

Approved for tabling in the House

*Handwritten:* SNA  
31/8/2021

REPUBLIC OF KENYA



THE NATIONAL ASSEMBLY

TWELFTH PARLIAMENT – FIFTH SESSION

*Stamp:* NATIONAL ASSEMBLY  
61 JUL 2021  
Tabled by: W. AIRPERSON, DC. EDUCATION & RESEARCH  
S. Kalama

DEPARTMENTAL COMMITTEE ON EDUCATION AND RESEARCH

REPORT ON

THE VETTING OF NOMINEES FOR APPOINTMENT TO THE POSITIONS OF MEMBERS OF THE TEACHERS SERVICE COMMISSION

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Published by:-

Directorate of Departmental Committees  
Clerk's Chambers  
National Assembly  
Parliament Buildings  
NAIROBI

SEPTEMBER, 2021

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## **LIST OF ABBREVIATIONS AND ACROYNMS**

|        |                                                               |
|--------|---------------------------------------------------------------|
| CBA    | Collective Bargaining Agreement                               |
| CEO    | Chief Executive Officer                                       |
| CPS    | Certified Public Secretary                                    |
| DCI    | Directorate of Criminal Investigations                        |
| EACC   | Ethics and Anti-Corruption Commission                         |
| H.E.   | His Excellency                                                |
| HELB   | Higher Education Loans Board                                  |
| ICS    | Institute of Certified Secretaries                            |
| KASNEB | Kenya Accountants and Secretaries National Examinations Board |
| KRA    | Kenya Revenue Authority                                       |
| KWS    | Kenya Wildlife Service                                        |
| SO     | Standing Order                                                |
| KICD   | Kenya Institute for Curriculum Development                    |
| CBC    | Competency Based Curriculum                                   |
| TSC    | Teachers Service Commission                                   |
| TTC    | Teachers Training College                                     |
| PSC    | Public Service Commission                                     |

## CHAIRPERSON'S FOREWORD

Pursuant to Article 250(2)(a) of the Constitution as read with Section 8(7) of the Teachers Service Commission Act (No. 20 of 2012) and Section 5 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), His Excellency the President nominated the following persons for appointment to the position of Member for the Teachers Service Commission: -

1. Dr. Nicodemus Ojuma Anyang
2. Ms. Christine K. Kahindi
3. Ms. Sharon Jelagat Kisire
4. Ms. Annceta G. Wafukho
5. Mr. Salesa Adano Abudo

The nominations were conveyed to the Speaker of the National Assembly on Wednesday, 11<sup>th</sup> August, 2021. In keeping with the requirements of Standing Order 42(2), on Thursday 12<sup>th</sup> August, 2021, the Speaker of the National Assembly conveyed the message from H.E. the President to the House and referred the names and curriculum vitae of the five nominees to the Departmental Committee on Education and Research for vetting under the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011).

The Departmental Committee on Education was required to conduct the vetting of the nominees and report to the House within twenty-one (28) days in accordance with the provisions of Standing Order 45 and Section 8 of the Public Appointments (Parliamentary Approval) Act (as recently amended).

Conscious of the central role of the Commission in the education sector and noting the unprecedented nature of the early learning and basic education calendar for the years 2020, 2021 and 2022, the Committee was requested to expeditiously consider and conclude the matter within the stipulated timelines.

In compliance with Section 6(9) of the Act, the Clerk of the National Assembly placed an advertisement in the print media on Tuesday, 17<sup>th</sup> August, 2021. The Clerk invited the public to submit memoranda by way of written statements on oath (*affidavits*) on the suitability of the nominees in conformity with Section 6(9) of the Act. The submissions for or against the nominees were to be received by Tuesday, 24<sup>th</sup> August, 2021 at 5.00 pm.

By close of the deadline, the Committee had not received any submissions in support or contesting the suitability of the nominees to hold the office to which they had been nominated for.

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 Tuesday, 17<sup>th</sup> August, 2021, placed an advertisement in the print media notifying the public on the Departmental Committee on Education and Research's intention to conduct the approval hearings of the nominees on Thursday, 26<sup>th</sup> August, 2021 from 9.00 am.

Further, on Monday, 16<sup>th</sup> August, 2021 the Clerk wrote to the nominees inviting them to the approval hearing which was scheduled to be conducted on Thursday, 26<sup>th</sup> August, 2021, in the Mini Chamber, County Hall, Parliament Buildings at starting at 9.00 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. To fulfill the requirement on personal integrity, the Clerk on Monday, 16<sup>th</sup> August, 2021 wrote to the Directorate of Criminal Investigations, Kenya Revenue Authority, the Ethics and Anti-Corruption

Commission, the Registrar of Political Parties, and the Higher Education Loans Board to ascertain the nominees' good standing with the said government institutions. The nominees were also required to submit clearance letters from the said institutions.

The nominees appeared before the Committee on Thursday, 26<sup>th</sup> August, 2021 for approval hearings in accordance with the provisions of the Constitution, the Act and the National Assembly Standing Orders on their suitability or otherwise for appointment to the positions of Members of the Teachers Service Commission.

Having considered the nominees' curriculum vitae, filled Questionnaire as outlined in the Schedule to the Act and oral submissions during the approval hearings, the Committee made the observations and recommendation contained in this report.

May I take this opportunity to thank all the Members of the Committee for their valuable contributions and time during the approval hearings and deliberations in the course of writing the report. The Committee also takes this opportunity to thank the Offices of the Speaker and the Clerk of the National Assembly for the logistical support accorded to it during the exercise.

On behalf of the Departmental Committee on Education and Research and pursuant to Section 8(1) and (2) of the Act 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 and Research on the Vetting of the nominees for appointment to the positions of Members of the Teachers Service Commission: -**

**HON. FLORENCE M. MUTUA, CBS, MP**

## 1.0 PREFACE

### 1.1 Mandate of the Committee

1. The Departmental Committee on Education and Research 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

### 1.3 Oversight

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

## 1.4 Committee Membership

4. The Committee membership comprises: -

Hon. Florence Mwikali Mutua, MP - **Chairperson**  
MP for Busia County  
**Orange Democratic Movement Party**

Hon. Ngunjiri Wambugu, MP- **Vice Chairperson**  
MP for Nyeri Town Constituency  
**Jubilee Party**

Hon. Geoffrey Makokha Odanga, MP  
MP for Matayos Constituency  
**Orange Democratic Movement**

Hon. (Dr.) Pamela Ochieng, MP  
MP for Migori County  
**Orange Democratic Movement**

Hon. (Eng.) Nzambia Kithua, MP  
MP for Kilome Constituency  
**Wiper Democratic Movement -Kenya**

Hon. (Prof.) Zadoc Abel Ogutu, MP  
MP for Bomachoge Borabu  
Constituency  
**Independent**

Hon. Eric Muchangi Njiru, MP  
MP for Runyenjes Constituency  
**Jubilee Party**

Hon. Eve Obara, MBS, MP  
MP for Kabondo Kasipul Constituency  
**Orange Democratic Movement**

Hon. Jackson Lekumontare  
MP for Samburu East Constituency  
**Kenya African National Union Party**

Hon. Jerusha Mongina Momanyi, MP  
MP for Nyamira County  
**Jubilee Party**

Hon. Joseph Kipkosgei Tonui, MP  
MP for Kuresoi South Constituency  
**Jubilee Party**

Hon. Omboko Milemba, MP  
MP for Emuhuya Constituency  
**Amani National Congress**

Hon. Peter Lochakapong, MP  
MP for Sigor Constituency  
**Jubilee Party**

Hon. Wilson Sossion, MP  
**Nominated Member**

Hon. (Dr.) Wilson Kipng'etich Kogo, MP  
MP for Chesumei Constituency  
**Jubilee Party**

Hon. (Dr) Daniel Kamuren Tuitoek, MP  
MP for Mogotio Constituency  
**Jubilee Party**

Hon. Gichuki Mugambi  
MP for Othaya Constituency  
**Jubilee Party**

**Hon. Paul Mwirigi**  
MP for Igembe South Constituency  
**Independent**

### **1.5 Committee Secretariat**

5. The Committee secretariat comprises: -

**Mr. Philip Lekarkar**  
**Clerk Assistant II**  
**Lead Clerk**

**Ms. Grace Wahu**  
**Clerk Assistant III**

**Mr. Collins Mahamba**  
**Audio Officer**

**Ms. Mercy Wanyonyi**  
**Legal Counsel I**

**Ms. Catherine Mukunyi**  
**Sergeant at Arms**

**Mr. Eric Kanyi**  
**Fiscal Analyst II**

**Ms. Winnie Kulei**  
**Research Officer II**

**Ms. Deborah Mupusi**  
**Media Relations Officer**

## **2.0 BACKGROUND**

### **2.1 Notification of nominations by H.E. the President**

6. In fulfilment of the requirements set out under Article 250(2)(b) of the Constitution, Section 8(7) of the Teachers Service Commission Act (No. 20 of 2012) and Section 5 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), H.E. the President forwarded to the Speaker, *vide* a letter Ref. OP/CAB 1/38A dated 11<sup>th</sup> August, 2021 (*Annexure I*) the notification of nominations, curriculum vitae and testimonials of five nominees for the positions of Member of the Teachers Service Commission for approval by the National Assembly, namely:

1. Dr. Nicodemus Ojuma Anyang
2. Ms. Christine K. Kahindi
3. Ms. Sharon Jelagat Kisire
4. Ms. Annceta G. Wafukho
5. Mr. Salesa Adano Abudo

### **2.2 Committal to the Departmental Committee on Education and Research**

7. Pursuant to Standing Order 42(1), the Speaker of the National Assembly conveyed the Message from H. E. the President to the House on the notification for nomination of the five nominees for the positions of Members of the Teachers Service Commission by H.E. the President on Thursday, 12<sup>th</sup> August, 2021 (*Annexure II*).

### **2.3 Notification to the public/submission of memoranda**

8. In compliance with Section 6(9) of the Act, the Clerk of the National Assembly placed an advertisement in the print media on Tuesday, 17<sup>th</sup> August, 2021 inviting the public to submit memoranda by way of written statements on oath (*affidavits*) on the suitability or otherwise of the nominees (*Annexure III*). The submissions were to be received by Tuesday, 24<sup>th</sup> August, 2021 at 5.00 p.m.

