Service Commission; and*
 - (b) *with the approval of the National Assembly, appoint Principal Secretaries.*
(4) *The President may re-assign a Principal Secretary.*
(5) *A Principal Secretary may resign from office by giving notice, in writing, to the President.*

2.1.1 Notification of nomination by H.E. the President

7. In accordance with the provisions of Article 155(3)(a) of the Constitution and Section 5 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), H.E. the President forwarded to the Speaker of the National Assembly, *vide* a letter **Ref. OP/CAB.26/4A VOL.I/(49)** dated 2nd November, 2022 (**Annexure 1**) the notification of nomination, curriculum vitae and testimonials for Dr. Richard Belio Kipsang, Dr. Esther Thaara Muoria and Dr. Beatrice Muganda Inyangala, to the position of Principal Secretary in the State Department for Basic Education, State Department for Technical and Vocational Education and Training (TVET) and the State Department for Higher Education and Research, respectively, in the Ministry of Education for approval by the National Assembly.

2.1.2 Committal to the Departmental Committee on Education

8. On 3rd November, 2022 and pursuant to Standing Order 42(1), the Speaker of the National Assembly conveyed to the House the Message from H. E. the President on the notification for nomination of Dr. Richard Belio Kipsang, Dr. Esther Thaara Muoria and Dr. Beatrice Muganda Inyangala, to the position of Principal Secretary in the State Department for Basic Education, State Department for Technical and

Vocational Education and Training (TVET) and the State Department for Higher Education and Research, respectively in the Ministry of Education (*Annexure 2*).

2.1.3 Notification to the Public/Submission of Memoranda

9. In fulfilment of the provisions of Article 118(1)(b) of the Constitution, Section 6(4) of the Act and Standing Order 45(3), the Clerk of the National Assembly on 4th November, 2022 notified the public through the print media, the intention of the Committee to conduct the approval hearings of the nominees on 16th November, 2022 from 11.30 am.
10. By close of business on 11th November, 2022 at 5.00 p.m., the Committee had not received any submissions in support or in contention of the nomination of Dr. Richard Belio Kipsang, Dr. Esther Thaara Muoria and Dr. Beatrice Muganda Inyangala, to the position of Principal Secretary in the State Department for Basic Education, State Department for Technical and Vocational Education and Training (TVET) and the State Department for Higher Education and Research, respectively, in the Ministry of Education

2.1.4 Notification to the Nominee

11. On 7th November, 2022, pursuant to Sections 4 and 6(3) of the Act, the Clerk wrote to the nominees inviting them to the approval hearing and indicated the date, time and place of the vetting (*Annexure 4*).
12. However, on 15th November, 2022, the Employment and Labour Relations Court in the Constitution Petition No. E186 of 2022 (Dr. Magare Gikenyi versus The President of the Republic of Kenya and 55 others) and in Constitution Petition No.192 of 2022, (Law Society of Kenya versus The National Assembly and 4 others), granted conservatory orders temporarily staying the vetting of persons nominated to be appointed as Principal Secretaries pending inter-parties hearing which was scheduled on 21st November, 2022.
13. Consequently, on 16th November, 2022, the Speaker directed that the vetting process be suspended pending the outcome of the judicial process. This was informed by the appreciation of the provisions of Article 3 (1) of the Constitution which places an obligation on the Speaker and the House, to respect and uphold the Constitution and in particular by abiding and upholding the rule of law.
14. The Court, in its ruling delivered on Tuesday, 29th November 2022, asserted that the doctrine of separation of powers as provided in the Constitution ought to be respected and upheld at all times. Further, the court observed that the national Assembly has exclusive original jurisdiction to first carry out the approval process before it can intervene. The Court therefore, paved the way for the resumption of the vetting process noting that the petitions were premature.
15. Following a Communication by the Speaker of the National Assembly dated 29th November, 2022 the Committee was directed to resume and conclude the vetting process. Therefore the Committee notified the nominees of the time, date and place for vetting in accordance to Section 6(5) the Public Appointment (Parliamentary Approvals) Act.

2.1.5 Clearance Requirements

16. On 7th November, 2022, the Clerk of the National Assembly wrote to the Ethics and Anti-Corruption Commission (EACC), the Kenya Revenue Authority (KRA), the Directorate of Criminal Investigations (DCI), the Higher Education Loans Board (HELB) and the Office of the Registrar of Political Parties (*Annexures 5a, 5b, 5c, 5d and 5e*) requesting for reports with respect to the nominees on the following matters:
 - (a) ethics and integrity;
 - (b) tax compliance;
 - (c) criminal records;
 - (d) higher education loan repayments; and,
 - (e) political affiliation.
17. The Ethics and Anti – Corruption Commission (EACC) confirmed that the Commission had not undertaken any investigations where the nominees had been found culpable *vide* a letter **Ref. No EACC.7/10/5VOL.XXI (70)** dated 11th November, 2022 (*Annexure 6a*).
18. The Kenya Revenue Authority (KRA) confirmed that the nominees were tax compliant *vide* a letter **Ref. No KRA/5/1002/5(8179)** dated 14th November, 2022 (*Annexure 6b*).
19. The Directorate of Criminal Investigations (DCI) confirmed that the nominees were issued with clearance certificates through a letter **Ref DCI/CRO/SEC/6/7/2/A/VOL.XI/208** dated 10th November, 2022 (*Annexure 6c*).
20. The Higher Education Loans Board (HELB) confirmed that the nominees had no outstanding loans with the Board *vide* a letter **Ref. No. HELB/RR/112009/190** dated 10th November, 2022 (*Annexure 6d*).
21. The Registrar of Political Parties confirmed that the nominees were not officials of any registered political party *vide* a letter **Ref. No. RPP/ORG/34 Vol. VI (41)** dated 10th November, 2022 (*Annexure 6e*).

2.1.6 Issues for consideration during the approval hearing

22. In determining the suitability of the nominees for appointment, the Committee was guided by Section 6(7) of the Act which provides that an approval hearing shall focus on a candidate's academic credentials, professional training and experience, personal integrity and background.
23. The Committee took into consideration the following issues pursuant to Section 7 of the Act—
 - (a) the procedure used to arrive at the nominee;
 - (b) any constitutional or statutory requirements relating to the office in question; and
 - (c) the suitability of the nominees for the proposed appointments having regard to whether the nominees' abilities, experience and qualities meet the needs of the body to which nomination was being made.

2.1.7 Procedure used to arrive at the nominees

24. The Public Service Commission advertised for the position of Principal Secretaries on 7th September, 2022 in the print media, Kenya Gazette No. 10536 and on the Commission's website outlining the requirements for appointment to the position, core competencies and skills matching the position, and duties and responsibilities of the position. On 21st September, 2022 the Commission extended the advertisement period by seven (7) days.
25. A total of nine thousand, one hundred and fifty-four (9,154) applications were received as at the closure for receipt of applications on 27th September, 2022 thereby constituting a data-base of applicants for the position of Principal Secretary.
26. The Commission assessed the suitability of the potential candidates in its data-base who possessed relevant expertise and experience in education matters particularly Basic Education, Technical and Vocational Education and Training (TVET) and Higher Education and Research.
27. Consequently, the Commission submitted the names of two hundred and fifty-five (255) candidates with requisite expertise and experience together with their curriculum vitae taking into account the principle of inclusiveness in accordance with the relevant Constitutional and statutory requirements for consideration for nomination and appointment as Principal Secretary by His Excellency the President.
28. Subsequently, His Excellency the President nominated Dr. Richard Belio Kipsang for appointment to the position of Principal Secretary for the State Department for Basic Education, Dr. Esther Thaara Muoria for appointment to the position of Principal Secretary for the State Department for TVET and Dr. Beatrice Muganda Inyangala for appointment to the position of Principal Secretary for the State Department for Higher Education and Research.

2.1.8 Constitutional and statutory requirements in parliamentary approval of public appointments

29. The Constitution and various statutes provide clear framework on conduct of parliamentary approval of public appointments. They are listed below:
 - (a) The Public Appointments (Parliamentary Approval) Act (No. 33 of 2011);
 - (b) Chapter 6 of the Constitution (leadership and integrity); Article 10 of the Constitution (national values and principles of governance); Article 124(4) of the Constitution (parliamentary approval of public appointments); Article 118 of the Constitution (public access and participation); Article 232 of the Constitution (values and principles of public service);
 - (c) The Leadership and Integrity Act (Cap. 182);
 - (d) The Public Service Commission Act (No. 10 of 2017);
 - (e) The Public Service (Values and Principles) Act (No. 1A of 2015)
 - (f) The Public Officer Ethics Act (Cap. 183)

The Public Appointments (Parliamentary Approval) Act (No. 33 of 2011)

30. Section 7 of the Public Appointments (Parliamentary Approval) Act provides for issues which the National Assembly is supposed to consider in relation to any nomination. These are:
- (a) the procedure used to arrive at the nominee;
 - (b) any constitutional or statutory requirements relating to the office in question; and
 - (c) the suitability of the nominee for the appointment proposed having regard to whether the nominee's abilities, experience and qualities meet the needs of the body to which nomination is being made.
31. Section 6 of the Public Appointments (Parliamentary Approval) Act provides direction on the conduct of approval hearing. These are:
- (a) An approval hearing shall focus on a candidate's academic credentials, professional training and experience, personal integrity and background (section 6(7));
 - (b) The criteria specified in the Schedule shall be used by a Committee during an approval hearing for the purposes of vetting a candidate (section 6(8));
 - (c) Any person may, prior to the approval hearing, and by written statement on oath, provide the Clerk with evidence contesting the suitability of a candidate to hold the office to which the candidate has been nominated (section 6(9));
 - (d) A candidate may, at any time, by notice in writing addressed to the Clerk, withdraw from the approval process and the candidate's nomination shall end (section 6(10)).
32. The period for consideration of nomination is spelt out in the Act. Section 8(1) of the Public Appointments (Parliamentary Approval) Act provides that the Committee shall consider the nomination and table its report to the House for debate and decision within twenty-eight (28) days from the date on which the notification of nomination was given. Section 9 of the Act stipulates that where the House does not meet the prescribed timelines, the nominee shall be deemed to have been approved.
33. Pursuant to section 6(8) of the Act, the criteria for vetting is comprehensively contained in the Questionnaire in the Schedule to the Act. The Questionnaire allows Committees to obtain information on, among other things—
- (a) Name of the nominee—to enable the Committee to ascertain the regional background and ethnicity of the nominee.
 - (b) Gender of the nominee—to enable the Committee to ascertain the gender of the nominee. This is to ensure compliance with Article 27(8) that requires the State to take measures to ensure that not more than two thirds of members of appointive bodies shall be of the same gender;
 - (c) Age of the nominee—to enable the Committee to ascertain compliance with the provisions of Article 55 of the Constitution on inclusion of the youth in public appointments;

- (d) Nationality of the nominee—to enable the Committee to ascertain the nationality of the nominee. This is to ensure compliance with Article 78 of the Constitution which requires certain State officers to be Kenyan Citizens;
- (e) Educational background of the nominee;
- (f) Employment record of the nominee;
- (g) Honours or awards given to the nominees;
- (h) Membership of the nominee to professional bodies;
- (i) Public office and political affiliations held by the nominee —to enable the Committee to ascertain whether the nominee holds office in a political party. This is to ensure compliance with Article 77(2) of the Constitution which precludes appointed State officers from holding office in a political party;
- (j) Information on whether the nominee has been removed from office under Article 75 of the Constitution which prohibits a State Officer who has been removed from office under Article 75 (3) of the Constitution from holding any other State Office;
- (k) Nominee's finances;
- (l) Outside commitments that the nominee intends to undertake while in office (if appointed). Article 77(1) of the Constitution prohibits a full time State Officer from participating in any other gainful employment;
- (m) Tax compliance status of the nominee;
- (n) Potential conflict of interest—Article 75(1) of the Constitution bars State officers from engagements or association that may give rise to conflict between official or public duties and personal interests;
- (o) Whether a nominee has been charged in a court of law in the past three years; and
- (p) Whether a nominee has been adversely mentioned in a report of Parliament or a Commission of inquiry in the past three years.

34. The Questionnaire is largely formulated based on Constitutional and statutory requirements for State Officers and other considerations that are of importance in order to make a determination on the suitability of a nominee.

Constitutional Provisions

35. The Constitution, in addition, sets out certain requirements regarding the appointment of persons to public office which include:

Chapter Six on Leadership and Integrity

36. The Committee, in determining the suitability of the nominees, took into consideration the provisions on leadership and integrity as outlined under Chapter Six of the Constitution. In particular, the Committee took cognizance of the following provisions-

- i. Article 73(2) of the Constitution that provides that the guiding principles of leadership and integrity include-
 - (a) selection on the basis of personal integrity, competence and suitability, or election in free and fair elections;

- (b) objectivity and impartiality in decision making, and in ensuring that decisions are not influenced by nepotism, favoritism, other improper motives or corrupt practices;
 - (c) selfless service based solely on the public interest, demonstrated by —
 - (i) honesty in the execution of public duties; and
 - (ii) the declaration of any personal interest that may conflict with public duties;
 - (d) accountability to the public for decisions and actions; and
 - (e) discipline and commitment in service to the people.
- ii. Article 75(1) of the Constitution that requires a State officer, whether in public or private life, to behave in a manner that avoids conflict between personal interest and public official duties and Article 75(3) of the Constitution that prohibits a State Officer who has been removed from office under that Article from holding any other State Office.
- iii. Article 77(1) of the Constitution that prohibits a full time State officer from participating in any other gainful employment.
- iv. Article 77(2) of the Constitution that prohibits an appointed State officer from holding office in a political party.
- v. Article 78 (1) of the Constitution that disqualifies persons who are not Kenyan citizens and persons holding dual citizenship from appointment as State Officers.

Article 10(2) of the Constitution on national values and principles of governance

37. Article 10(2) of the Constitution provides for the national values and principles of governance which include patriotism, national unity, sharing and devolution of power, the rule of law, democracy and participation of the people; human dignity, equity, social justice, inclusiveness, equality, human rights, non-discrimination and protection of the marginalised; good governance, integrity, transparency and accountability; and sustainable development.

Article 118 of the Constitution

38. Article 118 of the Constitution obligates Parliament to conduct its business in an open manner, and that its sittings and those of its committees shall be in public; and that Parliament shall facilitate public participation and involvement in the legislative and other business of Parliament and its committees. It also provides that Parliament may not exclude the public, or any media, from any sitting unless in exceptional circumstances the relevant Speaker has determined that there are justifiable reasons for the exclusion.

Article 124(4) of the Constitution on parliamentary approval of public appointments

39. Article 124(4) of the Constitution provides that when a House of Parliament considers any appointment for which its approval is required under the Constitution or an Act of Parliament, the appointment shall be considered by a committee of the relevant House; the committee's recommendation shall be tabled in the House for approval; and the proceedings of the committee and the House shall be in public.

Article 232 of the Constitution on Values and Principles of Public Service

40. Article 232 of the Constitution provides for the values and principles of public service which include high standards of professional ethics; efficient, effective and economic use of resources; responsive, prompt, effective, impartial and equitable provision of services; involvement of the people in the process of policy making; accountability for administrative acts; transparency and provision to the public of timely, accurate information; fair competition and merit as the basis of appointments and promotions; representation of Kenya's diverse communities; and affording adequate and equal opportunities for appointment, training and advancement, at all levels of the public service of men and women; the members of all ethnic groups; and persons with disabilities.

The Leadership and Integrity Act

41. The Leadership and Integrity Act provides a number of obligations to a State officer. These are, among others: to respect and abide by the Constitution and the law, public trust, performance of duties in an honest and accountable manner, professionalism, financial integrity, not to engage in activities that amount to abuse of office, not to misuse public resources, accepting gifts that may compromise the officer's duties, wrongful or unlawful acquisition of property, and conflict of interest.

In addition, section 10 of the Leadership and Integrity Act, 2012 in particular provides that a State officer shall, to the best of their ability—

- (a) carry out the duties of the office efficiently and honestly;
- (b) carry out the duties in a transparent and accountable manner;
- (c) keep accurate records and documents relating to the functions of the office; and
- (d) report truthfully on all matters of the organization which they represent.

The Public Service Commission Act (No. 10 of 2017)

42. Section 46 and section 47 of the Public Service Commission Act, 2017 guide the Public Service Commission generally in nominating or recommending persons for appointment to public office; and specifically, with regard to recommending the appointment of Principal Secretaries, respectively. Section 46(1) requires the Public Service Commission, when nominating or recommending public appointments, to—

- (a) abide by the Constitutional requirement of fair competition and merit as a basis of appointment; and
- (b) ensure that the appointment facilitates achievement of a representative public service.

43. With regard to recommending the appointment of Principal Secretaries, Section 47(2), (3) and (4) of the Public Service Commission Act provide as follows—

- (2) *A person is eligible for appointment as a Principal Secretary if the person—*
 - (i) *is a citizen of Kenya;*
 - (ii) *holds a degree from a university recognized in Kenya;*

- (iii) has at least ten years relevant professional experience, five years of which should have been in a leadership position or at a top management level in the public service or private sector;*
 - (iv) possesses general knowledge of the organization and functions of Government;*
 - (v) demonstrates an understanding of the goals, policies and developmental objectives of the nation;*
 - (vi) has demonstrable leadership and management capacity including knowledge of financial management and strategic people management; and*
 - (vii) meets the requirements of Chapter Six of the Constitution.*
- (3) The Commission shall, in making the recommendations under this section, submit to the President a list of nominees for appointment, paying attention to inclusiveness in terms of gender, Kenya's diverse communities, persons with disabilities and the youth.*
- (4) In case of a rejection of a nominee or nominees by the President, the Commission shall recommend a fresh list of nominees from those interviewed by the Commission.*

The Public Service (Values and Principles) Act

44. Section 5 of the Public Service (Values and Principles) Act provides that a public officer shall maintain high standards of professional ethics, including, being honest; displaying high standards of integrity, transparency, accountability, respect to others, objectivity, patriotism, and observance of rule of law.

The Public Officer Ethics Act

45. The Public Officer Ethics Act provides for obligations to be carried out by a public officer. These include professionalism, carrying out duties in accordance with the law, prohibition from unjust enrichment, avoiding conflict of interest, not using office as a venue for soliciting or collecting harambees; not acting for foreigners; care of property; political neutrality, not practicing nepotism or favouritism, giving impartial advice, conducting private affairs in a way that maintains public confidence, bar from sexual harassment, and submission of declaration of income, assets and liabilities once every two years.
46. The suitability of the nominees was gauged in a holistic manner which involved scrutiny of the nominees credentials, experience, background and qualities as well as the performance of the nominees during the approval hearing.

CHAPTER THREE

3.0 APPROVAL HEARING/VETTING OF THE NOMINEES

3.1.1 Dr. Richard Belio Kipsang – Nominee for the position of Principal Secretary for the State Department for Basic Education

47. The nominee appeared before the Committee on 30th November, 2022 at 8.30 am and was vetted under oath pursuant to the provisions of the Constitution, the Public Service Commission Act (*No. 10 of 2017*), the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*) and the Standing Orders.
48. In conducting the approval hearing, the Committee examined the nominee against the following criteria as set out in Section 7 of the Act as follows:
 - (i) the procedure used to arrive at the nominee;
 - (ii) any constitutional or statutory requirements relating to the office in question; and,
 - (iii) the suitability of the nominee for the proposed appointment having regard to whether the nominee's abilities, experience and qualities meet the needs of the body to which nomination was being made.

Date of Birth and Citizenship Status

49. Dr. Belio Kipsang was born on 1st January, 1967 in Nandi County. He is a Kenyan citizen with National Identity Card number 9101178. He does not hold dual citizenship. He is married

Educational background

50. Dr. Belio Kipsang holds a PhD in education (Educational Administration and Planning) from the Catholic University of Eastern Africa obtained in 2007, a Masters of Arts degree in Economics from the University of Nairobi obtained in 2002 and a Bachelors (Honors) degree in Education obtained from the University of Nairobi in 1992.
51. He has undergone several professional trainings and attended seminars, conferences and workshops locally and internationally in areas of leadership, education management, micro-enterprise development, corruption and combating economic crime, agriculture value chain financing and other areas of business and management among others.
52. He is a certified fraud examiner and a trained investigator and prosecutor from the Criminal Investigation Department (CID) Training School.
53. The nominee has undertaken short courses that include amongst others: -
 - (i) Training in Strategic Plan preparation and implementation seminar on 2-6 October, 2006 in Mombasa.
 - (ii) Trained on Budgeting and Cost Centre Accounting by Higher Educations Loans Board, on 22-23 September, 2005.

- (iii) Training on Strategic Decision Making for Management by LSE
- (iv) Training in Corporate Governance by the Centre for Corporate Governance on 1-3 May, 2015.

Employment History & Experience

- 54. Dr. Belio Kipsang has extensive work experience spanning over a period of 30 years in leadership, Education management, coffee value chain financing, combating economic crime and micro-enterprise development.
- 55. He served in the Higher Education Loans Board as a Senior Loans Disbursement and recovery officer from 1996 to 2003, Loans Disbursement and Recovery manager from 2003 to 2006, Lending Manager in 2006, loan recovery Manager from 2006 to 2007 and the Deputy CEO and Head of Operations from 2007 to 2011. He served as the Managing Trustee and CEO Coffee Development Fund from November, 2011 to June 2013.
- 56. He served as Principal Secretary in the Ministry of Education, State Department of Early Learning and Basic Education from June 2013 to February 2021.
- 57. He is currently the Principal Secretary in the Ministry of East African Community, State Department for regional and Northern Corridor Development.

Honors and Awards given to the nominee

- 58. The nominee was awarded the Chief in the First Class of the Order of the Burning Spear (CBS) on 12th December 2015.

Membership to professional organizations

- 59. The Nominee is a member of the Institute of Directors of Kenya and an associate member of Association of Certified Fraud Examiners.

Published Writings

- 60. The nominee has published the following: -
 - i. Doctoral Thesis: Assessment of Policy, practice and Implications of Financing Higher Education through Student Loans in Kenya.
 - ii. Master's Thesis: Financing Higher Education in Kenya: Case of Students Loans Programmed.
- 61. He has prepared and contributed to the following:
 - i. Sessional paper No.1 of 2019
 - ii. Regional Development Policy, 2022
 - iii. National Curriculum Policy, 2018
 - iv. National Pre-Primary Education Policy, 2017

Public Office, Political Activities and Affiliations

- 62. The nominee does not hold other positions in public offices apart from those highlighted under the section on work and professional experiences. He has no immediate associations that are likely to present potential conflict of interest when he assumes the position.

63. The nominee is not a member or official of any registered Political Party

Integrity and whether the nominee has ever been removed from office under Article 75 of the Constitution

64. The nominee has not been dismissed or otherwise removed from office for contravening the provisions of Article 75 of the Constitution. He has also not been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duties.

65. The nominee has fully complied with the tax obligations to the State for the financial year immediately preceding his nomination for the appointment and has not been charged in a court of law in the past three years nor has he been adversely mentioned in an investigatory report of Parliament or any Commission of inquiry in the last three years.

Sources of Income and Net-worth

66. The nominee's sources of income during the calendar year preceding his nomination and the current calendar year comprises of salary income of Kshs. 18,365,512 from year 2021 and 2022, income from farm produce of Kshs. 7,200,000, Share Dividends of Kshs. 1,000,000 and Per diem (International) of Kshs. 1,400,000.

67. His estimated financial net worth is Kenya shillings Three Hundred and Eleven Million (Kshs. 311, 000,000). Other anticipated receipts from deferred income are Gratuity of Kshs. 8,537,400 in December, 2022.

Potential Conflict of Interest

68. The nominee has no immediate associations that are likely to present potential conflict of interest when he assumes the position.

RESPONSE TO QUESTIONS POSED BY THE COMMITTEE ON SPECIFIC TOPICS

The nominee also responded to several questions during the vetting as follows:

On the inclusion of teachers and students in County Education Boards

69. The nominee responded by acknowledging the Constitution of Kenya 2010 which changed the structure of the District Education Board into County Education Board. He noted that previously, the board was chaired by the District Commissioners. With the new constitution however, the structure of the leadership changed and the appointed chairs are not necessarily drawn from the government. Further students and parents were included in the boards. In his opinion, the inclusion of students was important because they are at the core of learning and their role needs to be appreciated and their views considered. However, the board should determine to what extent the students are engaged considering their capacity and age. He suggested that students could channel their issues to the boards by submitting memoranda through their teachers.

70. He also suggested there is need for the Basic Education Act to be amended so as to include Sub-County Education Boards in order to create more involvement at the Sub-County level.

On the nominee's key achievements as a Principal Secretary, State Department for Basic Education

71. The nominee acknowledged that there had been a huge challenge concerning the integrity of assessment and examinations in the country. He expressed satisfaction in having been part of the team that put in place systems that ensured that examinations and assessments meet the expectations of the country at the national and international levels.
72. **Other** achievements by the nominee include: curriculum and educational reforms, 100 percent transition of learners from primary to secondary school, provision of comprehensive health care to school children and the introduction of the National Education Management information system, among others.

On teacher disciplinary issues

73. The nominee expressed confidence that the Teachers Service Commission had in place, a detailed disciplinary process that gives adequate protection to teachers from harassment and intimidation by school administrators.

On the relationship between the Teachers Service Commission and the Ministry of Education,

74. The nominee acknowledged that there exists a challenge. He admitted that the role of the Ministry of Education is being custodians of learners; provision infrastructure and other learning resources while the TSC is provide and manage teachers. However, there was need for the two entities to work in harmony in order to achieve their objectives. He added that it was important to look into the aspects of the laws, policies and regulations that may be contradictory and harmonise them in order to address the conflicting roles of the two entities. Further, he encouraged the Presidential taskforce on Education to come up frameworks for the two entities to work together.
75. **On** staffing, the nominee acknowledged that there was 114,000 shortage of teachers in the country. However, TSC has continuously recruited teachers by recruiting 5,000 teachers yearly and is committed to recruit 10,000 teachers on permanent and pensionable terms and 20,000 on internship.

On orders to pay outstanding debts by court

76. The nominee responded that the government is **aware** and is obligated to ensure that the court orders are honored.

On the transition of students from Standard 8 to Form 1 and Grade 6 to Junior Secondary school

77. The nominee noted that this is one of the issues being addressed by the Presidential Taskforce on Education and not wish to pre-empt the committee's report. He however noted that it was important to separate physical places of learning from the learning content which should be the focus and not where to domicile the learning activities.

On increment of school fees in 2023

78. The nominee said that the ministry had not increased school fees but had only reverted to the normal academic calendar. He acknowledged the role of CDF in keeping learners in school and providing infrastructure and hoped that the matter will be resolved soon.

On congestion in schools

79. The nominee informed the committee that Kenya is one of the countries with the highest number of students in boarding schools. To address the issue, he said it is important to disengage from boarding schools and instead invest more in day schools.
80. **On the quality of projects in schools** the nominee stated that he is aware of the World Project being implemented in selected schools in selected Counties. He noted that there is a clear guidance on its implementation and encouraged leaders to get involved so as to ensure return on investment of the projects.

3.1.3 Dr. Esther Thaara Muoria – Nominee for the position of Principal Secretary for the State Department for TVET

81. The nominee appeared before the Committee on 30th November, 2022 at 9.40 am and was vetted under oath pursuant to the provisions of the Constitution, the Public Service Commission Act (*No. 10 of 2017*), the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*) and the Standing Orders.
82. In conducting the approval hearing, the Committee examined the nominee against the following criteria as set out in Section 7 of the Act as follows:
- (iv) the procedure used to arrive at the nominee;
 - (v) any constitutional or statutory requirements relating to the office in question; and,
 - (vi) the suitability of the nominee for the proposed appointment having regard to whether the nominee's abilities, experience and qualities meet the needs of the body to which nomination was being made.

Date of Birth and Citizenship Status

83. Dr. Esther Thaara was born on 4th March, 1965 in Embu County. She is a Kenyan citizen with Identity Number 4685847. She does not hold dual citizenship. She is married

Educational background

84. Dr. Esther Thaara holds a PhD in Human Resource from Jomo Kenyatta University of Agriculture and technology, a Master of Arts in Gender and Development from the University of Nairobi and a Bachelor of Arts in Sociology from the University of Nairobi.
85. She has undergone professional training and attended seminars and workshops in gender and disability mainstreaming, public health emergency preparedness and response, conflict management, paralegal studies, pedagogy training, public service integrity program, strategic management, oral presentation skills and population management.
86. The nominee has undertaken short courses that include amongst others: -

- i. Training in gender and disability mainstreaming on 4th February, 2011 at AICAD.
- ii. Training on Strategic Management and Planning by Kenya Institute of Administration, on 27th to 31st October, 2003.
- iii. Training on Performance Management on public sector reforms and performance contracting from 19th to 21st March, 2009
- iv. Training in leadership and management capacity development held at JKUAT from 23rd to 25th June, 2010.

Employment History & Experience

87. Dr. Esther Thaara Muoria is a seasoned manager with over 15 years' experience in management. Out of which she served as a Probation Officer in Kirinyaga and Thika districts from 1989 to 1991 and as a Senior Probation Officer in Thika and Kiambu Districts from 1991 to 2005. She served in Jomo Kenyatta University of Agriculture and Technology as an Assistant Registrar from 2005 to 2008, Senior Assistant Registrar from 2008 to 2010 and Deputy Registrar (Senate Secretariat and Outreach) from 2010 to 2015.
88. She currently serves as the Registrar Academics Affairs in Jomo Kenyatta University of Agriculture and Technology a position she has held from October, 2015.

Honors and Awards given to the nominee

89. Dr. Esther Thaara Muoria has received several awards and appreciation as follows:-
 - (i) Awarded certificate of appreciation by Association of Universities and Colleges of Canada (AUCC) for professionalism, selfless dedication and going above and beyond duty to achieve the goals during strategic planning workshop development held at KSMS on 29th-30th November, 2011
 - (ii) Awarded Certificate of recognition by JKUAT during Achievement Award Programme.

Membership to professional organizations

90. The Nominee is a member of the Institute of Human resource Management. She has been a member since 2017.

Published Writing

91. The nominee has published the following: -
 - (i) Doctorate Thesis; Strategies Adopted by Women to Accede to Leadership in the Public Sector in Kenya, August 2013
 - (ii) Education and Training as Successful Strategies Employed by Women to Accede to Leadership in the Public Sector in Kenya, International Journal of Business and Social Research Volume 2 No.4, August 2012
 - (iii) Linking Acceding of Women to Leadership with Conscientiousness and Neuroticism: Kenya Public Sector, International Journal of Business Management and Administration ISSN 2327-3100
 - (iv) Community Involvement in Public Security Improvement, Journal of Human Resource and Improvement Entrepreneurship Development ISSN 1819-4370

- (v) An analysis of the Effects of Corporate Governance International, Journal of Business on Performance of Commercial State Corporations Analysis of the Contribution of Communication and Information sharing to High Performance in the Kenya Banking Sector, the Management University of Africa: ISSN 2074-4740 Kabarak University 1st Annual International Research Conference

Public Office, Political Activities and Affiliations

92. The nominee does not hold other positions in public offices apart from those highlighted under the section on work and professional experiences. She has no immediate associations that are likely to present potential conflict of interest when she assumes the position.
93. The nominee is not a member or official of any registered Political Party

Integrity and whether the nominee has ever been removed from office under Article 75 of the Constitution

94. The nominee has not been dismissed or otherwise removed from office for contravening the provisions of Article 75 of the Constitution. She has also not been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duties.
95. The nominee has fully complied with the tax obligations to the State for the financial year immediately preceding her nomination for the appointment and has not been charged in a court of law in the past three years nor has she been adversely mentioned in an investigatory report of Parliament or any Commission of inquiry in the last three years.

Sources of Income and Net-worth

96. The nominee's sources of income during the calendar year preceding her nomination and the current calendar year comprises of Salary and Rental Income amounting to Kshs. 4,892,400 in year 2021 and Kshs. 3,689,300 in year 2022.
97. Her estimated financial net worth is Kenya shillings Twenty-Five Million (Kshs. 25,000,000) comprising of land, company shares and a car.
98. She does not have other anticipated receipts from deferred income.

Potential Conflict of Interest

99. The nominee has no immediate associations that are likely to present potential conflict of interest when she assumes the position.

3.1.4 RESPONSE TO QUESTIONS POSED BY THE COMMITTEE ON SPECIFIC TOPICS

The nominee also responded to several questions during the vetting as follows:

On changing the perception of TVET institutions

100. The nominee stated that she would embark on an educational campaign on TVETS and engage staff on the ground to encourage the youth at the village level on the possibility of attaining higher levels of education. She further stated that she would

form a committee comprising national government and county government (vocational training centres)

On enrolment in TVET institutions

101. The Committee was informed that many young people have their KCSE certificate held at their schools due to non-payment of school fees and also were reluctant to collect their certificates after performing poorly in their national examinations.
102. The nominee requested the assistance of the Committee in reaching out to secondary schools that have held national examination certificates from students as this would in turn increase the enrolment to TVET institutions.

On the quality of training by TTIs

103. The nominee noted that there had been reports of poor-quality training by some TTIs and promised the Committee that she would ensure quality training is offered.

On Persons with Disabilities

104. The nominee informed the Committee that she would work with the Jomo Kenyatta University of Agriculture and Technology and other institutions from her background to provide assistive devices and personalized assistance to the students with disabilities.

On Budgeting

105. The Committee was informed that she will ensure that funds are spent according to the law, efficiently and effectively as per the budget allocations.

On staffing gaps in TVETS

106. The nominee accepted the reality on understaffing of TVETS and she noted that there had been a commitment to employ three thousand trainers but had not been followed through due to financial constraints. She committed to working with relevant organizations to bridge the staffing gap in TVET institutions.

On graduates of TVETS

107. The nominee stated that she will work with the diaspora to avail opportunities for the graduates to find employment abroad where their skills are needed. She also mentioned that she would approach Ministries to avail attachment opportunities for them to build on their skills.

3.1.5 Dr. Beatrice Muganda Inyangala – Nominee for the position of Principal Secretary for the State Department for Higher Education and Research

108. The nominee appeared before the Committee on 30th November, 2022 at 10.30 am and was vetted under oath pursuant to the provisions of the Constitution, the Public Service Commission Act (*No. 10 of 2017*), the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*) and the Standing Orders.
109. In conducting the approval hearing, the Committee examined the nominee against the following criteria as set out in Section 7 of the Act as follows:
 - i. the procedure used to arrive at the nominee;
 - ii. any constitutional or statutory requirements relating to the office in question; and,
 - iii. the suitability of the nominee for the proposed appointment having regard to

whether the nominee's abilities, experience and qualities meet the needs of the body to which nomination was being made.

Date of Birth and Citizenship Status

110. Dr. Beatrice Muganda Inyangala was born in 1969 in Kakamega County. She is a Kenyan citizen with National Identity Card number 10071879. She does not hold dual citizenship. She is married.

Educational background

111. Dr. Beatrice Inyangala holds a PhD in Early Childhood Education from the National Kapodistrian University of Athens, Greece obtained in 2004; Master of Philosophy in Planning and Economics from Moi University, Eldoret obtained in 1995 and a Bachelor of Arts Education from Moi University Eldoret obtained in 1991.
112. She has undergone professional training on Harnessing the use of Big data for socio-economic development in Africa, Education Management Information Systems, Projections and Simulation Models and Quantitative Methods for monitoring and evaluating the Quality of Education.
113. The nominee has undertaken short courses that include amongst others: -
- i. Training in evaluating learning design in blended online courses on 9th June, 2017 at The Open University.
 - ii. Training on Strategic Management and Planning by Kenya Institute of Administration, on 27th to 31st October, 2003.
 - iii. Training on projections and simulation models: methods and techniques at the International Institute for Educational Planning from 25th February to 8th March, 2013

Employment History & Experience

114. Dr. Beatrice Inyangala is an education expert with experience in designing and implementing multi-level, multi-stakeholder, cross-national innovative capacity building projects in higher education, multidisciplinary research and policy. She has more than 20 years' work experience in the Public Sector as well as Non-governmental Organizations. She developed a strategy on accelerated intake that was adapted by the Ministry of Education in Kenya to streamline the backlog in University admissions. She was also involved in developing the First Medium Term Plan for Vision 2030 – Education and Training.
115. Dr. Beatrice Inyangala served as an assistant lecturer at Mombasa Technical Training Institute from 1992 to 1993; Head, Small Business department in Eldoret Polytechnic from 1996 to 1999; Lecturer at Moi University Eldoret and Masinde Muliro University of Science and Technology Kakamega from 2005 to 2006. She served as an assistant Commission Secretary, planning and research in the Commission for Education from 2006 to 2011
116. She served at the Partnership for African Social and Governance Research in Nairobi as a programme Coordinator from 2011 to 2012, as a Director of Higher Education from 2013 to 2020, the Acting Executive Director from 2020 to 2021 and Deputy Executive Director and Director of Higher Education from 2021 to 2022.

117. Dr. Beatrice Inyangala was the Running Mate in the Gubernatorial Seat, Kaamega County during the 2022 General Elections and got the second position after garnering 159,275 votes.

Honors and Awards given to the nominee

118. Dr. Beatrice has received several awards and appreciation: -
- i. Education Management Society of Kenya Award for outstanding contribution towards capacity building of University Academics (2019);
 - ii. Research grant for gender issues from the organization of social science research in eastern and central Africa (OSSREA), Ethiopia - 2006
 - iii. Greek state scholarship foundation scholarship for doctoral studies at the University of Athens, Greek - 1993
 - iv. Government of Kenya Scholarship for Master of Philosophy Studies at Moi University, Eldoret – 1999

Membership to professional organizations

119. The Nominee is a member of Education Management Society of Kenya and the National Association for the Education of Young Children.

Published Writings

120. The nominee has published the following: -
- i. PhD Dissertation: Consequences to teaching and learning of differential perceptions of the quality of early childhood education in Kenya by key stakeholders: Teachers, Head Teachers and Parents
 - ii. Master's Thesis: Consequences of dropping out of Secondary School to the livelihoods of girls
 - iii. Aiyede, E.R and Muganda, B. (ed) (2022). Public Policy and Research in Africa: Palgrave Macmillan; ISBN 978-030-99723-6
 - iv. African Universities need bankable ideas by Scidev July 20, 2016
 - v. Gender Factor in Decision-Making: A case Study of Preschool Teachers in a Progressive Rural Society in Kenya. Gender Issues Research Report Series No. 26, OSSREA, Addis Ababa, 2012

Public Office, Political Activities and Affiliations

121. The nominee does not hold other positions in public offices apart from those highlighted under the section on work and professional experiences. She has no immediate associations that are likely to present potential conflict of interest when she assumes the position.
122. Further, the nominee is not a member or official of any registered Political Party

Integrity and whether the nominee has ever been removed from office under Article 75 of the Constitution

123. The nominee has not been dismissed or otherwise removed from office for contravening the provisions of Article 75 of the Constitution. She has also not been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duties.

124. The nominee has fully complied with the tax obligations to the State for the financial year immediately preceding her nomination for the appointment and has not been charged in a court of law in the past three years nor has she been adversely mentioned in an investigatory report of Parliament or any Commission of inquiry in the last three years.

Sources of Income and Net-worth

125. The nominee's sources of income during the calendar year preceding her nomination and the current calendar year comprises of a salary from the Partnership for African Social and Governance Research, Interest on Provident fund, Sacco and Shares, Rent, Farming and Donations amounting to Kshs. 30,000,000.
126. Her estimated financial net worth is Three Hundred and Sixty Three Million shillings (363,000,000) comprising of four houses in Kakamega ,3 Apartments in Nairobi, land in Ruiru and Kakamega, four Vehicles, provident funds and SACCO Shares.
127. The other anticipated receipts from deferred income are pension, interest on provident fund SACCO and shares, rent and farming. The Nominee expects 10 Million Shillings by December, 2023.

Potential Conflict of Interest

128. The nominee has no immediate associations that are likely to present potential conflict of interest when she assumes the position.

3.1.7 RESPONSE TO QUESTIONS POSED BY THE COMMITTEE ON SPECIFIC TOPICS

The nominee also responded to several questions during the vetting as follows:

On expansion of universities

129. The nominee noted that there was an adequate number of universities in the country and what needs to be done is to consolidate them and for the universities to specialize in order to attract students and funding.
130. On why she recommended the expansion of universities, the nominee informed the committee that previously, the country was losing students to other countries such as India due to limited opportunities in Kenya. Currently, she said, this is no longer a challenge and therefore the need to strengthen what is available.

On sponsoring students in private universities

131. The nominee acknowledged that private universities came to supplement public universities. However, priority should be given to public universities.

On the relevance of courses offered in universities

132. The nominee noted that it was important for the institutions to develop a human resource development strategy to identify the market demand and trends for courses. She emphasized on the need for stakeholder involvement in establishing the relevance of courses offered in universities to the market.

On addressing corruption in universities,

133. The nominee recommended a review of systems to seal loop holes that allow for nepotism, tribalism and misappropriation of funds. She also emphasized on the need

to ensure that management structures are in place. She added that universities should be funded on the basis of performance to as to stem misappropriation of funds. Further, she referred to an audit report by the National Cohesion and Integrity Commission on nepotism and tribalism in universities and expressed the need to work with the Ministry of Education and other stakeholders to address the issue.

On pending bills

134. The nominee noted that currently, universities have pending bills of approximately KShs. 54 billion and that there is need to find ways and mechanisms of financing universities. She noted that it is important for universities to ensure that good governance and management structures are established and implemented.

On scholarship opportunities

135. The nominee said that she will continue to build partnerships with donors for funding.

On alumni involvement in university management

136. The nominee said alumni were important especially in developing the universities as this may also encourage them to bring donors on board. She also informed the committee that alumni play an important role in doing oversight of their universities.

On making universities financially independent

137. The nominee noted that public universities have a lot of idle assets. In relation to this, she recommended leasing of assets by universities, commercialising research, partnerships with donors, public-private partnerships, initiating income generating activities as well as offering consultancy services to earn income. She added that she would encourage universities to make use of government procurement opportunities.

On universities lacking council members

138. The nominee informed the committee that if appointed, she will ensure that the positions are filled.

On self-sponsored programmes disenfranchising poor students

139. The nominee said there is need for consultation and development of a standard criteria for enrollment to avoid compromising the quality of education.
140. **On crises in universities**, the nominee stated that universities in Kenya are resilient and contribute about 14 percent to the GDP. She informed the committee that it is therefore important to fund universities adequately so as to address welfare issues of staff and students which often are the root cause of unrests. Additionally, she committed herself, if appointed, to go through the Presidential Taskforce on Education report, engage stakeholders and come up with strategies to implement its recommendations.