9. The Clerk of the National Assembly notified the public on the Departmental Committee on Education and Research's intention to conduct the approval hearings of the nominees on Thursday, 26<sup>th</sup> August, 2021 from 9.00 a.m. This was done in accordance with the provisions of Article 118(1)(b) of the Constitution, Section 6(4) of the Act and Standing Order 45(3) (*Annexure IV*).

### **2.4 Notification to the nominees**

10. Pursuant to Sections 4 and 6(3) of the Act, the Clerk in writing invited the nominees for the approval hearings indicating the time and place of the vetting On Monday 16<sup>th</sup> August, 2021 (*Annexure V*).

### **2.5 Clearance requirements**

11. 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 on Monday, 16<sup>th</sup> August, 2021, the requesting for reports with respect to the nominees on the following matters (*Annexure VI*):-

- (a) ethics and integrity;
- (b) tax compliance;
- (c) criminal records;

- (d) higher education loan repayments; and
  - (e) political party affiliation.
12. On matters of ethics and integrity, the Ethics and Anti – Corruption Commission (EACC) confirmed that the Commission had not undertaken any investigations where four of the nominees had been found culpable *vide* a letter Ref. No EACC.7/10/5 VOL.XVIII (88) dated 23<sup>rd</sup> August, 2021 (*Annexure VIIa*). The Commission noted that it had received an adverse report against Mr. Salesa Adano Abudo in 2017. Investigations were carried out and the candidate was charged but was acquitted under section 210 of the Criminal Procedure Code on the 12<sup>th</sup> of February 2018.
  13. With regards to matters on tax compliance, the Kenya Revenue Authority (KRA) confirmed that the nominees were tax compliant *vide* a letter Ref. No KRA/5/1002/5(5813) dated 23<sup>rd</sup> August, 2021 (*Annexure VIIb*).
  14. 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. X/28 dated 23<sup>rd</sup> August, 2021 (*Annexure VIIc*).
  15. The Higher Education Loans Board (HELB) confirmed that the nominees had no outstanding loans with the Board *vide* a letter Ref. No. HELB/RR/112009/120 dated 19<sup>th</sup> August, 2021 (*Annexure VIId*).
  16. 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 IV(60) dated 17<sup>th</sup> August, 2021 (*Annexure VIIe*)

## **2.6 Issues for consideration during the approval hearings**

17. In determining the suitability of the nominees for appointment, the Committee was guided by Section 6(7) of the Act which places focus on a candidate’s academic credentials, professional training and experience, personal integrity and background.
18. In addition, pursuant to Section 7 of the Act, the Committee is required to take into consideration the following issues—
  - (a) the procedure used to arrive at the nominees;
  - (b) any constitutional or statutory requirements relating to the office in question; and,
  - (c) the suitability of the nominees for the proposed appointment having regard to whether the nominees’ abilities, experience and qualities meet the needs of the body to which nomination is being made.

### **(a) Procedure for nomination**

#### **Constitutional and statutory requirements**

19. The Constitution in addition gives guidelines on how to appoint persons to public office which include -

#### **Leadership and Integrity**

20. The Committee, in determining the suitability of the nominees, was also guided by the provisions on leadership and integrity as outlined under Chapter Six of the Constitution. In particular, Article 73(2) of the Constitution 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, favouritism, 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;
  - (ii) the declaration of any personal interest that may conflict with public duties;
  - (iii) Accountability to the public for decisions and actions; and,
  - (iv) Discipline and commitment in service to the people.

**Suitability of the nominees for the proposed appointment having regard to whether the nominees' abilities, experience and qualities meet the needs of the body to which the nomination is being made**

21. The suitability of the nominees was gauged in a holistic manner after scrutiny of the nominees' credentials, experience, background and qualities as well as the performance of the nominees during the approval hearings.

**2.7 Memoranda from Members of the Public**

22. 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 Tuesday 17<sup>th</sup> August, 2021 notified the public through the print media, the intention of the Committee to conduct approval hearings of the nominees on Thursday, 26<sup>th</sup> August, 2021 from 9.00 am.
23. By close of the deadline, the Committee had not received any submission in support or contesting the suitability of the nominees to hold the office to which they had been nominated to.

**3.0 PRE- VETTING MEETING**

24. The Committee held a sitting on Wednesday, 25<sup>th</sup> August, 2021 at 10.00 am to deliberate on the approval hearings and noted the following -
  - a) That, in conducting the approval hearings, the Committee shall focus on the nominees' suitability for the proposed appointment with regard to whether the nominees' abilities, experience and qualities meet the requirements of the body to which the nominations were being made.
  - b) That, as at the time of that meeting, the Committee had not received any memoranda from the public contesting the suitability of the nominees or otherwise for appointment;
  - c) That, the nominees had submitted duly filled Questionnaire in compliance with Section 6(8) of the Act for consideration by the Committee (*Annexure VIII*).
  - d) In conducting the approval hearings, the nominees shall be examined against the criteria set out in Sections 6(7) and 7 of the Act, as well as the Questionnaire provided in the Schedule to the Act.
25. The Committee therefore resolved to undertake the approval hearings on Thursday, 26<sup>th</sup> August, 2021 from 9.00 a.m. for the five nominees as advertised by the Clerk of the National Assembly and which was communicated to the members of the public and the nominees.

#### 4.0 PROCEDURE USED TO ARRIVE AT THE NOMINEES

26. The Selection Panel was nominated by H.E. the President through a Gazette Notice No. 6205 of 25<sup>th</sup> June, 2021 pursuant to the provisions of Section 8 of the Teachers Service Commission Act, No. 20 of 2012.
27. The Terms of Reference of the Panel was to select nominees to be considered for nomination and appointment of five (5) members of the Teachers Service Commission.
28. The Panel advertised for the five positions on Tuesday, 29<sup>th</sup> June, 2021 and received a total of two hundred and ninety nine (299) applications for the position. The Panel considered the applications and shortlisted thirty-five (35) applicants for the positions of members of the Teachers Service Commission guided by the shortlisting criteria.
29. The shortlisted candidates were interviewed on 21<sup>st</sup>, 22<sup>nd</sup>, 23<sup>rd</sup> and 26<sup>th</sup> July 2021 for the positions of member of the Teachers Service Commission. The Panel scored and selected the applicants based on academic and professional qualifications, competencies, experience in the relevant field and suitability for the position and interview performance.
30. The Panel also considered and took into account the National Values and Principles set out in Article 10, 27 and 232 of the Constitution. In addition, the panel observed the principles of gender equity, ethnic diversity, persons with disabilities and other diversities of the people of Kenya in line with Article 232 of the Constitution and Section 8 (16) of the Teachers Service Commission Act No.20 of 2012.
31. Pursuant to Section 8(6)(d), of the Teachers Service Commission Act No.20 of 2012, the Panel submitted twelve (12) names of qualified applicants.
32. The results and ranking of the candidates interviewed is as follows:

#### **Selected applicants for the position of Member of the Teachers Service Commission**

| S/ No | Name                            | I.D No.  | Age | Gender | Region/<br>PWD | County   | Ethnicity | % Score |
|-------|---------------------------------|----------|-----|--------|----------------|----------|-----------|---------|
| 1.    | Ms. Mary Munyiva Kisangu        | 10863780 | 50  | Female | Lower Eastern  | Embu     | Kamba     | 79.89   |
| 2.    | Ms. Annaceta G. Wafukho         | 20096763 | 44  | Female | Nairobi        | Nairobi  | Luhya     | 79.33   |
| 3.    | Ms. Sharon J Kisire             | 9959432  | 52  | Female | Rift Valley    | Baringo  | Kalenjin  | 79.22   |
| 4.    | Dr. Nicodemus Ojuma Anyang      | 6652480  | 56  | Male   | Western        | Busia    | Teso      | 79.22   |
| 5.    | Prof. Grace N. Njoroge          | 2020059  | 61  | Female | Central        | Murang'a | Kikuyu    | 77.11   |
| 6.    | Ms. Christine Katungulu Kahindi | 16088306 | 61  | Female | Coast          | Kilifi   | Kamba     | 76.25   |

|     |                            |         |    |      |               |            |        |       |
|-----|----------------------------|---------|----|------|---------------|------------|--------|-------|
| 7.  | Mr. Salesa Adano Abudo     | 0592033 | 59 | Male | Upper Eastern | Marsabit   | Gabra  | 76.11 |
| 8.  | Mr. David Kung'u Njoroge   | 2332754 | 61 | Male | PWD           | Nakuru     | Kikuyu | 74.67 |
| 9.  | Dr. Ismail B. Hassan       | 8965798 | 64 | Male | North Eastern | Garissa    | Somali | 72.78 |
| 10. | Mr. Charles Maywa Chedotum | 0277160 | 63 | Male | Rift Valley   | West Pokot | Pokot  | 72.22 |
| 11. | Mr. Stephen P.O Mudho      | 0267820 | 63 | Male | Nyanza        | Siaya      | Luo    | 70.00 |
| 12. | Dr. Peter Maangi Mitiambo  | 4827608 | 65 | Male | Nyanza        | Kisii      | Kisii  | 69.78 |

33. Pursuant to Article 250(2)(a) of the Constitution as read with Section 8(7) of the Teachers Service Commission Act (No.20 of 2012) and Section 5 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), His Excellency the President nominated the following persons for appointment to the positions of Member of the Teachers Service Commission:-

1. Dr. Nicodemus Ojuma Anyang
2. Ms. Christine K. Kahindi
3. Ms. Sharon Jelagat Kisire
4. Ms. Anneta G. Wafukho
5. Mr. Salesa Adano Abudo

## **5.0 APPROVAL HEARINGS/VETTING OF THE NOMINEES**

34. The Committee held the approval hearings on Thursday 26<sup>th</sup> August, 2021, as per the date and venue advertised by the Clerk of the National Assembly which was communicated to the members of the public and the nominees.
35. The nominees appeared before the Committee from 10.00 a.m. and were interviewed under oath in line with the provisions of the Constitution, Public Appointments (Parliamentary Approval) Act, 2011 and the Standing Orders of the National Assembly.
36. In conducting the approval hearings, the Committee examined the nominees against the following criteria as set out in Section 7 of the Act: -
  - (i) the procedure used to arrive at the nominees;
  - (ii) any constitutional or statutory requirements relating to the office in question; and
  - (iii) the suitability of the nominees for the proposed appointment having regard to whether the nominees' abilities, experience and qualities meet the needs of the body to which nominations are being made.