On her major achievements

141. The nominee mentioned obtaining her PhD at the age of 33 while **taking** care of four-year-old twins. She also galvanized academic staff from 91 universities to work online among other achievements.

On lessons learnt from politics

142. The nominee mentioned that politics are very expensive and **there** is need for civic education about change and building capacity for women.

CHAPTER FOUR

4.0 OBSERVATIONS AND FINDINGS

4.1.1 General Observations

143. The Committee observations were guided by Article 155 of the Constitution, section 47 of the Public Service Act and section 7 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) in terms of issues for consideration as follows:
- i. the procedure used to arrive at the nominee;
 - ii. any constitutional or statutory requirements relating to the office in question; and
 - iii. suitability of the nominees for the appointment proposed having regard to whether the nominees' abilities, experience and qualities meet the needs of the body to which the nomination is made.
144. The Committee made the following general observations on the nominees:
- i. All nominees are Kenyans and are not citizens of any other country. They therefore meet the requirements of Article 78 of the Constitution;
 - ii. The Public Service Commission submitted the report of the recruitment of principal secretaries to the National Assembly hence the Committee was able to ascertain that the interview process was competitive and that the nominees were in the shortlist as required by Article 155(3) of the Constitution;
 - iii. The nominees were cleared by KRA on tax compliance, HELB on the payment of their education loans, EACC on integrity, DCI on their criminal status and ORPP on membership to political parties; and
 - iv. The Clerk of the National Assembly invited members of the public to submit any information of interest on the nominees pursuant to section 6(9) of the Public Appointments (Parliamentary Approval) Act, 2011. The Committee did not receive any memoranda contesting the suitability of any of the nominees.

4.1.2 Specific Observations

a) Dr. Richard Belio Kipsang

He Committee observed that: -

145. Dr. Belio Kipsang meets the minimum education qualification under the law for the appointment to the position to which he has been nominated to.
146. The nominee, during the approval hearing demonstrated that he had good understanding and knowledge of the challenges, plans and policies of the State Department for Basic Education and those of the Ministry of Education and how they fit into the government's plans as required by section 47(2) (v) of the Public Service Commission Act, 2017; He has previously worked in the State Department for Early Learning and Basic Education as Principal Secretary in the Ministry of Education.
147. According to the information and records presented to the Committee, Dr. Belio Kipsang has never been implicated in any issues that may lead to lack of integrity on his part and therefore meets the requirements of Chapter Six of the Constitution.

b) Dr. Esther Thaara Muoria

The Committee observed that:

148. Dr. Esther Thaara Muoria meets the minimum education qualification under the law for the appointment to the position to which she has been nominated to.
149. She began her career as a Probation Officer in Kirinyaga and Thika districts from 1989 to 1991 and as a Senior Probation Officer in Thika and Kiambu Districts from 1991 to 2005. She also served in Jomo Kenyatta University of Agriculture and Technology as an assistant registrar from 2005 to 2008, Senior Assistant Registrar from 2008 to 2010 and Deputy Registrar (Senate Secretariat and Outreach) from 2010 to 2015.
150. The nominee, during the approval hearing demonstrated that she had a general understanding of the plans and policies of the State Department for TVET and those of the Ministry of Education and how they fit into the government's policies as required by section 47(2) (v) of the Public Service Act, 2017;
151. According to the information and records presented to the Committee, Dr. Esther Thaara Muoria had never been implicated in any issues that may lead to lack of integrity on her part and therefore meets the requirements of Chapter Six of the Constitution.
152. Dr. Esther Thaara Muoria demonstrated knowledge of policies, programmes and projects in the State Department for TVET.

c) Dr. Beatrice Muganda Inyangala

The Committee observed that: -

153. Dr. Beatrice Inyangala holds meet the minimum education qualification under the law for the appointment to the position to which she has been nominated to.
154. She has relevant work experience of over 20 years in the Public Sector as well as Non-governmental Organizations.

155. The nominee, during the approval hearing demonstrated that she had good understanding of the challenges, plans and policies of the State Department for Higher Education and Research and those of the Ministry of Education and how they fit into the government's policies as required by section 47(2) (v) of the Public Service Act, 2017;
156. According to the information and records presented to the Committee, Dr. Beatrice Inyangala had never been implicated in any issues that may lead to lack of integrity on her part and therefore meets the requirements of Chapter Six of the Constitution.
157. Dr. Beatrice Inyangala demonstrated knowledge of challenges, policies, programmes and projects in the State Department for Higher Education and Research having worked as a Deputy Executive Director and Director of Higher Education from 2021 to date.

CHAPTER FIVE

5.0 RECOMMENDATION

158. Having considered the suitability, capacity and integrity of the nominees, and pursuant to Article 155(3), Section 8(2) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), the Committee recommends that the National Assembly: -
- (i) **Approves the appointment of Dr. Richard Belio Kipsang** to the position of Principal Secretary, State Department for Basic Education
 - (ii) **Approves the appointment of Dr. Esther Thaara Muoria** to the position of Principal Secretary for TVET
 - (iii) **Approves the appointment of Dr. Beatrice Muganda Inyangala** to the position of Principal Secretary for Higher Education and Research

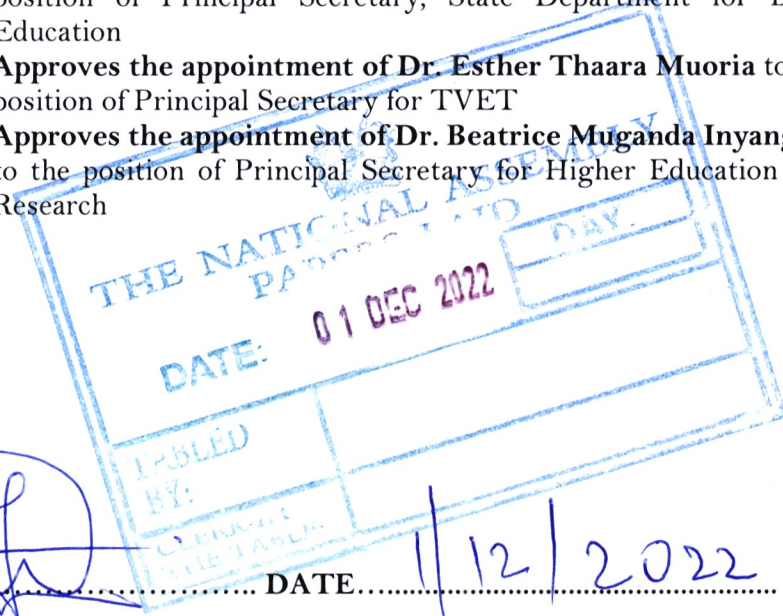
SIGNED.....



DATE.....

1/12/2022

HON. JULIUS KIBIWOTT MELLY, MP
CHAIRPERSON
DEPARTMENTAL COMMITTEE ON EDUCATION





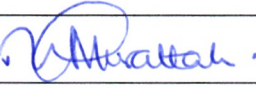
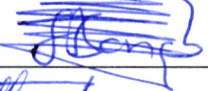
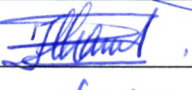
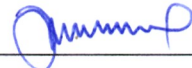
REPUBLIC OF KENYA
THIRTEENTH PARLIAMENT

DIRECTORATE OF DEPARTMENTAL COMMITTEES

DEPARTMENTAL COMMITTEE ON EDUCATION

ADOPTION LIST

Adoption of the Committee on Education Report on Vetting of Nominees for Appointment to the Positions of Principal Secretaries for the State Department of Basic Education, State Department for Technical & Vocational Education and Training (TVET) and State Department for Higher Education and Research, Ministry of Education

	NAME	SIGNATURE
1.	Hon. Julius Kibiwott Melly, MP - Chairperson	
2.	Hon. Moses Malulu Injendi, MP - Vice-Chairperson	
3.	Hon. Dr. Christine Ombaka Oduor, MP	
4.	Hon. Eve Akinyi Obara, MBS, MP	VIRTUAL
5.	Hon. Jerusha Mongina Momanyi, MP	VIRTUAL
6.	Hon. Abdul Ebrahim Haro, MP	
7.	Hon. Anne Wanjiku Muratha, MP	
8.	Hon. Clive Ombane Gisairo, MP	VIRTUAL
9.	Hon. Dick Oyugi Maungu, MP	
10.	Hon. Julius Taitumu M'Anaiba, MP	
11.	Hon. Nabii Nabwera Daraja, MP	VIRTUAL
12.	Hon. Peter Ochieng Orero, MP	
13.	Hon. (Prof.) Phylis Jepkemoi Bartoo, MP	VIRTUAL
14.	Hon. Rebecca Noonaishi Tonkei, MP	VIRTUAL
15.	Hon. Timothy Kipchumba Toroitich, MP	

Minutes

**MINUTES OF THE 6TH SITTING OF THE DEPARTMENTAL COMMITTEE ON
EDUCATION HELD ON WEDNESDAY, 30TH NOVEMBER 2022 AT 2.30 P.M. IN HILTON
GARDEN INN, 6TH FLOOR, MOMBASA ROAD**

PRESENT:

1. Hon. Julius Kibiwott Melly, MP	–	<i>Chairperson</i>
2. Hon. Moses Malulu Injendi, MP	-	<i>Vice Chairperson</i>
3. Hon. Eve Akinyi Obara, MP	-	Virtual
4. Hon. Jerusha Mongina Momanyi, MP	-	Virtual
5. Hon. Anne Wanjiku Muratha, MP		
6. Hon. Clive Ombane Gisairo, MP	-	Virtual
7. Hon. Dick Maungu Oyugi, MP		
8. Hon. Julius Taitumu M'Anaiba, MP		
9. Hon. Nabii Nabwera Daraja, MP	-	Virtual
10. Hon. (Prof.) Phylis Jepkemoi Bartoo, MP	-	Virtual
11. Hon. Rebecca Noonaishi Tonkei, MP	-	Virtual
12. Hon. Timothy Kipchumba Toroitich, MP		

ABSENT WITH APOLOGY:

1. Hon. Dr. Christine Ombaka Oduor, MP
2. Hon. Abdul Ebrahim Haro, MP
3. Hon. Peter Ochieng Orero, MP

IN ATTENDANCE:

NATIONAL ASSEMBLY

COMMITTEE SECRETARIAT

1. Ms. Grace Wahu	-	Clerk Assistant III
2. Ms. Cynthia Matara	-	Clerk Assistant III
3. Ms. Brigitta Mati	-	Legal Officer I
4. Mr. Gerald Kadede	-	Legal Officer II
5. Ms. Winnie Kulei	-	Research Officer II
6. Mr. Nimrod Ochieng	-	Audio Officer III
7. Mr. Daniel Psirmoi	-	Media Relation Officer II
8. Mr. Paul Kashana Shane	-	Serjeant-at-Arms III
9. Ms. Mary Kamande	-	Protocol Officer III

MIN No. NA/DC-EDUC/2022/28: PRELIMINARIES

The Chairperson called the meeting to order at 5:40 p.m. and a prayer was said. The meeting agenda was adopted having been proposed by Hon. Julius Taitumu, MP and seconded by Hon. Dick Maungu, MP.

MIN No. NA/DC-EDUC/2022/29: CONFIRMATION OF MINUTES OF THE PREVIOUS SITTING

Confirmation of minutes was deferred to the next meeting.

MIN No. NA/DC-EDUC/2022/30: ADOPTION OF THE REPORT ON THE APPROVAL HEARINGS OF THE NOMINEES FOR APPOINTMENT TO THE OFFICE OF PRINCIPAL SECRETARY IN THE STATE DEPARTMENT FOR BASIC EDUCATION, STATE DEPARTMENT FOR TVET AND STATE DEPARTMENT FOR HIGHER EDUCATION AND RESEARCH

The Committee made the following observations having considered the nominees' curriculum vitae, filled questionnaire as provided for in the Schedule of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) and the oral submissions during the approval hearing: -

General Observations

1. The Committee observations were guided by Article 155 of the Constitution, section 47 of the Public Service Act and section 7 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) in terms of issues for consideration as follows:
 - i. the procedure used to arrive at the nominee;
 - ii. any constitutional or statutory requirements relating to the office in question; and
 - iii. suitability of the nominees for the appointment proposed having regard to whether the nominees' abilities, experience and qualities meet the needs of the body to which the nomination is made.
2. The Committee made the following general observations on the nominees:
 - i. All nominees are Kenyans and are not citizens of any other country. They therefore meet the requirements of Article 78 of the Constitution;
 - ii. The Public Service Commission submitted the report of the recruitment of principal secretaries to the National Assembly hence the Committee was able to ascertain that the interview process was competitive and that the nominees were in the shortlist as required by Article 155(3) of the Constitution;
 - iii. The nominees were cleared by KRA on tax compliance, HELB on the payment of their education loans, EACC on integrity, DCI on their criminal status and ORPP on membership to political parties; and
 - iv. The Clerk of the National Assembly invited members of the public to submit any information of interest on the nominees pursuant to section 6(9) of the Public Appointments (Parliamentary Approval) Act, 2011. The Committee did not receive any memoranda contesting the suitability of any of the nominees.

Specific Observations

a) Dr. Richard Belio Kipsang

The Committee observed that: -

1. Dr. Belio Kipsang meets the minimum education qualification under the law for the appointment to the position to which he has been nominated to.
2. The nominee, during the approval hearing demonstrated that he had good understanding and knowledge of the challenges, plans and policies of the State Department for Basic Education and those of the Ministry of Education and how they fit into the government's plans as required by section 47(2) (v) of the Public Service Commission Act, 2017; He has previously worked in the State Department for Early Learning and Basic Education as Principal Secretary in the Ministry of Education.
3. According to the information and records presented to the Committee, Dr. Belio Kipsang has never been implicated in any issues that may lead to lack of integrity on his part and therefore meets the requirements of Chapter Six of the Constitution.

b) Dr. Esther Thaara Muoria

The Committee observed that:

1. Dr. Esther Thaara Muoria meets the minimum education qualification under the law for the appointment to the position to which she has been nominated to.
2. She began her career as a Probation Officer in Kirinyaga and Thika districts from 1989 to 1991 and as a Senior Probation Officer in Thika and Kiambu Districts from 1991 to 2005. She also served in Jomo Kenyatta University of Agriculture and Technology as an assistant registrar from 2005 to 2008, Senior Assistant Registrar from 2008 to 2010 and Deputy Registrar (Senate Secretariat and Outreach) from 2010 to 2015.
3. The nominee, during the approval hearing demonstrated that she had a general understanding of the plans and policies of the State Department for TVET and those of the Ministry of Education and how they fit into the government's policies as required by section 47(2) (v) of the Public Service Act, 2017;
4. According to the information and records presented to the Committee, Dr. Esther Thaara Muoria had never been implicated in any issues that may lead to lack of integrity on her part and therefore meets the requirements of Chapter Six of the Constitution.
5. Dr. Esther Thaara Muoria demonstrated knowledge of policies, programmes and projects in the State Department for TVET.

c) Dr. Beatrice Muganda Inyangala

The Committee observed that: -

1. Dr. Beatrice Inyangala holds meet the minimum education qualification under the law for the appointment to the position to which she has been nominated to.
2. She has relevant work experience of over 20 years in the Public Sector as well as Non-governmental Organizations.
3. The nominee, during the approval hearing demonstrated that she had good understanding of the challenges, plans and policies of the State Department for Higher Education and Research

and those of the Ministry of Education and how they fit into the government's policies as required by section 47(2) (v) of the Public Service Act, 2017;

4. According to the information and records presented to the Committee, Dr. Beatrice Inyangala had never been implicated in any issues that may lead to lack of integrity on her part and therefore meets the requirements of Chapter Six of the Constitution.
5. Dr. Beatrice Inyangala demonstrated knowledge of challenges, policies, programmes and projects in the State Department for Higher Education and Research having worked as a Deputy Executive Director and Director of Higher Education from 2021 to date.

RECOMMENDATION

Having considered the suitability, capacity and integrity of the nominees, and pursuant to Section 8(2) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), the Committee recommends that the National Assembly: -

- (i) **Approves the appointment of Dr. Richard Belio Kipsang** to the position of Principal Secretary, State Department for Basic Education
- (ii) **Approves the appointment of Dr. Esther Thaara Muoria** to the position of Principal Secretary for TVET
- (iii) **Approves the appointment of Dr. Beatrice Muganda Inyangala** to the position of Principal Secretary for Higher Education and Research

MIN No. NA/DC-EDUC/2022/31: ANY OTHER BUSINESS

The Committee was informed that the report writing session would be held in the afternoon

MIN No. NA/DC-EDUC/2022/32: ADJOURNMENT

There being no other business, the Chairperson adjourned the meeting at 8.45 p.m.

SIGNED: DATE:

HON. JULIUS MELLY, MP
CHAIRPERSON, DEPARTMENTAL COMMITTEE ON EDUCATION

MINUTES OF THE 5TH SITTING OF THE DEPARTMENTAL COMMITTEE ON EDUCATION HELD ON WEDNESDAY, 30TH NOVEMBER 2022 AT 8.30 A.M. IN HILTON GARDEN INN, 6TH FLOOR, MOMBASA ROAD

PRESENT:

1. Hon. Julius Kibiwott Melly, MP	–	<i>Chairperson</i>
2. Hon. Moses Malulu Injendi, MP	-	<i>Vice Chairperson</i>
3. Hon. Eve Akinyi Obara, MP	-	Virtual
4. Hon. Jerusha Mongina Momanyi, MP	-	Virtual
5. Hon. Anne Wanjiku Muratha, MP		
6. Hon. Clive Ombane Gisairo, MP	-	Virtual
7. Hon. Dick Maungu Oyugi, MP		
8. Hon. Julius Taitumu M'Anaiba, MP		
9. Hon. Nabii Nabwera Daraja, MP	-	Virtual
10. Hon. (Prof.) Phylis Jepkemoi Bartoo, MP	-	Virtual
11. Hon. Rebecca Noonaishi Tonkei, MP	-	Virtual
12. Hon. Timothy Kipchumba Toroitich, MP		

ABSENT WITH APOLOGY:

1. Hon. Dr. Christine Ombaka Oduor, MP
2. Hon. Abdul Ebrahim Haro, MP
3. Hon. Peter Ochieng Orero, MP

IN ATTENDANCE:

NATIONAL ASSEMBLY

COMMITTEE SECRETARIAT

1. Ms. Grace Wahu	-	Clerk Assistant III
2. Ms. Cynthia Matara	-	Clerk Assistant III
3. Ms. Brigitta Mati	-	Legal Officer I
4. Mr. Gerald Kadede	-	Legal Officer II
5. Ms. Winnie Kulei	-	Research Officer II
6. Mr. Nimrod Ochieng	-	Audio Officer III
7. Mr. Daniel Psirmoi	-	Media Relation Officer II
8. Mr. Paul Kashana Shane	-	Serjeant-at-Arms III
9. Ms. Mary Kamande	-	Protocol Officer III

MIN No. NA/DC-EDUC/2022/23: PRELIMINARIES

The Chairperson called the meeting to order at 8:40 a.m. and a prayer was said. The meeting agenda was adopted having been proposed by Hon. Timothy Kipchumba Toroitich, MP and seconded by Hon. Anne Wanjiku Muratha, MP.

MIN No. NA/DC-EDUC/2022/24: CONFIRMATION OF MINUTES OF THE PREVIOUS SITTING

Confirmation of minutes was deferred to the next meeting.

MIN No. NA/DC-EDUC/2022/25: APPROVAL HEARINGS OF NOMINEES FOR APPOINTMENT TO THE POSITION OF PRINCIPAL SECRETARY IN THE STATE DEPARTMENT FOR BASIC EDUCATION, STATE DEPARTMENT FOR TVET AND THE STATE DEPARTMENT FOR HIGHER EDUCATION AND RESEARCH

The Chairperson welcomed the Committee and stated the following: -

The following persons were nominated for the position of the office of the Principal Secretary in the Ministry of Education:

- a. Dr. Richard Belio Kipsang, nominee for appointment as Principal Secretary, State Department for Basic Education
- b. Dr. Esther Thaara Muoria, nominee for appointment as Principal Secretary, State Department for Technical and Vocational Education and Training (TVET)
- c. Dr. Beatrice Muganda Inyangala, nominee for appointment as Principal Secretary, State Department for Higher Education and Research.

Pursuant to Article 155(3)(b) of the Constitution, Section 47(3) of the Public Service Commission Act (No. 10 of 2017), Section 5 of the Public Appointments (Parliamentary Approval) Act, (No. 33 of 2011) and Standing Order 45(1), H.E. the President notified the National Assembly of the nomination of fifty-one (51) Principal Secretaries to various State Departments vide a letter dated Wednesday, 2nd November 2022.

The nomination was conveyed to the Speaker of the National Assembly on Thursday, 3rd November, 2022. In keeping with the requirements of Standing Order 42(1), the Speaker of the National Assembly conveyed the message from H.E. the President to the House and referred the vetting of the nominees to the Departmental Committee on Education as provided for under the Constitution, the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) (*hereinafter referred to as "the Act"*) and the National Assembly Standing Orders (*hereinafter referred to as "Standing Orders"*).

The names of the nominees together with their curriculum vitae, testimonials and Report of the Selection Panel on their recruitment were referred to the Departmental Committee on Education for vetting and reporting to the House within twenty-eight (28) days in accordance with the provisions of Standing Order 45 and Section 8 of the of the Act. The Speaker further directed the Clerk of the National Assembly to notify the nominees and the general public by placing adverts in two newspapers of nationwide circulation and the Parliamentary Website of the time and place of holding the approval hearing.

In compliance with Section 6(9) of the Act, the Clerk of the National Assembly placed an advertisement in the print media on Friday, 4th November, 2022. The Clerk invited the public to submit memoranda by way of written statements on oath (*affidavits*) on the suitability of the nominees. The advertisement indicated that the submissions were to be received by Friday, 11th November, 2022 at 5.00 pm. By close of the deadline, the Committee had not received any submissions in support or in contention on the suitability of the nominees for appointment as the Principal Secretaries.

Further, in fulfilment of the provisions of Article 118(1)(b) of the Constitution, Section 6(4) of the Act and Standing Order 45(3), the Clerk of the National Assembly on Friday, 4th November, 2022 placed an advertisement in the print media notifying the public that the Departmental Committee on Education was scheduled to conduct the approval hearing of the nominees on Wednesday, 16th November, 2022 from 11.30 am.

Section 6(7) of the Act provides that an approval hearing shall focus on a candidate's academic credentials, professional training and experience, personal integrity and background. In order to fulfill the requirement on personal integrity, the Clerk wrote to the Kenya Revenue Authority (KRA), the Ethics and Anti-Corruption Commission (EACC), Directorate of Criminal Investigations (DCI), the Office of the Registrar of Political Parties (ORPP) and the Higher Education Loans Board (HELB) to ascertain the nominees' good standing with the said government institutions. The nominees were also required to submit clearance certificates from the said institutions on the date of the approval hearing.

It is worth noting that on 15th November, 2022, the Employment and Labour Relations Court in the Constitution Petition No. E186 of 2022 (*Dr. Magare Gikenyi versus The President of the Republic of Kenya and 55 others*) and in Constitution Petition No.192 of 2022, (*Law Society of Kenya versus The National Assembly and 4 others*), granted conservatory orders temporarily staying the vetting of persons nominated to be appointed as principal secretaries pending inter-parties hearing which was scheduled on 21st November, 2022. Consequently, the Court lifted the said orders on Tuesday, 29th November, 2022, holding that the petitioners ought to have waited for the conclusion of the vetting process before challenging the nomination and approval of the persons nominated to be appointed to the Office of Principal Secretary.

The Nominees will appear before the Committee in the following order as invited: -

- a. Dr. Richard Belio Kipsang, nominee for appointment as Principal Secretary, State Department for Basic Education, at 8.30 am
- b. Dr. Esther Thaara Muoria, nominee for appointment as Principal Secretary, State Department for Technical and Vocational Education and Training (TVET) at 9.30 am
- c. Dr. Beatrice Muganda Inyangala, nominee for appointment as Principal Secretary, State Department for Higher Education and Research at 10.30 am

a) Dr. Richard Belio Kipsang – Nominee for the position of Principal Secretary for the State Department for Basic Education

1. The nominee appeared before the Committee on 30th November, 2022 at 8.30 am and was vetted under oath pursuant to the provisions of the Constitution, the Public Service Commission Act (*No. 10 of 2017*), the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*) and the Standing Orders.
2. In conducting the approval hearing, the Committee examined the nominee against the following criteria as set out in Section 7 of the Act as follows:
 - (i) the procedure used to arrive at the nominee;
 - (ii) any constitutional or statutory requirements relating to the office in question; and,
 - (iii) the suitability of the nominee for the proposed appointment having regard to whether the nominee's abilities, experience and qualities meet the needs of the body to which nomination was being made.

Date of Birth and Citizenship Status

3. Dr. Belio Kipsang was born on 1st January, 1967 in Nandi County. He is a Kenyan citizen with National Identity Card number 9101178. He does not hold dual citizenship. He is married

Educational background

4. Dr. Belio Kipsang holds a PhD in education (Educational Administration and Planning) from the Catholic University of Eastern Africa obtained in 2007, a Masters of Arts degree in Economics from the University of Nairobi obtained in 2002 and a Bachelors (Honors) degree in Education obtained from the University of Nairobi in 1992.
5. He has undergone several professional trainings and attended seminars, conferences and workshops locally and internationally in areas of leadership, education management, micro-enterprise development, corruption and combating economic crime, agriculture value chain financing and other areas of business and management among others.
6. He is a certified fraud examiner and a trained investigator and prosecutor from the Criminal Investigation Department (CID) Training School.
7. The nominee has undertaken short courses that include amongst others: -
 - (i) Training in Strategic Plan preparation and implementation seminar on 2-6 October, 2006 in Mombasa.
 - (ii) Trained on Budgeting and Cost Centre Accounting by Higher Educations Loans Board, on 22-23 September, 2005.
 - (iii) Training on Strategic Decision Making for Management by LSE
 - (iv) Training in Corporate Governance by the Centre for Corporate Governance on 1-3 May, 2015.

Employment History & Experience

8. Dr. Belio Kipsang has extensive work experience spanning over a period of 30 years in leadership, Education management, coffee value chain financing, combating economic crime and micro-enterprise development.
9. He served in the Higher Education Loans Board as a Senior Loans Disbursement and recovery officer from 1996 to 2003, Loans Disbursement and Recovery manager from 2003 to 2006, Lending Manager in 2006, loan recovery Manager from 2006 to 2007 and the Deputy CEO and Head of Operations from 2007 to 2011. He served as the Managing Trustee and CEO Coffee Development Fund from November, 2011 to June 2013.
10. He served as Principal Secretary in the Ministry of Education, State Department of Early Learning and Basic Education from June 2013 to February 2021.
11. He is currently the Principal Secretary in the Ministry of East African Community, State Department for regional and Northern Corridor Development.

Honors and Awards given to the nominee

12. The nominee was awarded the Chief in the First Class of the Order of the Burning Spear (CBS) on 12th December 2015.

Membership to professional organizations

13. The Nominee is a member of the Institute of Directors of Kenya and an associate member of Association of Certified Fraud Examiners.

Published Writings

14. The nominee has published the following: -
 - a) Doctoral Thesis: Assessment of Policy, practice and Implications of Financing Higher Education through Student Loans in Kenya.
 - b) Master's Thesis: Financing Higher Education in Kenya: Case of Students Loans Programmed.

15. He has prepared and contributed to the following:
- i. Sessional paper No.1 of 2019
 - ii. Regional Development Policy, 2022
 - iii. National Curriculum Policy, 2018
 - iv. National Pre-Primary Education Policy, 2017

Public Office, Political Activities and Affiliations

16. The nominee does not hold other positions in public offices apart from those highlighted under the section on work and professional experiences. He has no immediate associations that are likely to present potential conflict of interest when he assumes the position.
17. The nominee is not a member or official of any registered Political Party

Integrity and whether the nominee has ever been removed from office under Article 75 of the Constitution

18. The nominee has not been dismissed or otherwise removed from office for contravening the provisions of Article 75 of the Constitution. He has also not been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duties.
19. The nominee has fully complied with the tax obligations to the State for the financial year immediately preceding his nomination for the appointment and has not been charged in a court of law in the past three years nor has he been adversely mentioned in an investigatory report of Parliament or any Commission of inquiry in the last three years.

Sources of Income and Net-worth

20. The nominee's sources of income during the calendar year preceding his nomination and the current calendar year comprises of salary income of Kshs. 18,365,512 from year 2021 and 2022, income from farm produce of Kshs.7,200,000, Share Dividends of Kshs. 1,000,000 and Per diem (International) of Kshs. 1,400,000.
21. His estimated financial net worth is Kenya shillings Three Hundred and Eleven Million (Kshs.311, 000,000). Other anticipated receipts from deferred income are Gratuity of Kshs. 8,537,400 in December, 2022.

Potential Conflict of Interest

22. The nominee has no immediate associations that are likely to present potential conflict of interest when he assumes the position.

RESPONSE TO QUESTIONS POSED BY THE COMMITTEE ON SPECIFIC TOPICS

The nominee also responded to several questions during the vetting as follows:

On the inclusion of teachers and students in County Education Boards

23. The nominee responded by acknowledging the Constitution of Kenya 2010 which changed the structure of the District Education Board into County Education Board. He noted that previously, the board was chaired by the District Commissioners. With the new constitution however, the structure of the leadership changed and the appointed chairs are not necessarily drawn from the government. Further students and parents were included in the boards. In his opinion, the inclusion of students was important because they are at the core of learning and their role needs to be appreciated and their views considered. However, the board should determine to what extent the students are

- engaged considering their capacity and age. He suggested that students could channel their issues to the boards by submitting memoranda through their teachers.
24. He also suggested there is need for the Basic Education Act to be amended so as to include Sub-County Education Boards in order to create more involvement at the Sub-County level.
 25. **On the nominee's key achievements as a Principal Secretary, State Department for Basic Education**
The nominee acknowledged that there had been a huge challenge concerning the integrity of assessment and examinations in the country. He expressed satisfaction in having been part of the team that put in place systems that ensured that examinations and assessments meet the expectations of the country at the national and international levels.
 26. **Other** achievements by the nominee include: curriculum and educational reforms, 100 percent transition of learners from primary to secondary school, provision of comprehensive health care to school children and the introduction of the National Education Management information system, among others.
 27. **On teacher disciplinary issues**
The nominee expressed confidence that the Teachers Service Commission had in place, a detailed disciplinary process that gives adequate protection to teachers from harassment and intimidation by school administrators.
 28. **On the relationship between the Teachers Service Commission and the Ministry of Education**, the nominee acknowledged that there exists a challenge. He admitted that the role of the Ministry of Education is being custodians of learners; provision infrastructure and other learning resources while the TSC is provide and manage teachers. However, there was need for the two entities to work in harmony in order to achieve their objectives. He added that it was important to look into the aspects of the laws, policies and regulations that may be contradictory and harmonise them in order to address the conflicting roles of the two entities. Further, he encouraged the Presidential taskforce on Education to come up frameworks for the two entities to work together.
 29. **On staffing**, the nominee acknowledged that there was 114,000 shortage of teachers in the country. However, TSC has continuously recruited teachers by recruiting 5,000 teachers yearly and is committed to recruit 10,000 teachers on permanent and pensionable terms and 20,000 on internship.
 30. **On orders to pay outstanding debts by court** the nominee responded that the government is **aware** and is obligated to ensure that the court orders are honored.
 31. **On the transition of students from Standard 8 to Form 1 and Grade 6 to Junior Secondary school** the nominee noted that this is one of the issues being addressed by the Presidential Taskforce on Education and not wish to pre-empt the committee's report. He however noted that it was important to separate physical places of learning from the learning content which should be the focus and not where to domicile the learning activities.
 32. **On increment of school fees in 2023** the nominee said that the ministry had not increased school fees but had only reverted to the normal academic calendar. He acknowledged the role of CDF in keeping learners in school and providing infrastructure and hoped that the matter will be resolved soon.
 33. **On congestion in schools**, the nominee informed the committee that Kenya is one of the countries with the highest number of students in boarding schools. To address the issue, he said it is important to disengage from boarding schools and instead invest more in day schools.
 34. **On the quality of projects in schools** the nominee stated that he is aware of the World Project being implemented in selected schools in selected Counties. He noted that there is a clear guidance on its implementation and encouraged leaders to get involved so as to ensure return on investment of the projects.

b) Dr. Esther Thaara Muoria – Nominee for the position of Principal Secretary for the State Department for TVET

35. The nominee appeared before the Committee on 30th November, 2022 at 9.40 am and was vetted under oath pursuant to the provisions of the Constitution, the Public Service Commission Act (*No. 10 of 2017*), the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*) and the Standing Orders.
36. In conducting the approval hearing, the Committee examined the nominee against the following criteria as set out in Section 7 of the Act as follows:
- (iv) the procedure used to arrive at the nominee;
 - (v) any constitutional or statutory requirements relating to the office in question; and,
 - (vi) the suitability of the nominee for the proposed appointment having regard to whether the nominee's abilities, experience and qualities meet the needs of the body to which nomination was being made.

Date of Birth and Citizenship Status

37. Dr. Esther Thaara was born on 4th March, 1965 in Embu County. She is a Kenyan citizen with Passport number 4685847. She does not hold dual citizenship. She is married

Educational background

38. Dr. Esther Thaara holds a PhD in Human Resource from Jomo Kenyatta University of Agriculture and technology, a Master of Arts in Gender and Development from the University of Nairobi and a Bachelor of Arts in Sociology from the University of Nairobi.
39. She has undergone professional training and attended seminars and workshops in gender and disability mainstreaming, public health emergency preparedness and response, conflict management, paralegal studies, pedagogy training, public service integrity program, strategic management, oral presentation skills and population management.
40. The nominee has undertaken short courses that include amongst others: -
- i. Training in gender and disability mainstreaming on 4th February, 2011 at AICAD.
 - ii. Training on Strategic Management and Planning by Kenya Institute of Administration, on 27th to 31st October, 2003.
 - iii. Training on Performance Management on public sector reforms and performance contracting from 19th to 21st March, 2009
 - iv. Training in leadership and management capacity development held at JKUAT from 23rd to 25th June, 2010.

Employment History & Experience

41. Dr. Esther Thaara Muoria is a seasoned manager with over 15 years' experience in management. Out of which she served as a Probation Officer in Kirinyaga and Thika districts from 1989 to 1991 and as a Senior Probation Officer in Thika and Kiambu Districts from 1991 to 2005. She served in Jomo Kenyatta University of Agriculture and Technology as an Assistant Registrar from 2005 to 2008, Senior Assistant Registrar from 2008 to 2010 and Deputy Registrar (Senate Secretariat and Outreach) from 2010 to 2015.
42. She currently serves as the Registrar Academics Affairs in Jomo Kenyatta University of Agriculture and Technology a position she has held from October, 2015.

Honors and Awards given to the nominee

43. Dr. Esther Thaara Muoria has received several awards and appreciation as follows:-

- (i) Awarded certificate of appreciation by Association of Universities and Colleges of Canada (AUCC) for professionalism, selfless dedication and going above and beyond duty to achieve the goals during strategic planning workshop development held at KSMS on 29th-30th November, 2011
- (ii) Awarded Certificate of recognition by JKUAT during Achievement Award Programme.

Membership to professional organizations

44. The Nominee is a member of the Institute of Human resource Management. She has been a member since 2017.

Published Writing

45. The nominee has published the following: -

- (i) Doctorate Thesis; Strategies Adopted by Women to Accede to Leadership in the Public Sector in Kenya, August 2013
- (ii) Education and Training as Successful Strategies Employed by Women to Accede to Leadership in the Public Sector in Kenya, International Journal of Business and Social Research Volume 2 No.4, August 2012
- (iii) Linking Acceding of Women to Leadership with Conscientiousness and Neuroticism: Kenya Public Sector, International Journal of Business Management and Administration ISSN 2327-3100
- (iv) Community Involvement in Public Security Improvement, Journal of Human Resource and Improvement Entrepreneurship Development ISSN 1819-4370
- (v) An analysis of the Effects of Corporate Governance International, Journal of Business on Performance of Commercial State Corporations Analysis of the Contribution of Communication and Information sharing to High Performance in the Kenya Banking Sector, the Management University of Africa: ISSN 2074-4740 Kabarak University 1st Annual International Research Conference

Public Office, Political Activities and Affiliations

- 46. The nominee does not hold other positions in public offices apart from those highlighted under the section on work and professional experiences. She has no immediate associations that are likely to present potential conflict of interest when she assumes the position.
- 47. The nominee is not a member or official of any registered Political Party

Integrity and whether the nominee has ever been removed from office under Article 75 of the Constitution

- 48. The nominee has not been dismissed or otherwise removed from office for contravening the provisions of Article 75 of the Constitution. She has also not been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duties.
- 49. The nominee has fully complied with the tax obligations to the State for the financial year immediately preceding her nomination for the appointment and has not been charged in a court of law in the past three years nor has she been adversely mentioned in an investigatory report of Parliament or any Commission of inquiry in the last three years.

Sources of Income and Net-worth

- 50. The nominee's sources of income during the calendar year preceding her nomination and the current calendar year comprises of Salary and Rental Income amounting to Kshs. 4,892,400 in year 2021 and Kshs. 3,689,300 in year 2022.

51. Her estimated financial net worth is Kenya shillings Twenty-Five Million (Kshs. 25,000,000) comprising of land, company shares and a car.
52. She does not have other anticipated receipts from deferred income.

Potential Conflict of Interest

53. The nominee has no immediate associations that are likely to present potential conflict of interest when she assumes the position.

RESPONSE TO QUESTIONS POSED BY THE COMMITTEE ON SPECIFIC TOPICS

The nominee also responded to several questions during the vetting as follows:

54. On **changing the perception of TVET institutions** the nominee stated that she would embark on an educational campaign on TVETS and engage staff on the ground to encourage the youth at the village level on the possibility of attaining higher levels of education. She further stated that she would form a committee comprising national government and county government (vocational training centres)

On enrolment in TVET institutions

55. The Committee was informed that many young people have their KCSE certificate held at their schools due to non-payment of school fees and also were reluctant to collect their certificates after performing poorly in their national examinations.
56. The nominee requested the assistance of the Committee in reaching out to secondary schools that have held national examination certificates from students as this would in turn increase the enrolment to TVET institutions.

On the quality of training by TTIs

57. The nominee noted that there had been reports of poor-quality training by some TTIs and promised the Committee that she would ensure quality training is offered.

On Persons with Disabilities

58. The nominee informed the Committee that she would work with the Jomo Kenyatta University of Agriculture and Technology and other institutions from her background to provide assistive devices and personalized assistance to the students with disabilities.

On Budgeting

59. The Committee was informed that she will ensure that funds are spent according to the law, efficiently and effectively as per the budget allocations.

On staffing gaps in TVETS

60. The nominee accepted the reality on understaffing of TVETS and she noted that there had been a commitment to employ three thousand trainers but had not been followed through due to financial constraints. She committed to working with relevant organizations to bridge the staffing gap in TVET institutions.

On graduates of TVETS

61. The nominee stated that she will work with the diaspora to avail opportunities for the graduates to find employment abroad where their skills are needed. She also mentioned that she would approach Ministries to avail attachment opportunities for them to build on their skills.

c) Dr. Beatrice Muganda Inyangala – Nominee for the position of Principal Secretary for the State Department for Higher Education and Research

62. The nominee appeared before the Committee on 30th November, 2022 at 10.30 am and was vetted under oath pursuant to the provisions of the Constitution, the Public Service

Commission Act (*No. 10 of 2017*), the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*) and the Standing Orders.

63. In conducting the approval hearing, the Committee examined the nominee against the following criteria as set out in Section 7 of the Act as follows:
- i. the procedure used to arrive at the nominee;
 - ii. any constitutional or statutory requirements relating to the office in question; and,
 - iii. the suitability of the nominee for the proposed appointment having regard to whether the nominee's abilities, experience and qualities meet the needs of the body to which nomination was being made.

Date of Birth and Citizenship Status

64. Dr. Beatrice Muganda Inyangala was born in 1969 in Kakamega County. She is a Kenyan citizen with National Identity Card number 10071879. She does not hold dual citizenship. She is married.

Educational background

65. Dr. Beatrice Inyangala holds a PhD in Early Childhood Education from the National Kapodistrian University of Athens, Greece obtained in 2004; Master of Philosophy in Planning and Economics from Moi University, Eldoret obtained in 1995 and a Bachelor of Arts Education from Moi University Eldoret obtained in 1991.
66. She has undergone professional training on Harnessing the use of Big data for socio-economic development in Africa, Education Management Information Systems, Projections and Simulation Models and Quantitative Methods for monitoring and evaluating the Quality of Education.
67. The nominee has undertaken short courses that include amongst others: -
- i. Training in evaluating learning design in blended online courses on 9th June, 2017 at The Open University.
 - ii. Training on Strategic Management and Planning by Kenya Institute of Administration, on 27th to 31st October, 2003.
 - iii. Training on projections and simulation models: methods and techniques at the International Institute for Educational Planning from 25th February to 8th March, 2013

Employment History & Experience

68. Dr. Beatrice Inyangala is an education expert with experience in designing and implementing multi-level, multi-stakeholder, cross-national innovative capacity building projects in higher education, multidisciplinary research and policy. She has more than 20 years' work experience in the Public Sector as well as Non-governmental Organizations. She developed a strategy on accelerated intake that was adapted by the Ministry of Education in Kenya to streamline the backlog in University admissions. She was also involved in developing the First Medium Term Plan for Vision 2030 – Education and Training.
69. Dr. Beatrice Inyangala served as an assistant lecturer at Mombasa Technical Training Institute from 1992 to 1993; Head, Small Business department in Eldoret Polytechnic from 1996 to 1999; Lecturer at Moi University Eldoret and Masinde Muliro University of Science and Technology Kakamega from 2005 to 2006. She served as an assistant Commission Secretary, planning and research in the Commission for Education from 2006 to 2011
70. She served at the Partnership for African Social and Governance Research in Nairobi as a programme Coordinator from 2011 to 2012, as a Director of Higher Education from 2013 to 2020, the Acting Executive Director from 2020 to 2021 and Deputy Executive Director and Director of Higher Education from 2021 to 2022.