### **5.1 VETTING OF DR. NICODEMUS OJUMA ANYANG, PH.D., NOMINEE FOR THE POSITION OF MEMBER OF THE TEACHERS SERVICE COMMISSION**

37. The nominee appeared before the Committee on Thursday, 26<sup>th</sup> August, 2021 at 10.00 a.m. and was interviewed pursuant to the provisions of the Constitution, the Teachers Service Commission Act (No. 20 of 2012), the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) and the Standing Orders of the National Assembly.

#### **Date of Birth and Citizenship Status**

38. The nominee is a Kenyan male citizen born on 17<sup>th</sup> October, 1964 in Amagoro, Teso North, Busia County and holds Identity Card Number 665248 bearing the name Nicodemus Ojuma Anyang. He is married. He does not hold dual citizenship.

#### **Academic and Professional Qualifications**

39. The nominee attended Kamolo Primary School where he obtained a Certificate of Primary Education (CPE) in 1980. He proceeded to Nambale High School in 1981 and upon completion in 1984 he attained the Kenya Certificate of Education (KCE). He attended Kiserian Seminary in 1985 for A Levels which he completed in 1986.
40. He joined Kenyatta University in 1987 and graduated with a Bachelor of Education (upper Second Class Honor) in 1990.
41. The nominee holds Master's degree; Master of Education – Administration & Planning from Kenyatta University obtained in 2003. He also holds a PhD in Education (Administration) from Moi University obtained in 2012.

#### **Work and Professional Experience**

42. The nominee has a cumulative work experience spanning 29 years in the field of teaching and education administration having started as high school teacher in 1990 rising to his current position of Deputy Director of Education in the Ministry of Education, Directorate of Field Coordination and Co-curriculum Activities.
43. The nominee served as a teacher and principal in various secondary schools for a period of 17 years. During the period he served as classroom teacher between 1990 and 1995 in Kathiani High School, Kabimoi High School and Banja Secondary School; Deputy Principal in Kamuriai

Secondary School (1996 -1997), founding Principal in Kaliwa Secondary School (1997- 2003) and Principal of Moding High School from 1993 to 2007.

44. He possesses wide experience in education administration and management having served in various management capacities of District Education Officer between 2007 and 2012 in the then districts of Kisumu West, Keiyo and Imenti North; during the period, the nominee also performed the duties of TSC agent which included staffing, welfare, discipline and management of primary school teachers in the particular districts.
45. The nominee was appointed to the position of County Director of Education in 2012 and served in the counties of Turkana, Nandi, Uasin Gishu and Nyamira up to 2019 when he was appointed to his present position of Deputy Director of Education, Directorate of Field Co-ordination and Co-Curriculum activities in the Ministry of Education.
46. The nominee is member of the secretariat to the Taskforce on Enhancing Access, Relevance, Transition, Equity and Quality for Effective Curriculum Reforms Implementation in the Ministry of Education.
47. Other assignments undertaken by the nominee include Teaching Practice Assessor in African Nazarene University, part time lecturer in Mt. Kenya University and Thesis Examiner in Kisii University.

#### **Honors and Awards**

48. The nominee has received various awards, recognition and appreciation:-
  - (i) Certificate of appreciation in recognition of his Service by the Cabinet Secretary Ministry of Education for services rendered to the Taskforce on Enhancing Access Relevance Transition Equity and Quality for Effective Curriculum Reforms Implementation as a member of the Secretariat 21st June 2019 to December, 2020
  - (ii) Certificate of Recognition by Kibabii University for invaluable Service as a member of Kibabii University Council 2013 to 2017
  - (iii) Certificate of appreciation by East African Secondary school Championships for officiating at the East African the Federation of East Africa Secondary School championships held at Muzanze, Rwanda in 2018
  - (iv) Meritorious Recognition Certificate by Kenya Centre of Academicians and Diverse Oriented Research for officiating a mentorship program in 2017
  - (v) Certificate of commendation by Pan African Mentoring and Learning Organization PAMLO in 2005 for supporting student mentorship activities

#### **Other Activities and Membership**

48. The nominee is a member of the following professional associations:
  - (i) Kenya Association of Education Administration and Management (KAEAM)
  - (ii) Kenya Oral Literature Association (KOLA) -member
  - (iii) Teso professionals Association TPG
  - (iv) KU90 Alumni Association -Committee member
  - (v) Teso girl Child Initiative-Well Wisher
  - (vi) Pontifical Missionary Children (PMC) Catholic Diocese of Bungoma- Collaborator (sponsor)
49. The nominee has contributed to the community and the nation as follows:-

- (i) He serves as a member of the Board of Management in St. Thomas Amagoro Girls Secondary School, St. Augustine Kamolo Secondary School and St. Peters Katanyu Secondary School.
- (ii) He served as a Principal Secretary's Representative in the Council of the University of Eldoret from June, 2018 to May 2019.
- (iii) He has served as a Member of Council, Kibabii University College Training and a Member of the Board of Trustees ACK St. Thomas Teachers Training College

### Published Writing

50. The nominee has published in scientific peer reviewed journals: -

- (i) Anyang N O (2020), *Actualising Strategies for Improving Access Equity and Retention in Educating the Hard to Reach; A case of Turkana County. International Journal of Research in Education and Social Sciences (IJRESS)3(1),7-13*
- (ii) Anyang N O (2019), *Challenges of Education Policy Implementation; the Dynamics Affecting Full Realisation of Free Primary Education in Uasin Gishu County, Kenya. Africa Journal of Multidisciplinary Research (AIJMR)3(3)1-7*
- (iii) Anyang N O Kindiki N J and Boit M J (2019), *Investigation School Effectiveness and Improvement: Effect of Teacher Improvement Programmes on Students Examination Scores. International Journal of Research in Education and Social Sciences (IJRESS)1(2)1-7*
- (iv) Anyang N O, Kindiki N J and Boit M J (2019), *Investigating School Effectiveness and Improvement: Contribution of Teacher Qualifications to Students' Examination Scores; A case of Selected Top Provincial Secondary schools in Nyanza Province. Africa International Journal of Management Education and Governance (AIJMEG),4(2)1-13*
- (v) Anyang N O ( 2019) *Perceived Contribution of School Learning Resources to Students examination Scores; A case of Selected Top Extra County Secondary Schools In Nyanza Province Kenya. Africa Journal of Management Education and Governance 4(4),1-8*
- (vi) Anyang N O and Boit J M (2019), *School Effectiveness and Improvement; Value Added by Extra County Schools to Students' Entry Marks Upon Exit. Journal of Africa Studies in Educational Management and Leadership Vol 11 May -August 2019, 39-55*
- (vii) *Transparency International (2014) Corruption Risk Assessment Report of The Education Sector in Turkana County; (Acknowledged having aided the Study)*
- (viii) *The Standard; The Centre For Mathematics, Science and Technology Education in Africa(CEMASTE) Earns Praise for Enhancing the Teacher skills*  
[URL:https://www.standardmedia.co.ke/article/2001280427/the-centre-for-mathematics-science-technology-training-in-afarica-cemastea-earns-praise-for-enhancing-the-teacher-skills](https://www.standardmedia.co.ke/article/2001280427/the-centre-for-mathematics-science-technology-training-in-afarica-cemastea-earns-praise-for-enhancing-the-teacher-skills)*(Views and opinion quoted by the author as having Raised the profile of CEMASTE)*
- (ix) Anyang N O,(1997)*Nairobi ;The Last Born Nairobi in Oduol J A & Obote M (eds);The Last of The Ogres and Other Stories, Kenya Literature Association(KOLA)*
- (x) Anyang, N O ( 1997) *Nairobi; Gender Equity and Control of Resources among the Iteso of Western Kenya in Kabira W M, Masinjila M & Obote M (eds); Contesting Social Death, hesays on gender and culture Kenya Oral Literature Association(KOLA)*
- (xi) Anyang, N O,( ) *Everything Considered, Lecturers be given Their Due; The East African Standard; Staff Room Column*

(xii) *Anyang, N O,( ) Is The Mean Score A Sore Thumb In Education? The East African Standard; Staff Room Column*

#### **Public Office, Political Activities and Affiliations**

51. The nominee does not hold other positions in public offices apart from those highlighted under the section on work and professional experiences.

#### **Potential Conflict of Interest**

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

#### **Sources of Income and Net-worth**

53. The nominee's sources of income during the calendar year preceding his nomination and the current calendar year comprise of Employment salary and allowance, income from rental house, share dividends from Mwalimu National Sacco and income from private school of four million seven hundred and eighty two thousand, two hundred and ninety (Kshs. 4,782,290) in year 2020 and five million one hundred and fifty five thousand, two hundred and eighty (Kshs. 5,155,280) in the year 2021.
54. The nominee estimates his financial worth at Thirty Two Million (Kshs. 32,000,000) in assets acquired for the last 30 years of employment, through loans from Mwalimu National Sacco and Bank Loans.

#### **Integrity**

55. 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.
56. The nominee has also 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 nor has he been adversely been mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years.

#### **Response to Questions asked by the Committee on specific topics**

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

#### **Suitability if appointed to the position of Member of the Teachers Service Commission**

57. The nominee stated that he has risen through the ranks as an educationist from a classroom teacher to a to the level of Deputy Director of Education in the Ministry of Education. The nominee informed the Committee that he has served as a county director, a member of the council, a principal, an agent of TSC and currently a director of education. This has enabled him acquire experience from the grass root level to the higher level. The nominee stated that he has attended various management courses and acquired skills such as problem solving, negotiation, listening skills and corporate Governance.
58. The nominee further stated that he has served in many parts of the country and has appreciated the challenges faced by teachers. During his period of service he has witnessed transition of the education systems and advancement of teaching/learning resources for instance the use of chalk to use of ICT to administer learning.

#### **Key Competences Acquired to Transform TSC**

59. The nominee submitted that the Teachers Service Commission is an independent commission charged with the responsibility of teacher management. The Commission therefore needs to

listen and accommodate the concerns of teachers. The nominee informed the Committee that he has corporate governance skills, good communication skills and negotiation skills which he has acquired from the education sector and during his career. The skills acquired will be imperative in accommodating the views of key stakeholders and implementation of policies.