71. Dr. Beatrice Inyangala was the Running Mate in the Gubernatorial Seat, Kaamega County during the 2022 General Elections and got the second position after garnering 159,275 votes.

Honors and Awards given to the nominee

72. Dr. Beatrice has received several awards and appreciation: -
- i. Education Management Society of Kenya Award for outstanding contribution towards capacity building of University Academics (2019);
 - ii. Research grant for gender issues from the organization of social science research in eastern and central Africa (OSSREA), Ethiopia - 2006
 - iii. Greek state scholarship foundation scholarship for doctoral studies at the University of Athens, Greek - 1993
 - iv. Government of Kenya Scholarship for Master of Philosophy Studies at Moi University, Eldoret - 1999

Membership to professional organizations

73. The Nominee is a member of Education Management Society of Kenya and the National Association for the Education of Young Children.

Published Writings

74. The nominee has published the following: -
- a) PhD Dissertation: Consequences to teaching and learning of differential perceptions of the quality of early childhood education in Kenya by key stakeholders: Teachers, Head Teachers and Parents
 - b) Master's Thesis: Consequences of dropping out of Secondary School to the livelihoods of girls
 - c) Aiyede, E.R and Muganda, B. (ed) (2022). Public Policy and Research in Africa: Palgrave Macmillan; ISBN 978-030-99723-6
 - d) African Universities need bankable ideas by Scidev July 20, 2016
 - e) Gender Factor in Decision-Making: A case Study of Preschool Teachers in a Progressive Rural Society in Kenya. Gender Issues Research Report Series No. 26, OSSREA, Addis Ababa, 2012

Public Office, Political Activities and Affiliations

75. The nominee does not hold other positions in public offices apart from those highlighted under the section on work and professional experiences. She has no immediate associations that are likely to present potential conflict of interest when she assumes the position.
76. Further, the nominee is not a member or official of any registered Political Party

Integrity and whether the nominee has ever been removed from office under Article 75 of the Constitution

77. The nominee has not been dismissed or otherwise removed from office for contravening the provisions of Article 75 of the Constitution. She has also not been adversely associated with practices that depict bias, favoritism or nepotism in the discharge of public duties.
78. The nominee has fully complied with the tax obligations to the State for the financial year immediately preceding her nomination for the appointment and has not been charged in a court of law in the past three years nor has she been adversely mentioned

in an investigatory report of Parliament or any Commission of inquiry in the last three years.

Sources of Income and Net-worth

79. The nominee's sources of income during the calendar year preceding her nomination and the current calendar year comprises of a salary from the Partnership for African Social and Governance Research, Interest on Provident fund, Sacco and Shares, Rent, Farming and Donations amounting to Kshs. 30,000,000.
80. Her estimated financial net worth is Three Hundred and Sixty Three Million shillings (363,000,000) comprising of four houses in Kakamega ,3 Apartments in Nairobi, land in Ruiru and Kakamega, four Vehicles, provident funds and SACCO Shares.
81. The other anticipated receipts from deferred income are pension, interest on provident fund SACCO and shares, rent and farming. The Nominee expects 10 Million Shillings by December, 2023.

Potential Conflict of Interest

82. The nominee has no immediate associations that are likely to present potential conflict of interest when she assumes the position.

RESPONSE TO QUESTIONS POSED BY THE COMMITTEE ON SPECIFIC TOPICS

The nominee also responded to several questions during the vetting as follows:

On expansion of universities

83. The nominee noted that there was an adequate number of universities in the country and what needs to be done is to consolidate them and for the universities to specialize in order to attract students and funding.
84. On why she recommended the expansion of universities, the nominee informed the committee that previously, the country was losing students to other countries such as India due to limited opportunities in Kenya. Currently, she said, this is no longer a challenge and therefore the need to strengthen what is available.

On sponsoring students in private universities

85. The nominee acknowledged that private universities came to supplement public universities. However, priority should be given to public universities.

On the relevance of courses offered in universities

86. The nominee noted that it was important for the institutions to develop a human resource development strategy to identify the market demand and trends for courses. She emphasized on the need for stakeholder involvement in establishing the relevance of courses offered in universities to the market.

On addressing corruption in universities,

87. The nominee recommended a review of systems to seal loop holes that allow for nepotism, tribalism and misappropriation of funds. She also emphasized on the need to ensure that management structures are in place. She added that universities should be funded on the basis of performance to as to stem misappropriation of funds. Further, she referred to an audit report by the National Cohesion and Integrity Commission on nepotism and tribalism in universities and expressed the need to work with the Ministry of Education and other stakeholders to address the issue.

On pending bills

88. The nominee noted that currently, universities have pending bills of approximately KShs. 54 billion and that there is need to find ways and mechanisms of financing

universities. She noted that it is important for universities to ensure that good governance and management structures are established and implemented.

On scholarship opportunities

89. The nominee said that she will continue to build partnerships with donors for funding.

On alumni involvement in university management

90. The nominee said alumni were important especially in developing the universities as this may also encourage them to bring donors on board. She also informed the committee that alumni play an important role in doing oversight of their universities.

On making universities financially independent

91. The nominee noted that public universities have a lot of idle assets. In relation to this, she recommended leasing of assets by universities, commercialising research, partnerships with donors, public-private partnerships, initiating income generating activities as well as offering consultancy services to earn income. She added that she would encourage universities to make use of government procurement opportunities.

On universities lacking council members

92. The nominee informed the committee that if appointed, she will ensure that the positions are filled.

On self-sponsored programmes disenfranchising poor students

93. The nominee said there is need for consultation and development of a standard criteria for enrollment to avoid compromising the quality of education.

94. **On crises in universities**, the nominee stated that universities in Kenya are resilient and contribute about 14 percent to the GDP. She informed the committee that it is therefore important to fund universities adequately so as to address welfare issues of staff and students which often are the root cause of unrests. Additionally, she committed herself, if appointed, to go through the Presidential Taskforce on Education report, engage stakeholders and come up with strategies to implement its recommendations.

95. **On her major achievements**, the nominee mentioned obtaining her PhD at the age of 33 while **taking** care of four-year-old twins. She also galvanized academic staff from 91 universities to work online among other achievements.

96. **On lessons learnt from politics**, the nominee mentioned that politics are very expensive and **there** is need for civic education about change and building capacity for women.

MIN No. NA/DC-EDUC/2022/26: ANY OTHER BUSINESS

The Committee was informed that the report writing session would be held in the afternoon

MIN No. NA/DC-EDUC/2022/27: ADJOURNMENT

There being no other business, the Chairperson adjourned the meeting at 12.45 p.m.

SIGNED: DATE: 1/12/2022

HON. JULIUS MELLY, MP
CHAIRPERSON, DEPARTMENTAL COMMITTEE ON EDUCATION

MINUTES OF THE 3RD SITTING OF THE DEPARTMENTAL COMMITTEE ON EDUCATION HELD ON WEDNESDAY, 9TH NOVEMBER 2022 AT 10.00 A.M. IN COMMITTEE ROOM 9, MAIN PARLIAMENT BUILDING

PRESENT:

- | | | |
|---|---|-------------------------|
| 1. Hon. Julius Kibiwott Melly, MP | – | <i>Chairperson</i> |
| 2. Hon. Moses Malulu Injendi, MP | - | <i>Vice Chairperson</i> |
| 3. Hon. Eve Akinyi Obara, MP | | |
| 4. Hon. Jerusha Mongina Momanyi, MP | | |
| 5. Hon. Julius Taitumu M'Anaiba, MP | | |
| 6. Hon. Nabii Nabwera Daraja, MP | | |
| 7. Hon. Anne Wanjiku Muratha, MP | | |
| 8. Hon. Abdul Ebrahim Haro, MP | | |
| 9. Hon. Joyce Atieno Osogo Bensuda, MP | | |
| 10. Hon. (Prof.) Phylis Jepkemoi Bartoo, MP | | |
| 11. Hon. Clive Ombane Gisairo, MP | | |
| 12. Hon. Peter Ochieng Orero, MP | | |
| 13. Hon. Rebecca Noonaishi Tonkei, MP | | |

ABSENT WITH APOLOGY:

1. Hon. Dick Maungu Oyugi, MP
2. Hon. Timothy Kipchumba Toroitich, MP

IN ATTENDANCE:

NATIONAL ASSEMBLY

COMMITTEE SECRETARIAT

- | | | |
|---------------------------|---|-----------------------------|
| 1. Mr. George Gazemba | - | Principal Clerk Assistant I |
| 2. Ms. Grace Wahu | - | Clerk Assistant III |
| 3. Ms. Cynthia Matara | - | Clerk Assistant III |
| 4. Ms. Brigitta Mati | - | Legal Officer I |
| 5. Mr. Gerald Kadede | - | Legal Officer II |
| 6. Ms. Winnie Kulei | - | Research Officer II |
| 7. Mr. Nimrod Ochieng | - | Audio Officer III |
| 8. Mr. Daniel Psirmoi | - | Media Relation Officer II |
| 9. Mr. Paul Kashana Shane | - | Serjeant-at-Arms III |

MIN No. NA/DC-EDUC/2022/11: PRELIMINARIES

The Vice-Chairperson called the meeting to order at 10:20 a.m. and a prayer was said. The meeting agenda was adopted having been proposed by Hon. Nabii Nabwera Daraja, MP and seconded by Hon. Jerusha Momanyi, MP.

MIN No. NA/DC-EDUC/2022/12: CONFIRMATION OF MINUTES OF THE PREVIOUS SITTING

Minutes of the 2nd sitting of the Committee held on Thursday, 3rd November, 2022 at 10.15 am were confirmed and signed by the Vice Chairperson after being proposed by Hon. Clive Ombane Gisairo, MP and seconded by Hon. Julius Taitumu M'Anaiba, MP.

MIN No. NA/DC-EDUC/2022/13: MATTERS ARISING FROM PREVIOUS MINUTES

Under this agenda item the following issues were raised:

i. Under MIN No. NA/DC-EDUC/2022/08

Regarding the invitation to attend the CIEB conference taking place in Canada, the Committee was informed that Hon. Eve Obara had been nominated to attend the conference taking place from 13th to 16th November, 2022. It was not possible to send many Members to the conference because of the Committee's vetting of nominees for appointment as Principal Secretaries taking place on 16th November, 2022 and sending more Members was likely to affect quorum.

The meeting resolved that criteria for nomination of Members to undertake international travel be developed to ensure equity and transparency.

ii. Under MIN No. NA/DC-EDUC/2022/09

On the formation of the Basic Education and TVET and Higher Education sub-committees, the Members were informed that a form would be circulated in the next meeting for them to indicate their sub-committee of interest.

MIN No. NA/DC-EDUC/2022/14: PRE-VETTING BRIEFING

A. BRIEFING BY THE LEGAL COUNSEL

The Legal Counsel informed the Committee as follows: -

1. The Committee was in receipt of the notification for appointment by H.E. the President of the following persons for approval for appointment as Principal Secretaries in the Ministry of Education: -
 - (a) **Dr. Richard Belio Kipsang**, State Department for Basic Education;
 - (b) **Dr. Esther Thaara Muoria**, State Department for Technical and Vocational Education and Training; and
 - (c) **Dr. Beatrice Muganda Inyangala**, State Department for Higher Education and Research.
2. While conducting the vetting exercise, the Committee must observe the provisions of the Constitution of Kenya, 2010; the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011); and the National Assembly Standing Orders.
3. Prior to the approval hearing the Committee should ensure as follows-
 - (a) there is an advertisement—

- (i) inviting members of the public to submit memoranda on the suitability of a candidate to hold the office of Principal Secretary in the form of a written statement on oath;
 - (ii) notifying the candidate of the time and place for the holding of an approval hearing; and
 - (iii) notifying the public of the time and place for the holding of an approval hearing at least seven days prior to the hearing;
 - (b) the candidate has submitted a questionnaire completed according to the criteria outlined under the Schedule to the Public Appointments (Parliamentary Approval) Act; and
 - (c) the Committee has obtained reports from the Ethics and Anti-Corruption Commission (EACC), Directorate of Criminal Investigation (DCI), the Kenya Revenue Authority (KRA), the Higher Education Loans Board (HELB) and the Office of the Registrar Political Parties (ORPP) on the nominee's suitability to hold office.
4. The public is invited to submit representations by way of written statements on oath (affidavits) with supporting evidence on the suitability or otherwise of the candidates for appointment to the offices on or before Friday, 11th November, 2022 by 5.00pm.
5. During the approval hearing, the Committee should ensure as follows-
- (a) the proceedings are open and transparent unless there are exceptional or justifiable circumstances to hold proceedings in camera; and
 - (b) the approval hearing focuses on the candidate's academic credentials, professional training and experience, personal integrity and background.
7. After the approval hearing the Committee should consider the following issues in relation to the nomination—
- a) The Committee should be satisfied that the President has nominated a person for appointment as Principal Secretary from among persons recommended by the Public Service Commission.
 - b) The Committee should take into consideration the provisions of Article 73(2)(a) of the Constitution that enumerate that the guiding principles of leadership and integrity include selection on the basis of personal integrity, competence and suitability;
 - c) The Committee should also take into consideration the provisions of Article 155 (1) of the Constitution that establishes the office of Principal Secretary as an office in the public service. The Principal Secretary is to be in charge of administration of a State department.
 - d) The Committee should take into consideration the provisions of section 7 (c) of the Act with respect to the suitability of the nominee for the appointment proposed having regard to whether the nominee's abilities, experience and qualities meet the needs of the body to which nomination is being made.
- 8. Power to call for evidence**
- The Committee is empowered to call for evidence pursuant to Article 125 of the Constitution, section 12 of the Act and Standing Order 191. In this regard, the Committee may summon any witnesses it so wishes in order to obtain all relevant information that will enable it discharge its mandate effectively.

9. Period for consideration and report

Section 8 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) provides that the Committee shall consider a nomination and table its report in the House for debate and decision within 28 days from the date on which the notification of nomination was given. Section 9 of the Act stipulates that where the House does not meet the prescribed timelines, the nominee shall be deemed to have been approved.

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

B. BRIEFING BY THE RESEARCH OFFICER

1. DR. RICHARD BELIO KIPSANG, PRINCIPAL SECRETARY NOMINEE, STATE DEPARTMENT FOR BASIC EDUCATION

Dr. Belio Kipsang holds a PhD in education (Educational Administration and Planning) from Catholic University of Eastern Africa obtained in 2007, a Masters of Arts degree in Economics from the University of Nairobi obtained in 2002 and a Bachelors (Honors) degree in Education obtained from the University of Nairobi in 1992.

He is a certified fraud examiner and a trained investigator and prosecutor from the Criminal Investigation Department (CID) Training School.

Work and Professional Experience

Dr. Belio Kipsang has extensive work experience spanning over a period of 30 years in leadership, education management, coffee value chain financing, combating economic crime and micro-enterprise development.

He served in the Higher Education Loans Board as a Senior Loans Disbursement and recovery officer from 1996 to 2003, Loans Disbursement and Recovery Manager from 2003 to 2006, Lending Manager in 2006, Loan Recovery Manager from 2006 to 2007 and the Deputy CEO and Head of Operations from 2007 to 2011. He also served as Principal Secretary in the Ministry of Education, State Department for Early Learning and Basic Education from June 2013 to February 2021.

He is currently the Principal Secretary in the Ministry of East African Community, State Department for Regional and Northern Corridor Development.

Other Activities and Membership

The nominee is a member the Institute of Directors of Kenya and an associate member of Kisbet Association of Certified Fraud Examiners.

Published Writings

- a) Assessment of Policy, Practice and Implications of Financing Higher Education through Student Loans in Kenya.
- b) Financing Higher Education in Kenya: Case of Students Loans Programme.

2. DR. ESTHER THAARA MUORIA, PRINCIPAL SECRETARY NOMINEE, STATE DEPARTMENT FOR TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING (TVET)

Dr. Esther Thaara Muoria holds a PhD in Human Resource from Jomo Kenyatta University of Agriculture and Technology, a Master of Arts in Gender and Development from the University of Nairobi and a Bachelor of Arts in Sociology from the University of Nairobi.

Work and Professional Experience

She is a seasoned manager with over 15 years in top level management. She served as a Probation Officer in Kirinyaga and Thika districts from 1989 to 1991 and as a Senior Probation Officer in Thika and Kiambu Districts from 1991 to 2005. She served in Jomo Kenyatta University of Agriculture and Technology as an assistant registrar from 2005 to 2008, Senior Assistant Registrar from 2008 to 2010 and Deputy Registrar (Senate Secretariat and Outreach) from 2010 to 2015.

She currently serves as the Registrar Academics Affairs in Jomo Kenyatta University of Agriculture and Technology, a position she has held from October, 2015.

Published Writings

- a) Doctorate Thesis; Strategies Adopted by Women to Accede to Leadership in the Public Sector in Kenya, August 2013
- b) Education and Training as Successful Strategies Employed by Women to Accede to Leadership in the Public Sector in Kenya, International Journal of Business and Social Research Volume 2 No.4, August 2012
- c) Linking Acceding of Women to Leadership with Conscientiousness and Neuroticism: Kenya Public Sector, International Journal of Business Management and Administration ISSN 2327-3100
- d) Community Involvement in Public Security Improvement, Journal of Human Resource and Improvement Entrepreneurship Development ISSN 1819-4370
- e) An analysis of the Effects of Corporate Governance International, Journal of Business on Performance of Commercial State Corporations Analysis of the Contribution of Communication and Information sharing to High Performance in the Kenya Banking Sector, the Management University of Africa: ISSN 2074-4740 Kabarak University 1st Annual International Research Conference

3. DR. BEATRICE MUGANDA INYANGALA, PRINCIPAL SECRETARY NOMINEE, STATE DEPARTMENT FOR HIGHER EDUCATION AND RESEARCH

Dr. Beatrice Inyangala holds a PhD in Early Childhood Education from the National Kapodistrian University of Athens, Greece obtained in 2004; Master of Philosophy in Planning and Economics from Moi University, Eldoret obtained in 1995 and a Bachelor of Arts Education from Moi University Eldoret obtained in 1991.

Work and Professional Experience

Dr. Beatrice Inyangala has more than 20 years' work experience in the Public Sector as well as Non-Governmental Organizations. She developed a strategy on accelerated intake that was adopted by the Ministry of Education in Kenya to streamline the backlog in university admissions. She was also involved in developing the First Medium Term Plan for Vision 2030 – Education and Training.

She served as an assistant lecturer at Mombasa Technical Training Institute from 1992 to 1993; Head of Small Business Department in Eldoret Polytechnic from 1996 to 1999; Lecturer at Moi University Eldoret and Masinde Muliro University of Science and Technology Kakamega from 2005 to 2006. She served as an Assistant Commission Secretary, Planning and Research, Commission for Education from 2006 to 2011

She served as Director of Higher Education from 2013 to 2020, Acting Executive Director from 2020 to 2021 and Deputy Executive Director and Director of Higher Education from 2021 to 2022.

She was a running mate in the 2022 general elections Gubernatorial election, Kakamega County, during the 2022 General Elections and got the second position after garnering 159,275 votes.

Published Writings

- a) Aiyede, E.R and Muganda, B. (ed) (2022). Public Policy and Research in Africa: Palgrave Macmillan; ISBN 978-030-99723-6
- b) African Universities need bankable ideas by Scidev July 20, 2016
- c) Diploma 'Disease' is stunting development in the Daily Nation, Friday June 10, 2016
- d) Develop education system unique to Africa in the Standard, June 17, 2016
- e) Gender Factor in Decision-Making: A case Study of Preschool Teachers in a Progressive Rural Society in Kenya. Gender Issues Research Report Series No. 26, OSSREA, Addis Ababa, 2012

There Committee resolved to conduct the final pre-vetting meeting on 16th November, 2022 from 9.00 am before the approval hearing at 11.30 am.

MIN No. NA/DC-EDUC/2022/15: ANY OTHER BUSINESS

The Committee-

- a) Noted that a private Member's motion on the delocalization of teachers had been approved by the House and resolved to meet the CEO of the Teachers Service Commission (TSC) to interrogate the matter further, amongst other issues;
- b) Resolved to retreat with education stakeholders to discuss issues within the education sector; and
- c) Resolved to meet the Cabinet Secretary for Education to deliberate on exam cheating which had found its way back into examinations.

MIN No. NA/DC-EDUC/2022/16: ADJOURNMENT

There being no other business, the Vice-Chairperson adjourned the meeting at 11.45 a.m. until Wednesday, 16th November 2022 at 9.00 am.

SIGNED: DATE: 24/11/2022

HON. JULIUS MELLY, MP
CHAIRPERSON, DEPARTMENTAL COMMITTEE ON EDUCATION

Annexure I

Notification from the Appointing Authority



OFFICE OF THE PRESIDENT
CHIEF OF STAFF AND HEAD OF PUBLIC SERVICE

SECRET

Telegraphic Address
Telephone: +254-20-227436
When replying please quote

Ref. No. **OP/CAB.26/4A VOL.I/(49)**
and date

STATE HOUSE
P.O. Box 40530-00100
Nairobi, Kenya
2nd November, 2022, 20.....

Hon. Moses F. M. Wetangula, EGH

Speaker
The National Assembly
Parliament of Kenya
Parliament Building
NAIROBI

Dear *Speaker*

TRANSMITTAL LETTER

**PARLIAMENTARY APPROVAL OF THE NOMINEES FOR APPOINTMENT AS
PRINCIPAL SECRETARIES .**

It is notified that His Excellency Hon. Dr. William Samoei Ruto Ph.D., C.G.H., President and Commander-in-Chief of the Kenya Defence Forces has on recommendation of the Public Service Commission exercised the constitutional prerogative vested in the Head of State and Government and caused nominations to the ranks of Principal Secretaries.

In that regard, and pursuant to the Article 155 (3) of the Constitution and in accordance with the procedure set out in Sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011); kindly be pleased to receive the Presidential Nominations for appointment as Principal Secretaries for the consideration by the National Assembly, as follows:

NOMINEE	STATE OFFICE/MINISTRY
Julius Korir	Office of the Deputy President
State Department for Cabinet Affairs	
Teresia Mbaika Malokwe	
State Department for Devolution	
Esther Ngero	Office of the Prime Cabinet Secretary
State Department for Performance and Delivery Management	

SECRET

Aurelia Rono	
State Department for Parliamentary Affairs	
Raymond Omollo	Ministry of Interior & National Administration
State Department for Interior & National Administration	
Caroline Nyawira Murage	
State Department for Correctional Services	
Amb. (Prof.) Julius Bitok	
State Department for Citizen Services	
Dr. Chris Kiptoo	The National Treasury & Economic Planning
The National Treasury	
James Muhati	
State Department for Economic Planning	
Patrick Mariro	Ministry of Defence
Dr. Korir Sing'oei	Ministry of Foreign Affairs & Diaspora Affairs
State Department for Foreign Affairs	
Roseline Njogu	
State Department for Diaspora Affairs	
Amos Gathecha	Ministry of Public Service, Gender & Affirmative Action
State Department for Public Service	
Veronica Mueni Nduva	
State Department for Gender & Affirmative Action	
Joseph Mungai Mbugua	Ministry of Roads & Transport
State Department for Roads	
Mohamed Dhagar	
State Department for Transport	

SECRET

Charles Hinga State Department for Housing & Urban Development	
Joel Arumonyang State Department for Public Works	
Prof. Edward Kisiangani State Department for Broadcasting & Telecommunications	Ministry of Information, Communication & The Digital Economy
Eng. John Kipchumba Tanui ICT & The Digital Economy	
Eng. Peter Tum State Department for Medical Services	
Dr. Josephine Mburu State Department for Health Standards and Professional Management	Ministry of Health
Dr. Belio Kipsang State Department for Basic Education	
Esther Thaara Muhoria State Department for TVET	
Beatrice Inyangala State Department for Higher Education & Research	
Phillip Kello Harsama State Department for Crop Development	
Harry Kimutai State Department for Livestock Development	Ministry of Agriculture & Livestock Development
Alfred K'Ombundo State Department for Trade	
Abubakar Hassan State Department for Investment Promotion	Ministry of Investments, Trade & Industry

Juma Mukhwana

State Department for Industry
Patrick Kiburi Kilemi

State Department for Cooperatives
Susan Mangeni

State Department for MSMEs
Development

Ismail Madey

State Department for Youth Affairs
Jonathan Mueke

State Department for Sports & The Arts
Festus Ngeno

State Department for Environment
Ephantus Kimocho

State Department for Forestry
John Oloftuaa

State Department for Tourism
Sylvia Naseya Muhoro

State Department for Wildlife
Ummy Mohammed Bashir

State Department for Culture & Heritage
Dr. Paul Ronoh

State Department for Water & Sanitation
Gitonga Mugambi

State Department for Irrigation
Alex Wachira

State Department for Energy
Mohamed Liban

Ministry of Co-operatives and
Micro, Small and Medium
Enterprises

Ministry of Youth Affairs,
Sports & The Arts

Ministry of Environment &
Forestry

Ministry of Tourism, Wildlife &
Heritage

Ministry of Water, Sanitation
& Irrigation

Ministry of Energy &
Petroleum

SECRET

Joseph Mugosi Mutavi State Department for Social Protection & Senior Citizen Affairs	
Abdi Dubart State Department for East African Community Affairs	Ministry of East African Community (EAC), The ASALS & Regional Development
Idris Dogota State Department for The ASALs & Regional Development	
Elijah Mwangi State Department for Mining	Ministry of Mining, Blue Economy & Maritime Affairs
Betsy Muthoni Njagi State Department for Blue Economy & Fisheries	
Shadrack Mwadime State Department for Shipping & Maritime Affairs	

To aid the August House in its consideration and approval processes, we have the pleasure of enclosing herewith the **Report of the Public Service Commission, Certificate of Presidential Nomination No. 5 of 2022** and the Curriculum Vitae and Testimonials for each Nominee.

Accordingly, and by way of this letter, you are most kindly requested to expeditiously consider the nominees, so as to enable **His Excellency the President** fully constitute an Administration that will support him in the shared endeavour of delivering a better Kenya for all.

Yours


FELIX K. KOSKEI
CHIEF OF STAFF &
HEAD OF THE PUBLIC SERVICE

Encls.

Copy to: **Mr. Samuel J. Njoroge**
Clerk
The National Assembly
Parliament of Kenya
NAIROBI

Annexure II

Message from the Speaker, the National Assembly



REPUBLIC OF KENYA

THIRTEENTH PARLIAMENT - (FIRST SESSION)
THE NATIONAL ASSEMBLY
MESSAGES

MESSAGE FROM THE PRESIDENT

_____ (No. 002 of 2022) _____

**SUBJECT: MESSAGE FROM THE PRESIDENT ON NOMINATION
OF APPOINTMENTS TO THE OFFICES OF PRINCIPAL
SECRETARIES.**

Honourable Members,

Standing Order 42(1) relating to **Messages from the
President** provides that –

*"The Speaker shall read to the House any message
from the President delivered to the Speaker for
communication to the House".*

Further, Article 132(2)(d) of the Constitution states that –

*"The President shall nominate and, with the approval of
the National Assembly, appoint, Principal Secretaries";*

In this regard, **Hon. Members**, I wish to convey the
following Message from His Excellency the President,
regarding nomination of a various persons for
appointment as Principal Secretaries.

Honourable Members,

In the Message, His Excellency the President, conveys that, in exercise of powers conferred on him by Article 132(2)(d) of the Constitution, as read together with sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act, 2011, he has nominated the following persons for appointment to the aforementioned offices –

No.	Nominee	State Department / Ministry
1.	Julius Korir	State Department for Cabinet Affairs, Office of the Deputy President
2.	Teresia Mbaika Malokwe	State Department for Devolution, Office of the Deputy President
3.	Esther Ngero	State Department for Performance and Delivery Management, Office of the Prime Cabinet Secretary
4.	Aurelia Rono	State Department for Parliamentary Affairs, Office of the Prime Cabinet Secretary
5.	Raymond Omollo	State Department for Interior & National Administration, Ministry of Interior & National Administration
6.	Caroline Nyawira Murage	State Department for Correctional Services, Ministry of Interior & National Administration

No.	Nominee	State Department / Ministry
7.	Amb. (Prof.) Julius Bitok	State Department for Citizen Services, Ministry of Interior & National Administration
8.	Dr. Chris Kiptoo	The National Treasury, The National Treasury & Economic Planning
9.	James Muhati	State Department for Economic Planning, The National Treasury & Economic Planning
10.	Patrick Mariro	Defence
11.	Dr. Korir Sing'oei	State Department for Foreign Affairs, Ministry of Foreign Affairs & Diaspora Affairs
12.	Roseline Njogu	State Department for Diaspora Affairs, Ministry of Foreign Affairs & Diaspora Affairs
13.	Amos Gathecha	State Department for Public Service, Ministry of Public Service Gender & Affirmative Action
14.	Veronica Mueni Nduva	State Department for Gender & Affirmative Action, Ministry of Public Service Gender & Affirmative Action
15.	Joseph Mungai Mbugua	State Department for Roads, Ministry of Roads and Transport

No.	Nominee	State Department / Ministry
16.	Mohamed Dhagar	State Department for Transport, Ministry of Roads and Transport
17.	Nixon Korir	State Department for Lands & Physical Planning, Ministry of Lands, Public Works, Housing & Urban Development
18.	Charles Hinga	State Department for Housing & Urban Development, Ministry of Lands, Public Works, Housing & Urban Development
19.	Joel Arumonyang	State Department for Public Works, Ministry of Lands, Public Works, Housing & Urban Development
20.	Prof. Edward Kisiangani	State Department for Broadcasting & Telecommunications, Ministry of Information, Communication & Digital Economy
21.	Eng. John Kipchumba Tanui	ICT & The Digital Economy, Ministry of Information, Communication & Digital Economy
22.	Eng. Peter Tum	State Department for Medical Services, Ministry of Health
23.	Dr. Josephine Mburu	State Department for Health Standards and Professional Management Ministry of Health

No.	Nominee	State Department / Ministry
24.	Dr. Belio Kipsang	State Department for Basic Education, Ministry of Education
25.	Esther Thaara Muhoria	State Department for Technical and Vocational Education and Training, Ministry of Education
26.	Beatrice Inyangala	State Department for Higher Education & Research, , Ministry of Education
27.	Phillip Kello Harsama	State Department for Crop Development, Ministry of Agriculture & Livestock Development
28.	Harry Kimutai	State Department for Livestock Development, Ministry of Agriculture & Livestock Development
29.	Alfred K'Ombundo	State Department for Trade, Ministry of Investments, Trade & Industry
30.	Abubakar Hassan	State Department for Investment Promotion, Ministry of Investments, Trade & Industry
31.	Juma Mukhwana	State Department for Industry, Ministry of Investments, Trade & Industry

No.	Nominee	State Department / Ministry
32.	Patrick Kiburi Kilemi	State Department for Co-operatives, Ministry of Cooperatives and Micro, Small and Medium Enterprises
33.	Susan Mangeni	State Department for Micro, Small and Medium Enterprises Development, Ministry of Cooperatives and Micro, Small and Medium Enterprises
34.	Ismail Madey	State Department for Youth Affairs, Ministry of Youth Affairs, Sports & The Arts
35.	Jonathan Mueke	State Department for Sports & The Arts, Ministry of Youth Affairs, Sports & The Arts
36.	Festus Ngeno	State Department for Environment. Ministry of Environment and Forestry
37.	Ephantus Kimotho	State Department for Forestry, Ministry of Environment and Forestry
38.	John Ololtuaa	State Department for Tourism, Ministry of Tourism, Wildlife & Heritage
39.	Sylvia Naseya Muhoro	State Department for Wildlife, Ministry of Tourism, Wildlife & Heritage

No.	Nominee	State Department / Ministry
40.	Ummu Mohammed Bashir	State Department for Culture & Heritage, Ministry of Tourism, Wildlife & Heritage
41.	Dr. Paul Ronoh	State Department for Water & Sanitation, Ministry of Water, Sanitation & Irrigation
42.	Gitonga Mugambi	State Department for Irrigation, Ministry of Water, Sanitation & Irrigation
43.	Alex Wachira	State Department for Energy, Ministry of Energy & Petroleum
44.	Mohamed Liban	State Department for Petroleum, Ministry of Energy & Petroleum
45.	Geoffrey Kaituko	State Department for Labour & Skills Development, Ministry Labour & Social Protection
46.	Joseph Mugosi Mutavi	State Department for Social Protection & Senior Citizen Affairs, Ministry Labour & Social Protection
47.	Abdi Dubart	State Department for East African Community Affairs, Ministry of East African Community (EAC), The ASALS & Arid Development

No.	Nominee	State Department / Ministry
48.	Idris Dogota	State Department for The ASALs & Regional Development, Ministry of East African Community (EAC), The ASALS & Arid Development
49.	Elijah Mwangi	State Department for Mining, Ministry of Mining, Blue Economy & Maritime Affairs
50.	Betsy Muthoni Njagi	State Department for Blue Economy & Fisheries, Ministry of Mining, Blue Economy & Maritime Affairs
51.	Shadrack Mwadime	State Department for Shipping & Maritime Affairs, Ministry of Mining, Blue Economy & Maritime Affairs

Honourable Members,

His Excellency the President now seeks the approval of the National Assembly on the nominees for appointment for the said positions.

Honourable Members,

In accordance with the provision of Standing Order 45 (1) which requires that upon receipt of notification of nomination for appointments, such nominations shall stand committed to the relevant Departmental Committees for consideration. Therefore, the names of nominees are hereby referred to the respective Departmental

No.	Departmental Committee	Nominee
1.	Administration and Internal Affairs	1. Julius Korir 2. Aurelia Rono 3. Raymond Omollo 4. Amb. (Prof.) Julius Bitok 5. Esther Ngero
2.	Agriculture & Livestock	1. Phillip Kello Harsama 2. Harry Kimutai
3.	Blue Economy & Irrigation	1. Dr. Paul Ronoh 2. Gitonga Mugambi 3. Betsy Muthoni Njagi
4.	Communication, Information and Innovation	1. Prof. Edward Kisiangani 2. Eng. John Kipchumba Tanui
5.	Defence, Intelligence and Foreign Relations	1. Patrick Mariro 2. Dr. Korir Sing'oei 3. Roseline Njogu 4. Abdi Dubart
6.	Education	1. Dr. Belio Kipsang 2. Esther Thaara Muhoria 3. Beatrice Inyangala
7.	Energy	1. Alex Wachira 2. Mohamed Liban
8.	Environment, Forestry & Mining	1. Festus Ngeno 2. Ephantus Kimotho 3. Elijah Mwangi
9.	Finance and National Planning	1. Dr. Chris Kiptoo 2. James Muhati
10.	Health	1. Eng. Peter Tum 2. Dr. Josephine Mburu
11.	Housing, Urban Planning and Public Works	1. Charles Hinga 2. Joel Arumonyang

No.	Departmental Committee	Nominee
12.	Justice and Legal Affairs	1. Caroline Nyawira Murage
13.	Labour	1. Geoffrey Kaituko 2. Amos Gathecha
14.	Lands	1. Nixon Korir
15.	Regional Development	1. Idris Dogota 2. Teresia Mbaika Malokwe
16.	Social Protection	1. Joseph Mugosi Mutavi 2. Veronica Mueni Nduva 3. Ismail Madey
17.	Sports & Culture	1. Jonathan Mueke 2. Ummy Mohammed Bashir
18.	Tourism & Wildlife	1. John Ololtuaa 2. Sylvia Naseya Muhoro
19.	Trade, Industry and Cooperatives	1. Alfred K'Ombundo 2. Abubakar Hassan 3. Juma Mukhwana 4. Patrick Kiburi Kilemi 5. Susan Mangeni
20.	Transport and Infrastructure	1. Joseph Mungai Mbugua 2. Mohamed Dhagar 3. Shadrack Mwadime

Honourable Members,

Section 8 of the Public Appointments (Parliamentary Approval) Act requires the National Assembly consider such nominees **within twenty eight (28) days.**

Honourable Members,

In this regard, and to enable the House conclude this exercise, I direct the Clerk of the National Assembly to take the necessary action by notifying the nominees and the general public by placing an advert in the daily newspapers of national circulation and the Parliamentary Website of the time and place of holding the approval hearings tomorrow, **Friday, 4th November, 2022**, following which the vetting hearings should commence on **Monday, 14th November 2022** and end by **Friday, 18th November, 2022**.

Thereafter, the Departmental Committees should table their reports in the House not later than **Tuesday, 22nd November, 2022** in order for the House to consider the nominees **within the statutory timelines**.

I thank you!

THE RT. HON. MOSES WETANG'ULA, EGH, MP
SPEAKER OF THE NATIONAL ASSEMBLY

Thursday, 3rd November, 2022



REPUBLIC OF KENYA
THIRTEENTH PARLIAMENT – (FIRST SESSION)
THE NATIONAL ASSEMBLY

COMMUNICATION FROM THE CHAIR

_____ (No. 024 of 2022) _____

**RESUMPTION OF VETTING OF NOMINEES FOR APPOINTMENT AS
PRINCIPAL SECRETARIES**

Honourable Members,

1. You will recall that on 15th November 2022, the Employment and Labour Relations Court in ***Constitution Petition No. E186 of 2022, Dr. Magare Gikenyi versus The President of the Republic of Kenya and 55 Others and in Constitution Petition No. E192 of 2022, Law Society of Kenya versus The National Assembly and 4 Others***, granted **EX-PARTE CONSERVATORY ORDERS** temporarily staying the vetting process in respect of nominees for appointment to the position of Principal Secretaries pending hearing and determination of the Petitioners' application for conservatory orders.
2. Consequently, on 16th November 2022 vide *Notification No. 02 of 2022*, I directed that the vetting process be suspended pending the outcome of the judicial process. This was informed by the appreciation of the provisions of Article 3(1) of the Constitution which places an obligation on myself and indeed the House, to respect and uphold the Constitution and in particular by abiding and upholding the rule of law.

3. Further, I directed our litigation Counsel to move the concerned courts to set aside the ex-parte orders based on various legal grounds and more particularly on lack of jurisdiction on the part of Courts to interfere with active parliamentary processes.
4. Accordingly, the National Assembly challenged the court's power to hear and determine the case on the ground that the **Petitions were in contravention of the constitutional principle of separation of powers, as they were inviting the court to determine a matter under the exclusive jurisdiction of the National Assembly under Article 155(3)(b) of the Constitution and the Public Appointments (Parliamentary Approval) Act, 2011.**

Honourable Members

5. In its Ruling delivered today, Tuesday, 29th November 2022, the court agreed with the National Assembly's submission that the doctrine of separation of powers as provided for in the Constitution ought to be respected and upheld at all times. Further, the court observed that the National Assembly has exclusive original jurisdiction to first carry out the approval process before the court can intervene. The court therefore, paved the way for the resumption of the vetting process noting that the petitions were baseless, frivolous, vexatious and premature. The court also noted that the legislature must be allowed to carry out its constitutional mandate without undue interference by any person or other arm of government.

6. From the onset, I wish to note the very progressive view taken by the court in this matter. Whereas it is the constitutional right of every person to approach the courts of law, state organs must be allowed sufficient leeway to carry out their mandate without undue interference by any person. Indeed, to a keen observer, the petitioners were moved more by a lack of proper information and legal guidance, and a push to stall a process for reasons other than national interest.

Honourable Members,

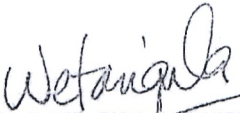
7. As observed by the court, comity among the organs of the State dictates that one organ shall not interfere in a matter under the active consideration of another organ. Indeed, our own Standing Order 89 on *Matters sub-judice* prohibit referral or consideration of any matter before a court of law. In the same vein, the courts are expected to exercise restraint and refrain from interfering with matters that are active before Parliament; a constitutional concept that the court has today once again upheld in its Ruling. As the National Assembly, we will endeavour to protect and uphold these constitutional principles in furtherance of the mandate bestowed on us.

Honourable Members,

8. Following this ruling by the court, I wish to guide the House, the concerned Committees and indeed the general public as follows –

(1) THAT, the suspension of the vetting of persons nominated to serve as Principal Secretaries is hereby lifted. The Committees are therefore expected to resume the vetting process immediately; and

(2) THAT, all Departmental Committees are to conclude the vetting proceedings and approval hearings as soon as possible to allow for the conclusion of process. In any case, noting that the House will be commencing the long recess on 2nd December 2022 in accordance with its calendar, it is expected that the Committees will hasten the process and report to the House by end of the morning sitting of Thursday, 1st December 2022, to pave way for consideration of the various approval motions by the House.


THE RT. HON. MOSES WETANG'ULA, EGH, MP
SPEAKER OF THE NATIONAL ASSEMBLY
Tuesday, 29th November 2022

Honourable Members,

7. Noting the close timelines and given the fact that the House is scheduled to commence the long recess on Thursday, December 1, 2022, in accordance with its *Calendar*, I forthwith referred the names of the seven persons so nominated to the Departmental Committee on Finance & National Planning. The Committee is expected to undertake the necessary approval hearing as contemplated under the Public Appointments (Parliamentary Approval) Act, 2011 and Standing Order 45 (*Committal of public appointments to Committees*). Indeed, I am aware that the Committee has already called for the submission of memoranda from the public as part of the approval process.

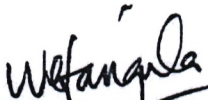
8. Additionally, by way of a *Notification*, I directed the Clerk of the National Assembly to transmit the said notification to all Members, which he did.

Honourable Members,

9. I now direct the Committee to expeditiously undertake the approval hearings and report back to the House. In any case, the Committee should conclude the approval hearings by 6th of December 2022 and table its report before the expiry of the constitutional deadline.

The House is accordingly guided.

I thank you.



THE RT. HON. MOSES M. WETANG'ULA, EGH, MP
SPEAKER OF THE NATIONAL ASSEMBLY

Tuesday, 29th November, 2022

Annexure III

Advert inviting submissions of Memoranda



REPUBLIC OF KENYA
THE NATIONAL ASSEMBLY
13TH PARLIAMENT - FIRST SESSION - 2022

In the matter of Approval of persons nominated for appointment to the office of Principal Secretary

NOTIFICATION TO THE GENERAL PUBLIC AND SUBMISSION OF MEMORANDA

Notification of nomination

Pursuant to the provisions of Article 155(3)(a) of the Constitution, H.E. the President and Commander in Chief of the Defence Forces of the Republic of Kenya is empowered to nominate and, with the approval of the National Assembly, appoint Principal Secretaries to State Departments. In exercise of the said powers, H.E. the President nominated fifty-one (51) persons for appointment as Principal Secretaries.

Commitment

Following receipt of the nominations from H.E. the President on 3rd November 2022, the Speaker of the National Assembly forwarded the names and curriculum vitae of the nominees to relevant Departmental Committees to conduct approval hearings and report back to the House pursuant to the provisions of Standing Order 45(1) of the National Assembly Standing Orders.

Notification of Approval Hearings

Pursuant to the provisions of Article 118(1)(b) of the Constitution and Section 6(4) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), the general public is hereby notified that the Departmental Committees shall conduct Approval Hearings (Vetting) of the nominees for appointment to the position of Principal Secretaries from Monday, 14th November, 2022 to Friday, 18th November, 2022 at venues within Parliament starting from 9.00 a.m. as per the schedule below:-

DATE	TIME	COMMITTEE ROOM / BUILDING	COMMITTEE CHAIRMAN	MEMBERS
Monday, 14.11.2022	9.00 - 11.00 am	Departmental Committee on Administration and Internal Affairs	Mr. Julius Korrir State Department for Cabinet Affairs	Mr. Philip Kello Harsame State Department for Crop Development
	11.30 - 1.30 pm	Mr. Raymond Omollo State Department for Interior & National Administration	Mr. Harry Kimutai State Department for Livestock Development	Dr. Chris Kiptoo The National Treasury
	2.30 - 4.30 pm	Amb. (Prof.) Julius Bilok State Department for Citizen Services	Departmental Committee on Health Eng. Peter Tum State Department for Medical Services	Mr. James Muhati State Department for Economic Planning
	5.00 - 6.30 pm	Ms. Aurelia Rono State Department for Parliamentary Affairs	Dr. Josephine Mburu State Department for Health Standards and Professional Management	
Tuesday, 15.11.2022	9.00 - 11.00 am	Departmental Committee on Administration and Internal Affairs	Ms. Esther Ngero State Department for Performance and Delivery Management	Mr. Patrick Marito State Department of Defence
	11.30 - 1.30 pm	Departmental Committee on Blue Economy and Irrigation	Ms. Betsy Muthoni Njagi State Department for Blue Economy & Fisheries	Mr. Patrick Sing'oei State Department for Foreign Affairs
	2.30 - 4.30 pm	Mr. Gionga Mugambi State Department for Irrigation	Ms. Roseline Njogu State Department for Diaspora	Mr. Abubakar Hassan State Department for Investment Promotion
	5.00 - 6.30 pm	Dr. Paul Ronoh State Department for Water and Sanitation	Mr. Abdul Dubart State Department for East African Community Affairs	Mr. Juma Mukhwana State Department for Industry
Wednesday, 16.11.2022	9.00 - 11.00 am	Departmental Committee on Blue Economy and Irrigation	Mr. Shadrack Mwandimo State Department for Shipping and Maritime Affairs	Mr. Alok Wachira State Department for Energy
	11.30 - 1.30 pm	Departmental Committee on Education	Dr. Bello Kipsang State Department for Basic Education	Mr. Mohamed Liban State Department for Petroleum
	2.30 - 4.30 pm	Ms. Esther Tharaa Muborah State Department for TVET	Departmental Committee Justice and Legal Affairs Ms. Caroline Nyawira State Department for Correctional Services	Mr. Ephantus Kimotho State Department for Forestry
	5.00 - 6.30 pm	Ms. Beatrice Inyangala State Department for Higher Education & Research		Mr. Elijah Mwangi State Department for Mining

DATE	TIME	COMMITTEE ROOM / BUILDING	COMMITTEE CHAIRMAN	MEMBERS
Thursday, 17.11.2022	9.00 - 11.00 am	Departmental Committee on Housing, Urban Planning and Public Works	Mr. Charles Hinga State Department for Housing and Urban Development	Mr. Geoffrey Kaituko State Department for Labour and Skills Development
	11.30 - 1.30 pm	Mr. Joel Arumonyang State Department for Public Works	Mr. Amos Gathacha State Department for Public Service	Mr. Joseph Hungai Mbugua State Department for Roads
	2.30 - 4.30 pm	Departmental Committee on Regional Development	Ms. Teresia Mbalka State Department for Devolution	Mr. Jonathan Mueke State Department for Sports and Arts
	5.00 - 6.30 pm	Mr. Idris Dagata State Department for the ASALs & Regional Development	Mr. Ummy Mohammed Bashir State Department for Culture and Heritage	Mr. Mohamed Dhagar State Department for Transport
Friday, 18.11.2022	9.00 - 11.00 am	Departmental Committee on Tourism and Wildlife	Mr. John Oluotua State Department for Tourism	Prof. Edward Kislalani State Department for Broadcasting & Telecommunication
	11.30 - 1.30 pm	Ms. Sylvia Naseya Muhoro State Department for Wildlife	Eng. John Kipchumba Tanui State Department for ICT & Digital Economy	Ms. Veralice Mueni Nduru State Department for Gender and Affirmative Action
	2.30 - 4.30 pm	Departmental Committee on Lands	Hon. Nixon Korir State Department for Lands & Physical Planning	Mr. Joseph Hugosif Mutavi State Department for Social Protection and Senior Citizens Affairs

The nominees are requested to bring originals of their identity cards, academic and professional certificates and other relevant testimonials. In addition, the candidates are required to obtain letters/certificates of compliance from the following institutions:-

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

Public Participation and Submission of Memoranda

The Departmental Committees are required under Article 118(1)(b) of the Constitution to involve the public in the Approval Hearings of the nominees. In addition, Section 6(9) of the Parliamentary Appointments (Parliamentary Approval) Act provides that "any person may prior to the approval hearing and by written statement on oath, provide the Clerk with evidence contesting the suitability of a candidate to hold the office to which the candidate has been nominated".

NOW THEREFORE, in compliance with the requirements of Article 118(1)(b) of the Constitution and Section 6(9) of the Public Appointments (Parliamentary Approval) Act, the Departmental Committees invite interested members of the Public to submit any representations they may have, by written statements (affidavits) with supporting evidence on the suitability or otherwise of the candidates for appointment to the offices they have been nominated.

The representations may be forwarded to the Clerk of the National Assembly, P.O. Box 41842-00100, Nairobi; or hand-delivered to the Office of the Clerk, Main Parliament Buildings, Nairobi; or emailed to clerk.nationalassembly@parliament.go.ke to be received on or before Friday, 11th November, 2022 by 5.00 pm.

SAMUEL J. NJORGE
CLERK OF THE NATIONAL ASSEMBLY

4th November 2022

Annexure IV

Notification to the Public



REPUBLIC OF KENYA
THE NATIONAL ASSEMBLY
13TH PARLIAMENT - FIRST SESSION - 2022

In the matter of Approval of persons nominated for appointment to the office of Principal Secretary

NOTIFICATION TO THE GENERAL PUBLIC AND SUBMISSION OF MEMORANDA

Notification of nomination

Pursuant to the provisions of Article 155(3)(a) of the Constitution, H.E. the President and Commander in Chief of the Defence Forces of the Republic of Kenya is empowered to nominate and with the approval of the National Assembly, appoint Principal Secretaries to State Departments. In exercise of the said powers, H.E. the President nominated fifty-one (51) persons for appointment as Principal Secretaries.

ommissional

Following receipt of the nominations from H.E. the President on 3rd November 2022, the Speaker of the National Assembly forwarded the names and curriculum vitae of the nominees to relevant Departmental Committees to conduct approval hearings and report back to the House pursuant to the provisions of Standing Order 45(1) of the National Assembly Standing Orders.

Notification of Approval Hearings

Pursuant to the provisions of Article 118(1)(b) of the Constitution and Section 6(4) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), the general public is hereby notified that the Departmental Committees shall conduct Approval Hearings (Vetting) of the nominees for appointment to the position of Principal Secretaries from Monday, 14th November, 2022 to Friday, 18th November, 2022 at venues within Parliament starting from 9.00 a.m. as per the schedule below:-

Day	Time	Departmental Committee on Administration and Internal Affairs	Departmental Committee on Agriculture	Departmental Committee on Finance and Planning
Monday, 14.11.2022	9.00 - 11.00 am	Mr. Julius Kori State Department for Cabinet Affairs	Mr. Philip Kello Harsame State Department for Crop Development	Dr. Chris Kiptoo The National Treasury
	11.30 - 1.30 pm	Mr. Raymond Omollo State Department for Interior & National Administration	Mr. Harry Kimutai State Department for Livestock Development	Mr. James Muhati State Department for Economic Planning
	2.30 - 4.30 pm	Amb. (Prof.) Julius Bitok State Department for Citizen Services	Departmental Committee on Health Eng. Peter Tum State Department for Medical Services	
	5.00 - 6.30 pm	Ms. Aurelia Rono State Department for Parliamentary Affairs	Dr. Josephina Mburu State Department for Health Standards and Professional Management	
Monday, 14.11.2022	9.00 - 11.00 am	Ms. Esther Ngoro State Department for Performance and Delivery Management	Mr. Patrick Hariro State Department of Defence	Mr. Alfred K'Omundo State Department for Trade
	11.30 - 1.30 pm	Ms. Betsy Muthoni Njagi State Department for Blue Economy & Fisheries	Dr. Korir Sing'oi State Department for Foreign Affairs	Mr. Abubakar Hassan State Department for Investment Promotion
	2.30 - 4.30 pm	Mr. Gitonga Mugambi State Department for Irrigation	Ms. Roseline Njogu State Department for Diaspora	Mr. Juma Mukhwana State Department for Industry
	5.00 - 6.30 pm	Dr. Paul Ronoh State Department for Water and Sanitation	Mr. Abdul Dubart State Department for East African Community Affairs	Mr. Patrick Kilburi Kilomi State Department for Cooperatives
Monday, 14.11.2022	9.00 - 11.00 am	Departmental Committee on Blue Economy and Irrigation	Departmental Committee on Energy	Departmental Committee on Trade, Industry and Cooperatives
	11.30 - 1.30 pm	Mr. Shadrack Mwandimo State Department for Shipping and Maritime Affairs	Mr. Alex Wachira State Department for Energy	Ms. Susan Mangoni State Department for MSMEs Development
	2.30 - 4.30 pm	Departmental Committee on Education Dr. Bello Kipsang State Department for Basic Education Ms. Esther Thara Muhorua State Department for TVET	Mr. Mohamed Liban State Department for Petroleum	Departmental Committee on Environment, Forestry and Mining Mr. Festus Ngeno State Department for Environment
	5.00 - 6.30 pm	Ms. Boatrice Inyangala State Department for Higher Education & Research	Departmental Committee Justice and Legal Affairs Ms. Caroline Nyawira Murage State Department for Correctional Services	Mr. Ephantus Kimotho State Department for Forestry Mr. Elijah Mwangi State Department for Mining

Day	Time	Departmental Committee on Housing, Urban Planning and Public Works	Departmental Committee on Labour	Departmental Committee on Transport and Infrastructure
Thursday, 17.11.2022	9.00 - 11.00 am	Mr. Charles Hinga State Department for Housing and Urban Development	Mr. Geoffrey Kaituko State Department for Labour and Skills Development	Mr. Joseph Hengal Mbugua State Department for Roads
	11.30 - 1.30 pm	Mr. Joel Arumonyang State Department for Public Works	Mr. Amos Gathecha State Department for Public Service	Mr. Mohamed Dhagar State Department for Transport
	2.30 - 4.30 pm	Ms. Tereza Mbalka Malokwe State Department for Devolution	Departmental Committee on Regional Development	Departmental Committee on Sports and Culture
	5.00 - 6.30 pm	Mr. Idris Degota State Department for the ASALs & Regional Development	Mr. Jonathan Mueke State Department for Sports and Arts	
Friday, 18.11.2022	9.00 - 11.00 am	Departmental Committee on Tourism and Wildlife	Mr. Ummy Mohammed Basfir State Department for Culture and Heritage	Departmental Committee on Social Protection
	11.30 - 1.30 pm	Mr. John Olotua State Department for Tourism	Prof. Edward Kiplangal State Department for Broadcasting & Telecommunication	Ms. Veronica Mueni Nduva State Department for Gender and Affirmative Action
	2.30 - 4.30 pm	Ms. Sylvia Naseya Muhoro State Department for Wildlife	Eng. John Kijichumba Tanul State Department ICT & Digital Economy	Mr. Joseph Hugi Mutavi State Department for Social Protection and Senior Citizens Affairs
		Departmental Committee on Lands Hon. Nixon Kori State Department for Lands & Physical Planning		Mr. Ismail Hadey State Department for Youth Affairs

The nominees are requested to bring originals of their identity cards, academic and professional certificates and other relevant testimonials. In addition, the candidates are required to obtain letters/certificates of compliance from the following institutions:-

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

Public Participation and Submission of Memoranda

The Departmental Committees are required under Article 118(1)(b) of the Constitution to involve the public in the Approval Hearings of the nominees. In addition, Section 6(3) of the Parliamentary Appointments (Parliamentary Approval) Act provides that "any person may prior to the approval hearing and by written statement on oath, provide the Clerk with evidence contesting the suitability of a candidate to hold the office to which the candidate has been nominated".

NOW THEREFORE, in compliance with the requirements of Article 118(1)(b) of the Constitution and Section 6(3) of the Public Appointments (Parliamentary Approval) Act, the Departmental Committees invite interested members of the Public to submit any representations they may have, by written statements (affidavits) with supporting evidence on the suitability or otherwise of the candidates for appointment to the offices they have been nominated.

The representations may be forwarded to the Clerk of the National Assembly, P.O. Box 41842-00100, Nairobi; or hand-delivered to the Office of the Clerk, Main Parliament Buildings, Nairobi; or emailed to clerk@nationalassembly.parliament.go.ke to be received on or before Friday, 11th November, 2022 by 5.00 pm.

SAMUEL J. NJOROGE
 CLERK OF THE NATIONAL ASSEMBLY

4th November 2022

Annexure V

Notification to the Nominee



Telegraphic Address
'Bunge', Nairobi
Tel. +254-020-2848000
Fax: +254-020-2243694
E-mail: clerk.nationalassembly@parliament.go.ke

REPUBLIC OF KENYA
THE NATIONAL ASSEMBLY

Clerk's Chambers
National Assembly
Parliament Buildings
P.O. Box 41842-00100
NAIROBI, Kenya

REF: NA/DDC/EDU/VETT/2022/002

7th November, 2022

Dr. Richard Belio Kipsang, CBS
P. O. Box 13049-00100
NAIROBI

Dear *Dr.*

**RE: INVITATION FOR VETTING BY THE DEPARTMENTAL COMMITTEE ON
EDUCATION**

Following your nomination by H.E. the President for approval by the National Assembly for appointment as Principal Secretary, State Department for Basic Education, the National Assembly's Departmental Committee on Education hereby invites you for vetting pursuant to section 6(3) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) on **Wednesday, 16th November, 2022 at 11.30 am.** The vetting will take place in **Committee Room 7, Main Parliament Buildings.**

Kindly fill the attached questionnaire as required by the Public Appointments (Parliamentary Approval) Act, 2011 and return it on or before **Friday, 11th November, 2022.** You are required to appear before the Committee with your original national identity card, academic and professional certificates and any other relevant documents and testimonials. In addition, you should appear with letters or certificates of clearance from the following institutions: -

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

The Officers responsible for facilitating this matter are **Mr. George Gazemba**, who may be contacted on Tel. 0728024252 or email george.gazemba@parliament.go.ke and **Ms. Grace Wahu**, Tel. 0711591359 or email grace.wahu@parliament.go.ke

Yours

SAMUEL NJOROGE
CLERK OF THE NATIONAL ASSEMBLY

Telegraphic Address
'Bunge', Nairobi
Tel. +254-020-2848000
Fax: +254-020-2243694
E-mail: clerk.nationalassembly@parliament.go.ke



REPUBLIC OF KENYA
THE NATIONAL ASSEMBLY

Clerk's Chambers
National Assembly
Parliament Buildings
P.O. Box 41842-00100
NAIROBI, Kenya

REF: NA/DDC/EDU/VETT/2022/001

7th November, 2022

Dr. Esther Thaara Muoria
P. O. Box 4649-01002
THIKA

Dear *Madam,*

**RE: INVITATION FOR VETTING BY THE DEPARTMENTAL COMMITTEE ON
EDUCATION**

Following your nomination by H.E. the President for approval by the National Assembly for appointment as Principal Secretary, State Department for Technical and Vocational Education and Training (TVET), the National Assembly's Departmental Committee on Education hereby invites you for vetting pursuant to section 6(3) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) on **Wednesday, 16th November, 2022 at 2.30 pm**. The vetting will take place in **Committee Room 7, Main Parliament Buildings**.

Kindly fill the attached questionnaire as required by the Public Appointments (Parliamentary Approval) Act, 2011 and return it on or before **Friday, 11th November, 2022**. You are required to appear before the Committee with your original national identity card, academic and professional certificates and any other relevant documents and testimonials. In addition, you should appear with letters or certificates of clearance from the following institutions: -

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

The responsible for facilitating this matter are **Mr. George Gazemba**, who may be contacted on Tel. 0728024252 or email george.gazemba@parliament.go.ke and **Ms. Grace Wahu** Tel. 0711591359 or email grace.wahu@parliament.go.ke

Yours

SAMUEL NJOROGE
CLERK OF THE NATIONAL ASSEMBLY



Telegraphic Address
'Bunge', Nairobi
Tel. +254-020-2848000
Fax: +254-020-2243694
E-mail: clerk.nationalassembly@parliament.go.ke

REPUBLIC OF KENYA
THE NATIONAL ASSEMBLY

Clerk's Chambers
National Assembly
Parliament Buildings
P.O. Box 41842-00100
NAIROBI, Kenya

REF: NA/DDC/EDU/VETT/2022/003

7th November, 2022

Dr. Beatrice Muganda Inyangala
P. O. Box 58074-00200
NAIROBI

Dear *Madam*

**RE: INVITATION FOR VETTING BY THE DEPARTMENTAL COMMITTEE ON
EDUCATION**

Following your nomination by H.E. the President for approval by the National Assembly for appointment as Principal Secretary, State Department for Higher Education and Research, the National Assembly's Departmental Committee on Education hereby invites you for vetting pursuant to section 6(3) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) on **Wednesday, 16th November, 2022 at 5.00 pm**. The vetting will take place in **Committee Room 7, Main Parliament Buildings**.

Kindly fill the attached questionnaire as required by the Public Appointments (Parliamentary Approval) Act, 2011 and return it on or before **Friday, 11th November, 2022**. You are required to appear before the Committee with your original national identity card, academic and professional certificates and any other relevant documents and testimonials. In addition, you should appear with letters or certificates of clearance from the following institutions: -

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

Our Liaison Officers on this subject are **Mr. George Gazemba**, who may be contacted on Tel. 0728024252 or email george.gazemba@parliament.go.ke and **Ms. Grace Wahu**, Tel. 0711591359 or email grace.wahu@parliament.go.ke

Yours

SAMUEL NJOROGE
CLERK OF THE NATIONAL ASSEMBLY

Annexure VI

Letters from the Clerk of the National Assembly to the relevant agencies



Telegraphic Address
'Bunge', Nairobi
Tel. +254-020-2848000
Fax: +254-020-2243694
E-mail: clerk.nationalassembly@parliament.go.ke

REPUBLIC OF KENYA
THE NATIONAL ASSEMBLY

Clerk's Chambers
National Assembly
Parliament Buildings
P.O. Box 41842-00100
NAIROBI, Kenya

REF: NA/DDC/GEN/VETT/2022/ (037)

7th November 2022

Mr. Githii Mburu
Commissioner General, Kenya Revenue Authority
Times Towers, 30th Floor
Haile Selassie Avenue
NAIROBI

Dear Sir,

**RE: REQUEST FOR INFORMATION RELATING TO THE TAX COMPLIANCE OF
NOMINEES FOR APPOINTMENT AS PRINCIPAL SECRETARIES**

The National Assembly is in receipt of a notification of nomination of fifty-one (51) persons for appointment as Principal Secretaries by H.E. the President. As you are aware, the National Assembly is required to vet the nominees for appointment in accordance with provisions of Article 132(2)(e) of the Constitution and the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011).

In view of the foregoing and in accordance with Standing Order 216(5)(f) as read with the Second Schedule to the National Assembly Standing Orders, the relevant Departmental Committee is mandated to consider, for approval by the House, appointment under Article 132(2)(e) of the Constitution. The matter has since been committed for consideration to the relevant Departmental Committee by the Hon. Speaker.

Pursuant to Section 7(b) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), Committees are mandated to consider whether the nominees meet all Constitutional and Statutory requirements relating to the office in question.

In this regard, the Committee requests you to provide a report on tax compliance by the nominees. This information will assist the Committee to effectively undertake its mandate.

The officer responsible for facilitating this matter is Mr. Peter K. Chemweno, Director, Departmental Committees on Tel. No. 0722-962805 or email address peter.chemweno@parliament.go.ke.

Attached is the list of the nominees and the relevant details for your action. We would appreciate if the information requested is received by Friday, 11th November 2022.

Yours

SAMUEL NJOROGE,
CLERK OF THE NATIONAL ASSEMBLY

Telegraphic Address
'Bunge', Nairobi
Tel. +254-020-2848000
Fax: +254-020-2243694
E-mail: clerk.nationalassembly@parliament.go.ke



REPUBLIC OF KENYA
THE NATIONAL ASSEMBLY

Clerk's Chambers
National Assembly
Parliament Buildings
P.O. Box 41842-00100
NAIROBI, Kenya

REF: NA/DDC/GEN/VETT/2022/ (041)

7th November, 2022

Mr. Charles M. Rigenga
Chief Executive Officer
Higher Education Loans Board
Anniversary Towers, 18th Floor
NAIROBI

Dear Mr. Rigenga

**RE: REQUEST FOR INFORMATION ON NOMINEES FOR APPOINTMENT AS
PRINCIPAL SECRETARIES**

The National Assembly is in receipt of a notification of nomination of fifty-one (51) persons for appointment as Principal Secretaries by H.E. the President. As you are aware, the National Assembly is required to vet the nominees for appointment in accordance with provisions of **Article 132(2)(e) of the Constitution** and the **Public Appointments (Parliamentary Approval) Act (No. 33 of 2011)**.

In view of the foregoing and in accordance with **Standing Order 216(5)(f)** as read with the Second Schedule to the National Assembly Standing Orders, the relevant Departmental Committee is mandated to consider, for approval by the House, appointment under **Article 132(2)(e) of the Constitution**. The matter has since been committed for consideration to the relevant Departmental Committee by the Hon. Speaker.

Pursuant to **Section 7(b) of the Public Appointments (Parliamentary Approval) Act. (No. 33 Of 2011)**, Committees are mandated to consider whether the nominees meet all Constitutional and Statutory requirements relating to the office in question.

In this regard, the Committee requests you to provide a report on repayment on any loans that may have been advanced by the Board to the nominees. This information will assist the Committee to effectively undertake its mandate.

The officer responsible for facilitating this matter are Mr. Peter K. Chemweno, Director, Departmental Committees on Tel. No. 0722-962805 or email address peter.chemweno@parliament.go.ke.

Attached is the list of the nominees and the relevant details for your action. We will appreciate if the information requested is received by Friday, 11th November, 2022.

Yours

MR. JEREMIAH NDOMBI, MBS
FOR: CLERK OF THE NATIONAL ASSEMBLY

Encl.

Telegraphic Address
'Bunge', Nairobi
Tel. +254-020-2848000
Fax: +254-020-2243694
E-mail: clerk.nationalassembly@parliament.go.ke



REPUBLIC OF KENYA
THE NATIONAL ASSEMBLY

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Parliament Buildings
P.O. Box 41842-00100
NAIROBI, Kenya

REF: NA/DDC/GEN/VETT/2022/ (041)

7th November, 2022

Mrs. Anne Nderitu
Registrar of Political Parties
Lions Place, 1st Floor, Waiyaki Way, Westlands
NAIROBI

Dear *Mrs Nderitu*

**RE: REQUEST FOR INFORMATION ON NOMINEES FOR APPOINTMENT AS
PRINCIPAL SECRETARIES**

The National Assembly is in receipt of a notification of nomination of fifty-one (51) persons for appointment as Principal Secretaries by H.E. the President. As you are aware, the National Assembly is required to vet the nominees for appointment in accordance with provisions of **Article 132(2)(e) of the Constitution** and the **Public Appointments (Parliamentary Approval) Act (No. 33 of 2011)**.

In view of the foregoing and in accordance with **Standing Order 216(5)(f)** as read with the Second Schedule to the National Assembly Standing Orders, the relevant Departmental Committee is mandated to consider, for approval by the House, appointment under **Article 132(2)(e) of the Constitution**. The matter has since been committed for consideration to the relevant Departmental Committee by the Hon. Speaker.

Pursuant to **Section 7(b) of the Public Appointments (Parliamentary Approval) Act. (No. 33 of 2011)**, Committees are mandated to consider whether the nominees meet all Constitutional and Statutory requirements relating to the office in question.

Taking into consideration of Article 77(2) of the Constitution which prohibits an appointed State Officer from holding office in a political party, the Committee requests you to provide information on whether any of the nominees holds office in any political party in Kenya. This information will assist the Committee to effectively undertake its mandate.

The officer responsible for facilitating this matter are **Mr. Peter K. Chemweno**, Director, Departmental Committees on Tel. No. 0722-962805 or email address peter.chemweno@parliament.go.ke.

Attached is the list of the nominees and the relevant details for your action. We will appreciate if the information requested is received by **Friday, 11th November, 2022**.

Yours

MR. JEREMIAH NDOMBI, MBS
FOR: CLERK OF THE NATIONAL ASSEMBLY

Encl.

Telegraphic Address
'Bunge', Nairobi
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Clerk's Chambers
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P.O. Box 41842-00100
NAIROBI, Kenya

REF: NA/DDC/GEN/VETT/2022/ (037)

7th November 2022

Mr. Twalib Abdallah Mbarak, CBS
Secretary/Chief Executive Officer
Ethics & Anti-Corruption Commission
Integrity Centre, Milimani/Valley Road Junction,
NAIROBI

Dear Sir,

RE: VETTING OF PERSONS NOMINATED AS PRINCIPAL SECRETARIES

The National Assembly is in receipt of a notification of nomination of fifty-one (51) persons for appointment as Principal Secretaries by H.E. the President. As you are aware, the National Assembly is required to vet the nominees for appointment in accordance with provisions of **Article 132(2)(e) of the Constitution** and the **Public Appointments (Parliamentary Approval) Act (No. 33 of 2011)**.

In view of the foregoing and in accordance with **Standing Order 216(5)(f)** as read with the Second Schedule to the National Assembly Standing Orders, the relevant Departmental Committee is mandated to consider, for approval by the House, appointment under Article 132(2)(e) of the Constitution. The matter has since been committed for consideration to the relevant Departmental Committee by the Hon. Speaker.

Pursuant to **Section 7(b) of the Public Appointments (Parliamentary Approval) Act (no. 33 of 2011)**, Committees are mandated to consider whether the nominees meet all Constitutional and Statutory requirements relating to the office in question.

As the Constitutional body mandated to oversee the implementation of the provisions of Chapter six of the Constitution, the Committee requests you to provide any information touching on the integrity of the nominees that may be in the possession of the Commission. This information will assist the Committee to effectively undertake its mandate.

The officer responsible for facilitating this matter is **Mr. Peter K. Chemweno, Director, Departmental Committees** on Tel. No. 0722-962805 or email address peter.chemweno@parliament.go.ke.

Attached is the list of the nominees and the relevant details for your action. We would appreciate if the information requested is received by **Friday, 11th November 2022**.

Yours,


SAMUEL NJOROGE,
CLERK OF THE NATIONAL ASSEMBLY

Telegraphic Address
'Bunge', Nairobi
Tel. +254-020-2848000
Fax: +254-020-2243694
E-mail: clerk.nationalassembly@parliament.go.ke



Clerk's Chambers
National Assembly
Parliament Buildings
P.O. Box 41842-00100
NAIROBI, Kenya

REF: NA/DDC/DCH/VETT/2022/038

7th November, 2022

Mr. Amin. Mohamed
Director of Criminal Investigation Department
Mazigira Complex
Kiambu Road Opp. Forestry Department
Headquarters, Karura
NAIROBI

Dear Sir,

**RE: REQUEST FOR INFORMATION ON NOMINEES FOR APPOINTMENT AS
PRINCIPAL SECRETARIES**

The National Assembly is in receipt of a notification of nomination of fifty-one (51) persons for appointment as Principal Secretaries by H.E. the President. As you are aware, the National Assembly is required to vet the nominees for appointment in accordance with provisions of **Article 132(2)(e) of the Constitution** and the **Public Appointments (Parliamentary Approval) Act (No. 33 of 2011)**.

In view of the foregoing and in accordance with **Standing Order 216(5)(f)** as read with the Second Schedule to the National Assembly Standing Orders, the relevant Departmental Committee is mandated to consider, for approval by the House, appointment under **Article 132(2)(e) of the Constitution**. The matter has since been committed for consideration to the relevant Departmental Committee by the Hon. Speaker.

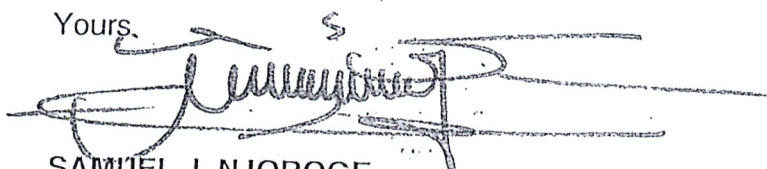
Pursuant to **Section 7(b) of the Public Appointments (Parliamentary Approval) Act. (No. 33 of 2011)**, Committees are mandated to consider whether the nominees meet all Constitutional and Statutory requirements relating to the office in question.

In this regard, the Committee requests you to provide information on whether any of the nominees has been adversely mentioned in any investigations carried out by the Directorate of Criminal Investigations while discharging its mandate. This information will assist the Committee to effectively undertake its mandate.

The officer responsible for facilitating this matter are Mr. Peter K. Chemweno, Director, Departmental Committees on Tel. No. 0722-962805 or email address peter.chemweno@parliament.go.ke.

Attached is the list of the nominees and the relevant details for your action. We will appreciate if the information requested is received by Friday, 11th November, 2022.

Yours,



SAMUEL J. NJOROGE
CLERK OF THE NATIONAL ASSEMBLY

Encl.

Annexure VII

Clearance Letters from agencies



HIGHER EDUCATION LOANS BOARD

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

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

HELB/RR/112009/190

Mr. Samuel Njoroge
Clerk of the National Assembly
Parliament Buildings
P.O Box 41842-00100
NAIROBI

Dear

VETTING FOR NOMINEES APPOINTED TO THE POSITION OF PRINCIPAL SECRETARIES

We acknowledge with thanks receipt of your letter referenced **NA/DDC/GEN/VETT/2022/(040)** dated **07th November 2022**, requesting the Higher Education Loans Board to provide a report on repayment of HELB loans that may have been advanced to the following candidates for the purpose of vetting.

Please find a list confirming their loan status with HELB.

S/No.	Name	ID No.	Status	Year of clearance
1.	Mr. Julius Kiplangat Korir	9042630	Cleared, Cert Ref No. 51538	5 th June 2013
2.	Mr. Philip Kello Harsama	9558417	Cleared Cert Ref 47441	25 th April 2013
3.	Dr. Chris Kiprotich Kiptoo	9958087	Cleared, Cert Ref No. 45069	21 st February 2013
4.	Mr. Raymond Vicky Ojwang Omollo	21763869	Cleared Cert Ref 85499	3 rd September 2015
5.	Mr. Harry Kimutai Kachuwai	9021254	Not a beneficiary	N/A
6.	Mr. James Muhati Buyekane	9217763	Cleared, Cert Ref No. 50283	6 th June 2013
7.	Amb. (Prof) Julius Kibet Bitok	13208910	Cleared, Cert Ref No. 22084	16 th October 2010
8.	Eng. Tum Peter Kiplagat	3276913	Not a beneficiary	N/A
9.	Ms. Aurelia Chepkirui Rono	22873968	Cleared, Cert Ref No. 89760	03 rd February 2016
10.	Dr. Josephine Njeri Mburu	8473145	Not a loanee	N/A
11.	Ms. Esther Ngero Mumbi	20472495	Cleared, Cert Ref No. 58646	24 th July 2013
12.	Mr. Patrick Kariuki Mariru	20266193	Cleared Cert Ref	27 th May 2014



ISO 9001:2015 Certified.

Page | 1



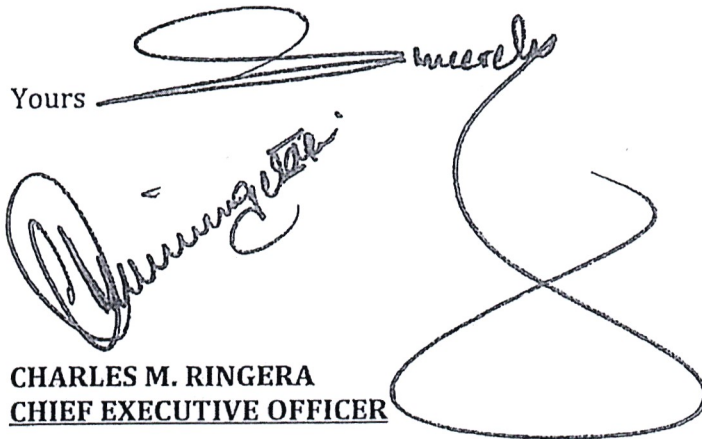
			70017	
13.	Mr. Alfred K'Ombudo	21240418	Not a beneficiary	N/A
14.	Ms. Betsy Muthoni Njagi	23297895	Not a beneficiary	N/A
15.	Dr. Abraham Sing'oei Korir	11588172	Cleared, Cert Ref No. HELB-02074	28 th February 2017
16.	Mr. Abubakar Hassan Abubakar	22126698	Cleared, Cert Ref No. HELB -12404	14 th Dec 2017
17.	Mr. Gitonga Mugambi Muketha	7011278	Cleared, Cert Ref No. 50020	6 th May 2013
18.	Ms. Roseline Kathure Njogu	23469162	Cleared Cert Ref 40823	8 th June 2012
19.	Mr. Eusebius Juma Mukhwana	9238726	Cleared, Cert Ref No.36892	30 th May 2012
20.	Dr. Paul K. Ronoh	11528617	Cleared Cert Ref 64647	17 th December 2013
21.	Mr. Dubat Abdi Fidow (PWD)	13116487	Cleared, Cert Ref No.56317	05 th July 2013
22.	Mr. Patrick Kiburi Kilemi	13401491	Cleared Cert Ref 79305	26 th February 2016
23.	Mr. Shadrack Mwangolo Mwadime	9786289	Cleared, Cert Ref No. HELB-54094	03 rd December 2020
24.	Mr. Alex Kamau Wachira	22509967	Not a beneficiary	N/A
25.	Ms. Susan 'Auma Mangeni	21527118	Not a beneficiary	N/A
26.	Dr. Richard Belio Kipsang	9101178	Cleared Cert Ref 4149	11 th April 2006
27.	Mr. Mohamed Liban	0076253	Not a beneficiary	N/A
28.	Ms. Esther Thaara Muoria	4685 847	Cleared, Cert Ref No. 47368	23 rd April 2013
29.	Ms. Beatrice Muganda Inyangala	10071879	Cleared, Cert Ref No. 13175	26 th January 2009
30.	Mr. Festus Kipkoech Ngeno	22188153	Cleared, Cert Ref No. 92796	10 th May 2016
31.	Ms. Caroline Nyawira Murage	22194971	Not a beneficiary	N/A
32.	Mr. Ephantus Kimotho Kimani	14607565	Not a beneficiary	N/A
33.	Mr. Elijah Gitumbu Mwangi	22012124	Not a beneficiary	N/A
34.	Mr. Charles Mwangi Hinga	13535122	Cleared, Cert Ref No. 00778	21 st August 2017
35.	Mr. Joel P.L. Arumonyang'	13005628	Cleared cert ref 47189	18 th April 2013
36.	Mr. Geoffrey Eyanae Kaituko	12834968	Cleared, Cert Ref No. 35097	21 st Mar 2012
37.	Mr. Amos Njoroge Gathecha	8432970	Cleared, Cert Ref No. 74508	06 th Sept 2022
38.	Mr. Joseph Mungai Mbugua	2887770	Cleared Cert Ref 10267	29 th October 2007
39.	Mr. Mohamed Daghar Abdulkarim	24794600	Cleared, Cert Ref No. 65816	29 th January 2014

40.	Ms. Teresia Mbaika Malokwe	34570379	Not a beneficiary	N/A
41.	Mr. Idris Salim Dokota	24707943	Cleared, Cert Ref No. 75778	14 th October 2022
42.	Mr. Jonathan Mwangangi Mueke	14421440	Not a beneficiary	N/A
43.	Ms. Umami Mohamed Bashir	23750759	Not a beneficiary	N/A
44.	Mr. John Lekakeny Ololtuaa	8031051	Cleared Cert Ref 45055	20 th February 2013
45.	Ms. Sylvia Museiya	25591628	Cleared, Cert Ref No. HELB-70797	06 th May 2022
46.	Prof. Edward Namisiko Waswa Kisiangani	2093112	Cleared, Cert Ref No. 29970	7 th September 2011
47.	Eng. John Kipchumba Tanui	11617592	Cleared Cert Ref 45170	20 th February 2013
48.	Ms. Veronica Mueni Nduva	13826361	Cleared, Cert Ref No. HELB-08030	25 th August 2017
49.	Mr. Joseph Mogosi Motari	1538898	Cleared cert ref 43900	11 th January, 2013
50.	Hon. Nixon Kiprotich Korir	23464175	Cleared, Cert Ref No. 74742	12 th September 2022
51.	Mr. Ismael Maalim Madey	24695490	Not a beneficiary	N/A

We kindly urge you to continue encouraging applicants to seek their compliance certificate from the Board as part of testimonials and conformity to Chapter Six of the Constitution of Kenya.

We to thank you most sincerely for allowing us to provide you this information. This kind of collaboration goes a long way in assisting HELB finance needy Kenyans pursuing higher education now and in the future.

Yours



CHARLES M. RINGERA
CHIEF EXECUTIVE OFFICER



REPUBLIC OF KENYA

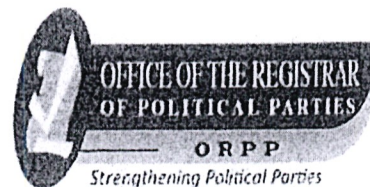
Telephone: +254(0)204022000

Mobile: 0772281357

Email: info@orpp.or.ke

Website: www.orpp.or.ke

When replying please quote



Lion Place, 1st & 4th Floor

Off Waiyaki Way

P.O Box 1131-00606

Sarit Centre, Nairobi.

Ref: RPP/ORG/34 VOL. VI (41)

Date: 10th November, 2022

The Clerk of the National Assembly
Clerk's Chambers
Parliament Buildings
P.O. Box 41842-00100
NAIROBI

committee clerk

To facilitate consideration

11/11/22

Attn: Mr. Jeremiah Ndombi, MBS

Dear Sir,

RE: REQUEST FOR INFORMATION ON NOMINEES FOR APPOINTMENT AS PRINCIPAL SECRETARIES

Reference is made to your letter Ref. NA/DDC/GEN/VETT/2022/(041) dated 7th November, 2022 on the above subject matter.

Pursuant to Article 77 (2) and according to the records held by this Office as at 10th November 2022, the list of the nominees tabulated herein are **NOT** members officials of any registered political party.