### **Teachers Service Commission Stakeholders, their Expectations and Maintaining Cordial Working Relationship**

60. The nominee submitted that the Ministry of Education, the child, teacher, and the National Assembly as the four stakeholders of the Teachers Service Commission. The ministry expects the TSC to manage the resources prudently. The child expects quality education from the TSC while the Teacher expects the Commission to motivate them and produce quality teachers that translates to good quality education. He further stated that the National Assembly would expect prudent management of resources and advice various matters in the education sector.
61. If appointed the Commissioner, he will work together with other Commissioners to cause the Commission to come up with strategies to ensure the inputs of the stakeholders are recognized and ensure that the stakeholders play a critical role and participate in consultative engagements while ensuring their inputs are taken into consideration.
62. He further stated that there is a separation of power between the Commission and the Commission Secretariat where the Commission plays an oversight role while the Secretariat are tasked with day-to-day running of the Commission.

### **Conflicts between the Ministry and the Teachers Service Commission**

63. The nominee pointed that conflict between the Ministry of Education and TSC arises due to misinterpretation of roles and refusal to accept change by officers. To bring harmony, the two agencies must understand their roles as stipulated in law and executive orders. He stated that the officers should work to in harmony to deliver services regardless of whether they are from the ministry or TSC as the child belongs to the government.

### **Conflict of interest**

64. The nominee submitted that he is a proprietor of a private school that has been in existence for ten years. The school is run by an Advisory Board in which he is a member. The school has engaged other personnel including teachers.
65. If being a Member of the Commission presents a potential source of conflict, he is willing to step down from the position of Board Member as required by law.

### **Stagnation, Upgrading and Delocalization of Teachers**

66. The nominees submitted that every teacher has a right to progress in his or her career and be promoted. He recommended that the Commission should formulate policies to ensure that teachers do not stagnate in their career. The Commission should focus on promotions that shall be due in good time and request for funding in time and plan ahead.
67. On promotion of teachers who upgrade their qualifications, the nominee stated upgrading of qualifications by teachers is part of career development. He suggested that the Commission should develop a clear policy on promotion and redesignation of teachers who to motivate teachers attain higher qualifications. If appointed, he will work with the other Commissioners to review the ban on upgrading of teachers.
68. The nominee stated that the delocalization policy was well intended and was meant to expose the teachers to the different parts of the country. However there was teething challenges during implementation and it was viewed therefore viewed to be punitive. He noted that implementation

of the policy should be reviewed with a lot of consultation from the stakeholders to serve the purpose it was meant for.

69. On demotion of teachers who had been placed on acting position of principals or deputy principals, the nominee stated that the Commission should come with a policy to ensure that only teachers qualified to be principals or deputy principals are appointed to acting capacities. The policy should further clarify the circumstances where a teacher would be put to act to avoid such scenarios which usually demotivate teachers when relieved of their acting positions.

#### **Lowering Qualifications of Applicants from Marginalized Counties for Admission into Teachers Training Colleges**

70. The nominee submitted that the Ministry of Education together with the Commission should develop various policy options to address teacher shortage in the marginalized areas such as affirmative actions for the regions. This will encourage the locals join the teacher training colleges and go back to teach in schools in their localities.
71. He further stated that the government should partner with Non-Governmental Agencies (NGOs) and other partners on engaging the locals teaching in the schools in the hard to staff areas. He further suggested that the government should come up with incentives that will attract the teachers to work in the marginalized regions.

#### **Principle of Separation of Powers at the Commission**

72. The nominee submitted that there is clear distinction of roles of the Commission and the Secretariat. Decisions collectively made by the Commission should be implemented by the Secretariat. No organ is however independent of the other. He further emphasized on the need for stakeholder engagement in decision making.
73. He will endeavour to gain a clear understanding of the legislative and policy framework governing the mandate of the Commissioners and the secretariat. He will work collectively with other Commissioners to be more assertive, firm and preserve their independence of Commission to resist any direct or indirect pressure, directions or influence from any persons.

#### **Admission Requirements to the Teachers Training Colleges**

74. The nominee submitted that the decision to raise the entry grades to the Teachers Training Colleges was adopted as a way of enhancing the quality of teachers and standards of teaching which was informed benchmarking studied in other countries. As a result of the stringent admission requirements, teacher training colleges have registered a low number admissions in year 2021 as a result of low number of interested and qualified form four graduates. Students. He stated that the Ministry of Education and the Teachers Service Commission should review the admission requirements without lowering standards and seek to accommodate interested applicants from all parts of the country.

#### **Relationship between the Teachers Service Commission and Teachers Trade Unions**

75. The nominee pointed that there is a strong correlation between strong unions and the quality of education as long as the unions are given their space. The Commission should accommodate the unions and view them as partners in providing quality education.

## **5.2 VETTING OF MS. CHRISTINE K. KAHINDI - NOMINEE FOR THE POSITION OF MEMBER, TEACHERS SERVICE COMMISSION**

76. The nominee appeared before the Committee on Thursday, 26<sup>th</sup> August, 2021 at 10.45 a.m. and was interviewed pursuant to the provisions of the Constitution, the Teachers Service Commission Act (No. 20 of 2012), the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) and the Standing Orders of the National Assembly.

### **Date of Birth and Citizenship Status**

77. The nominee is a Kenyan female citizen born in 1960 in Kilifi County and holds Identity Card Number 16088306 bearing the name Christine Katungulu Kahindi. She is married and does not hold dual citizenship.

### **Academic and Professional Qualifications**

78. The nominee attended Makupa Primary School where she obtained Certificate of Primary Education (CPE) in 1974. She proceeded to Coast Girls High School in 1975 and upon completion in 1978 she attained the East African Certificate of Education. She attained her Kenya Advanced Certificate of Education Certificate at Coast Girls School in 1980.
79. She joined Siriba Teachers College in 1982 to pursue Diploma in Education and graduated in 1984. She proceeded to Kenyatta University in 1999 and graduated with a Bachelor Degree in Education (Arts) 2003.
80. She holds a Diploma in Education Management from the Kenya Education Management Institute (KEMI) obtained in 2013 and a Masters of Education in Education Administration from the University of Nairobi.

### **Employment History & Experience**

81. The nominee has over 36 years of experience in the teaching, education management and administration. She has served as a high teacher in Jaribuni Secondary School, Kilifi Township Secondary School, Lenana School from 1984 to 1994 and as a Principal in Majaoni Secondary School from 1994 to 2009 and Katana Ngala Secondary School from 2009 to her retirement in July, 2020.

### **Honours and Awards given to the nominee**

82. The nominee is a recipient of various certificates and awards:-
- (i) Principal of the Year Award – Kilifi County;
  - (ii) Certificate of Kenya Schools Heads Association for 15 Years of distinguished service in school management;
  - (iii) A Certificate of merit most improved school in Kilifi District;

### **Membership to professional organizations**

83. The nominee is a member of the Kenya Secondary Schools Heads Association, a member of the ACK St. Thomas Church Mothers Union and church treasurer ACK St. Thomas Kilifi

### **Public Office, Political Activities and Affiliations**

84. The nominee does not hold other positions in public offices apart from those highlighted under the section on work and professional experiences. She is not an official of any Political Party.

### **Potential Conflict of Interest**

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

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

86. The nominee has not been dismissed or 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, favouritism or nepotism in the discharge of public duties.
87. 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**

88. The nominee's sources of income during the calendar year preceding her nomination and the current calendar year comprise of employment salary, farming, pension, lumpsum from TSC and business of nine hundred and forty five thousand, three hundred and ninety eight (Kshs. 945,398) in year 2020 and seven million two hundred and two thousand (Kshs. 7,202,000) in year 2021. She estimates her financial worth at twenty two million (Kshs. 22,000,000).

### **Response to Questions asked by the Committee on Specific Topics**

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

#### **Suitability of the Nominee to the position of Member of the Teachers Service Commission**

89. The nominee submitted that she has thirty-six years (36) experience in the education sector with twenty six years as a principal. She is a leader who engages everyone and believes in teamwork to achieve a goal. Through her initiative, the nominee managed to take students through education from the lower level to university as a liaison of the Northern Magic Fund.

#### **Seeking to be a Commissioner of her former employer**

90. The nominee stated that having been a teacher and a principal in a number of schools, she understands the challenges teachers experience in the field and if appointed to the position she will be in a good position to address teachers' concerns from the perspective of an employer. She pointed out that shortage of teachers in schools is a cause of teacher work overload which should be addressed. Lack of motivation of teachers and unavailability of resource materials for the students are other teachers concerns that need to be addressed.
91. The nominee submitted that the shortage of teachers should be addressed by training and recruiting more teachers. Schools in consultation with the parents should explore on engaging teachers on Board of Management terms as a temporary measure. To staff hardship areas the Commission should offer incentives for the teachers such as hardship allowances to motivate them. On the hand schools the Ministry of Education should ensure that the schools are well funded and the students resource materials are availed.
92. The nominee was asked her opinion on the retaining of retired teachers and answered that the Commission they Commission may retain retired teachers in its service with special skills or training as it seeks to replace them with teachers who fit their position. For example retired teachers trained on Competency Based Curriculum may be retained as the Commission seeks to train other teachers to fill the gap.

### **Reforms required to make the Teaching Profession attractive**

93. The nominee submitted that the teachers need to progress in service and retaining teachers at the same job group for many years is demotivating. She noted that progression of teachers will make the profession more attractive.

### **Use of Information, Communication and Technology**

94. The nominee noted that the teachers had started implementing online learning which in her opinion is a good strategy that should be fully embraced and adopted.

### **Conflicts between the Ministry of Education and Teachers Service Commission**

95. The nominee submitted that the conflict between the Ministry of Education and the TSC arises due to conflicting and overlapping mandates. She noted that as the Chairperson of the Kenya Secondary Schools Heads Association, Kilifi County, she managed to bring on board the Ministry of Education and the Commission officials effectively improving the working relationship between the two.
96. Within the Teachers Service Commission itself, the nominee stated that she endeavoured to bring harmonious working relationship between Commission and the Commission secretariat.

### **Delocalization Policy, and the Entry Grade Requirements to Teachers Training Colleges**

97. The nominee submitted that delocalization policy as is currently implemented brought disharmony in families of teachers and in her opinion the married couples should be posted within the same locality to promote family unity.

### **Teachers Recruitment Criteria and use of Affirmative Action**

98. The nominee pointed out that the criteria of recruitment of teachers employed by the Commission of giving the interns applicants an upstart of 30 marks disadvantages the other applicants and opined as it that the marks awarded to the interns should be reduced as it gives them an undue advantage.

### **Qualification Requirement into Teachers Training Colleges**

99. The nominee stated that the minimum required entry Grade of C plain and C plain in four subjects for admission into the Teachers Training Colleges for a Diploma in Education Course is too high. She recommended that the minimum requirement should be reduced to attract more students to the profession.

## **5.3 VETTING OF MS. SHARON JELAGAT KISIRE - NOMINEE FOR THE POSITION OF MEMBER, TEACHERS SERVICE COMMISSION**

100. The nominee appeared before the Committee on Thursday, 26<sup>th</sup> August, 2021 at 11.30 a.m. and was interviewed pursuant to the provisions of the Constitution, the Teachers Service Commission Act (No. 20 of 2012), the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) and the Standing Orders of the National Assembly.

### **Date of Birth and Citizenship Status**

101. The nominee is a Kenyan female citizen born in 1969 in Elgeyo Marakwet County and holds Identity Card Number 9959432 bearing the name Sharon Jelagat Kisire. She is married and does not hold dual citizenship.

### **Academic and Professional Qualifications**

102. The nominee attended Simotwo primary school between 1976 and 1980 and Eldama Ravine Boarding School between 1980 and 1982 where she sat for Certificate of Primary Education examinations and proceeded to Loreto High School for her O' level and A' level where she sat for Kenya Certificate of Advanced Examinations in 1988.
103. The nominee holds a Bachelor of Arts, Sociology Degree from Kenyatta University obtained in 1994 and a Master of Arts, Sociology from Kenyatta University obtained in 2000. She is currently pursuing a Doctorate in Human Resource in Strathmore University Nairobi.

### **Employment History & Experience**

104. The nominee is an experienced Organizational behaviour and Human Resource professional with over 20 years' experience in the field of human resource management, governance and administration having worked in senior positions in various reputable organizations both in the public and private sector. Currently she is running a Human Resource Management consultancy firm as lead consultant.
105. She served as a Deputy Human Resource Manager at the Mater Hospital from 2001 to 2004, Human Resource and Administration Manager at National Oil Corporation from 2004 to 2006, Deputy Director Human Capital Kenya Wildlife Service from 2006 to 2012.
106. She further served as Director Resources Safaricom Ltd between 2012 and 2014, Lead Human Resource consultant HR Powerhouse Ltd from 2013 to 2016, General Manager HR & Administration at Kenya Pipeline Company Ltd from 2016 to 2019. Currently, she is a Lead Human Resource Consultant at HR Powerhouse Ltd from 2019 to date.

### **Honours and Awards given to the nominee**

107. The nominee has received various awards, recognition and appreciation as follows:-
  - (i) Human Resources Management Award, 2<sup>nd</sup> Runners up, awarded by Kenya Institute of Management in Company of the Year Award (COYA) in 2011,
  - (ii) Human Resources Management Award, 1<sup>st</sup> place, awarded by Kenya Institute of Management in Company of the Year Award (COYA) in 2010,
  - (iii) Manager of the Year Award, 1<sup>st</sup> Runners up, COYA Manager of the Year, 2009 awarded by Kenya Institute of Management,
  - (iv) Head of State Commendation (HSC) awarded by the President in 2009,
  - (v) Manger of the Year Award awarded by Kenya Wildlife Service in 2008,
  - (vi) KASNEB awards in CPS Section 2, 2002, Statistics paper, 2003, CPS Section 4, 2003, Communications and Report writing paper 2002 and Office Management paper 2002,
  - (vii) Recognized as Manager of the Year KWS in 2008 and as the most organized employee of the year ICS LTD in 2000,
  - (viii) Participated as a member of Committee of Experts in Police Airwing Reforms between 2010 and 2011 as a Human Resource expert, and
  - (ix) Participated in the formulation and implementation of Public Service Human Resource Strategic Policy Manual (2006/2007).
  - (x) Acted in the position of Chief Executive Officer/Director for short periods in KWS.

### **Membership to professional organizations**

108. The nominee is a member of the following professional associations:
- (i) Kenya Institute of Management (KIM)
  - (ii) Institute of Human Resources Management (IHRM)
  - (iii) Institute of Certified Public Secretaries (ICPSK)

### **Other Activities and Membership**

109. The nominee is a member of the following professional associations:-
- (i) Chairperson, HRM Professionals Examination Board
  - (ii) Deputy Council Chair – Scott Christian University
  - (iii) Member of Council – African International University
  - (iv) Member of Council HR Committee – St. Paul's University
  - (v) Member of the Board – Enwealth Financial Services Pensions
  - (vi) Member of the Board – AICCAD
  - (vii) Founder member, Christian Women in Leadership
110. The nominee is a Member of the following professional bodies:-
- (i) Kenya Institute of Management (KIM)
  - (ii) Institute of Human Resources Management (IHRM)
  - (iii) Institute of Certified Public Secretaries (ICPSK)

### **Published Writing**

111. The nominee has authored the following publications and book:-
- (i) *African Women Devotional Bible*
  - (ii) *HRM 200: Human Resource Development*
  - (iii) *BML 201: Organizational Behavior*
  - (iv) *Simple Revision Guide Human Resources*
  - (v) *Simple Revision Guide Organizational Behaviour*
  - (vi) *Motivation Calendar and Motivational Book 2009*
  - (vii) *Look Good, Feel Great, Live Purposefully*
  - (viii) *Do it my way*

### **Public Office, Political Activities and Affiliations**

112. The nominee is the Chairperson of HR Management Professional Examinations Board appointed with effect from November 2019.
113. She does not hold other positions in public apart from those highlighted under the section on work and professional experiences. She does not hold any political office.

### **Deferred Income/Future Benefits**

114. The nominee expects to derive income from sale of her published books and other publications she to be printed

### **Sources of Income and Net-worth**

115. The nominee's sources of income during the calendar year preceding her and the current calendar year comprise of Board meetings allowances of Kshs. 1,298,900, income from HR consultancy of Kshs. 8,150,600 and payments from trainings of Kshs. 140,000.
116. The nominee's estimated his financial net worth is eighty million, two hundred and fifty one thousand, two hundred and ninety five shillings (Kshs. 80, 251, 295).

### **Integrity**

117. 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.
118. 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 been mentioned in an investigatory report of Parliament or any other Commission of inquiry in the last three years.

### **Potential Conflict of Interest**

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

### **Sources of Income**

120. The nominee's sources of income during the calendar year preceding her nomination and the current calendar year comprise of salary income, income rentals and farming activities.

### **Pro-Bono/Charity work/donations to charity**

121. The nominee is involved in supporting the following pro bono activities and charity works:-
  - (i) Runs two programmes on radio Africa Inland Church channels Bibilia Husema and Truth FM.
  - (ii) Part of a team of women from Africa who developed the African Women Devotional Bible which
  - (iii) Offers motivational talks to girls schools in Baringo County two times in a year with a group of friends'
  - (iv) Serves in the church in several committees HR instruments and strategic plan for my church
  - (v) Offers lot of motivation talks to different groups, schools, churches, universities,
  - (vi) Donated an acre of family land to a local church at home.

### **Response to Questions asked by the Committee on Specific Topics**

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

### **Relevance of the nominee's knowledge and experience to the position of Member of the Teachers Service Commission**

122. The nominee submitted that she possesses a wealth of knowledge and experience of over 20 years in human resource management and organizational management. Having served in many public and private organizations and Boards at senior management level of General Manager and Director, she has gained sound knowledge of human resource fundamentals and good leadership skills to drive organizational strategy.

123. She added that if she is appointed as a member of the Teachers Service Commission, she will apply the experience and skills acquired to drive change to ensure that the Commission functions effectively and meets its constitutional mandate

#### **Borrowing of best practices from the Private Sector**

124. The nominee stated that Human Resource principles are universal. However, the public and the private sector differ on the utilization of professional skills. In the private sector, a professional is utilized fully due to performance expectations while in the public sector, there lacks full utilization of professionals therefore full potentials are not achieved.
125. In addition, the nominee added that the speed at which decisions are made are different in the private sector. In the private sector, decisions are made and implemented almost immediately while in the public sector, decisions are made and implemented at a slower pace.
126. As such the public sector should embrace management principles applied in the private sector if it is to offer better, high-quality and more responsive services.

#### **Transformation of Human Resource Practices in the Teachers Service Commission**

127. The nominee stated that if approved, she will first understand the Commission environment and strive to create a culture that will propel the Commission to higher levels of productivity. She will ensure the creation of policies that encourage fairness and reward the employees for hard work and high performance to make them feel appreciated.

#### **Resolving Labour Disputes and Promoting Sound Industrial Relations with Teacher Trade Unions**

128. In light of the nominee's experience with labour unions in the private sector, she emphasized on the need for both the Commission and the Unions to have cordial and open communication channels to discuss issues before they are handled by the unions. This will create a good working relationship which enables both sides to listen to one another and forge best solutions in dealing with issues.
129. The nominee submitted that engagements and negotiations between the Commission and the unions should be done in good faith, regularly and not only when disputes arise.

#### **Teachers Service Commission as an Employer and a Regulator**

130. The nominee highlighted that there was a conflict in the TSC's mandate of being a regulator and also being an employer of teachers. She advised that the role of regulating should be given to a different authority such that the TSC concentrates wholly on the management of teachers. This way best outcomes can be achieved from the Commission. In addition, the separation of regulating and employment is best practice.
131. Teacher regulation and the development of practice standards should be done by professionals and different government agency.

#### **Conflicts between the Commission and the Teachers Service Commission**

132. The nominee pointed out that the source of conflict between the Ministry of Education and the Teachers Service Commission is as a result of lack of clarity and distinction of their roles and mandate. She recommended that to avoid conflict between the Ministry of Education and the Commission the role of the two should be distinct and any overlap of functions should be eliminated. The two should play complementary roles and achieve harmony.

#### **Affirmative Action in Recruitment of Teacher Trainees and Promotion of Teachers**

133. The nominee believes in affirmative action which and she noted that the policy has been applied before to help minorities and disadvantaged groups to boost admissions to institutions of higher learning and even in recruitment and promotion of teachers from marginalized or disadvantaged areas.
134. Affirmative action should also be applied with a clear policy in the promotion of teachers in order for it to be done fairly and with equity.