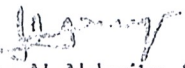
S/NO.	NOMINEE	ID. NUMBER	KRA PIN NO
1.	Mr. Julius Korir State Department for Cabinet Affairs	9042630	
2.	Ms. Teresia Mbaika Malokwe State Department for Devolution	24570379	A005495754G
3.	Ms. Esther Ngero State Department for Performance and Delivery Management	20472495	A004795310S
4.	Ms. Aurelia Rono State Department Parliamentary Affairs	22873968	A003171158E
5.	Mr. Raymond Omollo State Department for Interior & National Administration	21763869	A003166625M
6.	Ms. Caroline Nyawira Murage State Department for Correctional Services	22194971	A003624654Y

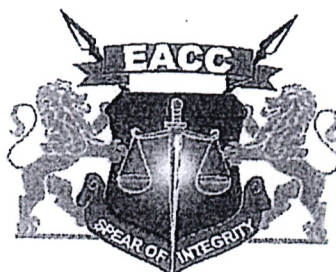
S/NO.	NOMINEE	ID. NUMBER	KRA PIN NO
7.	Amb. (Prof.) Julius Bitok State Department for Citizen Services	13208910	A003399340Y
8.	Dr. Chris Kiptoo, The National Treasury	9958087	A001791736T
9.	Mr. James Muhati State Department for Economic Planning	9217763	A001555612M
10.	Hon. Patrick Mariru Ministry of Defence	20266193	A003550983Z
11.	Dr. Korir Sing'oei State Department for Foreign Affairs	11588172	A002761019G
12.	Ms. Roseline Njogu State Department for Diaspora Affairs	23469162	A003407591I
13.	Mr. Amos Gathecha State Department for Public Service	8432970	A001357025M
14.	Ms. Veronica Mueni Nduva State Department for Gender & Affirmative Action	13826361	A002959482U
15.	Mr. Joseph Mungai Mbugua State Department for Roads	2887770	A001119679B
16.	Mr. Mohamed Dhagar State Department for Transport	24794600	A006695994X
17.	Hon. Nixon Korir State Department for Lands and Physical Planning	23464175	A005482784D
18.	Mr. Charles Mwangi Hinga State Department for Housing & Urban Development	13535122	A0011325336K
19.	Mr. Joel P. Loremoi Arumonyang State Department for Public Works	130056928	A003311188L
20.	Prof. Edward Kisiangani State Department for Broadcasting & Telecommunications	2093112	A002105300R
21.	Eng. John Kipchumba Tanui State Department for ICT & The Digital Economy	11617592	A002647484L
22.	Eng. Peter Tum State Department for Medical Services	3276913	A001268954D
23.	Dr. Josephine Mburu State Department for Health Standards and Professional Management	8473145	A001451261F
24.	Dr. Belio Kipsang State Department for Basic Education	9101178	
25.	Ms. Esther Thaara Muhoria State Department for TVET	4685847	A001518964I
26.	Dr. Beatrice Inyangala State Department for Higher Education & Research	10071879	A003378348C
27.	Mr. Philip Kello Harsama State Department for Crop Development	9558417	A003005087P

S/NO.	NOMINEE	ID. NUMBER	KRA PIN NO
28.	Mr. Harry Kimutai State Department for Livestock Development	99021254	A002495173A
29.	Mr. Alfred K'Ombundo State Department for Trade	212404018	A002619340X
30.	Dr. Eusebius. Juma Mukhwana State Department for Industry	9238726	A002395823T
31.	Patrick Kiburi Kilemi State Department for Co-operatives	25122014	A002685496Z
32.	Ms. Susan Mangeni State Department for MSMEs	21527118	A005594971J
33.	Mr. Ismail M. Madev State Department for Youth Affairs	24695490	A005158013E
34.	Mr. Jonathan Mueke State Department for Sports & The Arts	14421440	A003815116P
35.	Mr. Festus Ngeno State Department for Environment	22188153	A003565584J
36.	Mr. Ephantus Kimotho Kimani State Department for Forestry	14607565	A0026707031
37.	Mr. John Lekakeny Oloituaa State Department for Tourism	8031051	A002104629D
38.	Ms. Silvia Museiya Kihoro State Department for Wildlife	25591628	A005683882K
39.	Mr. Umami Mohammed Bashir State Department for Culture & Heritage	23750759	Aoo5431723E
40.	Dr. Paul Ronoh State Department for Water and Sanitation	11528617	A002747548I
41.	Mr. Gitonga Mugambi State Department for Irrigation	7011278	A001608282A
42.	Mr. Alex Wachira State Department for Energy	22509967	A003603332J
43.	Mr. Mohammed Liban State Department for Petroleum	0076253	A001621085Z
44.	Mr. Geoffrey Kaituko State Department for Labour & Skills Development	12834968	A003467933A
45.	Mr. Joseph Mogosi Motari State Department for Social Protection & Senior Citizen Affairs	1538898	A001770122G
46.	Mr. Abdi Dubat State Department for East African Community Affairs	13116487	A002643105H
47.	Mr. Idris S. Dokota State Department for the ASALS & Regional Development	24707943	A004358581G
48.	Mr. Elijah Mwangi State Department for Mining	22012124	A003124453G
49.	Ms. Betsy Muthoni Njagi State Department for Blue Economy & Fisheries	23297895	A003415625Z

S/NO.	NOMINEE	ID. NUMBER	KRA PIN NO
50.	Mr. Shadrack Mwadime State Department for Shipping & Maritime Affairs	9786289	A001999696F
51.	Abubakar Hassan Abubakar State Department for Investment Promotions	22126698	A003576548G

Yours faithfully,


Ann N. Nderitu, CBS
Registrar of Political Parties/CEO



ETHICS AND ANTI-CORRUPTION COMMISSION

INTEGRITY CENTRE (Jakaya Kikwete/Valley Road Junction) P.O. Box 61130 – 00200, NAIROBI, Kenya
TEL.: 254 (020) 4997000, MOBILE: 0709 781000; 0730 997000
FAX: 254 (020) 2240954 EMAIL: eacc@integrity.go.ke WEBSITE: www.eacc.go.ke

When replying please quote:

Our Ref: EACC.7/10/5 VOL XXI (70)

11th November 2022

Mr. Samuel Njoroge
Clerk of the National Assembly
Clerk's Chambers
Parliament Buildings
P O Box 41842-00100
NAIROBI

Committee Clerk

To facilitate consideration

up to 12/11/22

RE: VETTING OF PERSONS NOMINATED AS PRINCIPAL SECRETARIES

Your letter referenced NA/DDC/GEN/VETT/2022/(037) dated 7th November 2022 on the above subject matter refers.

Please note that the Commission has not undertaken any investigations pursuant to its mandate against the under listed nor has it recommended prosecution of any of them.

S/No	Name	ID No.
1.	Julius Kiplangat Korir	9042630
2.	Teresia Mbaika Malokwe	24570379
3.	Esther Ngero Mumbi	20472495
4.	Aureria Chepkirui Rono	22873968
5.	Raymond Vicky Ojwang Omollo	21763869
6.	Caroline Nyawira Murage	22194971
7.	Amb. (Prof.) Julius Kibet Bitok	13208910
8.	Dr. Chris Kiprotich Kiptoo	9958087
9.	James Muhati Buyekane	9217763
10.	Patrick Kariuki Mariru	20266193
11.	Dr. Abraham Korir Sing'oei	11588172
12.	Roseline Kathure Njogu	23469162
13.	Amos Kennedy N. Gathecha	8432970
14.	Veronica Mueni Nduva	13826361
15.	Joseph Mungai Mbugua	2887770
16.	Mohamed Daghar Abdulkarim	24794600

S/No	Name	ID No.
17.	Generali Nixon K. Korir	23464175
18.	Charles Mwangi Hinga	13535122
19.	Joel P. L. Arumonyang'	13005628
20.	Prof. Edward Namisiko Waswa Kisiang'ani	2093112
21.	Eng. John Kipchumba Tanui	11617592
22.	Eng. Tum Peter Kiplagat	3276913
23.	Dr. Josephine Njeri Mburu	8473145
24.	Dr. Richard Belio Kipsang	9101178
25.	Esther Thaara Muhoria	4685847
26.	Beatrice Muganda Inyangala	10071879
27.	Phillip Kello Harsama	9558417
28.	Harry Kimutai Kachuwai	9021254
29.	Alfred Ombudo K'Ombudo	21240418
30.	Abubakar Hassan Abubakar	22126698
31.	Eusebius Juma Mukhwana	9238726
32.	Patrick Kiburi Kilemi	13401491
33.	Susan Auma Mangeni	21527118
34.	Ismael Maalim Madey	24695490
35.	Jonathan Mwangangi Mueke	14421440
36.	Festus Kipkoech Ngeno	22188153
37.	Ephantus Kimotho Kimani	14607565
38.	John Lekakeny Ololtuaa	8031051
39.	Sylvia Naseya Muhoro	25591628
40.	Ummy Mohammed Bashir	23750759
41.	Dr. Paul K. Ronoh	11528617
42.	Gitonga Mugambi Muketha	7011278
43.	Alex kamau Wachira	22509967
44.	Mohamed Liban	0076253
45.	Geoffrey Kaituko	12834968
46.	Joseph Mugosi Mutavi	1538898
47.	Abdi Dubat Fidhow (PWD)	13116487
48.	Idris Salim Dokota	24707943
49.	Elijah Gitumbu Mwangi	22012124
50.	Betsy Muthoni Njagi	23297895
51.	Shadrack Mwangolo Mwadime	9786289

The information provided herein is based on records available as of **11th November 2022**.



CPA. John Lolkoloi, OGW
FOR: SECRETARY/CHIEF EXECUTIVE OFFICER
 MKK/rk

DIRECTOR

OFFICE

10 NOV 2022

Telegrams: CRIMINA, Nairobi
Email: director@cid.go.ke
Telephone: 0203603771, 020313312

NATIONAL POLICE SERVICE



Directorate of Criminal Investigations
Mazingira House Kiambu Road
P.O. Box 30063-00100,
NAIROBI

DIRECTORATE OF CRIMINAL INVESTIGATIONS

DCI/CRO/SEC/6/7/2/A/VOL.XI/208

10th November, 2022

Mr. Samuel J. Njoroge
Clerk of the National Assembly
Parliament Buildings
P O Box 41842-00100
NAIROBI

lead clerks

to facilitate consideration

19/11/22

Dear Samuel,



**RE: REQUEST FOR INFORMATION ON NOMINEES FOR APPOINTMENT AS
PRINCIPAL SECRETARIES**

Your correspondence Ref. NA/DDC/DCH/VETT/2022/038 dated
7th November, 2022 refers.

The below mentioned persons applied for Police Clearance Certificates on diverse
dates and were **genuinely** issued with certificates by this office.

S/NO	NAME OF NOMINEES	ID NO.	DCI REF. NO.	DATE OF ISSUE
1.	Mr. Julius Korir	9042630	PCC-LLTOKL33	15/9/22
2.	Mr. Philip Kello Harsame	9558417	PCC-QPT573P5	7/3/22
3.	Dr. Chris Kiptoo	9958087	PCC-LLTOJOB9	15/9/22
4.	Mr. Raymond Omollo	21763869	PCC-W8TDJ50R	9/9/22
5.	Mr. Harry Kimutai	9021254	PCC-R7T87266	11/9/22
6.	Mr. James Muhati	9217763	PCC-QPTYWLEB	8/9/22
7.	Amb. (Pro) Julius Bitok	13208910	PCC-YLTVRDPO	18/9/22
8.	Eng. Peter Tum	3276913	PCC-OLTV3BQA	16/9/22
9.	Ms. Aurelia Rono	22873968	PCC-W8TRAMM6	6/12/21
10.	Dr. Josephine Mburu	8473145	PCC-AKTLZML9	9/9/22
11.	Ms. Esther Ngero	20472495	PCC-B5T7VRM6	14/9/22
12.	Mr. Patrick Mariru	20266193	PCC-J5T9QA3K	25/2/22
13.	Mr. Alfred K'Ombundo	21240418	PCC-9QTAD67D	20/9/22
14.	Ms. Betsy Muthoni Njagi	23297895	PCC-J5TQPJQ5	15/9/22
15.	Dr. Korik Sing'uel	11588172	PCC-50T6E2D2	16/9/22
16.	Mr. Abubakar Hassan	22126698	PCC-MOTE8Y68	31/8/22
17.	Mr. Gitonga Mugambi	7011278	PCC-W8TW7B97	10/9/22
18.	Ms. Roseline Njogu	23469162	PCC-ZLT9EQ8P	16/9/22
19.	Mr. Juma Mukhwana	9238726	PCC-50T65KL9	18/9/22

20.	Dr. Paul Ronoh	11528617	PCC-8JTMMBK	10/5/22
21.	Mr. Abdi Dubat	13116487	PCC-V5T3WWVL	24/5/22
22.	Mr. Patrick Kiburi Kilemi	13401491	PCC-MOTERQ23	23/8/22
23.	Mr. Shadrack Mwadime	9786289	PCC-DETB6R93	14/9/22
24.	Mr. Alex Wachira	22509967	PCC-ZLT9RRER	13/10/22
25.	Ms. Susan Mangeni	21527118	PCC-QPTYJKRO	14/9/22
26.	Dr. Bello Kipsang	9101178	PCC-DETB6R93	14/9/22
27.	Mr. Mohamed Liban	0076253	PCC-B5T7J6JE	22/9/22
28.	Ms. Esther Thaara	4685847	PCC-YLTVKZ6R	14/9/22
29.	Ms. Beatrice Inyangala	10071879	PCC-MOT6J6J7	02/4/22
30.	Mr. Festus Ngeno	22188153	PCC-8JT5PBB6	06/9/22
31.	Ms Caroline Nyawira Murage	22194971	PCC-OLTVOLQ2	12/9/22
32.	Mr. Ephantus Kimotho	14607565	PCC-9QTADJ5R	15/9/22
33.	Mr. Elijah Mwangi	22012124	PCC-R7T8QMPE	20/9/22
34.	Mr. Charles Hinga	13535122	PCC-AKTLQAJQ	18/9/22
35.	Mr. Joel Arumonyang	13005628	PCC-B5TVQ7Y9	18/3/22
36.	Mr. Geoffrey Kaituko	12834968	PCC-7AT7Y3Q5	18/9/22
37.	Mr. Amos Gathecha	8432970	PCC-PPTM9W68	12/9/22
38.	Mr. Joseph Mungai Mbugua	2887770	PCC-ZLT9EAJD	11/9/22
39.	Mr. Mohamed Dhagar	24794600	PCC-67TW2L7L	16/9/22
40.	Ms. Teresia Mbaika Malokwe	24570379	PCC-8JTBKMZZ	7/4/22
41.	Mr. Idris Dogota	24707943	PCC-OLTOE939	23/12/22
42.	Mr. Jonathan Mueke	14421440	PCC-YLTREP29	21/3/22
43.	Mr. Ummi Mohammed Bashir	23750759	PCC-ERTQ6R5	21/5/22
44.	Mr. John Olituaa	8031051	PCC-KOT5VQVD	30/3/22
45.	Ms. Sylvia Naseya Muhoro	25591628	PCC-J5TMQO9L	28/4/22
46.	Prof. Edward Kisiangani	2093112	PCC-V5TVBAP6	01/9/22
47.	Eng. John Kipchumba Tanui	11617592	PCC-MOTEMMZW	27/7/22
48.	Ms. Veronica Mueni Nduva	13826361	PCC-5OT67D69	18/9/22
49.	Mr. Joseph Mugosi Mutavi	1538898	PCC-W8TQ9969	24/5/22
50.	Hon. Nixon Korir	23464175	PCC-7AT7Y2ZR	14/9/22
51.	Mr. Ismail Madey	24695490	PCC-YLTJQPJM	26/8/22

It is deemed that as at the date of issuance of the Police Clearance Certificate to the applicant, there **were negative results** from both our nominal index and criminal database.

Yours

Sincerely,

Mohamed I. Amin, EBS, OGW, 'ndc' K

DIRECTOR CRIMINAL INVESTIGATIONS



KENYA REVENUE
AUTHORITY

ISO 9001:2015 CERTIFIED

Office of the Commissioner General

KRA/5/1002/5(8179)

14th November 2022

Samuel Njoroge
Clerk of the National Assembly
P. O. Box 41842-00100
Parliament Buildings
Nairobi

Dear Clerk

TAX COMPLIANCE REPORT OF NOMINEES FOR APPOINTMENT AS PRINCIPAL SECRETARIES

Reference is made to your letter Ref: NA/DDG/GEN/VETT/2022/ (037) dated 7th November 2022 requesting the Kenya Revenue Authority (KRA) for tax compliance status of the nominees for appointment as Principal Secretaries.

Attached herewith is the tax compliance status for the candidates for your further action.

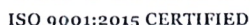
Yours sincerely,

FCPA Githii Mburu, MGH, CBS
COMMISSIONER GENERAL



**TAX COMPLIANCE STATUS REPORT FOR THE NOMINEES FOR
APPOINTMENT AS PRINCIPAL SECRETARIES**

No.	Name	ID/Passport No.	KRA PIN	Tax Compliance Status
1	Eusebius Juma Mukhwana	9238726	A002395823T	Compliant
2	Susan Auma Mangeni	21527118	A005594971J	Compliant
3	Raymond Vicky Ojwang Omollo	21763869	A003166625M	Compliant
4	Harry Kimutai Kachuwai	9021254	A002495173A	Compliant
5	Ephantus Kimotho Kimani	14607565	A002670703I	Compliant
6	Umami Mohamed Bashir	23750759	A005431723E	Compliant
7	Veronica Mueni Nduva	13826361	A002959482U	Compliant
8	Festus Kipkoech Ngeno	22188153	A003565584J	Compliant
9	Alex Kamau Wachira	22509967	A003603332J	Compliant
10	Charles Mwangi Hinga	13535122	A011325336K	Compliant
11	Amos Kennedy N. Gathecha	8432970	A001357025M	Compliant
12	Julius Kiplangat Korir	9042630	A002220639E	Compliant
13	Betsy Muthoni Njagi	23297895	A003415625Z	Compliant
14	Abdi Dubat Fidhow (PWD)	13116487	A002643105H	Compliant
15	Julius Kibet Bitok	13208910	A003399340Y	Compliant
16	Tum Peter Kiplagat	3276913	A001268954D	Compliant
17	Shadrack Mwangolo Mwadime	9786289	A001999696F	Compliant
18	Philip Kello Harsama	9558417	A003005087P	Compliant
19	John Lekakeny Ololtuaa	8031051	A002104629D	Compliant
20	Geoffrey Eyanae Kaituko	12834968	A003467933A	Compliant
21	Idris Salim Dokota	24707943	A004358581G	Compliant
22	Abubakar Hassan Abubakar	22126698	A003576548G	Compliant
23	Mohamed Daghar Abdulkarim	24794600	A006695994X	Compliant
24	John Kipchumba Tanui	11617592	A002647484L	Compliant

Page 2 of 3



KENYA REVENUE
AUTHORITY

ISO 9001:2015 CERTIFIED

INTERNAL

No.	Name	ID/Passport No.	KRA PIN	Tax Compliance Status
50	Joel P.L. Arumonyang'	13005628	A003311188L	Compliant
51	Nixon K. Korir	23464175	A005482784D	Compliant

Annexure VIII

Nominee filled Vetting Questionnaire

George Garenbo
pls facilitate
11/11/22



REPUBLIC OF KENYA
THE NATIONAL ASSEMBLY

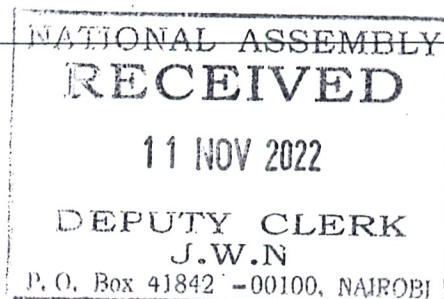


CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR
APPOINTMENT TO PUBLIC OFFICE BY PARLIAMENT
QUESTIONNAIRE

Notes:

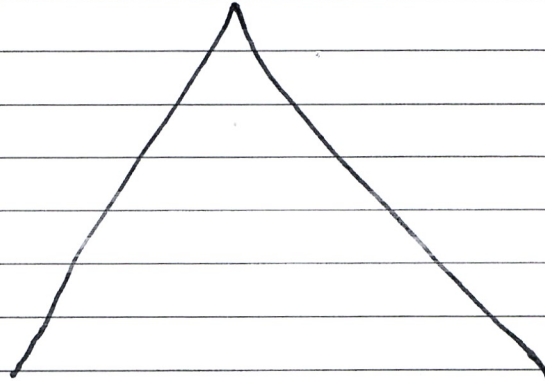
- This questionnaire applies to appointments to public office arising by or under the Constitution or any other law where parliamentary approval is required.
- The questionnaire shall be used by the relevant parliamentary committee to vet a nominee appearing before the committee in the process of parliamentary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

- Name: (State full name) RICHARD BELIO KIPSANG
- Position: (State office to which you have been nominated).
PRINCIPAL SECRETARY - BASIC EDUCATION
- Sex MALE
- Date of Birth: (State year and place of birth) 11/11/1967 - MANDI COUNTY
- Marital Status: MARRIED
- Daytime phone number: 0722407259
- Mobile phone number: 0722407259
- Email Address: kirangel@gmail.com
- ID Number: 9101178
- PIN Number: A001714780A
- Nationality: KENYAN



12. Postal Address: P.O Box 13049 - 00100 NAIROBI
13. Town/City: NAIROBI
14. Knowledge of Languages: (Specify Languages): KISWAHILI, ENGLISH, NENDI
15. Education: (List, in reverse chronological order, each university, college, or any other institution of higher education attended and indicate, in respect of each, the dates of attendance, academic award obtained, whether a degree was awarded, and the dates on which each such degree was awarded).

CATHOLIC UNIVERSITY OF EASTERN AFRICA - 2004-2007 - PhD - 5/10/2007
UNIVERSITY OF NAIROBI - 2000-2002 - MA-ECONOMICS - 4/11/2002
UNIVERSITY OF NAIROBI - 1989-1992 - BEd-ARTS - 8/11/1993



Employment Record: (List in reverse chronological order all government agencies, business or professional corporations, companies, firms or other enterprises with which you have been affiliated as an officer, director, partner, proprietor, employee or consultant)

PRINCIPAL SECRETARY - MINISTRY OF EAST AFRICA COMMUNITY RELATIONS
PRINCIPAL SECRETARY - MINISTRY OF EDUCATION
MANAGING TRUSTEE/CEO - COFFEE DEVELOPMENT FUND
HEAD OF OPERATION/DEPUTY CEO - HIGHER EDUCATION LOANS
LOANS DISBURSEMENT & RECOVERY MANAGER - HIGHER EDUCATION LOANS BOARD
BOARD MEMBER - GLOBAL PARTNERSHIP FOR EDUCATION
COUNCIL MEMBER - KENYA NATIONAL EXAMINATIONS COUNCIL
COUNCIL MEMBER - COOPERATIVE UNIVERSITY COLLEGE
COUNCIL MEMBER - MT KENYA UNIVERSITY
COUNCIL MEMBER - ADVISORY COUNCIL FOR COFFEE INITIATIVE

16. **Honours and Awards:** (List any scholarships, fellowships, honorary degrees, academic or professional honours, honorary society memberships, military awards and any other special recognition for outstanding service or achievement and in respect of each, state the date of award and the institution or organization that made the award).

CHIEF IN THE FIRST ~~CLASS~~ CLASS OF
THE ORDER OF THE BURNING SPEAR - CBS
- 12TH DECEMBER 2015
- PRESIDENT OF THE REPUBLIC OF KENYA

17. **Professional Association** (where applicable): (List all professional associations of which you are or have a member and give any positions held and the respective dates when each such position was held).

INSTITUTE OF DIRECTORS OF KENYA
ASSOCIATION OF CERTIFIED FRAUD EXAMINERS

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

MEMBER - INSTITUTE OF DIRECTORS - KENYA
ASSOCIATE MEMBER - ASSOCIATION OF CERTIFIED
FRAUD EXAMINERS

19. **Published Writings:**

(a) List the titles, publishers and dates of books, articles, reports, letters to the editor, editorial pieces or other published materials you have authored or edited.

PHD THESIS - ASSESSMENT OF POLICY, PRACTICE AND IMPLICATION
OF FINANCING HIGHER EDUCATION THROUGH STUDENT
LOANS IN KENYA - 2007

MASTER THESIS - FINANCING HIGHER EDUCATION IN KENYA:
CASE OF STUDENTS' LOANS PROGRAMME - 2002
- GLOBALIZATION OF HIGHER EDUCATION
AND ITS CONTRIBUTION TO LIFELONG
EDUCATION.

(b) Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of any bar association, committee, conference or organization of which you were a member.

- SESSIONAL PAPER NO. 1 OF 2019

- REGIONAL DEVELOPMENT POLICY - 2022

- NATIONAL CURRICULUM POLICY - 2018

- NATIONAL PRE-PRIMARY EDUCATION POLICY - 2017

20. Public Office, Political Activities and Affiliations:

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

PRINCIPAL SECRETARY - REGIONAL & NORTHERN CORRIDOR DEV'T - 2021-22

PRINCIPAL SECRETARY - BASIC EDUCATION - 2013 - FEB 2022

MATRAGING TRUSTEE / CED - COFFEE DEVELOPMENT FUND - NOV. 2011 - JUNE 201

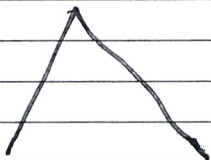
HEAD OF OPERATION / DEPUTY CEO - HIGHER EDUCATION LOANS BOARD - 2007 - OCT 201

LOAN DISBURSEMENT & RECOVERY MANAGER - HELB - 2003 - 2007

⇒ ALL THE ABOVE POSITIONS ARE APPOINTIVE.

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

NONE



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

NO

^

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

NO

^

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

GRATUITY - 8,537,400 - DECEMBER 2022

^

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

NO

^

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

SALARY - 2021 - 2022 = 18,365,512

INCOME FROM FARM PRODUCE = 7,200,000

SHARES DIVIDENDS = 1,000,000

PER DIEM INTERNATIONAL = 1,400,000

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

FULLY COMPLIANT

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

ASSETS -	336,000,000.
LIABILITIES -	25,000,000
NET WORTH	311,000,000

26. Potential Conflict of Interest:

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

None

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

- IN ALL UNDERTAKINGS THAT PRESENT POTENTIAL
CONFLICT A REGISTER FOR DECLARATION WILL BE MAINTAINED
FOR DECLARATION AND SIGNING.
- WHERE THERE IS A CONFLICT, I WILL DECLARE
AND EXCLUDE MYSELF IN THE PROCEEDINGS

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

- SPONSORSHIP - High School Student
53,000 Annually
- UNIVERSITY Student
50,000 Annually

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

NOT CHARGED

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

NO

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

NO OBJECTION.

31. References:

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

1. DR JOSEPH KINYUA, FORMER HEAD OF PUBLIC SERVICE
TEL 0722 592 993

2. MR DAVIS CHACHA, CABINET SECRETARY ENERGY & PETROLEUM
TEL 0722 206154

3. MR MOHAMMED A. HASSAN, CHAIRMAN MWALIMU PLUS LTD
TEL - 0722713920



REPUBLIC OF KENYA
THE NATIONAL ASSEMBLY

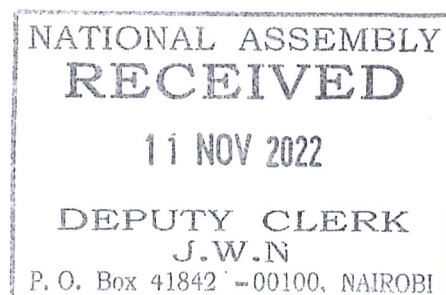
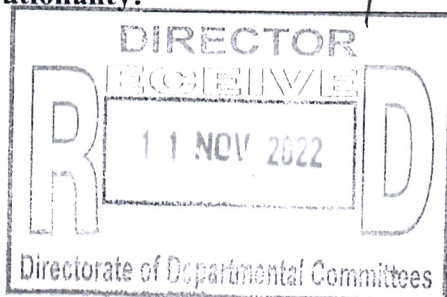
CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR
APPOINTMENT TO PUBLIC OFFICE BY PARLIAMENT
QUESTIONNAIRE

DD 11-11-22
George Garenbo
pls facilitate
11/11/22

Notes:

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

- Name: (State full name) Dr. Esther Thaara Muoria
- Position: (State office to which you have been nominated).
Principal Secretary, State Department for Technical & Vocational Education and Training (TIVET)
- Sex Female
- Date of Birth: (State year and place of birth) 4th March 1965. Embu County.
- Marital Status: Married.
- Daytime phone number: 0722 84 6553
- Mobile phone number: 0722 84 6353
- Email Address: emuoriah@yahoo.com
- ID Number: P.NO. AK 0076391
- PIN Number: A001518969 I
- Nationality: Kenyan.



12. Postal Address: P.O. Box 4649 - 01002
13. Town/City: Thika
14. Knowledge of Languages: (Specify Languages): English, Kiswahili, Kikamba
15. Education: (List, in reverse chronological order, each university, college, or any other institution of higher education attended and indicate, in respect of each, the dates of attendance, academic award obtained, whether a degree was awarded, and the dates on which each such degree was awarded).

JKUAT ; 2010 - 2013 - Doctor of Philosophy (HRM)

UON ; 2003 - 2005 - Master of Arts in Gender & Devt

UON ; 1985 - 1988 - Bachelor of Arts

Employment Record: (List in reverse chronological order all government agencies, business or professional corporations, companies, firms or other enterprises with which you have been affiliated as an officer, director, partner, proprietor, employee or consultant)

Embu County Secretary

Registrar of Academic Affairs - JKUAT

Senior Probation Officer - Ministry of Home Affairs

16. **Honours and Awards:** (List any scholarships, fellowships, honorary degrees, academic or professional honours, honorary society memberships, military awards and any other special recognition for outstanding service or achievement and in respect of each, state the date of award and the institution or organization that made the award).

Certificate of appreciation Award - 30th Nov 2011 - Association
of Universities and Colleges of Canada.

Certificate of Appreciation Award - 2017 - ACK
St. Peters, Kahawa Sukari

Certificate of Recognition - Achievement Award Programme
JKUAT.

* None Attached.

17. **Professional Association** (where applicable): (List all professional associations of which you are or have a member and give any positions held and the respective dates when each such position was held).

Institute of Human Resource Management ; R.No. 010460
- Member since 16th Nov, 2017

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

N/A

19. **Published Writings:**

(a) List the titles, publishers and dates of books, articles, reports, letters to the editor, editorial pieces or other published materials you have authored or edited.

- Doctorate Thesis ; Strategies Adopted by Women to Accede to Leadership in the Public Sector in Kenya : Aug 2013.
- Education and Training as Successful Strategies Employed by Women to Accede to Leadership in the Public Sector in Kenya - International Journal of Business & Social Research
- Linking Accessing of Women to Leadership with Conscientiousness and Neuroticism : The Kenya Public Sector International Journal of Business Management & Admin ISSN 2327
- * Copies Attached.

(b) Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of any bar association, committee, conference or organization of which you were a member.

Attached.

20. Public Office, Political Activities and Affiliations:

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

County Secretary - Embu County ; Appointed post
Registrar Academic Affairs - JKUAT Appointed post

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

N / A

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

NO

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

NO

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

N/A

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

NO

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

2021	- Salary	- 3,212,400
	Rental Income	- 1,680,000
2022	Salary	- 3,409,300
	Rental Income	1,280,000

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

Fully Compliant.

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

- Land - 10M

- Company shares - 10M

- A Car - 5M

26. Potential Conflict of Interest:

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

- There are no parties likely to present conflict of interest.

- I would declare the potential conflict of interest to

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

1. Identify the conflict in interest.

2. Remove myself or other party from situation or conflict and restrict involvement while documenting process.

3. Engage a third party to oversee the relevant process while and relinquishing interest.

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

1. Educating Two girls at Kyeni Girls High School - @ 16,000 per term each for the last 2 years.

2. Educating a boy and a girl at Mugui Bay Sec School @ 8000 each / term for the last 1 year.

3. Educating 3 children @ JKUAT in various schools.

4. Founded JKUAT Endowment fund for less fortunate est 2020.

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

No

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

NO

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

NO

31. References:

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

1. Prof Mabel Imbuga.

Jomo Kenyatta University of Agriculture & Technology.

P.O Box 62000 - 00200 Nairobi

Email : mimbuga@jkuat.ac.ke

067-5870001-4.

2. Prof. Anthony Gichuhi Kaititu

Dean, School of Mathematical & Physical Sciences

Jomo Kenyatta University of Agriculture & Technology.

Email : awaititu@jkuat.ac.ke

: 0709 4477 75.

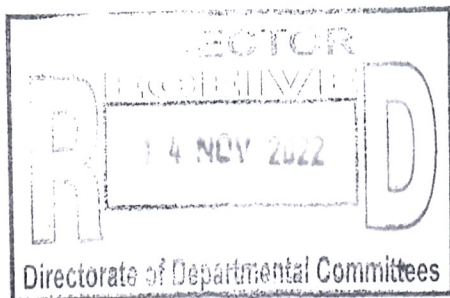
3. Dr. Winnie Njeri Mwangi

University of Nairobi

Department of Real Estate & Construction Management

P.O Box 30197 - 00100 Nairobi

Email : wnyika69@yahoo.com



REPUBLIC OF KENYA
THE NATIONAL ASSEMBLY

George Gremba

pls facilitate

la u u n

14/11/22

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

Notes:

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

1. Name: (State full name)

Beatrice Muganda Inyangala

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

Principal Secretary, State Department for Higher Education and Research

3. Sex: Female

4. Date of Birth: (State year and place of birth) - 1969, Kakamega

5. Marital Status: Married

6. Daytime phone number: 0722177166

7. Mobile phone number: 0722177166

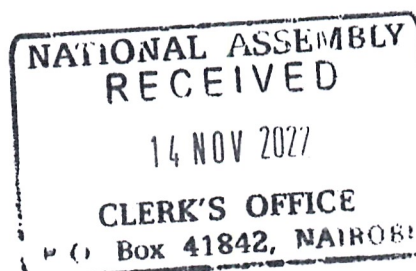
8. Email Address: beatricenelima69@gmail.com

9. ID Number: 10071879

10. PIN Number: A003378348C

11. Nationality: Kenyan

12. Postal Address: 58074 00200



13. **Town/City:** Nairobi

14. **Knowledge of Languages:** (Specify Languages): English, Kiswahili, Luhya

15. **Education:** (List, in reverse chronological order, each university, college, or any other institution of higher education attended and indicate, in respect of each, the dates of attendance, academic award obtained, whether a degree was awarded, and the dates on which each such degree was awarded).

01/09/1999 – 26/02/2004 National and Kapodistrian University of Athens,
Athens, Greece
Award: Ph.D in Education and Pedagogy in Pre-School Age (Distinction) on
03/03/2004

01/09/1993 - 31/08/1995 Moi University, Eldoret, Kenya
Award: Master of Philosophy in Educational Administration Planning and Curriculum
Development (Economics of Education) on 28/11/1997.

01/09/1988 to 31/08/1991 Moi University, Eldoret, Kenya
Award: Bachelor of Education (in Arts) Second Class Honours (Upper Division) on
11/09/1992

Employment Record: (List in reverse chronological order all government agencies, business or professional corporations, companies, firms or other enterprises with which you have been affiliated as an officer, director, partner, proprietor, employee or consultant)

02/04/2011 – 30/06/2022 Partnership for African Social and Governance
Research,
Nairobi, Kenya.

01/06/2006 – 31/03/2011 Commission for University Education, Nairobi, Kenya.

02/01/2006 - 31/05/2006 Lecturer (part-time); Masinde Muliro University of
Science and Technology, Kakamega, Kenya.

02/01/2005 - 31/12/2005 Lecturer (part-time); Moi University, Eldoret, Kenya.

01/09/1996 - 31/08/1999 Head, Small Business Department; Eldoret Polytechnic,
Eldoret, Kenya.

01/01/1993 - 31/08/1993 Lecturer, Western College of Arts and Applied
Sciences,
Kakamega, Kenya.

- 16. Honours and Awards:** (List any scholarships, fellowships, honorary degrees, academic or professional honours, honorary society memberships, military awards and any other special recognition for outstanding service or achievement and in respect of each, state the date of award and the institution or organization that made the award).

Education Management Society of Kenya Award for outstanding contribution towards capacity building of university academics - 2019

Research grant for gender issues from the Organisation of Social Science Research in Eastern and Central Africa (OSSREA), Ethiopia - 2006

Kenya Government Scholarship for study of Masters' degree at Moi University, Kenya - 1993

Republic of Greece State Scholarship Foundation for study of Doctoral degree at the National and Kapodistrian University of Athens, Greece – 1999

- 17. Professional Association** (where applicable): (List all professional associations of which you are or have a member and give any positions held and the respective dates when each such position was held).

Education Management Society of Kenya

National Association for the Education of Young Children

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

None

19. **Published Writings:**

- (a) List the titles, publishers and dates of books, articles, reports, letters to the editor, editorial pieces or other published materials you have authored or edited.

Aiyede, E. R and **Muganda, B.** (ed) (2022). Public Policy and Research in Africa: Palgrave Macmillan; ISBN 978-3-030-99723-6

__ African universities need bankable ideas by Scidev July 20, 2016
<http://www.scidev.net/global/r-d/opinion/african-universities-bankable-ideas.html>

__ Diploma 'disease' is stunting development in the Daily Nation, Friday June 10 2016
<http://www.nation.co.ke/oped/Opinion/Diploma-disease-is-stunting-development/-/440808/3244246/-/jmhcg9z/-/index.html>

__ Develop education system unique to Africa in the Standard, June 17, 2016
<http://www.standardmedia.co.ke/article/2000205528/develop-education-system-unique-to-africa>

__ **Muganda, B.** (2015). Gender Factor in Decision-Making: A case Study of Preschool Teachers in a Progressive Rural society in Kenya.' Gender Issues Research Report Series No. 26, OSSREA, Addis Ababa, 2015

-
- (b) Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of any bar association, committee, conference or organization of which you were a member.

__ A Monitoring and Evaluation Operational plan provided

20. **Public Office, Political Activities and Affiliations:**

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

None

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

I have no linkage to a political party at present. However, I was a running mate to Cleophas Wakhungu Malala in the gubernatorial race for Kakamega County in the August 2022 General Elections on the Amani National Congress party.

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

No

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

No

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

- Pension- Kes. 2,000,000
- Interest on provident fund, SACCO and shares- Kes. 4,000,000
- Rent- Kes. 2,500,000
- Farming- Kes. 1,500,000

I expect a total of 10 million Kenyan Shillings by December 2023.

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

No

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

Salary from the Partnership for African Social and Governance Research- Kes. 13,000,000

- Interest on provident fund, SACCO and shares- Kes. 3,500,000
- Rent - Kes. 2,500,000

- Farming – Kes.1,000,000
- Donations- Kes.10,000,000

Total Kes. 30,000,000.

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

Yes

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

- 4 houses in Kakamega worth Kes.160,000,000
- 3 apartments in Nairobi worth Kes. 55,000,000
- Land in Ruiru and Kakamega worth Kes.80,000,000
- 4 vehicles worth Kes. 18,000,000
- Provident funds worth Kes. 20,000,000
- SACCO Shares worth Kes. 30,000,000

Total Net worth Kes. 363,000,000

25. **Potential Conflict of Interest:**

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

None

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

Where there is a potential personal interest in any matter relating to my public duty, I will make full disclosure of the nature, character and extent of the interest; abstain from discussions and determinations of the matter; and also, surrender any gifts that I may receive to the Government, consistent with Article 75(1) of the Constitution of Kenya, 2010

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

I organized and trained academics belonging to ninety one universities and thirty eight technical and vocational education and training institutions, on pedagogical competencies free of charge between 2018-2021.

___ Donating sanitary towels to schools from 2020-2021.

___ Donating clothes and food stuffs to children's homes from 2010- To date.

___ Paying school fees for vulnerable children from 2005- To date.

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

No

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

No

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

Please contact my former appointing authority, the Board of Directors of the Partnership for African Social and Governance Research, specifically, Chair, Human Resource and Compensation Committee, Prof. Gerald Ouma.

30. **References:**

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

Prof. Gerald Ouma
Member, PASGR Board of Directors

Senior Director, Institutional Planning, Monitoring and Evaluation
University of Pretoria
Lynnwood Rd, Hatfield, Pretoria, 0002, South Africa
Email: gerald.ouma@up.ac.za
Tel +27728382117

Dr Willie Clarke-Okah
President
New Century New Compacts
471 Morrison Point Road
Milford, Ontario, K0K 2P0, Canada
Email: wclarkeokah@hotmail.ca
Tel: +1-613-471-6115

Mr. Michael Musyoki
Education Program Manager
UK Foreign, Commonwealth and Development Office
Kenya Office, Upper Hill Road
P.O Box 30465 00100, Nairobi, Kenya
Email: Michael.Musyoki@fcdo.gov.uk
Tel: +254727649232

Annexure IX

Report of the Selection Panel on the
procedure used to arrive at nominee

Committee Clerk

to facilitate consideration
LA 21



REPORT ON THE RECRUITMENT

FOR THE POSITION OF

PRINCIPAL SECRETARY IN THE PUBLIC SERVICE

OCTOBER 2022

REPORT ON THE RECRUITMENT FOR THE POSITION OF PRINCIPAL SECRETARY IN THE PUBLIC SERVICE

1. INTRODUCTION

Article 155(3)(a) of the Constitution of Kenya, 2010 mandates the Public Service Commission to recommend persons to H.E. the President for appointment as Principal Secretary. The Public Service Commission Act lists the requirements for eligibility for nomination while regulation 26 of the PSC Regulations 2020 provides that in making the nominations, the Commission shall use a competitive process.

2. ADVERTISEMENT

Pursuant to the provisions of the Constitution and the Public Service Commission Act, the Commission invited applications from suitably qualified persons for the position of Principal Secretary through the print media, Kenya Gazette No.10536 and on the Commission's website on 7th September, 2022. On 21st September, 2022, the Commission extended the advertisement period by seven days. By the closure of the advertisement period on 27th September 2022, a total of Nine Thousand, One Hundred and Fifty Four (9,154) persons had submitted their applications for consideration. (See list at Appendix 1)

3. SHORTLISTING

Shortlisting for the post of Principal Secretary was carried out on between 3rd and 6th October, 2022 at Commission House.

a. Shortlisting Criteria

The shortlisting criteria was derived from the above requirement for appointment:

1st Round 1. Exclude any applicant who does not meet any of the following requirements as per the advert and Section 47 of the PSC Act. Applicant to be excluded if she/he:

- (ii) Is not a citizen of Kenya;
- (iii) Does not hold a degree from a university recognized in Kenya;
- (iv) Does not have at least ten (10) years relevant professional experience, five (5) years of which should have been in a leadership position or at a top management level in the public service or private sector;
- (v) Does not possess general knowledge of the organization and functions of Government;
- (vi) Has not demonstrated an understanding of the goals, policies and developmental objectives of the nation;
- (vii) Does not have demonstrable leadership and management capacity including knowledge of financial management and strategic people management;

Note: The requirements of Chapter Six of the Constitution on leadership and integrity, ie clearances to be required from the shortlisted candidates during interviews.

2nd Round Consider the quality of service by the applicant during the 10 years minimum professional experience, 5 of which should have been in a leadership position or at a top management level in the public service or private sector as required in the advert. *(This is to ensure that each of the candidates shortlisted have demonstrable leadership and management capacity to discharge the duties and responsibilities of the office of Principal Secretary)*

- (i) **Service period of five years in leadership position or top management level: -**
 - a) Applicants from the mainstream civil service: - to have served for at least five(5) years as Director, CSG. 5/Job Group 'S' and above;
 - b) Applicants from large State Corporations: be in the 1st and 2nd level of leadership i.e. Chief Executive Officers/Managing Directors and General Managers;
 - c) Applicants in Medium and small State Corporations: - 1st level of leadership, i.e CEO/Managing Director;

- d) Applicants from Universities: be in the level of Vice Chancellor and Deputy Vice Chancellor;
- e) Applicants from Commissions: - be at the level of Commissioner, Sec/CEO or Director; If a Commissioner: to have requisite leadership experience at the positions held before appointment as a Commissioner.
- f) Applicants from the private sector: - be in top level of leadership positions in the organization with a defined span of control;
- g) Applicants from International Organizations:- be at the level of Country or Regional Directors.

3rd Round **Analyze the shortlist and consider/provide for inclusiveness in terms of:**

- (i) gender,
- (ii) Kenya's diverse communities,
- (iii) persons with disabilities (PWDs); and
- (iv) the youth.

(b) Shortlisted Candidates

Based on the above shortlisting criteria, the Commission shortlisted four hundred and seventy seven candidates on **6th October 2022**. A list of the shortlisted candidates was published in the print media and on the Commission's website on **7th October, 2022**.

(c) Review of Shortlisted Candidates

On 7th October, 2022, the Commission revisited the shortlisting exercise in order to adequately cater for gender, the marginalized, minority groups, the youth and Persons with Disabilities as envisaged in Article 232 1(h) of the Constitution. After the review, Five Hundred and Eighty Five (**585**) candidates were shortlisted.