#### **Delocalization of Teachers**

135. The nominee supported the policy of delocalization if well implemented. She stated that when teachers work away from their home areas they tend to be more committed and devote their time to their duties as such quality of teaching and learning increases. She added that observed that if the policy is not well implemented it may lead to teachers dissatisfaction and low morale.

#### **Affirmative Action on Teacher Recruitment**

136. While acknowledging that teachers shortage is the main barrier to delivery of quality basic education in nomadic and marginalized counties, the nominee submitted that she is in support of affirmative action strategies aimed attracting and training more teachers from nomadic and marginalized counties and deploying them within their local communities.

#### **Conflict of Interest**

137. The nominee stated the she runs human resource consultancy firm as the Lead Consultant and this is a potential conflict of interest if she is appointed to the position of member of the Commission which is a full-time engagement. She submitted that if appointed to the position of member of the Teachers Service Commission she will relinquish her position at the firm.

### **5.4 VETTING OF MS. ANNCETA G. WAFUKHO - NOMINEE FOR THE POSITION OF MEMBER, TEACHERS SERVICE COMMISSION**

138. The nominee appeared before the Committee on Thursday, 26<sup>th</sup> August, 2021 at 12.15 p.m. and was interviewed pursuant to the provisions of the Constitution, the Teachers Service Commission Act (No. 20 of 2012), the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) and the Standing Orders of the National Assembly.

#### **Date of Birth and Citizenship Status**

139. The nominee is a Kenyan female citizen born on 5<sup>th</sup> September, 1977 and holds Identity Card Number 20096763 bearing the name Annceta Gacheri Wafukho. She is married and does not hold dual citizenship.

#### **Academic and Professional Qualifications**

140. The nominee attended St. Mary's Girls High School, Igoji in 1992 and attained the Kenya Certificate of Secondary Education certificate in 1995.
141. She joined University of Nairobi in 1997 and graduated with a Bachelor of Education (Economics and Commerce) in 2001. She holds two Master's degrees; Master of Business Administration (Strategic Management) from University of Nairobi obtained in 2010 and Masters of Education (Education Planning) from University of Nairobi in 2019.

#### **Employment History & Experience**

142. The nominee has over 15 years' experience in the field of education, and legislative policy and currently serving as a parliamentary training officer.

143. She served as a Graduate Teacher in Gatanga Girls High School, Thika from 2003 to 2007 and served as a lead Researcher, Trainer & Standards Officer in Zenith Corporate Training & Consulting from 2008 to 2014.
144. The nominee serves as a Legislative Policy Analyst in Parliament of Kenya from 2014 to 2020 and currently she serves as a Parliamentary Training Officer at the Centre for Parliamentary Studies and Training.

#### **Honours and Awards given to the nominee**

145. The nominee was awarded UON Graduate School Scholarships in the year 2017/2018 - Full Scholarship for Master of Education by the University of Nairobi, College of Education and External Studies.
146. The nominee has attended various conferences: -
- (i) International Conference on Environment and Peace Building, University of California, Irvine, United States of America, 21<sup>st</sup> – 23<sup>rd</sup> November, 2019;
  - (ii) UNESCO Fourth Annual Kenya Week, France, 12<sup>th</sup> – 16<sup>th</sup> November, 2018;
  - (iii) International Conference on Research and Innovation in Education, University of Nairobi, Kenya, 24<sup>th</sup> – 26<sup>th</sup> October, 2018.
  - (iv) 37<sup>th</sup> Session of the Human Rights Council, Geneva, 26<sup>th</sup> February to 23<sup>rd</sup> March 2018;
  - (v) Curriculum Review Process Conference 19<sup>th</sup> – 21<sup>st</sup> February, 2017, Nairobi;
  - (vi) World Technical and Vocational Education and Training (TVET) Conference, 23<sup>rd</sup> – 25<sup>th</sup> August, 2016, Fiji; and
  - (vii) 19<sup>th</sup> Conference of Commonwealth Education Ministers, 22<sup>nd</sup> – 26<sup>th</sup> June, Bahamas, 2015.

#### **Published Writings**

147. The nominee has published the following publications: -
- (i) *Enhancing Learning Outcomes for Sustainable Development. University of Nairobi, Journal of Education (2018);*
  - (ii) *Basic Education Delivery in Kenya: Examining the Challenges and Opportunities. Parliamentary Research Services(2018);*
  - (iii) *Examining the factors that hinder special needs learners' transition from Primary to Secondary levels of education (2018);*
  - (iv) *Tackling High Maternity Deaths in Kenya. African Institute for Development Policy (AFIDEP) 2016;*
  - (v) *Public Participation in the Legislative process. Parliamentary Research Services (2016).*

#### **Public Office, Political Activities and Affiliations**

148. The nominee does not hold other positions in public offices apart from those highlighted under the section on work and professional experiences. She is not an official of any Political Party.

#### **Potential Conflict of Interest**

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

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

150. 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, favouritism or nepotism in the discharge of public duties.
151. 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 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**

152. The nominee's sources of income during the calendar year preceding her nomination and the current calendar year comprise of salary income worth three million, sixty seven thousand, two hundred shillings (Kshs. 3,067,200) for year 2020 and one million seven hundred and eighty nine thousand, two hundred Kshs.1,789,200 for year 2021. She estimated her financial net worth at twenty-three million shillings (Kshs. 23,000,000).

### **Response to Questions asked by the Committee on Specific Topics**

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

#### **Gaps identified by the nominee in the operations of the Teachers Service Commission while serving the Committee of Education and Research of the National Assembly**

153. The nominee informed the Committee that having worked as a policy analyst for the Departmental Committee of education and Research of the National Assembly, she had noted gaps in areas of rationalization and distribution of teachers in schools in different parts of the country in the country and cited a case in where the head teacher was also the deputy head teacher of the same school.
154. The stagnation and promotion of teachers was also another gap identified by the nominee that leads to demotivation of teachers.
155. The limited availability of ICT in the county and sub-county schools was a gap identified by the nominee. She stated that since the private schools had access to ICT learning, it contributed to better learning of the students.

### **Nominees Career Prospects after Appointment to the Commission**

156. The nominee stated that she is capable of bringing the necessary change required in the Commission and when her term ends, she believes in attaining other positions in serving the country.

### **Entry Grades to Teacher Training Colleges (TTCs)**

157. The nominee believes that the teaching profession should attract high grade achievers and therefore believes the entry grades into TTCs should not be reduced. In her support, she informed the Committee that teachers educate students in preparation for careers in medicine, engineering and therefore, they should be taught by teachers with good grades to enhance the quality of education the students receive.
158. In addition, the nominee believes that a teacher should be recognized and rewarded like other professionals and this can attract more people into the teaching profession.

### **Shortage of Teachers in Schools**

159. The nominee stated that the Commission needs to recruit more teachers and there needs to be innovative ideas to mitigate this problem. These include more funding through the National Assembly to facilitate recruitment of more teachers by the Commission. In addition, intern teachers may be engage to bridge the shortage as a temporary measure.

### **Suitability of the Nominee to the Position of Member of TSC**

160. The nominee informed the Committee that she supported the Committee on Education and Research of the National Assembly in policy analysis in the 12<sup>th</sup> Parliament. She will utilize the experience gained in serving the Committee to formulate and analyse policies at the Commission, if appointed to the position. Her expertise on policy analysis will be valuable within the Commission.
161. The nominee has had the privilege of visiting different counties in relation to education matters and has come face-to-face with real challenges being experienced on the ground and the challenges the Committee has in obtaining information from the Commission. She will therefore be accountable to ensure that real time information is delivered to the Committee in issues it wishes to address to enhance the relationship between the Commission and the Committee.

### **Resource Mobilization**

162. The nominee stated that the TSC needs support not only from the government but also from private-public engagements. There is need for the TSC to continue engaging the private sector in order to benefit from programmes organized for the sector and financial support in areas that government funding may not be sufficient.

## **5.5 VETTING OF MR. SALESA ADANO ABUDO., NOMINEE FOR THE POSITION OF MEMBER OF THE TEACHERS SERVICE COMMISSION**

163. The nominee appeared before the Committee on Thursday, 26<sup>th</sup> August, 2021 at 1.00 p.m. and was interviewed pursuant to the provisions of the Constitution, the Teachers Service Commission Act (No. 20 of 2012), the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) and the Standing Orders of the National Assembly.

### **Date of Birth and Citizenship Status**

164. The nominee is a Kenyan male citizen born in 1962 in Maikona, Marsabit County and holds Identity Card Number 0592033 bearing the name Salesa Adano Abudo. He is married and does not hold dual citizenship.

### **Academic and Professional Qualifications**

165. The nominee obtained a Certificate of Primary Education (CPE) in 1977, the Kenya Certificate of Education (O level) in 1981 and the Kenya Advanced Certificate of Education (A Levels) in 1989. He joined Kaimosi for a Primary Teachers Training College in 1985 to train as a teacher.
166. The nominee holds Primary Teacher Training Certificate awarded in 1985 having trained in Kaimosi Teachers Training College, Bachelor of Education (Arts) degree from Kenyatta University obtained in 1994 and a Master's degree in International Education Management from the University of Leeds, United Kingdom obtained in 2000.
167. The nominee has attended various short courses as follows:-
- (i) School Feeding Programme Workshop, 1997, 2002
  - (ii) Royal School of Music, United Kingdom, 1998,
  - (iii) Project Cycle Management course, 1999x. Management and Development in Education, Best practice in Public Sector Delivery, 2001

- (iv) Arid Lands Policy Formulation and Non-Formal Complimentary Education Policy, 2004
- (v) Education Quality and Management Course, 2004
- (vi) Training of Trainers Course, 2004
- (vii) Africa-Asia University dialogue on Basic Education Development, New Delhi, India, 2005
- (viii) Education Management, Kemya Education Institute (KEMI) 2005
- (ix) Financial Management Course at the Kenya Institute of Administration November – December, 2005
- (x) Results-Based Management Course – Certificate in education Management, 2005
- (xi) Capacity Building for DEOs/PDEs and Middle Level Education Managers
- (xii) Training on promoting Self-reliant Approach to Basic Education and Development in Africa through Research and Dialogue March, Kyoto Japan 2008
- (xiii) Senior Management Course, 2011
- (xiv) Advance Project Management, Monitoring and Evaluation – ESAMI 2019