Published List of Shortlisted Candidates

S/NO.	NAME	Gender	COUNTY
1.	Abas Kunyo Guyo	M	Tana River
2.	Abdi Dubat Fidhow (PWD)	M	Garissa
3.	Abdikadir Mohamed Abdi	M	Mandera
4.	Abdikadir Mohamed Mohamud	M	Wajir
5.	Abdikarim Daudi Aden	M	Wajir
6.	Abdirashi Abdullahi Hussein	M	Garissa
7.	Abdirashid Mohamed Jabane	M	Isiolo
8.	Abdul Hakim Aboud Bwana	M	Lamu
9.	Abdul Rashid S. Mohamed	M	Garissa
10.	Abel Kipchirchir Rotich	M	Uasin Gishu
11.	Abraham K. Sing'oei	M	Trans Nzoia
12.	Abubakar Hassan Abubakar	M	Lamu
13.	Abukar M. Abdirahman	M	Wajir
14.	Aggrey Busena Mudembei	M	Kakamega
15.	Aggrey Wambaya Kitui	M	Bungoma
16.	Agnes Chepkorir Yobterik	F	Kericho
17.	Agnetta Mumu Nyalita (PWD)	F	Makueni
18.	Ahmed Ibrahim Mohamed	M	Wajir
19.	Ahmed Kolosh Mohamed	M	Wajir
20.	Ahmed Mohamed Farah	M	Mombasa
21.	Albert Kimani Mwenda	M	Mombasa
22.	Alex kamau Wachira	M	Nyeri
23.	Alex Mureti Muriuki	M	Meru
24.	Alexander Thurania Kaugiria	M	Meru
25.	Alfred Akunga Nyangweso	M	Kisii
26.	Alfred Kegode Mudavadi Diru	M	Vihiga
27.	Alfred Kipkorir Cheruiyot	M	Kericho
28.	Alfred Kipsoi Limo	M	Nyeri
29.	Alfred Ombudo K'Ombudo	M	Kisumu
30.	Ali Hirsi Ahmed	M	Garissa
31.	Ali Menza Mbogo	M	Mombasa
32.	Ali Noor Ismail	M	Mandera
33.	Alice Jael Akinyi O. Yalla	F	Siaya
34.	Alice Kivinya Kithika Mathew	F	Machakos
35.	Alutalala Moses Mukhwana	M	Kakamega

36.	Amani Yuda John Komora	M	Taita Taveta
37.	Amos Kennedy N. Gathecha	M	Kiambu
38.	Amos Kiangwe Sikweya Otieno	M	Homa Bay
39.	Andrew Kiprotich Tuimur	M	Nandi
40.	Andrew Mutava Mulwa	M	Makueni
41.	Andrew Mutuma Nthuku	M	Nairobi
42.	Andrew Tanui Kipkoech	M	Elgeyo Marakwet
43.	Angela Mulwa	F	Nairobi
44.	Ann Njoki Wangombe	F	Nyeri
45.	Annah Cherono Konuche	F	Nandi
46.	Anne Anyango Owino	F	Siaya
47.	Anne Kavochi Amanyama	F	Kakamega
48.	Anne Maria Rono Ngetich	F	Nandi
49.	Anne Martha Mukami Nyaga	F	Nairobi
50.	Anne Wacheke Makori	F	Nyamira
51.	Anne Wanjiku Mwangi	F	Trans Nzoia
52.	Anthony Lenaiyara	M	Samburu
53.	Arthur Amug Osiya	M	Busia
54.	Asaaska Labarakwe	M	Marsabit
55.	Athuman Nyae C. Chiguzo	M	Kwale
56.	Aureria Chepkirui Rono	F	Bomet
57.	Ayub Njoroge Gitau	M	Kiambu
58.	Bahati K. Keranga Mwita	F	Migori
59.	Beatrice Chepkorir Tonui	F	Bomet
60.	Beatrice Karwitha Kiragu	F	Meru
61.	Beatrice Muganda Inyangala	F	Kakamega
62.	Beatrice Nyamwamu	F	Kisii
63.	Benard Bongo Wekesa	M	Bungoma
64.	Benard Kithoka Kivuva	M	Not indicated
65.	Benard Muthiani Kivunge	M	Makueni
66.	Beneah Manyuru Mutsotso	M	Bungoma
67.	Benedict Kiema Kavua	M	Kitui
68.	Benjamin Dalu Stephen Tayari	M	Kwale
69.	Benjamin Kiundu Ndani	M	Kiambu
70.	Benjamin Malwa Langwen	M	Trans Nzoia
71.	Benson Muriithi Kinyanjui	M	Kirinyaga
72.	Benson Mwangi Muchiri	M	Murang'a

73.	Bernard Jomo Leparmarai	M	Samburu
74.	Bernard Kange'the Ngugi	M	Nakuru
75.	Bernard Njiinu Njiraini	M	Kiambu
76.	Bernice Sialaaal Lemedeket	F	Samburu
77.	Betsy Muthoni Njagi	F	Tharaka Nithi
78.	Betty Addero Radier	F	Kisumu
79.	Betty Chemutai Korir Maritim	F	Kericho
80.	Bibianne Wanja Waiganjo Aidi	F	Kiambu
81.	Bonface Joseph Maina (PWD)	M	Nyandarua
82.	Boye Safo Roba	F	Marsabit
83.	Brian Nyakeri Omooria	M	Trans Nzoia
84.	Browne O. Kutsua	M	Kakamega
85.	Bruno Mugambi Linyiru	M	Meru
86.	Caroline Achieng' Ouko	F	Kisumu
87.	Caroline Chepngeno Tigoi	F	Bomet
88.	Caroline Marygorety Akinyi	F	Siaya
89.	Caroline Naisiae Sankan	F	Narok
90.	Caroline Nyawira Murage	F	Kirinyaga
91.	Caroline Wambui Njue	F	Embu
92.	Caroline Wanjiku Karugu	F	Nyeri
93.	Carolyne Wanjiru Kariuki	F	Nyeri
94.	Catherine Akinyi Muhoma	F	Kisumu
95.	Catherine C. Timbomei Kirui	F	Baringo
96.	Chaacha Mwita	M	Baringo
97.	Charles Chweya Matoke	M	Kisii
98.	Charles Kamau Karondo	M	Muranga
99.	Charles M. Nzuka (PWD)	M	Kitui
100.	Charles Mutuma Ringera	M	Meru
101.	Charles Mwangi Hinga	M	Nakuru
102.	Charles Taleng'o Sunkuli	M	Narok
103.	Chege Thenya Muchiri	M	Murang'a
104.	Cherono Eunice Benson	F	Bomet
105.	Chimwaga Mongo	M	Kilifi
106.	Chris Kiprotich Kiptoo	M	Elgeyo Marakwet
107.	Chrisantus Wamalwa Wakhungu	M	Bungoma
108.	Christine Chepkurui Rotich	F	Kericho
109.	Christine Mujei Ilahalwa	F	Nairobi

110.	Christopher Humphrey Wanga (PWD)	M	Busia
111.	Clare Cherono Lai	F	Uasin Gishu
112.	Cleland Leshore	M	Samburu
113.	Consolata Namisi Lusweti	F	Trans Nzoia
114.	Daniel Katama Mwaringa	M	Mombasa
115.	Daniel Mwangi Karomo	M	Kajiado
116.	Daniel Ochweri Ogwoka	M	Kisii
117.	David Chomba Gachoki	M	Kirinyaga
118.	David Kandia Masai	M	Kakamega
119.	David Kanyoni Kimani	M	Nyandarua
120.	David Kungu Njoroge (PWD)	M	Nakuru
121.	David Ndegwa Kuria	M	Kiambu
122.	David Ndungu Kiragu	M	Nyeri
123.	David Ole Sankok (PWD)	M	Narok
124.	Dennis Chepkwony	M	Bomet
125.	Dorcas Agik Odhong	F	Nakuru
126.	Doreen Nkatha Muthaura	F	Isiolo
127.	Dorothy Chepkoech Kiprono	F	Kericho
128.	Dorothy Muthoni Njiraine	F	Tharaka Nithi
129.	Douglas Shitanda	M	Bungoma
130.	Dulacha Galgalo Barako	M	Marsabit
131.	Duncan Oburu Ojwang	M	Homa Bay
132.	Edward Kimutai Serem	M	Uasin Gishu
133.	Edward Namisiko Waswa Kisiang'ani	M	Bungoma
134.	Edward Njenga Muniu	M	Nairobi
135.	Edward Waweru Kimani	M	Kiambu
136.	Edwin Irungu Gikunju	M	Kirinyaga
137.	Edwin Muriithi Kinyua	M	Kirinyaga
138.	Edwin Mutai Tarno	M	Nandi
139.	Edwin Nyaga Njamura	M	Embu
140.	Elijah Gitumbu Mwangi	M	Murang'a
141.	Elijah Isanda. Omwenga	M	Kisii
142.	Elizabeth Atieno Ayoo	F	Homa Bay
143.	Elizabeth Dena	F	Mombasa
144.	Elizabeth Naserian Taama	F	Kajiado
145.	Emily Chemnge'tich Rono Barsito	F	Trans Nzoia
146.	Emily Maatany Kiparki	F	Kajiado

147.	Emmah Karimi Mwongera	F	Meru
148.	Emmah Mukuhi Muthoni	F	Nyeri
149.	Enosh Onyango Momanyi	M	Kisii
150.	Ephantus Kimotho Kimani	M	Kajiado
151.	Epuu Joseph Elim (PWD)	M	Turkana
152.	Erastus Gatika Gatebe	M	Nyeri
153.	Erastus Nyaga Njoka	M	Tharaka Nithi
154.	Erustus Mutembei Kanga	M	Meru
155.	Esther Jepkemboi B. Koimett	F	Elgeyo Marakwet
156.	Esther Ngero Mumbi	F	Nyeri
157.	Esther Thaara Muoria	F	Embu
158.	Esther Wamuyu Maina	F	Nyeri
159.	Eunice Lamba Chacha Lolita	F	Siaya
160.	Eunice Mueni Mutuku	F	Not indicated
161.	Eunice Nakutan Lokarach	F	Turkana
162.	Eusebius Juma Mukhwana	M	Bungoma
163.	Eva Yiamoi Merin	F	Kajiado
164.	Evangeline Wanjira Njoka	F	Embu
165.	Evans Okoth Ooko	M	Homa Bay
166.	Evanson N. Kamuri	M	Nakuru
167.	Evelyn Jepleting Tarus Cheluget	F	Nandi
168.	Evelyne Mutie	F	Machakos
169.	Faith Jepkemoi B. Bett	F	Uasin Gishu
170.	Faith Kalunda Kyunga	F	Kitui
171.	Faith Kasiva Musau	F	Makueni
172.	Faith Kasiva Nziku	F	Kitui
173.	Faith Njeri Harrison	F	Kiambu
174.	Fakhruddin Iqbal Asgarally Esufally	M	Nairobi
175.	Fancy Chepkemai Too	F	Kericho
176.	Fatuma Ahmed	F	Mombasa
177.	Fatuma Hirsi Mohamed	F	Wajir
178.	Fatuma Mursal Abdi (PWD)	F	Wajir
179.	Fatuma Nyaguthii Chege	F	Nyeri
180.	Fauzia Suleiman Shauri	F	Kwale
181.	Felix Kiplagat Chelimo	M	Elgeyo Marakwet
182.	Festus Kipkoech Ngeno	M	Not indicated
183.	Florence Amoiti	F	Busia

184.	Francis Gitau	M	Kiambu
185.	Francis Kariuki Mugo	M	Lamu
186.	Francis Kiarie	M	Not indicated
187.	Francis Meja	M	Kajiado
188.	Francis Nyaga Njanja	M	Kirinyaga
189.	Francis Otieno Owino	M	Siaya
190.	Fred H. K. Segor	M	Baringo
191.	Fredrick Odumu Nyinguro	M	Kisumu
192.	Fugich Wako	M	Marsabit
193.	Generali Nixon K. Korir	M	Nakuru
194.	Genesio Njagi Mugo	M	Embu
195.	Geoffrey Eyanae Kaituko	M	Turkana
196.	Geoffrey M. Muluvi	M	Kitui
197.	Geoffrey Omedo	M	Vihiga
198.	Geofrey Kiprotich Sang	M	Kericho
199.	George Akoko (PWD)	M	Kakamega
200.	George N. Macgoye	M	Siaya
201.	Gertude Musuve Inimah (PWD)	F	Vihiga
202.	Gideon Leparan Morintat	M	Narok
203.	Gideon Oseur Nkeyasha	M	Kajiado
204.	Gilbert Kiprono Langat	M	Nandi
205.	Gitonga Mugambi Muketha	M	Meru
206.	Godfrey Kampan Putunoi	M	Laikipia
207.	Grace Atieno O. Okara	F	Homa Bay
208.	Grace Bosibori Nyamwongo	F	Kisii
209.	Halakhe Dida Waqo	M	Marsabit
210.	Halima Ali Omar	F	Wajir
211.	Haron Chepcheng Koimur	M	Baringo
212.	Haron Komen Chebet	M	Baringo
213.	Harre Wa Ruwa (PWD)	M	Kilifi
214.	Harry Kimutai Kachuwai	M	Bungoma
215.	Harun MAaalim Hassan (PWD)	M	Mandera
216.	Harun Rahidi Khator	M	Kilifi
217.	Hellen Chepchumba Chepkwony	F	Nandi
218.	Hellen Chepkemai Chepkwony	F	Kericho
219.	Hellen Jemosbei Kemboi	F	Nandi
220.	Hellen Mberia Kiende	F	Meru

221.	Henry Mwenda Rithaa	M	Meru
222.	Humphrey Kagochi Mwangi	M	Nakuru
223.	Ibrahim Ahmed Sane	M	Tana River
224.	Ibrahim Juma	M	Bungoma
225.	Ibrahim M. H. Bulushi	M	Kwale
226.	Ibrahim Mohamud Mohamed	M	Garissa
227.	Ibrahim Rashid Ahmed	M	Wajir
228.	Idris Salim Dokota	M	Tana River
229.	Innocent Wanambukio Simiyu	M	Trans Nzoia
230.	Irene Cherotich Koech Asienga	F	Kericho
231.	Isaac Kangiri Mwaura	M	Nyandarua
232.	Isaac Kubai Kaberia	M	Meru
233.	Isaac Maigua Mwaura (PWD)	M	Kiambu
234.	Isaac Nderitu Githui	M	Laikipia
235.	Isaac Nzue Kiva	M	Kitui
236.	Isabel Nyambura Waiyaki	F	Kiambu
237.	Ismael Maalim Madey	M	Mandera
238.	Ismail Fahmy M. Shaiye	M	Garissa
239.	Jacinta Njeri Waweru Ngure	F	Kiambu
240.	Jacinta Syokau Kimuyu	F	Makueni
241.	Jackson Kioko Kimeu	M	Machakos
242.	Jackson Wambua Muthini	M	Machakos
243.	Jacob KipKemboi Bitok	M	Nandi
244.	Jacqueline Akinyi Okeyo-Manani	F	Migori
245.	James B. Kagoni	M	Muranga
246.	James M. Wakiaga	M	Migori
247.	James Maganda Gitangwa	M	Kisii
248.	James Muhati Buyekane	M	Kakamega
249.	James Murithi Japhet Njiru	M	Tharaka Nithi
250.	Jane Apetet Nashida Narumbe	F	Turkana
251.	Jane Wambui Kingangi (PWD)	F	Nakuru
252.	Jane Wangui Wathobio-Kiringai	F	Nyeri
253.	Janet Wangechi Mucheru	F	Murang'a
254.	Janet Wauda Mwawasi	F	Taita Taveta
255.	Japhet Ntiba Micheni	M	Tharaka Nithi
256.	Jedidah Karwitha Mwiti	F	Meru
257.	Jeremiah Apalia Lomari	M	Turkana

258.	Jerome Okoth Ochieng	M	Nakuru
259.	Jessica Muthoni Gakinya	F	Embu
260.	Jimmy M. Mwithi	M	Machakos
261.	Joan Andisi Machayo	F	Trans Nzoia
262.	Joash Arthur Maangi Gongera	M	Kisii
263.	Joash Odhiambo Dache	M	Migori
264.	Joash Okello Aloo	M	Homa Bay
265.	Joel P. L. Arumonyang'	M	West Pokot
266.	John K. Mwangi	M	Trans Nzoia
267.	John Kipchumba Tanui	M	Trans Nzoia
268.	John Kiumi Kabuchi	M	Laikipia
269.	John Lekakeny Ololtuaa	M	Narok
270.	John Mudany Odhiambo	M	Siaya
271.	John Mwendwa Munyao	M	Machakos
272.	John N. Sunyai	M	Not Indicated
273.	John Njenga Maina	M	Nyandarua
274.	John Tentemo Ole Moyaki	M	Kajiado
275.	Johnson Mwangi Weru	M	Nyeri
276.	Jonah Nyakundi Ogaro	M	Kisii
277.	Jonah Wala Isutsa	M	Nairobi
278.	Jonathan Ltipalei Lodompui	M	Samburu
279.	Jonathan Mwangangi Mueke	M	Nairobi
280.	Joseph Gichuru Kieyah	M	Kiambu
281.	Joseph Gitile Naituli	M	Meru
282.	Joseph Kania	M	Murang'a
283.	Joseph Magu Thiongo	M	Nairobi
284.	Joseph Mogosi Motari	M	Migori
285.	Joseph Mukuna Ekhuya Simekha	M	Vihiga
286.	Joseph Muliaro Wafula	M	Bungoma
287.	Joseph Mungai Mbugua	M	Nyandarua
288.	Joseph Ngaira Busiega	M	Kakamega
289.	Joseph Njoroge Mutugu	M	Murang'a
290.	Joseph Robert Okudo	M	Not indicated
291.	Joseph Simintei Ole Sonkori	M	Narok
292.	Joseph Wairagu Irungu	M	Murang'a
293.	Joseph Wanjohi Njugu (PWD)	M	Lamu
294.	Josephine Njeri Mburu	F	Kiambu

295.	Josephine Syombua Etenyi	F	Kakamega
296.	Josephta Oyiela Mukobe (PWD)	F	Vihiga
297.	Joshua Mwiranga Njagi	M	Tharaka Nithi
298.	Josphat Kaunda Maikara	M	Kisii
299.	Josphat Muriuki Kithumbu	M	Embu
300.	Joyce Cheruto Keter	F	Trans Nzoia
301.	Joyce Narumbe E. Idumu	F	Isiolo
302.	Jude Kibiwott Chesire	M	Uasin Gishu
303.	Judith Omwanza Ofula (PWD)	F	Kakamega
304.	Juliana Hawario Asser	F	Tana River
305.	Juliana Nashipae Yiapan	F	Narok
306.	Julius Kibet Bitok	M	Uasin Gishu
307.	Julius Kiplangat Korir	M	Bomet
308.	Julius Kiprop Bett	M	Nandi
309.	Julius Kiptarus Mzee	M	Uasin Gishu
310.	Julius Nyagah Mwambu	M	Tharaka Nithi
311.	Julius Ouma Jwan	M	Homa Bay
312.	Justus Kariuki Mate	M	Embu
313.	Justus Musau Kasivu	M	Machakos
314.	Kadhua Jimmy Kahindi	M	Kilifi
315.	Karen Njeri Kandie	F	Baringo
316.	Kauma Jim Gitonga	M	Embu
317.	Ken Tarus	M	Uasin Gishu
318.	Kennedy Enosi Butiko	M	Vihiga
319.	Kennedy Ntabo Otiso	M	Nyamira
320.	Kenneth Bukachi Kochwa (PWD)	M	Migori
321.	Kevit K. S. Desai	M	Nairobi
322.	Kimaru Thairu	M	Nyeri
323.	Kipkorir Lagat	M	Nandi
324.	Kipngetich Peter Langat	M	Bomet
325.	Kirimi Peter Kaberia	M	Meru
326.	Koki Muli Grignon	F	Kitui
327.	Kubunya Patrick Mbogo	M	Kirinyaga
328.	Laban Kipkoror Kiplagat	M	Elgeyo Marakwet
329.	Laban Peter Ayiro	M	Vihiga
330.	Langat Kipkirui	M	Bomet
331.	Lankeu M. Reson	M	Narok

332.	Lawrence Kibet Chelimo	M	Baringo
333.	Leah Wangari Wanjau	F	Nyeri
334.	Lekariap Mararo Edwin	M	Baringo
335.	Lekina Koinary Tutui	M	Kajiado
336.	Lemein Korei	M	Narok
337.	Leonard Cheruiyot Chepkwony	M	Narok
338.	Leonard Cheruiyot Ngetich	M	Bomet
339.	Leonard S. Ngaluma	M	Taita Taveta
340.	Lily Chepkorir Koros	F	Kericho
341.	Lily Chepngetich Ngok	F	Kericho
342.	Lindah Gakii Kiome	F	Meru
343.	Lizzie Chongoti Njeri	F	Kisumu
344.	Loice Jepkemboi Kipkiror	F	Elgeyo Marakwet
345.	Loise Chepchirchir Rono	F	Trans Nzoia
346.	Losenge Turop	M	Samburu
347.	Lucas Kibuka Marang'a	M	Nairobi
348.	Lucy Wanja Julius	F	Tharaka Nithi
349.	Luka Kipchumba Kimeli	M	Elgeyo Marakwet
350.	Lul Abdiwahid	F	Garissa
351.	Lunganzi Chai Mangale	M	Kwale
352.	Maburuka Ismail Ramadhan	F	Nairobi
353.	Magdaline Ncabira Nkando	F	Meru
354.	Majid Said Twahir	M	Mombasa
355.	Margaret Jemutai Rugut Kibogy	F	Uasin Gishu
356.	Margaret Kibuchi Mithamo	F	Kirinyaga
357.	Margaret Mwago Mumbi	F	Laikipia
358.	Margaret Nafula Makelo	F	Bungoma
359.	Margaret Njaggah	F	Nakuru
360.	Margaret W. Mwakima	F	Taita Taveta
361.	Maria Kipkenei Cherono	F	Baringo
362.	Martin Koyabe Wanyonyi	M	Bungoma
363.	Mary Chebukati Wanyonyi	F	Bungoma
364.	Mary Jepkemboi Kipsat	F	Elgeyo Marakwet
365.	Mary Kanana Mwititi	F	Meru
366.	Mary Muthoni Muriuki	F	Kirinyaga
367.	Mary Mwendia Mugo	F	Embu
368.	Mary Wangui Karungu	F	Not indicated

369.	Mary Wanjira Kimonye	F	Kirinyaga
370.	MaryKaren Kigen-Sorobit	F	Uasin Gishu
371.	Maureen Jemutai Rotich	F	Baringo
372.	Maurice Akech Otieno	M	Siaya
373.	Mercy Aluoch Nyabwala	F	Migori
374.	Mercy Mwangangi Mukui	F	Machakos
375.	Mercy W. Kamunge	F	Kirinyaga
376.	Micah Pkopus Powon	M	West Pokot
377.	Michael Kibet Kiptoo	M	Uasin Gishu
378.	Michael Mubea Kamau	M	Nakuru
379.	Michael mwangi Thuita	M	Nyandarua
380.	Michael Thoyah Kingi	M	Kilifi
381.	Michael Wambaya Cheloti	M	Bungoma
382.	Mildred Anyango Mudany	F	Siaya
383.	Moffat Muriithi Kangi	M	Embu
384.	Mohamed Abdi Sahal	M	Garissa
385.	Mohamed Ahrmed Dagane	M	Wajir
386.	Mohamed Birik Mohamed	M	Mandera
387.	Mohamed Daghar Abdulkarim	M	Mombasa
388.	Mohamed Huka Jaldesa	M	Isiolo
389.	Mohamed Liban	M	Isiolo
390.	Mohamed Mohamud Ali	M	Wajir
391.	Mohamed Omar Maalim Bardad	M	Wajir
392.	Mohammed Hussein Gabbow	M	Marsabit
393.	Mohammed Keinan Hassan	M	Garissa
394.	Mohamud Ahmed Mohamud	M	Samburu
395.	Mohamud M. Gedi	M	Mandera
396.	Molu Boya	M	Marsabit
397.	Morris Kiwinda Mbondenyei	M	Taita Taveta
398.	Morris Murimi Micheni	M	Tharaka Nithi
399.	Moses Banda Mwendwa:	M	Nairobi
400.	Moses Kasaine Lenolkulal	M	Samburu
401.	Moses Njeru Mbaruku	M	Tharaka Nithi
402.	Mukhtar Abdi Ogle (PWD)	M	Wajir
403.	Murshid Abdalla Mohamed	M	Mombasa
404.	Musangi Jane Mutua	F	Kitui
405.	Mwasserah Khalifan Mwasserah	M	Kwale

406.	Mwenda Kilemi	M	Meru
407.	Mwendwa Kiambi Makathimo	M	Meru
408.	Nahason Maingi Muguna	M	Meru
409.	Nancy Chelangat Cheruiyot	F	Bomet
410.	Nancy Muthoni Gichungwa	F	Nairobi
411.	Nancy W. Karigithu	F	Kirinyaga
412.	Nancy Watiri Mwangi	F	Kiambu
413.	Nasra Ibrahim Ibren	F	Marsabit
414.	Nelson Marwa Sospeter	M	Migori
415.	Nguyo Joseph Kingori	M	Nyeri
416.	Nicholas Mwangi Muraguri	M	Nyeri
417.	Nicholas Ngabiya Rioba	M	Migori
418.	Nick Biketi Malenya	M	Bungoma
419.	Nimo Omar Haji	F	Wajir
420.	Nixon Kipkemoi Sigey	M	Kericho
421.	Njeru Peter Gachumba	M	Embu
422.	Norbert Mungai Wambeti	M	Kiambu
423.	Nuh Mohammed Ibrahim	M	Isiolo
424.	Nura Mohamed	M	Isiolo
425.	Nyakiba Erneo Moruri Mageto	M	Nyamira
426.	Obadiah Nyaga Njagi	M	Kirinyaga
427.	Oketch Alexander Otieno	M	Uasin Gishu
428.	Okongo Odiwour J. Kennedy	M	Bungoma
429.	Oliver Langat Ptala	M	Trans Nzoia
430.	Olympia Habia Kuindwa	F	Tana River
431.	Onesmus Nzung'a Sila (PWD)	M	Kitui
432.	Onkoba Musa Machooka	M	Nakuru
433.	Pamela Nduku Mutua	F	Nairobi
434.	Pancrasius Nyaga Ndambiri	M	Kirinyaga
435.	Parmain Ole Narikae	M	Nairobi
436.	Patricia Wanjiru Kimama	F	Nyeri
437.	Patrick Kiburi Kilemi	M	Meru
438.	Patrick Mwenda Bucha	M	Meru
439.	Patrick Ngunjiri Maina	M	Nyeri
440.	Patrick Omutia Otula	M	Busia
441.	Patrick Omwanda Amoth	M	Siaya
442.	Patrick Wohoro Ndohho	M	Nyeri

443.	Patrick Z. Keige Mwangi	M	Taita Taveta
444.	Patrick Kariuki Mariru	M	Laikipia
445.	Paul K. Ronoh	M	Bomet
446.	Paul Kipkurui Langat	M	Bomet
447.	Paul Mwangi Kibicho	M	Laikipia
448.	Paul Nyamwaya Anyumba (PWD)	M	Kisumu
449.	Peter E.K. Ketyenya	M	Bomet
450.	Peter Gachoki Kathanga	M	Kirinyaga
451.	Peter Gichuhi Mwethera	M	Murang'a
452.	Peter Kamau Ngure	M	Trans Nzoia
453.	Peter Kipkoech Cherutich	M	Baringo
454.	Peter Kiplangat Koir	M	Kericho
455.	Peter Kiptanui Leley	M	Nandi
456.	Petronila Were Lokorio	F	Busia
457.	Philip Githii Gichuki	M	Nyandarua
458.	Philip Kello Harsama	M	Marsabit
459.	Phyllis Anyango Ouko (PWD)	F	Kisumu
460.	Pius Kiptanui Metto	M	Nandi
461.	Polycarp Otieno Onyango	M	Busia
462.	Quresha Abdullahi Ahmed	M	Garissa
463.	Raphael Meria Kuria	M	Kiambu
464.	Ray Charles Muthiani Musau	M	Nairobi
465.	Raymond Kiprotich Bett	M	Nandi
466.	Raymond Ochieng Ouma	M	Homa Bay
467.	Raymond Vicky Ojwang Omollo	M	Homa Bay
468.	Rehema Dida Jaldesa	F	Isiolo
469.	Reuben Wambwa	M	Bungoma
470.	Richard Belio Kipsang	M	Nandi
471.	Richard kandie Kipkoros	M	Baringo
472.	Richard Kipkoech Langat	M	Kericho
473.	Richard Krop	M	West Pokot
474.	Richard Munyao Kanui	M	Machakos
475.	Richard Okoth Oduor	M	Siaya
476.	Risper Awuor Olick	F	Homa Bay
477.	Robert Mugambi Murithi	M	Meru
478.	Robley Otieno Ngoje	M	Migori
479.	Robow Mohamed Hassam	M	Mandera

480.	Ronoh Kibet Charles	M	Kericho
481.	Rose Bosibori Osoro	F	Kisii
482.	Rose Chelangat Kitur	F	Kericho
483.	Rose Kwamboka Nyagwoka (PWD)	F	Nyamira
484.	Rose Makena Muchiri	F	Meru
485.	Rose Mumbua Musyoka (PWD)	F	Makueni
486.	Rose Olayo Jakoyo	F	Siaya
487.	Roseline Kathure Njogu	F	Trans Nzoia
488.	Rosemary Nchinyei Paringiro	F	Turkana
489.	Rutto E. K. Peter Ketyenya	M	Bomet
490.	Sabastian Njagi Mwangangi	M	Tharaka Nithi
491.	Sabdiyo Dido Bashuna	F	Marsabit
492.	Safina Kwekwe Tsungu	F	Kwale
493.	Said Athman Mtwana	M	Taita Taveta
494.	Saidimu Terra Leseeto	M	Samburu
495.	Saitoti Torome	M	Narok
496.	Salad Kikuyu Sarite	M	Isiolo
497.	Salim D. Mohamed	M	Tana River
498.	Salim Omollo Mohammed	M	Mombasa
499.	Sally Njambi Mahihu	F	Nyeri
500.	Salome Wairimu Muhia-Beacco	F	Nairobi
501.	Sammy Chepsiror Kiplagat	M	Uasin Gishu
502.	Sammy Lemuke Naporos	M	Kajiado
503.	Sammy Maina Keter	M	Nandi
504.	Samson Macharia Irungu	M	Murang'a
505.	Samson Mpapayiai Ole Tipate (PWD)	M	Kajido
506.	Samuel A. Siringi	M	Kisii
507.	Samuel Kuntai Tunai	M	Narok
508.	Samwel Aluoch Otieno Alima	M	Homa Bay
509.	Samwel J Njoroge	M	Kiambu
510.	Sandy Mokeiria Morara	F	Trans Nzoia
511.	Sara Jerop Ruto	F	Nandi
512.	Shadrack Mwangolo Mwadime	M	Taita Taveta
513.	Shaukat Abdulrazak	M	Mombasa
514.	Sheilla Kwamboka	F	Nyamira
515.	Silas Mwirigi M'Kaari	M	Meru
516.	Silvia M. Kihoro	F	Laikipia

517.	Simon Kiplangat Cheruiyot	M	Kericho
518.	Simon Mwangi Kamau	M	Murang'a
519.	Simon Wanyonyi Nabukwesi	M	Bungoma
520.	Siyad Abdille Abdullahi	M	Garissa
521.	Skitter Wangeci Mbugua	F	Samburu
522.	Solomon A. M. K. Kitungu	M	Kitui
523.	Stanley Njeru Gachoki	M	Nyeri
524.	Stanley Ominde Khainga	M	Kakamega
525.	Stella Aura (PWD)	F	Kakamega
526.	Stella Chepkoech Soi Langat	F	Bomet
527.	Stellah Nthenya Nzau	F	Machakos
528.	Stephen Gaya Agong'	M	Homa Bay
529.	Stephen Ikua	M	Nyeri
530.	Stephen Kathieka Karani	M	Meru
531.	Stephen Kibet Ngeno	M	Bomet
532.	Stephen Macharia Gachie	M	Kiambu
533.	Stephen Masha Ngowa	M	Kilifi
534.	Stephen Musyoka Ndele	M	Makueni
535.	Stephen Mutunga Ngelu	M	Makueni
536.	Stephen Otieno Ouma	M	Homa Bay
537.	Stephen Simiyu Mutoro	M	Bungoma
538.	Suleiman Nthiga Kariuki	M	Embu
539.	Sunya Orre	M	Marsabit
540.	Sureya Ali Roble	F	Kilifi
541.	Susan Auma Mangeni	M	Busia
542.	Susan Komen Koech	F	Elgeyo Marakwet
543.	Susan Nyamita Mochache	F	Kisii
544.	Sylvanus Maritim	M	Kericho
545.	Sylvester Odhiambo Obong'o	M	Homa Bay
546.	Sylvia R. Mudasia -Mwichuli	F	Nairobi
547.	Tabitha Mutemi	F	West Pokot
548.	Teresa Ayuko Akenga	F	Kakamega
549.	Teresia Mbaika Malokwe	F	Makueni
550.	Thomas Kipkemei Kiyai	M	Baringo
551.	Thomas Kipkurgat Korir	M	Uasin Gishu
552.	Tito K. David Koros	M	Baringo
553.	Tokei Nyitore Loten	M	Baringo

554.	Tum Peter Kiplagat	M	Nandi
555.	Ummi Mohamed Bashir	F	Wajir
556.	Veronica Mueni Nduva	F	Makueni
557.	Veska Jepkemboi Kangogo	F	Elgeyo Marakwet
558.	Vicky Betty Chepkorir	F	Bomet
559.	Victor Kipkemboi Lomaria	M	Baringo
560.	Vincent Nyasaka Machuki	M	Kisii
561.	Vincent Ouma Nyagilo	M	Siaya
562.	Vincent Sakwa M'Maitisi	M	Vihiga
563.	Waweru Karanja	M	Laikipia
564.	Wesley Kipkirui Siele	M	Kericho
565.	Wesley Kipngetch Rutto (PWD)	M	Bomet
566.	Weya Elizabeth Murugi	F	Uasin Gishu
567.	Wilfred Nyakwanya Marube	M	Kisii
568.	William Kangethe Thuku	M	Kirinyaga
569.	William Kibet Kiprono	M	Elgeyo Marakwet
570.	William Muriithi Migwi (PWD)	M	Kirinyaga
571.	Wilson Gachoki Njega	M	Kirinyaga
572.	Wilson Kipkirui Aruasa	M	Uasin Gishu
573.	Wilson Lepartobiko	M	Samburu
574.	Winfred Waceke Guchu	F	Murang'a
575.	Winnie J. Chemng'orem	F	Baringo
576.	Winny Chepkemai	F	Kericho
577.	Wycliffe Odiwuor Ogallo	M	Kisumu
578.	Yeiga Julius	M	Homa Bay
579.	Yona Sakaja Mang'usho	M	Trans Nzoia
580.	Yusuf Mohamed Fazul	M	Wajir
581.	Zachary Mwangi Chege	M	Murang'a
582.	Zeinab Kabale Khalif	F	Marsabit
583.	Zeinab Wanjiru Abdallah Hussein	F	Kiambu
584.	Zipporah Njeri Gathuya	F	Murang'a
585.	Zipporah Waithira Ng'ang'a	F	Kiambu

(d) Publishing of the revised list and Interview schedule

The revised list of Five Hundred and Eighty Five (585) candidates was published in the print media and the Commission's website on 8th October, 2022. A list of all the applications was also published on the Commission's website on 7th October, 2022. An interview schedule with date and time for each candidate was published on the Commission's website on 8th October, 2022. (See Appendix 2)

All the shortlisted candidates were requested to provide **originals** of the following documents during the interview:

- (i) National Identity Card;
- (ii) Academic and Professional certificates and transcripts;
- (iii) Any other supporting documents and testimonials; and
- (iv) **Current** Clearances from the following bodies:
 - (a) Kenya Revenue Authority;
 - (b) Higher Education Loans Board
 - (c) A Registered Credit Reference Bureau;
 - (d) Directorate of Criminal Investigations (Police Clearance Certificate);
- (v) Printed Online Self-declaration Application Acknowledgement Receipt or a Self-Declaration Form duly stamped by the Ethics and Anti-Corruption Commission; and
- (vi) Recommendation from relevant professional bodies and associations (where applicable).

4. CLEARANCES AND BACKGROUND CHECKS

Prior to the commencement of interviews, the Commission sought clearances and background checks on the shortlisted candidates from the Ethics and Anti-Corruption Commission, the National Intelligence Service, the Kenya Revenue Authority and the Higher Education Loans Board.

The NIS vide letter Ref. No NIS-DG-1 Vol. 13 (203) of 19th October 2022 cleared all the shortlisted candidates. The EACC reported that ten (10) of the shortlisted candidates had adverse reports against them. On its part, HELB reported that one (1) candidate was a defaulter while KRA indicated that Fifty Two (52) candidates were not Tax Compliant.

5. INTERVIEWS

The Five Hundred and Eighty Five (585) shortlisted candidates were informed of their interview dates and time through the interview schedule published in the Print media and on the Commission website. The Candidates were also contacted through telephone calls. Interviews were conducted from 12th to 22nd October, 2022 at Commission House.

6. OUTCOME OF THE INTERVIEWS

The interview results were subjected to the requirements of the Constitution viz, merit, gender, PWD, the youth and inclusivity in terms of regional and county distribution while considering the minorities and marginalized groups.

The following is the list submitted for consideration.