### **Work and Professional Experience**

168. The nominee is a teacher and an education administrator with over 36 years' experience in teaching, education administration and educational policy formulation and implementation. He has served in various capacities in the education sector having started as a primary school teacher in 1985 and rising through the ranks to the level of County Director of Education. He possesses skills in human resource and management, development of educational policies, strategies and programmes to improve teaching/learning delivery.
169. He has a cumulative teaching experience of 8 years of teaching and heading various primary schools between from 1984 to 1992, one year experience as a tutor in Meru Teachers College (1993) and over 30 years of experience as an senior education officer in the Minsitry of Education
170. The nominee served as Deputy District Education Officer in Marsabit district in 1994 and 1995 and was later promoted to the position District Education Officer where he served in the then Isiolo and Marsabit districts between 1995 and 2003. He was redeployed as Pastoralists' desk Program Officer in the Ministry of Education headquarters 2003 and served up to 2005 before he was reassigned duties and deployed as District Education Officer from 2005 to 2011 and served in then districts of Bungoma, Laikipia East, Mwingi.
171. As an education officer he was in-charge of education administration, management, education policy formulation and evaluation within the district of his service. He also coordinated and implemented ministerial human resource policies including staff recruitment, training, promotion and discipline.
172. As Education Officer, the nominee served as an agent and advisor of the Teachers Service Commission on staff salaries, staffing, welfare, discipline and management of primary school teachers.
173. Currently, the nominee holds the position of Deputy Director of Education/Senior Assistant Director of Education where he has served from 2012 to date and is currently deployed as County Director of Education in Kitui County.

### **Honors and Awards**

174. Government of Kenya Scholarship to the University of Leeds in the United Kingdom to pursue Masters in International Educational Management

### **Other Activities and Membership**

175. The nominee has attended various trainings and workshops in and outside the country focusing on education sector. He participated in Arid lands policy formulation on Non-Formal/Complementary Education Policy, 2001. The nominee is a Director of Kanacho Nomadic Educational Foundation (KNEF)

### **Published Writings**

176. The nominee has published the following publications: -
- (i) *Impact of HIV/AIDS on EFA-case study of Bondo District, 2006*
  - (ii) *Sustainable Micro-Projects for schools in Marsabit District, Master's Thesis, Leeds University, 2000*

### **Public Office, Political Activities and Affiliations**

177. The nominee does not hold other positions in public offices apart from those highlighted under the section on work and professional experiences.

### **Potential Conflict of Interest**

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

### **Sources of Income and Net-worth**

179. The nominee's sources of income during the calendar year preceding his nomination and the current calendar year comprise of salary income and income from the sale of Livestock and Livestock Products worth three million five hundred and thirty three, three hundred and ten (3,553,310) and three million (3,000,000). His estimated Financial Net Worth is Sixty Million (Kshs. 60,000,000) comprising of pieces of land, residential house, cattle, camel, sheep and goats.

### **Integrity**

180. 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.
181. The nominee has fully complied with the tax obligations to the State for the financial year immediately preceding his nomination for the appointment.
182. However, the nominee was accused by Independent Electoral and Boundary Commission in 2017 for election irregularities. He was acquitted under Section 210 of the Criminal Procedures Code on 12<sup>th</sup> of February, 2018 for lack of evidence.

### **Response to Questions asked by the Committee on Specific Topics**

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

#### **Affirmative Action**

183. The nominee supports affirmative action in that it is a good approach in supporting the marginalized groups and the disadvantaged.

#### **Delocalization of Teachers**

184. The nominee stated that delocalization has brought about the sharing of good practices among teachers from different regions and the sharing of different cultures. It has also encouraged cohesion and integration of Kenyan communities. He further stated that delocalization can be

counterproductive if it is not managed and implemented humanely. He recommended that special consideration should be given to teachers over 45 years and those with special conditions.

### **Minimum Entry Requirements into Teacher Training Colleges (TTCs)**

185. The nominee informed the Committee that the TTCs all over the country were not able to attract the requisite number of students due to the high entry grades. He gave an example of Kitui TTC which had a low number of students joining in 2021.
186. He submitted that it is not prudent for the government to invest in construction of TTCs which end up becoming unutilized due to lack of students. He emphasized the need for consultations around the grades for entry in order to recruit enough teachers to facilitate 100% transition in basic education. He also added that there was a clash in the grade policy and shortage of teachers.

### **Solutions teachers shortage and difficulty of Staffing Schools in Nomadic Counties**

187. The nominee stated that the government can play a leading role in ensuring that security is provided and maintained in nomadic communities to ensure the safety of teachers. This is a major concern and is the major contributor of shortage of teachers in nomadic areas making the areas to be classified as “hard to serve areas”. He admitted that the communities are not doing enough to encourage quality education due to their lifestyle and literacy levels among the parents in particular areas.
188. He emphasized the need for attractive incentives for teachers that serve in hardship and hard to serve areas to attract teachers to those areas. To complement the incentives, homegrown solutions of training and recruiting teachers from the local nomadic communities should be explored to boost staffing of schools in the nomadic regions.
189. He further submitted that the National government should implement policies and strategies for example affirmative action to attract qualified secondary school graduates from nomadic communities into the teacher training colleges. He further added that affirmative action in recruitment of local teachers who are willing to serve within their local communities.
190. County governments of the counties affected by local teacher shortages should invest in “home grown teachers” initiative to produce teachers from within their communities by encouraging local secondary school graduates to join teaching.

### **Delivery of Quality Education in Nomadic Arid and Semi-Arid Regions and Nomadic Areas**

191. The nominee stated that despite the existing government plans intended to ensure access and equity provision quality education in the country, school enrolments and completion rates in the arid and semi-arid lands and nomadic regions have remained low.
192. Academic achievement among children of pastoralist communities has been comparatively low and the fact that literacy levels are comparatively low in nomadic areas, children in these areas do not get enough social support from their parents and guardians.
193. The nominee further explained other factors affecting access and delivery of quality of education in arid and semi-arid lands which include vast distances from schools coupled with low population densities making it difficult to attract numbers in classrooms; the inadequacy of education infrastructures, scarcity of teachers, absenteeism of learners and insecurity.
194. The nominee reiterated the need for the National government and all education stakeholders to put concerted efforts to promote access, equity and quality education in all parts to the Kenyan learners in all parts of the country.

## 6.0 COMMITTEE OBSERVATIONS

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

### 6.1 General observations

1. THAT, Section 5(1) of the Teachers Service Commission Act (No. 20 of 2012) provides that the Commission shall consist of a Chairperson and eight (8) other members appointed in accordance with Article 250 of the Constitution. Currently the Teachers Service Commission has four (4) serving Commissioners who were appointed in 2020 and April 2021 respectively after the terms of the previous commissioners expired on various dates between 2019 and 2021.
2. THAT, if the nomination of the five Members is approved by the House and subsequently appointed by H.E. the President, ultimately the Teachers Service Commission will be fully constituted with the Chairperson and eight (8) Members, being five (5) men and four (4) women in compliance with the gender principle as set out in Article 27(8) of the Constitution.
3. THAT, if the nomination of the five Members is approved by the House and subsequently appointed by H.E. the President, the Membership of the Teachers Service Commission will be compliant to the provisions of Article 232 (1)(h) of the Constitution on representation of Kenya's diverse communities; and Section 8(16) of the Teachers Service Commission Act (No.20 of 2020) on the principle of gender equity, ethnic and other diversities of the people of Kenya.
4. THAT, the procedure used to arrive at the nominees for the position of Member of the Teachers Service Commission was adhered to by the Selection Panel in the identification and shortlisting of the applicants and forwarding names for the positions to the President as provided for under Article 250(2)(a) as read with Section 8(6)(a)(b)(c) & (d) of the Teachers Service Commission Act (No. 20 of 2012).
5. THAT, the Appointing Authority has fully complied with the recommendation of the Departmental Committee on Education and Research in its Report of April 2021 on the vetting of the Teachers Service Commission Chairperson and Commissioner pursuant to Section 8(16)(a) & (b) of the TSC Act, 2012; which provides that: -

*(16) In nominating or appointing a person as a member of the Commission, the panel and the President shall—*

*(a) observe the principle of gender equity, ethnic and other diversities of the people of Kenya, and shall ensure equality of opportunity for persons with disabilities; and,*

*(b) take into account the national values and principles set out in Articles 10, 27 and 232 of the Constitution.*

## **7.0 SPECIFIC OBSERVATIONS**

### **7.1 Dr. Nicodemus Ojuma Anyang, PhD – Nominee for the position of Member, Teachers Service Commission**

1. THAT, the nominee possesses a rich academic background. He holds a PhD qualification in Education (Administration) from Moi University, a Bachelor's and a Master's of Education degrees in Administration and Planning both from Kenyatta University.
2. THAT, the nominee has wide experience of 29 years in educational management and training. He has served in various capacities of classroom teacher, high school principal, District Education Officer and County Director of Education. He is currently working as the Deputy Director of Education in the State Department of Early Learning and Basic Education.
3. THAT, during the approval hearings, the nominee exhibited knowledge in matters relating to education and management, leadership skills and human resource management, qualities necessary for the position he is nominated to.
4. THAT, based on the oral submissions during the approval hearing, the nominee demonstrated abilities, knowledge, understanding and experience; qualities necessary for appointment as Member, Teachers Service Commission, as is prescribed under Article 250(3) of the Constitution, Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (*No. 20 of 2012*) and Section 6(7) & 7(c) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*);
5. THAT, based on the evidence submitted during the approval hearings, the nominee met all the Constitutional and statutory requirements necessary for appointment as Member, Teachers Service Commission as is provided for under Article 250(3) of the Constitution as read with Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (*No. 20 of 2012*) and Section 7(b) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*).