S/no	NAME	ID/NO	AGE	GENDER	SUMMARY OF QUALIFICATIONS AND EXPERIENCE
	BARINGO				
1	Tito K. David Koros	10940497	50	M	• CEO LAPFUND; 2013 to date • MASTER in Public Policy & Mgt • Bachelor of Arts
2	Fred H. K. Segor	7060029	56	M	• Principal Secretary –2013 to date • PhD(Chemistry) • M.Sc(Chemistry) • B.Sc(Chemistry)
3	Lawrence Kibet Chelimo	23155486	38	M	• CEO-Image Registrars Ltd- • MBA • BCOM(Finance • LLB-
4	Haron Chepchieng Koimur	10376606	52	M	• Managing Director-Agriflora Kenya Ltd- 2016-2019 • MBA • BCOM(Accounting)-

5	Victor Kipkemboi Lomaria	9778182	54	M	• Managing Director- KLB-2016 to date • MBA • Bcom (Business Administrative Option)
BOMET					
1	Wilson Kipkirui Aruasa	12483599	48	M	• CEO- Moi Teaching and Referral Hospital; 2016 – To Date • Global Executive MBA • M.Med(Obstetrics & Gynaecology) • MB.ChB(Medicine and Surgery)-
2	Dennis Chepkwony	21428061	43	M	• Senior Manager, Network Infrastructure Energy SME-Safaricom-2017-To Date • MSC(Technology Mgt • BSC(Technology mgt) • BSC(Electrical & Electronic Engineering)
3	Caroline Chepngeno Tigoi	22377079	40	F	• Research Officer – KEMRI Welcome Trust – 2016 To Date • Master of Science (Medical Virology) • Master of Arts (Project Planning and Management) • Bachelor of Education(Science)
4	Langat Kipkirui	10991238	50	M	• Director General/CEO-TVET Authority- April 2015 to date • PhD(Engineering Systems & Management Executive MBA(Strategic Management • M.Phil in Technology Education(Automotive Technology) • B.Ed(Technology Education)
5	Nancy Chelangat Cheruiyot	20022318	44	F	• Executive Director-African fine coffees Association (Afca) June 2022 to date. • MBA(Finance) • B.A(Arts in economics & Sociology)
6	Vicky Betty Chepkorir	26143425	34	F	• Assistant Director- Community Livelihoods- Kenya Water Towers Agency - 2018 – To Date • M.Sc.(Agriculture and Environmental Science) • BSc(Environmental Science)

7	Aureria Chepkirui Rono	22873968	39	F	• Lecturer – Maasai Mara University; 2019 - To date • MBA – Finance - JKUAT; 2011 Bachelor of Education (Science)
8	Paul K. Ronoh	11528617	50	M	• Ag. CEO: ICT Authority- Sept. 2021 – to date • Director Prog. & Standards: ICT Authority- 2015- 2021 • PhD in Leadership & Government, • MBA Strategic Management, - BSc in Computer Science
9	Beatrice Chepkorir Tonui	11638781	48	F	• Regional Coordinator – USAID – RTI International- 2022 – to date • MBA(Strategic Management) - BBA(Marketing) –
10	Peter E.K. Ketyenya	21379637	44	M	• Chief of Staff – Office of the Governor, Nakuru County Government; 2022-To-Date • PhD(Business Administration) • MBA – (Finance) • B.Sc(Accounting) - BCom
BUNGOMA					
1	Harry Kimutai Kachuwai	9021254	56	M	• Principal Secretary – State Dept. of Livestock; 2018- To Date. • MPhil(Economics) - BA(Economics)
2	Edward Namisiko Waswa Kisiang'ani	2093112	62	M	• Senior Lecturer and Researcher – Kenyatta University – 2010 to date • PhD (History and Political Economy) • Master of Arts • Bachelor of Education
3	Reuben Wambwa	22343854	42	M	• Managing Director – RUCA Investment (East Africa)– Jan. 2010 to date • MBA-(Strategic Management) • BSC-(Applied Business Computing)

4	Mary Chebukati Wanyonyi	1809617	60	F	• Senior deputy Accountant General – Ministry of Lands and Physical Planning; 2019-To-Date • MBA(Administration) - BCom (Accounting)
5	Aggrey Wambaya Kitui	10859995	50	M	• Deputy Director Supply Chain Management Services & Head of Supply Chain Management – National Treasury - 2020 – To date • PhD(Business Administration) • MSc (Procurement & Logistics) • MSC(Development Economics) - BA(Hons) – Economics and Public Administration
6	Margaret Nafula Makelo	7802926	57	F	• Assistant Director –partnership & resource mobilization. • PHD(Plant Breeding)- • M.sc (plant pathology) - B.SC (plant pathology)
7	Dr. Eusebius Juma Mukhwana	92388726	57	Male	Director General-KNQA PhD (Soil Science) Msc (Pharmacology & Toxicology) BVM (Veterinary Medicine)
BUSIA					
1	Christopher Humphrey Wanga (PWD)	10412577	52	M	• Director, Livestock Policy Research and Regulations – State Dept. for Livestock – 2017 – To date • Phd(Veterinary Epidemiology & Economics) MBA(Strategic Management) • Master(Public Health Epidemiology) - Bachelor's Degree (Veterinary Medicine)
2	Arthur Amug Osiya	9228941	55	M	• Secretary, National Administration; 2016 – To Date. - BA(Government and Philosophy)

3	Patrick Omutia Otula	4220286	60	M	• Special Secretary/Intergovernmental Budget and Economic Council - Office of the Deputy President; 2016 – To Date. • PhD(Business Administration & Management Science)- • MA(Theology) M.Sc (Management and Organizational Devt) • BA (Divinity).B(Law
4	Susan Auma Mangeni	21527118	44	M	• Governance and Devt. Consultant – Tradecon Africa Ltd; 2016 – To Date.. • MA(Sociology Entrepreneurship Development) • BA(Political Science and Public Administration)
5	Petronila Were Lokorio	13880557	47	F	• Senator, Representing Special Interests – The Senate; 2017 – 2022. • MA(Public Administration and Management) • B.Ed(English and Literature)
ELGEYO MARAKWET					
1	Susan Komen Koech	11339481	49	F	• Principal Secretary-State Dept. of Wildlife-2019 2022-To Date • PhD(Business Management) • MBA(Strategic Management) • BBM(HRM)
2	Esther Jepkemboi B. Koimett	1889965	66	F	• Principal Secretary – State Dept. of Broadcasting and Telecommunications – Ministry of ICT; 2020 – To Date. • MBA. • BCom(Accounting)
3	Veska Jepkemboi Kangogo	12826546	47	F	• County Executive Committee Member – Nairobi City County – 2017-2022 • Ph.D. In Leadership and Governance • Master Of Business Administration (Strategic Management) • B.Ed. – Kenyatta University
4	Luka Kipchumba Kimeli	11339677	49	M	• Engineer in charge of monitoring & Evaluation-KENHA) 2020 to date • MBA(Startegic Management) • BSc. (Civil Engineering)

5	Chris Kiprotich Kiptoo	9958087	55	M	• Principal Secretary – Ministry of Environment; 2020 – To Date. • PhD(Finance) • M.Sc(Economics) • B.Sc(Economics)
	EMBU				
1	Anne Martha Mukami Nyaga	23695521	37	F	• Chief Administration Secretary-Ministry of Agriculture-2020-To Date • BSC(Biomedical Science & Technology)
2	Jessica Muthoni Gakinya	22015035	42	F	• Board of Director & Vice Chair- Kenya Fisheries Service-Government of Kenya-2018-to date • Public Sector Lead & Ag. Senior Manager-Safaricom LTD-2015 to date • MA(Project Planning & Management) • BA((sociology & communication)
3	Kauma Jim Gitonga	22133821	41	M	• Clerk/secretary to the County Assembly Service Board – County Assembly of Embu; 2013 – To date • Masters in Public Policy & Administration • Bsc. – Agriculture & Human Ecology Extension
4	Caroline Wambui Njue	24150751	36	F	• Head of Procurement – Kenya cereal Enhancement Programme- Climate resilient Agricultural Livelihood Window – 2017 to date • MSC Procurement • Degree Procurement and Logistic
5	Esther Thaara Muoria	4685847	57	F	• Registrar & Academic affairs –JKUAT;Oct 2015-to date. • PHD(HRM) • M.A(Gender &development studies) • B.A(Sociology)

6	Njeru Peter Gachuba	4244505	58	M	• Commissioner – CRA 2017 – To date • M.Sc (International Business) • B.Sc (Accounting)
7	Josphat Muriuki Kithumbu	13337421	49	M	• CEC Member, Lands, Water, Irrigation – Embu County; 2017- To Date. • Master of Environment (community Development) • B.Sc (Tourism)
GARISSA					
1	Abdi Dubat Fidhow (PWD)	13116487	46	M	• Principal Partner- Umuro Wario & Associated Certified Public Accountant 2019 to date • Master (MBA) • Degree(B.COM) Finance
2	Lul Abdiwahid	33027389	37	F	• National Environment Management Authority Acting Chair, 2022; • Master of Laws, • Bachelor of Laws • Diploma in Law
3	Ismail Fahmy M. Shaiye	14679668	45	M	• CEO - Water Sector Trust Fund 2014- 2022 - Master of studies in international environment law • MSC - Natural Resources Management • B.A (global studies ,natural resource policy & governance-
4	Mohammed Keinan Hassan	8481691	58	M	• Managing Director – Coast Devt. Authority; 2016 - To Date. • PhD(Project Management) • M.Sc(Project Management) • BVM(Veterinary Medicine)
5	Mohamed Abdi Sahal	24336424	37	M	• Chief Officer, Health Services; Nairobi County Govt; 2016 to date • M.A – Project Planning and Mgt • BBM – Purchasing and Supplies; • BBM – HR; The East African University;

HOMA BAY					
1	Julius Ouma Jwan	9122919	57	M	• Principal Secretary – 2021-To-date - PhD(Leadership & Management) • M.Sc(Research) – • M.Sc(Philosophy) • M.Sc(Philosophy) • BBA(Education)
2	Duncan Oburu Ojwang	22315746	43	M	• Dean School Of Law – Africa Nazarene University – 2018 – Date • Phd Law (Law and policy) • LL.M (Internationa Law) • BA (Psychology)
3	Joash Okello Aloo	11631487	49	M	• Chief Principal – Kabianga High School; 2015 – To Date. • PhD(Educational Administration and Management)- • M.Sc(Educational Administration)
4	Elizabeth Atieno Ayoo	21984664	41	F	• Speaker – Homa bay County Assembly; 2017 – 2022 • Master of Laws (Intellectual Property Law) • Bachelor of Law
5	Raymond Ochieng Ouma	23657771	39	M	• Secretary Youth Devt. – Ministry of ICT; 2018 – To Date. • MA(Sociology, Community Development) • BA(Theology)
6	Raymond Vicky Ojwang Omollo	21763869	43	M	• Managing Director – Lake Basin Devt. Auth.; 2019- To Date. • PhD(Applied Statistics)- • M.Sc(Biometry) • B.Sc(Statistics)

	ISIOLO				
1	Abdirashid Mohamed Jabane	7064342	58	M	• Secretary Administration – Office of the President; 2018. • MA(International Relations. • BA(Political Science)
2	Doreen Nkatha Muthaura	2185781	43	F	Commissioner - IPOA – 2018 to date Master of Law Bachelor of Law (LLB)
3	Mohamed Liban	76253	61	Male	Chairman – Ewaso Ngiro North Devt. Authority; 2019 – 2022. MPH(Epidemiology)- KU; 2005. HND – Cataract Surgery. HND – Ophthalmology – KMTC; 1989
	KAJIADO				
1	Francis Meja	9208760	54	M	• Director General – National Transport and Safety Authority; 2014 – 2020. • MBA(Strategic Management) • BA(Economics, Public Administration, Political Science)
2	Ephantus Kimotho Kimani	14607565	45	M	CEO- Heri Homes Ltd- 2011- To- date B.Com(Finance)
3	Elizabeth Naserian Taama	22300558	40	F	• General Manager – Zain Carriers; 201 To Date. - M.Sc(Project Management)- • B.Sc(Physics)
4	Sammy Lemuke Naporos	13610601	48	M	• Managing Director – Kerio Valley Development Authority - 2019 to date; • Master of Arts (Project Planning and Management) • Bachelor of Science (Business Administration)

KAKAMEGA					
1	Joseph Ngaira Busiega	0934326	60	M	- Minister Kenya Embassy, 2018-date - Master of Arts - M.A (international relations) - Bachelor of Arts
2	Beatrice Muganda Inyangala	10071879	53	F	- Deputy Executive Director & Director of Higher Education- Partnership for African Social & Governance Research; 2021-2022 - PhD(Early Childhood Education) - MSc(Philosophy)– - BBA(Education) –
3	James Muhati Buyekane	9217763	55	M	- Chief Executive Officer – Huduma, Kenya; 2020-to-Date - M.Sc(Information Systems) - B.Sc(Mathematics)
4	Anne Kavochi Amanyama	12745221	49	F	- Principal – Chemasingi Secondary School; 2017 – To Date. - PhD(Education Psychology) - M.Ed(Guidance and Counselling)- - B.Ed(Arts)
KERICHO					
1	Irene Cherotich Koech Asienga	11526413	49	F	- Commissioner; Commission on Revenue Allocation; 2016 to date - PhD -Economics; - MA- Economics; - BA – Economics;
2	Sylvanus Maritim	24023120	37	M	- Member of Parliament – Ainamoi; 2017 – 2022 - BSc – Telecommunication & Information Technology
3	Lily Chepkorir Koros	11299650	49	F	- Secretary Admin. Min. of Health. Oct. 2018 – To date - PhD. Business Management, - MBA, Health Management - Executive MBA Finance, - Bachelor of Commerce
4	Nixon Kipkemai Sigey	10383810	51	M	- Managing Director - New KCC-2015-Date - MBA(Executive) - BSc.(Animal Production)

5	Ronoh Kibet Charles	24235103	37	M	• Technical Assistant to the MD & CEO- KenGen-Jun 2022-To Date • Development Director - KenGen • MSC(Project Management) • BSC(Telecommunication & Information Engineering)
6	Richard Kipkoech Langat	8021432	56	M	• Chairperson, BOD – Tourism Research Institute; 2019 – To Date. • MBA(Strategic Management) • BCom(Accounting)
KIAMBU					
1	Amos Kennedy N. Gathecha	8432970	58	M	• Principal Administrative Secretary – National Treasury; 2020-To-Date • MA(International Studies) • BA(Political Science & Philosophy)
2	Isaac Maigua Mwaura (PWD)	22484569	40	M	• Senator for Persons with disabilities 2017 – 2022; • Master of Arts • Bachelor of Education
3	Francis Gitau	7817111	57	M	• Infrastructure Secretary; 2016 – to date. • MSC(Civil engineering) • MBA(executive) • Bsc(Civil)
4	Edward Waweru Kimani	5184924	59	M	• Director of Administration, MFA/Deputy Head of Mission, Beijing 2018 – 2022; • Master of Business Administration • Bachelor of Arts.
5	Nancy Watiri Mwangi	20773463	44	F	• Chief officer public sector banking - Family bank – 2020 – Date • Master of Business Administration • Bachelor of Commerce
6	Joseph Gichuru Kieyah	5209178	60	M	• Chairman of the Coffee Sub-sector Reforms Implementation Standing Committee at the Executive Office of the President: Oct. 2016- to date • PhD in Economics • MA in Economics • BA, Economics & Mathematics

7	Isabel Nyambura Waiyaki	22722000	40	F	• Consult project manager-local development & research ;2019 –to date - PHD(Economics)-UON ;2016 • Masters (Leadership & governance)-PAC University ;2017 • Masters (Economics) • Bachelors in Economics
8	Dr. Josephine Njeri Mburu	8473145	55	F	KMTC, Nairobi Campus; 2021 – To Date. Ag. Head National Public Health Labs – MOH; 2021 PhD(Public health)- JKUAT; 2020. MPH(Public Health)- Kenyatta University; 2009. Higher National Diploma- Medical Lab Sciences – KMTC; 2002.
	KILIFI				
1	Sureya Ali Roble	8458257	55	F	• Director – National Oil Corporation of Kenya -2020 – 2022 - Vice Chair – Economic Development and Regional Integration -2020-2022 • MBA (Public Policy) • BA (Political Science and Public Administration)
2	Stephen Masha Ngowa	11085323	51	M	• Deputy Controller of Budget – Office the Controller of Budget • M.Sc. (Finance) • BA(Education)
	KIRINYAGA				
1	Stanley Njeru Gachoki	23059469	39	M	• Asst. General Manager & Head of Premium Banking – I & M Bank Kenya Ltd.; 2017- To Date. • BCom (Finance)

2	David Chomba Gachoki	10649943	48	M	• Commercial Consultant - 2021-To-date. • MBA – Eastern and Southern African Management Institute BCom (Marketing)
3.	Mary Muthoni Muriuki	21781981	42	F	• Masters in Management & Marketing (University of East Africa Baraton) • Bachelor of Education (Catholic University of East Africa) • 15 Years in Leadership and Management of Public Institutions – Education • Founder of St. Petroc Premier School, Embu
4.	Caroline Nyawira Murage	22194971	41	F	• International Committee of Red Cross, 2019-date • MSc HRM JKUAT, 2016 • BBA HR Kenya Methodist, 2010
5.	Kubunya Patrick Mbogo	9873393	55	M	• Ag Deputy Director NMS, 2020-current PhD (Business Administration) JKUAT, 2013 • MBA UON, 2008 • BSc UON, 1991
6.	Margaret Kibuchi Mithamo	3356348	60	F	• CECM– Kirinyaga County; 2017 – 2022. PhD (Business Administration & Management, Marketing)- • MBA (Strategic Management) • BA(Communication)
KISII					
1	Josphat Kaunda Maikara	9148209	55	M	• Secretary Foreign Service Administration – MFA; 2022 – To Date. • MA (International Studies) • BA (Government and History)

2	Joash Arthur Maangi Gongera	9110023	54	M	• Deputy Governor – Kisii County Government – 2013 - 2022 - Juris Doctor (Jur. Doc) • LLB- UON- 1988-1991
3	Vincent Nyasaka Machuki	21392707	43	M	• Associate Professor – UON; 2021 – To Date. - PhD (Strategic Management) • MBA - BA
4	Alfred Akunga Nyangweso	11295608	50	M	• Self-employed since 2012 • MBA(HRM) • BA
5	Samuel Ayora Siringi	14557234	46	M	• Senior Lecturer& Post Graduate Committee Chairman: UON: 2018 to date • PhD. in Communication Studies • MA in Population Studies • BSc in Information Science
6	Beatrice Nyamwamu	11094382	50	F	• Ag. Director General – Agriculture and Food Authority; 2022-To-Date • PhD (Food Systems) • M.Sc(Agricultural Resource Management) • B.Sc(Agriculture)
	KISUMU				
1	Jerome Okoth Ochieng	10774338	52	M	• Principal Secretary – State Dept. of ICT and Innovation; 2018 – To Date. • M.Sc (Engineering in Information engineering) • B.Sc (Mathematics/Computer Science)
2	Alfred Ombudo K'Ombudo	21240418	43	M	• Lead Consultant- International Trade Centre; Jan 2019-Dec 2019 • MSC (Business Administration) • PGD(Law)-Kenya School of Law • Bachelor of law (LLB)

3	Catherine Akinyi Muhoma	11180115	51	F	• DVC – Maseno University – 2014 to date PhD • M.Phil(Literature) • B.Ed(Arts)
4	Fredrick Odumo Nyinguro	11822972	46	M	• Managing Partner-Nyinguro & Associates Advocates & Legal Consultants-2021-To Date • LLM(Int'l Commercial Law)-University of Salford-2020 • PGD(Law)-Kenya School of Law-2010 • LLB-University of Nairobi-2008
KITUI					
1	Solomon A. M. K. Kitungu	0273815	61	M	• Principal Secretary – State Dept of Public Works – 2021 to date • MA(Economics & Social Studies) • BA(Economics)
2	Jonathan Mwangangi Mueke	14421440	46	M	• Shareholder & director-TSG Realty Ltd- 2011-to date • MBA (Information Technology & entrepreneurship) • BSc (Compute Science)
3	Faith Kasiva Nziku	20022283	44	F	• Secretary, Gender – Min. of Public Service, Gender, Senior Citizens Affairs and Special Programmes; 2018 – To date • Master of Science – Gender and Women's Studies • Bachelor of Science – Horticulture
4	Moses Banda Mwendwa	3497416	57	M	• Managing Consultant- Rosmo Ltd , 2008-date • MBA in Finance
5	Faith Kalunda Kyunga	26005323	34	F	• Chief Officer - Tharaka Nithi County Govy - 2017 to date - Donor Liaison officer - Kilele Foundation - 2013 • MSC (Entrepreneurship and Innovation Management) • Bachelor of Arts. ((Urban and Regional Planning)

KWALE					
1	Benjamin Dalu Stephen Tayari	12902766	48	M	• MP – Kinango Constituency; 2017- 2022. • MA (International Relations) • BA (Political Science, Administration) • BA (Logistics management, Physical Distribution)
2	Fauzia Suleiman Shauri	10955678	50	F	• Director of Administration- State Dept. for EAC-2020-To Date • MBA • MA(Economics) • BED Arts
3	Mwaserah Khalifan Mwaserah	4828982	65	M	• PAS- office of the president; 2013 to date. • PHD (Peace & conflict studies) • M.Sc(Conflict management & resolution) • B.A (Government & Sociology)
LAIKIPIA					
1	Johnson Mwangi Weru	8678895	55	M	• Principal Secretary-State Department for Trade & Enterprise Development-2020-to date • Masters Degree-Economics & Finance- (B.A)
2	Godfrey Kampan Putunoi	11261580	50	M	• Manager; Monetary Operations; CBK; 2019 to date • Master of Banking and Finance (Financial Sector and Policy) • B.A (Economics)
3	Patrick Kariuki Mariru	20266193	44	M	• MP and Alternate Speaker – National Assembly; 2017- 2022. • M.Sc (Public Police and Management) • LLB(Law)- UON; 2002. • PGD – Law – Kenya School of Law

4	Silvia M. Kihoro	25591628	34	F	• MCA - Nairobi City County 2017-2022 • LLB • BED- Arts • Dip- Human Rights and International Advocacy
5	Margaret Mwago Mumbi	9744308	53	F	• Chairperson –Laikipia county; oct 2018-current. • Master of arts (Project planning & Management) • Bachelor of Arts sociology)
	LAMU				
1	Abdul Hakim Aboud Bwana	20139691	45	M	• Dep. Governor, Lamu County, 2017 – 2022; • M.Ed • B.Ed
2	Abubakar Hassan Abubakar	22126698	42	M	• Director – Market Operations – Capital Markets Authority; 2020 – To date • Master of Business Administration • Bachelors of Laws
	MACHAKOS				
1	Mercy Mwangangi Mukui	27014764	36	F	• Chief Administration Secretary-Ministry of Health-Jan 2020-To Date • Master of Health Economics & Policy • MBChB(Medicine & Surgery)
2	John Mwendwa Munyao	22511613	39	M	• Secretary/Head, Department of Business Reforms & Transformation-Ministry of EAC-2018-2022 • MCOM(Finance)-Strathmore University-2010 • BCOM(Finance)-Kenyatta University-2005

3	Evelyne Mutie	21723249	44	F	• County Executive- Machakos County; July 2018-to date. • BA (Strategic Management) • BA (Community Development)
4	Jimmy Mutuku Mwithi	9136038	55	M	• Commissioner – IPOA; 2018 – 2022. • PhD(Leadership & Governance) • MBA(Strategic Management) • BA(Criminology & Security Studies)
	MAKUENI				
1	Jacinta Syokau Kimuyu	12591609	48	F	• CEO and Principal Consultant – Geo-Spatial Consultancy; 2016 – To Date • PhD (Meteorology) • M.Sc (Engineering in Geomatics) • B.Sc (Surveying)
2	Veronica Mueni Nduva	13826361	47	F	• Senior Political Specialist/Special Advisor-US Embassy Nairobi-2014-To Date • MA (Communications Studies) • BA (Political Science & Public Administration)
3	Faith Kasiva Musau	14403554	46	F	• Senior Program Coordinator – UON; 2017 – To Date. • MBA (Corporate Communication) • BA (Home Economics – Food, Nutrition and Dietetics)
4	Andrew Mutava Mulwa	23000704	39	M	• Acting Director, Medical Services, Preventive and Promotive Health – Ministry of Health; • M.Sc (Strategic Management) • B.Sc (Medicine & Surgery)
5	Pamela Nduku Mutua*****	11677065	48	F	• Managing Director KNTC, 2021-present • MBA UON • BEd - Home Economics

6	Teresia Mbaika Malokwe	24570379	37	F	Board Member – Nuclear Power & Electricity Board; 2015-To-date M.Sc (Health Economics & Policy) – University of Nairobi; 2019 B.Sc (Environmental Health) – Kenyatta University; 2011
	MANDERA				
1	Harun Maalim Hassan (PWD)	21462033	44	M	• Executive Director- CEO- NCPWD-2020-To- Date • MA (Public Administration) • B. Environmental Studies
2	Mohamud M. Gedi	22324068	43	M	• Part-time Lecturer, The Management Un. of Africa, 2020 to date; • PhD in Mgt and Leadership
3	Ismael Maalim Madey	24695490	36	M	• Director – Ismax Security Ltd – 2020 To Date • MA Global Business Management • BA Criminology And Security Management
	MARSABIT				
1	Zeinab Kabale Khalif	22623629	47	F	• Partnerships and Devt. Finance Specialist – UN Resident Coordinators Office 2019-To date • PhD (Development Studies) • MSc (Project Planning and Management) • BA – (Anthropology)
2	Asaaska Labarakwe	22467498	41	F	• Deputy Director- Communications- President's Delivery Unit, • BA daystar University
3	Molu Boya	22253516	44	M	• Commissioner – IEBC; 2017 – To Date. • MBA (HRM) • BBA

4	Sabdiyo Dido Bashuna	9559842	52	F	• Head of Agricultur ,Gender & Inclusion • MBA(Strategic Management) • BSC (Agriculture & Economics)
5	Philip Kello Harsama	9558417	53	M	• Ag. Director General-agriculture & Food Authority- Marc 2021- Feb 2022 • B.Ed(Arts) • Master(Public Administration & Policy)
6	Fugich Wako	7466041	57	M	• Associate Professor-Egerton University • PhD • MA(Literature) • BA
7	Mohammed Hussein Gabbow	9814007	55	M	• Executive Director-National council for persons with disability;2014-2020 • MBA (GLOBAL Business& Sustainability) • BA (Sociology)
	MERU				
1	Henry Mwenda Rithaa	20678302	45	M	• Director General & CEO-Micro & Small Enterprises Authority-Nov 2018-To DateMA(Regional Integration) • MBA(Strategic Management) • BBA(Finance)
2	Rose Makena Muchiri	9697995	54	F	• Ambassador – Permanent Rep. to the UN; 2017 – To Date. • LLM (Law, International Trade & Investment Laws • PGD – Law - LLB(Law)
3	Mary Wanjira Kimonye	16126195	61	F	• Principal Secretary- State Dept for Public Service; 2020 to date • MBA • B.Com

4	Gitonga Mugambi Muketha	7011278	57	M	• CEO – National Irrigation Authority; 2016- To Date. • MBA (Strategic Management) • B.Sc(Agriculture)
5	Mwendwa Kiambi Makathimo	12887660	48	M	• External Examiner- UON; 2020 to date. • PHD (Centre for Environment Law & Policy) • M.A(Valuation & property management) • B.A(Land Economics)
6	Alex Mureti Muriuki	22851996	39	M	• Founder/CEO Mezza Foods Ltd; 2020 Up to date • Master of Science (International Securities Investment Banking) • Bachelor of Arts (Financial Economics)
7	Lindah Gakii Kiome	23497984	38	F	• Partner-Charles Kariuki & Kiome Associates Advocates-2014 • PGD(Law) • LLB
8	Robert Mugambi Murithi	9906324	54	M	• Founder/CEO – Ilasa Capital Ltd; 2022- To-Date • MA(Economics) • BA(Economics & Finance)
9	Isaac Kubai Kaberia	21820253	42	M	• Lecturer/ Snr Lecturer, Embu Un. 2016 to date; • Doctor of Philosophy • Master of Philosophy • Bachelor of Theology
10	Patrick Kiburi Kilemi	13401491	47	M	• Export Manager – Total Energies; 2008 – 2019. • MA(Economics) • BA(Economics)
MIGORI					
1	Nelson Marwa Sospeter	3980474	62	M	• Principal Secretary – State Dept. for Special Programmes; 2017- To Date. • MPA (Public Administration) • BA (Economics Sociology)

2	Francis Otieno Owino	8579204	58	M	• Principal Secretary – 2019- Date • PhD- (Peace & Conflict Studies) • MBA- (Strategic Management) • BA
3	Joseph Mogosi Motari	1538898	57	M	• Director Administration; May 2022 – To Date. • MPA (Public Administration) • BA(Hons)
4	Nicholas Ngabiya Rioba	20061453	46	M	• Member of County Assembly – 2013 to 2017- Migori County First Parliament • BBM (Accounting Option)
MOMBASA					
1	Shaukat Abdulrazak	8009288	58	M	• Director, Division for Africa, technical department at IAEA, Vienna – 2015 to date - PHD: MSC
2	Ali Menza Mbogo	10093245	54	M	• MP, Kisauni Constituency-2017-2022 • BSc. (Computer Science)
3	Ahmed Mohamed Farah	13357678	48	M	• Country Director, TMEA-2016-Present - MA, International Development • B.Com Accounting
4	Majid Said Twahir	8469050	55	M	• Lecturer-Strathmore University-Aug 2022-To Date • PhD (Business Administration) • MBA • MMed (Medicine) • MBChB (Medicine & Surgery)
5	Elizabeth Mjeni Dena	11087404	50	F	• Governor Aspirant's Advisor, UDA-Mombasa County-2022-To Date • MA (Peace, Reconciliation Studies & Project Management) • BA (Political Science)

6	Mohamed Daghar Abdulkarim	24794600	36	M	• Regional Coordinator-East & Horn of Africa, Institute for Security Studies-Jan 2021-To Date • Masters in Peace, Conflict & Development Studies • BA (Int'l Relations)
MURANG'A					
1	Zipporah Waithira Ng'ang'a	2303330	62	F	• DVC Academic, Research & Students Affairs SEKU Dec 2013 to date; • PhD. • MSC • BSc.
2	Joseph Njoroge Mutugu	14697048	45	M	• Special Advisor-Ministry of Transport-2018-2022 • MBA • MSC (Financial Economics) • BCOM(Finance)
3	Zipporah Njeri Gathuya	11066003	50	F	• Public health specialist, consultant-2016- Present • M. Public Health • Msc.(Medicine Anaesthesia) • B. Medicine& Surgery
4	Charles Kamau Karondo	28455657	32	M	• Political Strategist – UDA Party; 2020-To Date. • BBM(HRM)
5	Elijah Gitumbu Mwangi	22012124	43	M	• Managing Director-Elijah & Co. Associates-2008-To Date • MBA (Strategic Management) • BCOM(Accounting)
6	Samson Macharia Irungu	8460131	56	M	• Managing Director-Kenya Pipeline Company-2019 to date • Ph.D (Strategic Management) • MBA (Marketing) • BSC (Chemistry)

7	Peter Gichuhi Mwethera	3731123	58	M	• Director Inst. Of Primate Research 2021 to date; • PhD • BSc KU
NAIROBI					
1	Albert Kimani Mwenda	10767500	51	M	• Director General, Budget, Fiscal and economic Affairs-National Treasury-2008-To Date • MPA (Public and Economic Policy) • MBA(Finance) • BA(Economics)
2	Kevit K. S. Desai	21361733	54	M	• PS-EAC-2020-Date • PhD (Sciences) • MSc. Robotics • Bachelors (Engineering Technology)
3	Angela Mulwa	21366941	47	F	• Head Corporate Practice and Partner at Mulwa & Partners Advocates • LLB
4	Ray Charles Muthiani Musau	9136888	54	M	• Head Project Implementation (World Bank Projects) – National Treasury; 2009 – To date • Master of Business Administration
5	Salome Wairimu Muhia-Beacco	11396537	49	F	• Managing director- Wanyonyi & Muhia Advocates; 2005- to date. • Masters in Law (LLM in leadership & Governance) • Bachelor of Law
NAKURU					
1	Charles Mwangi Hinga	13535122	47	M	• Principal Secretary, Min of Transport-2018-present • Bachelor of Accounting Science, • B. Comm

2	Generali Nixon K. Korir	23464175	39	M	• M.P.-Langata Constituency-2017-2022 • LLB-University of Nairobi-2011
3	Evanson N. Kamuri	10892736	51	M	• CEO- KNH- Apr. 2019 – to date; • MBA Strategic Management • MSC –Medicine (Dermatology) • Bachelor of Medicine & Surgery.
4	Festus Kipkoech Ng'eno	22188153	42	M	• County Executive Committee Member – County Government of Nakuru 2018 - to date • M.sc(Environmental& Biosystem engineering) • Bsc(Environmental& Biosystem engineering)
5	Bernard Kange'the Ngugi	8289232	59	M	• National Vice-Chair – Stima DT Sacco; 2020- 2022. • MD & CEO – Kenya Power; 2019- 2021. • MBA(Finance) • BCom(Accounting)
NANDI					
1	Tum Peter Kiplagat	3276913	60	M	• Principal Secretary –2018 – To date • Master of Science (Energy Management) • Bachelor of Industrial Technology
2	Richard Belio Kipsang	9101178	55	M	• Principal secretary –State department Regional and Northern Corridor Development) 2021- to date • PhD – Education • M.A(Economics) • B.ed(Arts)
3	Sara Jerop Ruto	9158471	55	F	• Chief Administrative Secretary-Ministry of Education-2021-To Date • PhD • MED • BED Arts

4	Andrew Kiprotich Tuimur	1221069	62	M	• Chief Administration Secretary, Water and Sanitation - Ministry of Water; 2018-To Date. • M.Sc(Tropical Veterinary medicine • BVM(Veterinary Medicine
5	Hellen Chepchumba Chepkwony	9868117	53	F	• Manager: Microeconomic Analysis & Knowledge Management /Market Intelligence, Financial Markets CBK: 2018-to date • MA in Economics • BA (Economics)
6	Annah Cheronu Konuche	21424908	44	F	• Senior Counsel-LSK-2022 - Ass.Director-KSL-2017-Date • Masters(Law) • Bachelors(Law) • Postgraduate Diploma (Law)
7	Evelyn Jepleting Tarus Cheluget	9158461	54	F	• Director – Directorate of Immigration Services – 2018 To Date • Master of Business Administration • Bachelor of Arts
8	Peter Kiptanui Leley	9101634	54	M	• CEO: Intergovernmental Relations Technical Committee (IGRTC): 2018-2022 • MBA (Executive) • BA Arts
9	Pius Kiptanui Metto	9101612	55	M	• Director General/CEO – Sports Kenya; 2019 – To Date. • MBA • B.Ed(Business Studies & Geography)
	NAROK				
1	Parmain Ole Narikae	2419692	59	M	• MD: - Kenya Industrial Estate: -2016-date • PhD in Business Administration • MBA in Business Administration - BSc in Business Administration

2	Julius Kiplangat Korir	9042630	55	M	- Principal Secretary – Ministry of Devolution; 2021- To Date. - PhD(Public Administration) - MBA(International Business) - B.Sc(Agricultural Economics)
3	Juliana Nashipae Yiapan	9884037	53	F	- Secretary Administration-State Dept. Broadcasting & Telecommunications-2019-To Date - MBA(Public Service Int'l) - MA(Political Science & Public Administration) - BA(Government)
4	David Ole Sankok (PWD)	20634336	44	M	- Member of Parliament – National Assembly; 2017-2022 - Director and proprietor – Osim County Lodge; 2007 – To date - BSc. -Nursing
5	John Lekakeny Ololtuaa	8031051	55	M	- Regional Director of Education; 2017 to date - Med -Education Admin - Bed- Arts
6	Leonard Cheruiyot Chepkwony	11218658	50	M	- Principal - Ilkerin Secondary School-2015-To Date - MA - BED Arts
7	Lemein Korei	9884450	51	M	- M.P Narok South-2013-2022 - PhD(Entrepreneurship Development) - MSC(Entrepreneurship & Innovations Management) - MCOM(Business Studies) - BCOM
NYAMIRA					
1	Anne Wacheke Makori	7027683	57	F	- Chairperson-Board of IPOA-Currently - MA(Leadership)-Pan Africa Christian University-2011 - PGD(Law)-Kenya School of Law-1990 - LLB-University of Nairobi-1989 - Higher Diploma(HRM)-Institute of Personnel Management-1999

2	James Maganda Gitangwa	10908480	50	M	• Senior Branch Manager – KCB; 2017- To Date. • MBA(Strategic Management) • BBA (Entrepreneurship)
3	Onkoba Musa Machooka	14549990	45	M	• Advisor to the Attorney General & Department of Justice-2018-2021 • LLB • Masters(MBA • Diploma in Law
4	Kennedy Ntabo Otiso	21798724	42	M	• Senior Lecturer – Department of Business Administration and Mgt Science – Koitaleel University College-2021 to date • Doctor of Philosophy –Marketing • MBM-Marketing • BB-Admin
	NYANDARUA				
1	Joseph Mungai Mbugua	2887770	60	M	• Regional Director-Kenya Rural Roads authority(Kiambu Region)-2016 to date • BSC(Civil Engineering)
2	Michael Mwangi Thuita	9507219	54	M	• Chief Executive Officer - Athi Water Works Devt. Agency; 2017- To Date. • B.Sc(Agricultural Engineering)
3	Philip Githii Gichuki	7664931	56	M	• Chief executive Officer Tana Water Development Agency, 2020-Date • MSc (Agricultural Engineering)) • BSc (Civil Engineering)
	NYERI				
1	Erastus Gatika Gatebe	1179832	50	M	• Chief Research Scientist – KIRDI; 2013 – To Date. • PhD (Chemistry) • M.Sc (Chemistry and Biochemistry). • B.Ed (Science)

2	Jane Wangui Wathobio-Kiringai	5482884	59	F	• Chairman - Commission for Revenue Allocation – 2017 to date • PhD- Economics, International Trade and Poverty • MA Development Economics • B.Phil (Economics)
3	Alex Kamau Wachira	22509967	40	M	• Head of Fixed Income Dealing – Faida Investment Bank; 2012 – To Date. • B.Sc(Nursing)
4	Nicholas Mwangi Muraguri	10895429	51	M	• Principal Secretary-Ministry of Lands- 2017-To Date • MA(Development Studies) • MBA • Master of Public Health • MBChB(Medicine & Surgery)
5	Caroline Wanjiku Karugu	20584192	44	F	• Deputy Governor – County Government of Nyeri; 2018 – 2022 • Doctor of Business Administration (DBA), – Finance • Global Executive Masters In Business Administration Strategy • Bachelors of Commerce
6	Esther Ngero Mumbi	20472495	45	F	• CEO DIL Trading, 2020-date • BA (Education)
	SAMBURU				
1	Losenge Turop	11456028	51	M	• Director – JKUAT; 2019 – To Date. • PhD(Horticulture) • M.Sc(Horticulture) • B.Sc(Horticulture)
2	Jonathan Ltipalei Lodompui	4187108	55	M	• Commissioner and Vice Chair – IPOA; 2018- To Date. • PhD(Political Science Administration) • MA(International Relations) • BA(Political Science and Administration)

3	Bernice Sialaal Lemedeket	13046975	46	F	• Foundation Manager-Kenya Pipeline company; 2017 –present. • M.sc(Development Management) • M.A (Project Planning) • B.A(Social science) • Higher national diploma in pediatrics • Dip in clinical medicine Surgery
4	Saidimu Terra Leseeto	22230090	44	M	• Commissioner, Intelligence & Strategic Operations – KRA; 2019-To-Date • PhD(Risk Management) • M.Sc(Social Science) • MBA(Finance) • BBM(Accounting) • CPA Part II
5	Wilson Lepartobiko	13729523	50	M	• Deputy Director, Engineering – KURA;2010 – To Date. • MA(Projects and Management) • B.Sc(Engineering) • CPS(K) • CPA(K)
6	Moses Kasaine Lenolkulal	13044739	47	M	• County Governor; 2013 – 2022. • MPPM(Public Policy & management) • BA(Economics & Sociology)
	SIAYA				
1	John Mudany Odhiambo	7156394	59	M	• General Manager Finance & ICT Director – KenGen; Currently • PhD(Management & Leadership) • MA(International Business Administration) • MBA • BCom(Accounting) • CPA(K)

2	Vincent Ouma Nyagilo	8823195	56	M	• Secretary/HoD – National Economic and Social Council, State Dept. of Planning; 2017- To Date. • PhD(Finance) • MBA(Finance) • BA(Economics and Mathematics)
3	Risper Awuor Olick	21783104	42	F	• Partner-Bon & Drew Associates-Jan 2021-to date • MBA(Finance) • BCom(Accounting)
4	Patrick Omwanda Amoth	9286112	54	M	• Chair, Executive Board of the WHO; 2021 – 2022. • Ag. Director General for health;2020-Date. • MM.ed(Obstetrics and Gynaecology) • MBChB(Medicine and Surgery)
5	Alice Jael Akinyi O. Yalla	7352813	56	F	• Secretary, Regional Integration – State Dept. of EAC; 2018 – To Date. • PhD(Business Administration) • MBA(HRM) • B.Ed(Arts)
6	Maurice Akech Otieno	11671986	49	M	• Ag. Executive Director/ Registrar of Contractors – NCA – 2018 – Todate • MSc (Construction Engineering & Management) • BSc (Civil Engineering)
TAITA TAVETA					
1	Shadrack Mwangolo Mwadime	9786289	54	M	• Secretary Administration – The Presidency; 2013 – To Date. • MBA • Bachelor of Arts
2	Margaret W. Mwakima	9079179	56	F	• PS – 2015 to date; • Ph.D (Sustainable Economic Development) • MSC (Sustainable Economic Development) • Bed (Science)

3	Said Athman Mtwana	8826996	57	M	• Secretary Tourism – Ministry of Tourism – 2016 –to date • Masters in Urban and Regional Planning • BA(Buildings Economics)
4	Morris Kiwinda Mbondenyi	21912206	44	M	• Researcher/Consultant; 2003 – To Date. • Advisor/Secretary for Policy Coordination – Office the Deputy President; 2018 – 2022. • LLD (Law) • LLM (Law) • LLB (Law) • PGD – Law
5	Janet Wauda Mwawasi	11311802	50	F	• CECM – Taita Taveta County – 2018 - 2022 • LLB • Bachelor of Business & Office Management
TANA RIVER					
1	Amani Yuda John Komora	10310510	54	M	• Vice Chairperson SRC, 2018-date • PhD (HRM) • MSc (HRM) • BA (anthropology)
2	Idris Salim Dokota	24707943	38	M	• Planning Officer 2008 to date; • Masters in Economics • BCom
3	Salim D. Mohamed	22680325	40	M	• C.E Member, Environment: County Gov. of Tana River; 2016-2017 • BCOM, Accounting
THARAKA NITHI					
1	Joshua Mwiranga Njagi	7453290	57	M	• Deputy Director Performance Contracting – PSC - 1st Sept. 2019 – Date • MSc (Transport and Maritime Economics) • MA (Economics) • BA (Economics)

2	James Murithi Japhet Njiru	6090991	57	M	• Director/CEO – KMFRI; 2016 – To Date. • Kenya rep. – UNESCO; 2017- To Date. • PhD(Aquatic Ecology/Fish Biology) • M.Sc(Aquatic Science) • B.Sc(Zoology, Botany and Chemistry)
3	Julius Nyagah Mwabu	8812824	55	M	• Director, Productive & Services affairs; Ministry of East African Community; 2017-To-Date • MA(International Studies) • M.Sc(Environmental & Information systems) • M.Sc(Applied Geomorphological & Engineering Geological Survey) • B.Sc(Geology)
4	Moses Njeru Mbaruku	7034568	56	M	• Secretary Of Administration – May 2020 to Date • Pre Doctoral Certificate In Entrepreneurial Behavior • MBA- Entrepreneurship • B.A(Sociology and Kiswahili)
5	Betsy Muthoni Njagi	23297895	39		County Chief Officer-Tharaka Nithi Government-Dec 2017-To Date Head of Projects, East Africa Region-Interne Solutions EA & Access Kenya-2014-2017 BSC(IT)-JKUAT-2007 Diploma(IT)-JKUAT-2004
6	Sabastian Njagi Mwangangi	22933145	40	M	• Head of Marketing – Kenya School of Law; 2021 - 2022. • MA(International Studies) • BBA(Marketing with IT)
7	Morris Murimi Micheni	10149428	53	M	• Country Manager, Ug-Continental Tobacco Ug-2007-To Date • Bachelor of Veterinary medicine

TRANS NZOIA					
1	Abraham K. Sing'oei	11588172	50	M	• Legal and Constitutional Advisor: Office of the Vice President, Republic of Kenya- 2013- to date; • PhD in Law • Master of Laws • Master of Laws • Bachelor of Laws
2	John Kipchumba Tanui	11617592	49	M	• CEO- Konza Technopolis Dev. Authority; Currently • MBA • Bachelor of Technology
3	Chrisantus Wamalwa Wakhungu	11657250	49	M	• MP – Kiminini Constituency 2013 – 2022; • PhD • MBA • BSc
4	Yona Sakaja Mang'usho	24239786	38	M	• Snr Administrator/Part time Lecturer, UoN 2009 to date; • Snr Admin. UoN 2018 to date; • MA • Post graduate Diploma in HRM • B.Ed
5	Benjamin Malwa Langwen	6225694	60	M	• Environment Advisor – London Distiller; 2015 – To Date. • M.Sc • B.Sc
6	Loice Chepchirchir Rono	24566838	36	F	• Regional Director, Technical Service – LABLINK EA; 2020 - To Date. • BA(Medical Laboratory Science)
7	Brian Nyakeri Omooria	21963101	42	M	• Consulting Director – Multiple Consultancies; 2021 – To Date. • B.Sc(Computer Science)

8	Anne Wanjiku Mwangi	25221823	36	F	• Presidential Chief Agent; 2022. • MCA – Trans Nzoia; 2017 – 2022. • M.Ed(Research • MA(Project Planning and Management) • B.Ed
9	Roseline Kathure Njogu	23469162	38	F	• Founding Partner & Head of Commercial Law Lexlink Consulting, 2014-date • Lecturer Strathmore 2017-date • Post graduate Diploma • Masters of Law • Bachelor of Laws
TURKANA					
1	Geoffrey Eyanae Kaituko	12834968	48	M	• Advisor/Special Secretary, Social Sector Office of the Deputy President-2018-To Date • Master of Public Administration • LLB • BA(Government & Arabic)
2	Jeremiah Apalia Lomari	23259865	40	M	• Chief Officer, Economic Planning – Turkana County; 2016 – To Date. • MA(economics) • BA(Economics, Statistics)
3	Jane Apetet Nashida Narumbe	13066237	49	F	• Director, Kenya Power; 2013-2016 • MBA – (Devolved Government Administration Option) • BA (Development Studies)
4	Rosemary Nchinyei Paringiro	22214553	44	F	• Chief Officer, Trade, Gender and Youth Affairs, Tourism, Culture and Nat. Resources, Infrastructure, Transport and Public Works ; - County Govt. Of Turkana; 2019 – To Date. • MA(International Journalism) • Diploma - Public Administration management • Diploma – Mass Communication

UASIN GISHU					
1	Julius Kibet Bitok	13208910	48	M	• Dean – Africa Group of Ambassadors in the Islamic Republic of Pakistan; 2019-2022 • Kenya High Commission – Ambassador to Islamic Republic of Pakistan; 2014-2022 • PhD(Business Management, Finance) • MBA(Finance) • B.Sc(Education Science)
2	Abel Kipchirchir Rotich	24147445	37	M	• CEO-Jetways Airlines-2020-to date • Bachelor of Military Science
3	Margaret Jemutai Rugut Kibogy	10445680	51	F	• Managing Director-Kenya Dairy Board; Current - MBA-UON;2012 • B.A(Economics & Marketing)
4	Sammy Chepsiror Kiplagat	10340810	56	M	• Group Head of Sales & marketing, 2014-date • MBA UON • BCOM
5	Clare Cherono Lai	24796060	35	F	• Attorney; Civil Litigation and Asset Recovery -EACC-2018-To Date • MA (Regional Integration and Development)Post Graduate Diploma in Law • Bachelor of Law
6	Michael Kibet Kiptoo	11181310	51	M	• Associate Prof. SEKU- School of Health Sciences: Jan. 2022 – to date; • Ph.D. Immunology • MSc Immunology • BSc.
7	MaryKaren Kigen-Sorobit	9841163	53	F	• Private Practice – Robin Harris & Co. Advocates; 2022 – To Date. • LL(Law) • PGD – Law

VIHIGA					
1	Geoffrey Omedo	22506889	41	M	• Portfolio Analyst – UNDP – 2019 to date • MA(Environmental Planning and Management) • B. Sc (Meteorology)
2	Christine Mujei Ilahalwa	21603553	43	F	• Manager – Business Intelligence Unit – Kenya Revenue Authority (Customs Border Control) 2021- Date • MBA(Arts – International Studies) • BBA(Arts)
3	Alfred Kegode Mudavadi	6452619	59	M	• Consultancy Services – Strategic Management and Entrepreneurship – Local and International businesses in Kenya; 2016 – To date • MBA – International Business Management • BCom – Finance
4	Gertrude Musuruve Inimah (PWD)	8745725	56	F	• Senator, Representing PWD in the senate-2017-2022 • Ph.D(Mass Communication) • Master in Applied Linguistics • B.Ed(Special Needs)
5	Laban Peter Ayiro	1045680	68	M	• Vice Chancellor:Daystar University and Professor of Research: 2019- date • PhD in Business Administration • MA • MSc. In Entrepreneurship Development • Master of Education in Education Finance: • BED
6	Joseph Mukuna Ekhuya Simekha	10725761	52	M	• Team Leader; Projects and Allied Consultants Ltd; Currently • Consultant; Projects and Allied Consultants Ltd; 20005-to date • BSc- Leadership and Mgt

	WAJIR				
1	Fatuma Hirsi Mohamed	13403001	59	F	• Communications Specialist- World Bank Group-2021- To- Date • PhD(Communication Studies) • MBA • BA
2	Yusuf Mohamed Fazul	28164771	36	M	• Director General , Private Security Regulatory Authority; 2018-To-date • Chairperson/convener & Coordinator – Diplomatic Security Group(DSG)-(UNDSS); 2019-To-Date • Kenya Representative and Taskforce Member – Eastern 7 southern Africa Anti-Money Laundering Group; 2016-To-date • BBM(Human Resource)
3	Ahmed Kolosh Mohamed	21657019	44	M	• Member of Parliament -Wajir West- 2017-2022 • MA (Sociology: Disaster Management) • BCOM(Finance)
4	Umami Mohamed Bashir	23750759	38	F	• Vice Chairperson, National Election Board-UDA-Jan 2022-To Date • Founder & Managing Director-Umami Bashir & Co. Advocates-2019-To Date • MA(Armed Conflict & Peace Studies) • PGD(Law) • LLB
5	Mukhtar Abdi Ogle (PWD)	8494485	56	M	• Secretary Initiatives and Dev. Of Arid and Semi-Arid Regions -Cabinet Affairs Office – Executive Office of the President0-currently - • MA . • B.Ed(Arts)

WEST POKOT					
1	Richard Krop	8322857	50	M	• Ag. Director Strategy & Quality Assurance – Kenya Water Towers; 2021 – To Date. • MBA(Strategic Management) • BCom(HR)
2	Micah Pkopus Powon	8366576	55	M	• Principal Secretary-2015-To Date • MSC(Horticulture) • BSC(Agriculture)
3	Joel Psimatwa L. Arumonyang	13005628	47	M	• CEC member – County Govt. of West Pokot; 2017- 2022. • MBA – UON; 2009. • BCom (Marketing) – UON; 1999.

Annexure X

Copy of Nominee's Curriculum Vitae

NANDI
B377

Dr. Richard Belio Kipsang

P. O. Box 13049-00100

Nairobi

Tel: 0722407259/0721212679

19th September 2022

Dr Simon K. Rotich, CBS

Commission Secretary

Public Service Commission

Commission House

P.O: Box 30095-00100

NAIROBI

Dear Sir,

REF: APPLICATION FOR THE POSITION OF PRINCIPAL SECRETARY

I am writing to express my interest in the position of Principal Secretary that was advertised recently. As an accomplished professional with over 30 years of progressive team leadership, I have served in various capacities, nine (9) years of which as a Principal Secretary, Ministry of Education and Ministry of East Africa and Northern Corridor Development. Further I have a wide range of knowledge and exposure that will allow me to contribute towards the success of key deliverables in government.

My key roles as Principal Secretary at the two Ministries among others have been; driving extensive education reforms at the Ministry of Education, formulation and implementation of policies and budgets, development and implementation of performance management system that enabled efficient service delivery, providing leadership to staff, overseeing implementation of Strategic Plans, facilitating the achievement of goals and government objectives and inter-governmental programmes and projects, and Promoting the Values & Principles spelt out in Articles 10 and 232 of the Constitution of Kenya in the operations of the two State Departments

I bring on board an individual with vast experience and extensive knowledge in Public Sector Management.

Enclosed herewith, please find my curriculum Vitae, copies of relevant Certificates, testimonials and other relevant supporting documents for verification and consideration.

Yours Sincerely,



Dr. Richard Belio Kipsang. CBS

Encl:

1996
10/24

DR. RICHARD BELIO KIPSANG, CBS.

Tel: +254 722407259/721212679

Email: kirangel@gmail.com

**CAREER
PROFILE
SUMMARY**

I hold a PhD degree in Education (Educational Administration and Planning) from the Catholic University of Eastern Africa, a Master of Arts Degree in Economics and Bachelors (Honours) degree in Education (Business and Economics) both from the University of Nairobi.

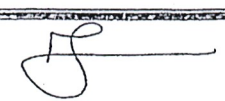
I have undergone several professional training and attended seminars, conferences and workshops locally and Internationally in areas of leadership, Education Management, Micro-enterprise Development, corruption and combating economic crime, agriculture value chain financing, and other areas of business and management among others.

I am a Certified fraud examiner and a trained investigator and prosecutor from Criminal Investigation Department (CID) Training school.

I have extensive experience in leadership, Education management, coffee value chain financing, combating economic crime and micro-enterprise development spanning over a period of 30 years. I am currently the Principal Secretary, State Department for Regional and Northern Corridor Development prior to this Principal Secretary State Department for Early Learning and Basic Education, Ministry of Education; Managing Trustee/ Chief Executive Officer of Coffee Development Fund, Deputy CEO & Head of Operations, at Higher Education Loans Board. I have undertaken various consultancies both locally and Internationally on leadership and Management of Education.

**EDUCATION
BACKGROUND**

- PhD in Education (Educational Administration and Planning) – Catholic University of Eastern Africa; 2004 to 2007
- Master of Arts in Economics – University of Nairobi; 2000-2002
- Bachelor of Education (Business Studies and Economics) – University of Nairobi; 1989 to 1992



MANAGEMENT COURSES

- | | |
|--|---|
| • Cities Forum, Dubai | - Public Private Partnership |
| • London School of Economics, UK
Management | - Strategic Decision Making for |
| • London School of Economics, UK | -Corporate Finance and Strategy |
| • Centre for Corporate Governance, | -Trained trainer corporate Governance |
| • Management training & Consultancy
UK | -Executive Development Programme, |
| • Galilee International College &
Institution Harvard University
Extension School Israel | - Management of Higher Education |
| • Chulalongkorn University
Management
Bangkok, Thailand | - Revitalizing Higher Education |
| • State University of New York
Buffalo – USA | - International Comparative Higher
Education Financing and Accessibility |
| • Calcutta University – India | - Higher Education and Administration in
Developing Countries |
| • Centre for Corporate Governance | - Director's Training |
| • Dawn Agency | - Kenya Maximization of Loan Recovery |
| • Study tour Belgium, Sweden,
Denmark, Germany and Britain | - Comparative Systems of Financing Higher
Education in Europe |
| • Crown Agents, UK | - Combating Economic Crime |
| • Investigator Training International,
United Kingdom | - Fraud Examiner Training |
| • CID Training School – Kenya | - Investigation and Prosecution
(Gazetted Prosecutor) |

MEMBERSHIP:

- | | |
|--|--------------------|
| Association of Certified Fraud Examiners | – Associate Member |
| Institute of Directors of Kenya | - Member |

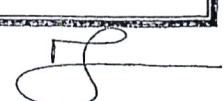


RESEARCH & PAPERS:

- Doctoral Thesis: "Assessment of Policy, Practice and Implications of Financing Higher Education through Student Loans in Kenya"
- Master's Thesis: "Financing Higher Education in Kenya: Case of Students Loans Programme"
- Unpublished Papers: "Globalization of Higher Education and its Contribution to lifelong Education."
- "Cost sharing in Financing Higher Education in Kenya"
- "Planning and Financing Education in Kenya."
- "Effective Approach of Implementing Government Educational Policies in the light of Patristic Education: Kenyan Educational Experiences."
- "Students Loans as a Strategy of Financing Higher Education: Challenges and Opportunities."
- "Dual Tuition System in Kenya."
- "Financing Higher Education in Europe."

KEY ACHIEVEMENTS

- Providing leadership to ensure achievement of the mandate of the Ministry of East Africa and Northern Corridor Development, State Department for Regional and Northern Corridor Development, and Ministry of Education, State Department for Early Learning and Basic Education,
- Curriculum reforms in the Basic Education Subsector,
- Extensive examination and assessment reforms in the Ministry of Education, State Department for Early Learning & Basic Education,
- Re-engagement with development partners in the Education Sector to widen funding opportunities,
- Successful formulation of policies, regulations and guidelines in both Ministries,
- Successful formulation and implementation of National Education Management Information System
- Successful formulation and implementation of National Sector plans,
- Formulation and implementation of budgets in the Ministry of Education and East Africa and Northern Corridor Development,
- Formulation and implementation of performance based management systems,
- Set up Compliance Systems and National Programmes to achieve efficient service delivery,
- Developed strong networks and relationships in Government, Strategic Development partners, including providing leadership in Basic Education



Institutions of learning and Regional Development Authorities in the Country.

- Spearheaded development of a motivated and competent teams at the Ministry of Education, State Department of Early Learning and Basic Education and Ministry of East African Community and Regional Development State Department for Regional and Northern Corridor Development.

PROFESSIONAL EXPERIENCE

Principal Secretary,
Ministry of East African Community,
State Department for Regional and Northern Corridor Development; 2021 to date

Principal Secretary,
Ministry of Education
State Department for Early Learning and Basic Education; June 2013 to February 2021

Managing Trustee & CEO,
Coffee Development Fund; November 2011 to June 2013

Deputy CEO & Head of Operations,
Higher Education Loans Board; March 2007 to October 2011

Loan Recovery Manager,
Higher Education Loans Board; September 2006 to February 2007

Lending Manager,
Higher Education Loans Board; July 2006 to September 2006

Loans Disbursement & Recovery Manager,
Higher Education Loans Board; 2003 to July 2006

Senior Loans Disbursement Officer,
Higher Education Loans Board; November 1996 to 2003.

OTHER PAST EXPERIENCES

Credits/Loans Officer & Head of Micro Enterprise Loans Unit,
Christian Intermediate Technology Centre (CITC) Kapsabet; July 1993 to June 1996

High School Teacher, (Business & Economics),
Teachers Service Commission; January 1993 to June 1996

OTHER RESPONSIBILITIES

- Board Member - Global Partnership for Education
- Council Member - Kenya National Examination Council
- Council Member - Cooperative University College
- Council Member - Mt. Kenya University
- Board of Director - Finance Alliance for Sustainable Trade (FAST)
an International Membership Financial
Mobilization Organization
- Council Member - Advisory Council for Coffee Initiative

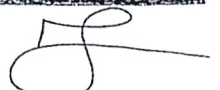
- Government Delegate -International Coffee Organization (ICO)
- Chairman - Operations Committee, Association of African Higher Education Financing Agencies (AAHEFA) 2009-2011

REFEREES

Dr. Joseph Kinyua, EGH
Head of Public Service
The Executive Office of the President
Tel: +254 722592993

Mr. Davis Chirchir, EGH
Chief of Staff,
The Office of the President
Tel: +254 722206154

Mr Mohammed Abdirahman Hassan
Chairman MwalimuPlus Ltd
Harrison House
Nairobi.
Tel +254722713920



Emb
1469
Dr. Esther Thaara Muoria,
P.O. Box 4649-01002,
THIKA.

14th September, 2022

The Secretary/CEO
Public Service Commission
Harambee Avenue
P.O. Box 30095-00100
NAIROBI, KENYA.

Dear Sir,

RE: APPLICATION FOR THE POSITION OF PRINCIPAL SECRETARY

I wish to apply for the above post as advertised on the Commission's website, <https://www.publicservice.go.ke/index.php/recruitment>.

I am currently working as the Registrar, Academic Affairs Division of the Jomo Kenyatta University of Agriculture and Technology with effect from 9th October 2015, having acted the same position effective 1st January 2010.

I hold a doctorate Degree in Human Resource Management from Jomo Kenyatta University of Agriculture and Technology, a Masters degree in Gender and Development studies from the University of Nairobi and Bachelors degree in Sociology from the same University.

Attached, please find my C.V. and copies of testimonials.

I look forward to your favorable consideration.

Thank you.

Yours faithfully,



DR. ESTHER THAARA MUORIA, PhD
ID NO: 4685847/PASSPORT NO: AK0076391



ESTHER THAARA MUORIA

P.O. BOX 4649-01002, THIKA

0722 846353

emuorah@yahoo.com,
emuorah@gmail.com



BIRTH 1965

PROFILE

Seasoned senior manager with multifaceted experience of over 15 years in top level management. Result-oriented and decisive leader with a proven ability to provide relationship building capabilities; in planning, coordinating and implementing policies that create opportunities for effective and efficient achievement of organizational goals.

SKILLS

Team formation and leadership
Report writing
Resource mobilization
People management and counselling
Community mobilization
Project planning, coordination and execution of assigned tasks
Critical thinking
Strong work ethics

EDUCATION

Doctor of philosophy in Human Resource Management
Jomo Kenyatta University of Agriculture and Technology
Master of Arts in Gender and Development Studies
University of Nairobi
Bachelor of Arts in Sociology
University of Nairobi
School Certificate

EXPERIENCE

OCTOBER 2015 TO DATE: REGISTRAR, ACADEMIC AFFAIRS

Jomo Kenyatta University of Agriculture and Technology

Responsibilities:

- ❖ Execution and coordination of operations of the Academic Affairs Division in line with the vision and mission of the University;
- ❖ Implementing Member of the University Management Board hence execution of policy guidelines as pertains the Academic Affairs Division;
- ❖ Formulating policies with reference to relevant Government regulations for guidance and accountability of the Division and University-wide operations. Such policies include: Admissions, Training, Fee Paying, Part time teaching, Attachment, Examination among others;
- ❖ Secretary to the University Senate Committee and all Senate sub-committees including, Deans Committee, Staff Training Committee, Students Disciplinary Committee amongst others. This entails planning for and facilitating the meetings as well as ensure follow up and implementation of the decisions made therein;
- ❖ Secretary to the Graduation Committee consisting of 22 sub-committees that plan and ensure success of JKUAT's biannual graduations;
- ❖ Planning and coordinating protocol services for local and international VVIP guests who attend JKUAT's functions;
- ❖ Member of the JKUAT's Strategic Plans development committee (2013-2017 and 2018-2022)
- ❖ Developing the Academic Affairs Division Service Charter to ensure quality and timely service delivery;
- ❖ Supervision of sectional heads and over 25 staff under the department for effective and efficient accomplishment of responsibilities;
- ❖ Liaising and managing over 40 administrators in different campuses within JKUAT for optimal budget, space and resource planning with an aim of successful execution of duties and responsibilities;
- ❖ Carrying out performance appraisals for staff within Academic Affairs Division;
- ❖ Coordinating procurement of items for the Division against approved procurement plans and in accordance to the PPOA for efficient management of allocated resources;
- ❖ Overseeing the department's annual performance review and identify training needs and professional development opportunities;
- ❖ Executing workshops, conferences and retreats for the University Senate;
- ❖ Member of JKUAT Student Security Committee which promotes safety of students within and outside the campus;
- ❖ Overseeing customer surveys on various aspects under the mandate of Academic Affairs to ensure continual improvement of service delivery;
- ❖ Presiding Officer during elections for Deans of Schools;
- ❖ Facilitating academic programmes curricula development and revision implementation to ensure relevance of training;
- ❖ Coordinating departmental implementation of the Quality Management System ISO 9001:2015 and Environmental Management System ISO 14001:2015.
- ❖ Counselling and advising students, faculty, and other staff on academic matters, including interpreting and enforcing policies and regulations of the University for effective achievement of set goals;

JANUARY 2010 TO JUNE 2015: DEPUTY REGISTRAR, (SENATE SECRETARIAT AND OUTREACH)

Jomo Kenyatta University of Agriculture and Technology

Responsibilities:

- ❖ Setting up and providing leadership of the Senate Secretariat and Outreach Section;
- ❖ Secretariat to Senate and Committee meetings of the Academic Affairs Division and the University at large as guided by the Registrar, Academic Affairs;
- ❖ Circulating meeting notices and doing reminders to ensure quorum turn-out;
- ❖ Preparing meeting schedules, agendas, facilitating the meetings with relevant documents both hard and e-copies;
- ❖ Preparing minutes, communicating and making follow-ups on resolutions made to relevant;
- ❖ Ensuring all minutes and reports of the committees attended are kept in safe custody for preserve and future reference.

EXPERIENCE

FEBRUARY 2008 TO JANUARY 2010: SENIOR ASSISTANT REGISTRAR

Jomo Kenyatta University of Agriculture and Technology

Responsibilities:

- Deputizing the Deputy Registrar (Programmes and Training);
- Providing secretariat services to Training Committee which involved planning and facilitating pedagogy training for all academic staff members in the University;
- Secretariat to Graduation, Library committees and related service and/or Member in various other committees as appointed by the Deputy Vice Chancellor, Academic Affairs.
- Processing training requests for non-teaching and teaching staff (scholarships, workshops, conferences);
- Co-ordinating workshops, conferences and retreats for Deans;
- Maintenance of a database on academic programmes approved by Deans Committee and Senate;

2005 TO JAN. 2008: ASSISTANT REGISTRAR

Kenya University of Agriculture and Technology

Responsibilities:

- Assisted in the overall co-ordination of examination matters;
- Received moderated question papers and ensuring safe custody;
- Oversaw typing, proof-reading, printing, packaging, storage and issuance of the examination question papers;
- Interpreted examination rules and regulations to staff and students;
- Attending to queries on examination results in liaison with Faculties/Schools/Institutes;
- Consolidating the University master examination timetables for regular and supplementary examinations;
- Secretariat to Senate Board of Examiners and Students Disciplinary on examination irregularities;
- Sign academic transcripts on behalf of the Registrar, Academic Affairs upon authentication of records;
- Certification of copies of certificates and transcripts.

1991 – 2005: SENIOR PROBATION OFFICER

Thika and Kiambu Districts

Responsibilities:

- Incharge of Probation personnel and financial management in the District.
- Oversee implementation of Probation, Community Service and After-Care programmes in the District.
- Part of the Strategic Management drawing team in the department.
- Compiling and forwarding to the headquarters all departmental budgets financial and statistical return.
- Liaising with other Government departments, local councils and Non-Governmental organizations in fostering development in D.E.C's, DDCs and other fora.
- Assessing corruption prone areas in the department and drawing prevention plans.
- Making field social enquiries, writing and presenting pre – sentence reports to courts

1989 – 1991: PROBATION OFFICER I

Irinyanga and Thika Districts

Responsibilities

- Social enquiries in an offender's background, writing and presenting presentence reports to the law courts;
- Rehabilitating, through guidance and counselling, offenders released from courts to be under my supervision;
- As the District Probation Officer – Managing Probation Programmes in the district as above stipulated.

ACHIEVEMENTS

- ❖ Founded and actively championed the JKUAT Student Support Fund that supports underprivileged students, including needy females, those from ASAL areas and students living with disabilities. The fund has since been institutionalized through an approved policy;
- ❖ Affirmatively advocated for admission and comfort of students from the ASAL areas ensuring growth of professionals from the less privileged backgrounds;
- ❖ Improved operations for optimal utilization of allocated resources through changing the mode of meetings in JKUAT to paperless meetings, hence saving money on paper and ink;
- ❖ Implemented cost-control measures to ensure operations remained within the allocated budgets while maximizing performance and output;
- ❖ Changed the admission strategy from single-day-all-service into a spread-out admission to improve registration of underprivileged students by providing more time for payment of inception fee as well as allow ease of registration points by students with disabilities, and reduce push and pull congestion that was not favourable to female students and persons with disabilities.
- ❖ Initiated and oversaw establishment of JKUAT's Customer Service Centre;
- ❖ Increased student enrolment by 12% through innovative publicity of academic programmes;
- ❖ Cultivated strong business relationships with stakeholders of the Academic Affairs Division for a positive work relationship.
- ❖ Managed to plan, initiate and oversee construction of a modern District Headquarters' office at Kiambu Probation Office with favourable facilities for women.
- ❖ Rehabilitated and re-integrated ex-convicts into society and more than often connected them with micro-financing institutions to facilitate start-ups.
- ❖ Crusaded for provision of clean water and Government security as a Chairperson of Kahawa Sukari Women's Group;
- ❖ Appointed Member of the Board of Governors: Kyeni Girls High School, Embu.

AWARDS

- ❖ Awarded certificate of appreciation by Association of Universities and Colleges of Canada (AUCC) for professionalism, selfless dedication and going above and beyond duty to achieve the goals during strategic Planning Workshop Development held at KSMS on 29th – 30th November 2011;
- ❖ Awarded Certificate of appreciation by ACK St Peters Kahawa Sukari Church for exemplary service given to the church especially in women needs interventions and in Choir for which I was Chairperson for 3years.

PERSONAL ATTRIBUTES

team player
 enthusiastic and energetic
 go-getter
 resilient
 ability to work well under pressure
 keeps time and appointments

INTERESTS

community service/projects
 mentorship
 travelling
 networking
 environmental conservation
 reading

COMMUNITY SERVICE

initiated the formation and registration of Kahawa Ukari Women's Group, whose aim is to develop and better the status of the estate. This organization, through my leadership as a chairlady, crusaded for piped water installation to the estate from the City Council.

Appointed Member of the Board of Governors: Kyenberia High School, Embu.

Founded and have stayed at the forefront of the Student Support Fund in JKUAT where the less privileged students are fed and accommodated safely. Have also ensured admission and comfort of girls from the ASAL areas to STEM programmes so as to ensure growth of professionals from the less privileged backgrounds. This has now been developed to a policy within the University.

Member of JKUAT Fitness Club that sponsors sports activities that promote the organizations social corporate image e.g. Dettol Heart Run, Freedom from Hunger Walk and Standard Chartered Marathons. Continuously support girls at secondary school level to study and/or complete their studies through offering financial support.

Facilitate provision of basic needs (food, clean water, clothes and medication) to identified elderly citizens in urban and underprivileged women in Embu, Kiambu and Nairobi counties.

PUBLICATIONS

- ❖ Doctorate Thesis; Strategies Adopted by Women to Accede to Leadership in the Public Sector in Kenya August 2013
- ❖ Education and Training as Successful Strategies Employed by Women to Accede to Leadership in the Public Sector in Kenya International Journal of Business and Social Research Volume 2 No.4, August 2012
- ❖ Linking acceding of Women to Leadership with Conscientiousness and Neuroticism: The Kenya Public Sector International Journal of Business Management and Administration ISSN 2327-3100
- ❖ Community Involvement in Public Security Improvement Journal of Human Resource and Improvement Entrepreneurship Development ISSN 1819-4370
- ❖ An analysis of the Effects of Corporate Governance International Journal of Business on Performance of Commercial State Corporations and Public Management in Kenya ISSN: 2218-6603
- ❖ The Effect of CEO Duality to Institutional Performance of Kenyan State Corporations Analysis of the Contribution of Communication and information sharing to High Performance in the Kenya Banking Sector
 The Management University of Africa: ISSN 2074-4740 Kabarak University 1st Annual International Research Conference

SEMINARS AND WORKSHOPS

- 2012 Senior Women Leadership and Empowerment
- 2011 Gender and Disability Mainstreaming Workshop
- 2009 Public Health Emergency preparedness and Response
- 2008 Pedagogy Training: Jomo Kenyatta University of Agriculture and Technology
- 2004 Conflict Management
- 2004 Paralegal Studies
- 2003 Public Service Integrity Program GOK: Kenya Institute of Administration
- 2003 Strategic Management GOK: Kenya Institute of Administration
- 2002 Oral Presentation Skills: British Council; Nairobi Kenya
- 1990 Population Management: GOK: Kenya Institute of Administration

REFEREES

1. Prof Mabel Imbuga
 Jomo Kenyatta University of Agriculture and Technology,
 P.O. Box 62000 – 00200, **NAIROBI**.
 Email: mimbuga@jkuat.ac.ke
 Telephone: 067-5870001-4
2. Prof. Anthony Gichuhi Waititu,
 Dean, School of Mathematical and Physical Sciences,
 Jomo Kenyatta University of Agriculture and Technology
 P.O. Box 62000-00200, **NAIROBI**.
 Tel: 0704 447775
 Email: awaititu@jkuat.ac.ke
3. Dr. Winnie Njeri Mwangi
 University of Nairobi
 Department of Real Estates and Construction Management
 P.O. Box 30197 – 00100, **NAIROBI**.
 Email: wnyika69@yahoo.com

BEATRICE MUGANDA CURRICULUM VITAE

PERSONAL INFORMATION

Dr Beatrice Muganda
Address: 58074 00200, Nairobi, Kenya
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SUMMARY

I am an education expert with experience in designing and implementing multi-level, multi-stakeholder, cross-national innovative capacity building projects in higher education, multidisciplinary research and policy. For more than 20 years, I gained progressive work experience in the public sector as well as Non-Governmental Organisations. Specifically, I developed a strategy on accelerated intake that was adopted by the Ministry of Education in Kenya to streamline the backlog in university admissions. I was also involved in developing the First Medium Term Plan for Vision 2030 – Education and Training.

My leadership experience covers but also goes beyond singular organisations. It spans 11 African countries where I was responsible for leading extensive partnerships and managing human, financial and physical resources to implement innovative education programs that I pioneered; for instance, the Pedagogical Leadership in Africa (PedaL). My professional foundation is built on my bachelors' and graduate degrees in education as well as specialised training in educational planning. Further, I am a strategic thinker, resourceful, results-oriented, innovative and with excellent problem-solving skills. I am also a team player with excellent interpersonal and communication skills. The milestones achieved to date are consistent with my aspiration to enhance the well-being of all. I am motivated to contribute to the economic and social transformation of Kenya and the continent as set out in the Kenya Vision 2030 national development blueprint, African Union Agenda 2063 and the universal Sustainable Development Goals.

WORK EXPERIENCE

01/07/2022 – 30/08/2022 Running Mate, Gubernatorial Seat, Kakamega County, Kenya

Achievements:

Attained second position with 159,275 votes garnered;
Highlighted opportunities and challenges for men, women, youth and disadvantaged groups in Kakamega County;
Proposed policies and programs for advancing the economic development and social transformation of Kakamega County;
Disseminated the Kenya Kwanza Women charter;
Motivated women to aspire for and seek leadership positions in politics as well as various economic sectors of Kenya.

01/04/2021 – 30/06/2022 Deputy Executive Director, and Director of Higher Education;
Partnership for African Social and Governance Research,
Nairobi, Kenya

Achievements:

Mobilized USD 6.7 million from UK Foreign Commonwealth and Development Office, Hewlett Foundation, Carnegie Corporation of New York, MasterCard Foundation, and Spencer

Foundation;
Strengthened PASGR governance instruments and structures including bylaws and charter;
Managed an extended leadership transition period;
Represented PASGR in high level regional and global forums;
Expanded the scope of PASGR programmes and outcomes: Research, Higher Education, and, Professional Development and Training;
Adapted PASGR programmes for sustained delivery during the Covid-19 pandemic;
Expanded PASGR partners, coverage and beneficiaries on the African continent to include Francophone.

01/10/2020 – 31/07/2021 Acting Executive Director; Partnership for African Social and Governance Research, Nairobi, Kenya

Achievements:

Managed PASGR's financial and physical resources efficiently and effectively;
Motivated and retained staff,
Achieved organisational performance targets;
Expanded the scope of PASGR partnerships in education, training and research;
Implemented the strategic directions provided by the Board and reported accordingly.

01/01/2013 – 30/09/2020 Director of Higher Education; Partnership for African Social and Governance Research, Nairobi, Kenya

Achievements:

Designed and implemented five multinational, multi-disciplinary academic and capacity strengthening programmes;

- Collaborative Master of Research and Public Policy;
- Collaborative African Doctoral programme in Public Policy;
- Leadership Capacity Strengthening in African universities;
- Pedagogical Leadership in Africa (PedaL);
- PedaL Online: Technology for Transformative Pedagogy

Mobilized financial resources - over 5 million USD for projects (SPHEIR – GBP 3.5million; RUFORUM/MasterCard Foundation - USD 38,000; Bosch Stiftung – Euros 84,000) as well as technical expertise pro bono and match funding contributions from partners.

Developed management tools and provided oversight and mentorship for project implementation based on strategic plans; annual work plans; monitoring evaluation and learning operational plans; risk management tools, quality assurance frameworks; and, finance and human resource, and, safeguarding policies.

Established and maintained active partnerships with: 14 African universities, University of Minnesota, Institute of Development Studies (IDS), Sussex, UK; African Research Universities Alliance; Regional Universities Forum for Capacity Building in Agriculture (RUFORUM); Association of African Universities; and, Education Management Society of Kenya (EMSK).

Represented PASGR in high level meetings, forums and policy dialogues: Association of African Universities, State of Education in Africa, African Development Bank, EU-Africa policy dialogue and Wilton Park Dialogues.

02/04/2011 – 31/12/2012 Programme Coordinator; Partnership for African Social and Governance Research, Nairobi, Kenya

Achievements:

Supported design of the Master of Research and Public Policy programme and establishment of partnership;
Undertook background work and research for strategy papers and presentation materials;
Managed consultative activities;
Supported acquisition/development of teaching and learning materials;
Planned and executed training workshops for university teaching staff;
Publicised of higher education program activities and outcomes.

01/06/2006 – 31/03/2011 Assistant Commission Secretary, Planning and Research;
Commission for University Education, Nairobi, Kenya

Achievements:

Coordinated preparation of strategic plans and the government performance contracting process;
Developed a university statistical data base;
Planned the systematic development of university education;
Developed and implemented a national strategy on accelerated university intake;
Developed a national strategy on differentiation and funding of universities;
Prepared University Medium Term Expenditure frameworks and Sector reports;
Developed the First Medium Term Plan (2008-2012) for Vision 2030 - Education and Training;
Supported the development and execution of the Kenya National Manpower Survey 2011;
Managed 44 research projects on livelihoods undertaken by Kenyan universities;
Planned and executed workshops and meetings with partners and policy actors.

02/01/2005 - 31/05/2006 Lecturer; Moi University, Eldoret; and, Masinde Muliro University of Science and Technology, Kakamega, Kenya

Achievements:

Developed materials for teaching and assessment of learning;
Reviewed and updated course content as well as teaching and learning strategies;
Mentored students and achieved high graduation rates.

01/09/1996 - 31/08/1999 Head, Small Business Department; Eldoret Polytechnic, Eldoret, Kenya

Achievements:

Managed departmental resources: budget, staff, students, teaching and learning materials, and IT equipment and software;
Prepared and executed annual and quarterly work plans and reported on progress;
Monitored and evaluated teaching and learning activities;
Provided technical support to academic staff and mentored students;
Prepared fundraising proposals and managed income generating projects;
Planned and executed departmental meetings.

01/09/1992 - 31/08/1993 Assistant Lecturer; Mombasa Technical Training Institute,
Mombasa, Kenya

Achievements:

Planned and delivered courses through a variety of participatory teaching and learning modalities;

Assessed teaching and learning outcomes;

Researched, reviewed and updated course content as well as teaching and learning materials;

Mentored students and achieved high graduation rates.

EDUCATION AND TRAINING

01/09/1999 – 26/02/2004 PhD, Early Childhood Education; National and Kapodistrian
University of Athens, Athens, Greece

PhD Dissertation: Consequences to teaching and learning of differential perceptions of the quality of early childhood education in Kenya by key stakeholders: teachers, head teachers and parents.

01/09/1993 - 31/08/1995 MPhil. Planning and Economics of Education; Moi University,
Eldoret, Kenya

Master's Thesis: Consequences of dropping out of secondary school to the livelihoods of girls.

01/09/1988 – 31/08/1991 Bachelor of Education Arts (Upper Second Hons); Moi
University, Eldoret, Kenya

Subjects: Economics; Geography; Research Methods; Educational Planning and Management; Teaching Methods, Educational Media and Technology; Curriculum Design; and, Educational Foundations (Philosophy, Psychology, Sociology, History and Comparative Education).

PROFESSIONAL TRAINING

12/10/2015-13/10/2015 African Centre for Technology Studies; Nairobi, Kenya
Harnessing the use of Big Data for Socio-economic
Development in Africa

7/4/2014 - 18/4/2014 International Institute for Educational Planning (IIEP), Paris,
France:
Education Management Information Systems

25/2/2013 - 8/3/2013 International Institute for Educational Planning (IIEP), Paris,
France:
Projections and Simulation Models

28/6/2010 - 9/7/2010 International Institute for Educational Planning (IIEP), Paris,

France:
Quantitative Methods for Monitoring and Evaluating the Quality
of Education

PERSONAL SKILLS

Mother tongue

Luhya

Other languages

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	C2	C2	C2	C2	C2
Kiswahili	C1	C1	C1	C1	C1
Greek	B2	B2	B2	B2	B2
French	A1	A1	A1	A1	A1

Levels: A1 and A2: Basic user - B1 and B2: Independent
user - C1 and C2: Proficient user

(Common European Framework of
Reference for Languages)

Communication skills

- I communicate clearly with various audiences: the general public, students, university leaders and academics, researchers from think tanks and other research organizations, government officials and other policy actors;
- My exceptional writing skills are evident in Board of Directors' papers, journals, newspaper blogs, background notes, discussion papers, briefing notes, progress reports, concept notes and fundraising proposals.

Organisational/managerial skills

- I managed PASGR's human, physical and financial resources effectively, attained organisational goals as evidenced by positive annual and periodic external reviews;
- I developed and implemented a robust Monitoring, Evaluation and Learning plan that enabled me to implement four multi-disciplinary projects with diverse teams spread across 11 African countries;
- I provided intellectual leadership for international and national conferences, workshops, seminars as well as high level meetings;
- I led collaborative initiatives with 90 partners by fostering positive relationships with stakeholders at national and global levels.

Job-related skills

- I rallied facilitated development of staff capacity and provided an enabling environment for staff to implement the strategic directions provided by the Board;
- I conceptualised four distinct multi-level multi-disciplinary projects;
- I mobilised over USD 10 million for various projects;
- I led the development and management of operational plans, work plans, and

monitoring and evaluation tools;

- I have excellent interpersonal and negotiation skills and have achieved large scale uptake of projects cost-effectively;
- I have a high acumen for managing risks and successfully adapted projects for implementation during the Covid-19 pandemic; similarly, I drew on the strength of the network to sustain the implementation of specific programs that were under threat.

Digital competence self-assessment grid

SELF-ASSESSMENT				
Information processing	Communication	Content creation	Safety	Problem solving
Independent user	Independent user	Independent user	Independent user	Independent user

AWARDS

- | | |
|------|--|
| 2019 | Education Management Society of Kenya Award for outstanding contribution towards capacity building of university academics |
| 2006 | Research grant for gender issues from the Organisation of Social Science Research in Eastern and Central Africa (OSSREA) |
| 1999 | Greek State Scholarship Foundation scholarship for doctoral studies at the University of Athens, Greece |
| 1993 | Government of Kenya Scholarship for Master of Philosophy Studies at Moi University, Eldoret, Kenya |

PUBLICATIONS

Aiyede, E. R and Muganda, B. (ed) (2022). Public Policy and Research in Africa: Palgrave Macmillan; ISBN 978-3-030-99723-6

African universities need bankable ideas by Scidev July 20, 2016
<http://www.scidev.net/global/r-d/opinion/african-universities-bankable-ideas.html>

Diploma 'disease' is stunting development in the Daily Nation, Friday June 10 2016
<http://www.nation.co.ke/oped/Opinion/Diploma-disease-is-stunting-development/-/440808/3244246/-/jmhcq9z/-/index.html>

Develop education system unique to Africa in the Standard, June 17, 2016
<http://www.standardmedia.co.ke/article/2000205528/develop-education-system-unique-to-africa>

'Gender Factor in Decision-Making: A case Study of Preschool Teachers in a Progressive Rural society in Kenya.' Gender Issues Research Report Series No. 26, OSSREA, Addis Ababa, 2012

SELECTED PUBLIC PRESENTATIONS AND PROFESSIONAL RECOGNITION

'Digital Learning in African Doctoral Training Networks: Adaptation to the Pandemic, or a New Normal?' Panelist on the Carnegie Foundation Distinguished Panel at the Pan-African Symposium on Digital Learning in Global Africa, Center for African Studies, Howard University, November 9, 2021
<https://cfas.howard.edu/Digital-Learn>

'Building Research Skills in Accountability for Water' paper presented at The Stockholm World Water Week, August 23-27, 2021
<https://www.worldbank.org/en/events/2021/07/16/world-water-week-2021>

Generosity and collegiality as institutions embrace blended learning, UWN, June 10, 2021
<https://www.universityworldnews.com/post.php?story=20210607161245419>

Applying sound Pedagogy to Online teaching and learning, UWN, July 9, 2020
<https://www.universityworldnews.com/post.php?story=2020070716115125>

Teaching, learning and student support during the COVID-19 Pandemic, AAU Policy Webinar, May 14, 2020

Sustaining Teaching and Learning in the COVID Health Crisis, Education Management Society of Kenya Webinar, April 8, 2020

Transforming Teaching, Learning, Research and Community Engagement in African Universities, AAU Policy Webinar, December 5, 2019

Call for Africa to generate its own knowledge and be free, UWN, November 28, 2019
<https://www.universityworldnews.com/post.php?story=2019112608553030>

Harnessing the potential for 4IR through research, UWN, November 28, 2019
<https://www.universityworldnews.com/post.php?story=20191127104253650>

Tools to transform the teaching and learning experience, UWN, September 21, 2019
<https://www.universityworldnews.com/post.php?story=20190918130200403>

Training to promote thought leadership in universities, UWN, August 23, 2019
<https://www.universityworldnews.com/post.php?story=20190819080452427>

Technological innovations - A key to reaching students, July 12, 2019
<https://www.universityworldnews.com/post.php?story=20190712091742200>

'We need to Professionalize Teaching at Universities' by Tribune, Nigeria, July 6, 2019

'Curriculum Development Multiverse: Lessons from Innovative Reforms', Panellist at Going Global hosted by British Council on May 13-15, 2019, Berlin, Germany
https://www.britishcouncil.org/sites/default/files/j056_14_gg2019_programme_final_web.pdf

'Building Skills and Capacity in the Next Generation of University Staff' Panellist at the Africa – European Union Higher Education Conference, on April 25, 2019, Brussels, Belgium
<https://www.daad-brussels.eu/en/events-overview/our-events/africa-europe-event-on-higher-education-collaboration/programme/building-skills-and-capacity-in-the-next-generation-of-university-staff/>

'Shifting Paradigms: Building Future Capacities and New Narratives through African Education' Panellist at the State of Education in Africa Conference hosted by Africa– America Institute, on October 9-10, 2018, Abidjan, Cote D'Ivoire

'Governance, devolutions and active citizenship' Panellist at the Regional Policy Forum on Tackling inequalities in the context of structural transformation in Africa, organized by The Society for International Development and UNECA on 22-24 November 2016, Addis Ababa Ethiopia

'Galvanizing innovations through partnerships for African higher Education transformation' paper presented at the 5th RUFORUM Biennial Conference and African Higher Education Week on October 15-21, 2016, Cape Town, South Africa.

'Politics of Knowledge' Panellist at the London School of Economics Africa Summit, on April 28, 2016, London, UK

'What will it take to get better Higher Education in Africa?' Panellist at the Guardian Global Development Professionals Network Higher Education online discussion on 30/7/2015

'Relationship among Stakeholders in Human Capacity Building: Partnership for African Social and Governance Research Multi-Country Experiences' paper presented at the International Conference on *Capacity Building for Transforming Public Sector Organizations in Africa: Challenges, Opportunities and Options*; organized by African Association for Public Administration and Management (AAPAM) and Administrative Staff College of Nigeria (ASCON), 18-20/8/2014, Lagos, Nigeria.

'New Methods of Cooperation in Research Collaboration: Lessons from the Partnership for African Social and Governance Research' paper presented at the African Higher Education *Policy Dialogue Workshop on Exchange and Capacity Building Measures*; Organized by European Union and African Union, 24/10/2012, Addis Ababa, Ethiopia.

BIODATA

Gender:	Female
Date of Birth:	02/18/1969
Marital Status:	Married
Nationality:	Kenyan

REFEREES

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