### **7.2 Ms. Christine K. Kahindi - Nominee for the position of Member, Teachers Service Commission**

1. THAT, the nominee has rich academic background. She holds a Master of Education degree in Education and Administration from the University of Nairobi and Bachelor of Education degree from Kenyatta University. In addition, she holds a Diploma in Education Management from the Kenya Education Management Institute (KEMI). The nominee also holds a Diploma in Education Humanities from Siriba Teachers College.
2. THAT, the nominee has 36 years' experience in matters relating to education and training. She has served in various capacities as a teacher and principal.
3. THAT, during the approval hearings, the nominee exhibited knowledge in matters relating to education, management and leadership skills, qualities necessary for the position she is nominated to.
4. THAT, based on the oral submissions during the approval hearings, the nominee demonstrated abilities, knowledge, understanding and experience; qualities necessary for appointment as Member, Teachers Service Commission, as is prescribed under Article 250(3) of the Constitution, Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (*No. 20 of 2012*) and Section 6(7) & 7(c) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*);

5. THAT, based on the evidence submitted during the approval hearings, the nominee met all the Constitutional and statutory requirements necessary for appointment as Member, Teachers Service Commission as is provided for under Article 250(3) of the Constitution as read with Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (*No. 20 of 2012*) and Section 7(b) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*).

### **7.3. Ms. Sharon Jelagat Kisire - Nominee for the position of Member, Teachers Service Commission**

1. THAT, The nominee has a rich academic background. She holds Bachelor of Arts degree from Kenyatta University awarded in 1993, Masters of Arts in Sociology from Kenyatta University awarded in 2000. She is currently pursuing a Doctorate degree in Human Resource in Strathmore University. The nominee further holds a Diploma in Human Resource Management from the Kenya Institute of Management awarded in 2000, a Diploma in Executive Leadership Coaching. She is a Certified Secretary examined and qualified by KASNEB in 2004.
2. THAT, the nominee is an experienced Organizational behaviour and Human Resource professional with over 20 years' experience in the field of human resource management, governance and administration having worked in senior positions in various reputable organizations both in the public and private sector. Currently she is running a Human Resource Management consultancy firm as lead consultant.
3. THAT, the nominee served has experience of serving in senior level management positions having served as a Deputy Human Resource Manager at the Mater Hospital from 2001 to 2004, Human Resource and Administration Manager at National Oil Corporation from 2004 to 2006, Deputy Director Human Capital Kenya Wildlife Service from 2006-2012. She further served as Director Resources Safaricom Ltd between 2012 and 2014, Lead Human Resource consultant HR Powerhouse Ltd from 2013-2016, General Manager HR & Administration at Kenya Pipeline Company Ltd from 2016 to 2019. Currently she is a Lead Human Resource Consultant at HR Powerhouse Ltd from 2019 to date.
4. THAT, during the approval hearings, the nominee exhibited knowledge in matters relating to management, leadership skills and human resource management, qualities necessary for the position she is nominated to.
5. THAT, based on the oral submissions during the approval hearings, the nominee demonstrated abilities, knowledge, understanding and experience; qualities necessary for appointment as Member, Teachers Service Commission, as is prescribed under Article 250(3) of the Constitution, Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (*No. 20 of 2012*) and Section 6(7) & 7(c) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*);
6. THAT, based on the evidence submitted during the approval hearings, the nominee met all the Constitutional and statutory requirements necessary for appointment as Member, Teachers Service Commission as is provided for under Article 250(3) of the Constitution as read with Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (*No. 20 of 2012*) and Section 7(b) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*).

**7.4. Ms. Annceta G. Wafukho - Nominee for the position of Member, Teachers Service Commission**

1. THAT, the nominee has a rich academic background. She holds two Masters degrees; Master of Business Administration (Strategic Management) and Master of Education (Education Planning) from the University of Nairobi. She also holds a Bachelor of Education degree (Economics and Commerce) from the University of Nairobi.
2. THAT, the nominee has 15 years' experience in the field of education and legislative policy and analysis. She currently serves as a Parliamentary Training Officer at the Centre for Parliamentary Studies and Training.
3. THAT, during the approval hearing, the nominee exhibited knowledge in matters relating to training, leadership skills and policy analysis, qualities necessary for the position she is nominated to.
4. THAT, based on the oral submissions during the approval hearings, the nominee demonstrated abilities, knowledge, understanding and experience; qualities necessary for appointment as Member, Teachers Service Commission, as is prescribed under Article 250(3) of the Constitution, Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (*No. 20 of 2012*) and Section 6(7) & 7(c) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*);
5. THAT, based on the evidence submitted during the approval hearings, the nominee met all the Constitutional and statutory requirements necessary for appointment as Member, Teachers Service Commission as is provided for under Article 250(3) of the Constitution as read with Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (*No. 20 of 2012*) and Section 7(b) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*).

**7.5. Mr. Salesa Adano Abudo - Nominee for the position of Member, Teachers Service Commission**

1. THAT, the nominee has a rich academic background. He holds a Masters degree in International Education Management from the University of Leeds, United Kingdom and a Bachelor of Education (Arts) from Kenyatta University.
2. THAT, the nominee is a seasoned education administrator with 36 years' experience in educational policy formulation and implementation at various levels in the education sector having started as a primary school teacher in 1985 and rising through the ranks to the level of County Director of Education. He possesses skills in human resource and management, development of educational policies, strategies and programmes to improve teaching/learning delivery.
3. THAT, the nominee's experience comprises eight years of teaching in primary and heading one year as a tutor at Meru Teachers College (1993), and 30 years' experience in education administration and management where he served in various regions of the country in various capacities such Deputy District Education Officer and rising to the level of Deputy Director of Education/County Director of Education. Currently, he is serving as Director of Education in Kitui County.
4. THAT, during the approval hearings, the nominee exhibited knowledge in matters relating to training, education and management, leadership skills and human resources, qualities necessary for the position he is nominated to.

5. THAT, based on the oral submissions during the approval hearings, the nominee demonstrated abilities, knowledge, understanding and experience; qualities necessary for appointment as Member, Teachers Service Commission, as is prescribed under Article 250(3) of the Constitution, Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (No. 20 of 2012) and Section 6(7) & 7(c) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011);
6. THAT, based on the evidence submitted during the approval hearings, the nominee met all the Constitutional and statutory requirements necessary for appointment as Member, Teachers Service Commission as is provided for under Article 250(3) of the Constitution as read with Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (No. 20 of 2012) and Section 7(b) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011).

#### 8.0 COMMITTEE RECOMMENDATIONS

Having conducted the approval hearings for the nominees pursuant to Article 250(2)(b) of the Constitution, as read with Section 8(8) of the Teachers Service Commission Act (No. 20 of 2012); Sections 3 and 8 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), **the Committee recommends that this House: -**

1. **Approves** the nomination of Dr. Nicodemus Ojuma Anyang, PhD., for appointment to the position of Member of the Teachers Service Commission.
2. **Approves** the nomination of Ms. Christine K. Kahindi for appointment to the position of Member of the Teachers Service Commission.
3. **Approves** the nomination of Ms. Sharon Jelagat Kisire for appointment to the position of Member of the Teachers Service Commission.
4. **Approves** the nomination of Ms. Anneceta G. Wafukho for appointment to the position of Member of the Teachers Service Commission.
5. **Approves** the nomination of Mr. Salesa Adano Abudo, for appointment to the position of Member of the Teachers Service Commission.

SIGNED \_\_\_\_\_



DATE \_\_\_\_\_

30/08/2021

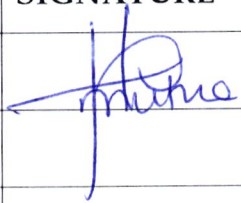
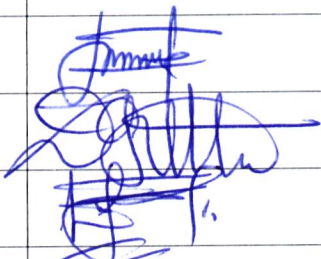


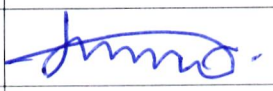


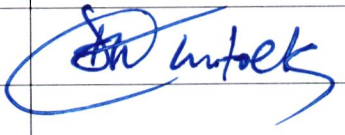

HON. FLORENCE M. MUTUA, CBS, M.P

CHAIRPERSON

DEPARTMENTAL COMMITTEE ON EDUCATION AND RESEARCH

**KENYA NATIONAL ASSEMBLY**  
**COMMITTEE ON EDUCATION AND RESEARCH**  
**REPORT ADOPTION LIST**

**Report of the Departmental Committee on Education and Research on the Vetting of  
the Nominees for Appointment to the Positions of Members of the Teachers Service  
Commission**

|     | NAME                                         | SIGNATURE                                                                             |
|-----|----------------------------------------------|---------------------------------------------------------------------------------------|
| 1.  | Hon. Florence Mutua, MP - Chairperson        |    |
| 2.  | Hon. Ngunjiri Wambugu, MP - Vice Chairperson |                                                                                       |
| 3.  | Hon. Geoffrey Odanga, MP                     |                                                                                       |
| 4.  | Hon. (Dr.) Pamela Ochieng, MP                |                                                                                       |
| 5.  | Hon. (Eng.) Nzambia Kithua, MP               |   |
| 6.  | Hon. (Prof.) Zadoc Ogutu, MP                 |   |
| 7.  | Hon. Eric Muchangi, MP                       |  |
| 8.  | Hon. Eve Obara, MBS, MP                      |                                                                                       |
| 9.  | Hon. Jackson Lekumontare, MP                 |                                                                                       |
| 10. | Hon. Jerusha Momanyi,                        |  |
| 11. |                                              |                                                                                       |
| 12. | Hon. Joseph Tonui, MP                        |  |
| 13. | Hon. Omboko Milemba, MP                      |                                                                                       |
| 14. | Hon. Peter Lochakapong, MP                   |  |
| 15. | Hon. Wilson Sossion, MP                      |                                                                                       |
| 16. | Hon. (Dr.) Wilson Kogo, MP                   |                                                                                       |
| 17. | Hon. (Dr.) Daniel Kamuren Tuitoek, MP        |  |
| 18. | Hon. James Gichuki Mugambi, MP               |                                                                                       |
| 19. | Hon. John Paul Mwirigi, MP                   |  |

# MINUTES

**MINUTES OF THE 35<sup>TH</sup> SITTING OF THE DEPARTMENTAL COMMITTEE ON EDUCATION AND RESEARCH HELD ON WEDNESDAY, 25<sup>TH</sup> AUGUST 2021, AT CONTINENTAL HOUSE, 4<sup>TH</sup> FLOOR COMMITTEE ROOM AT 11.00AM**

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**PRESENT**

1. Hon. Florence M. Mutua, MP – **Chairperson**
2. Hon. Wambugu Ngunjiri, MP - **Vice- Chairperson**
3. Hon. Geoffrey Odanga, MP
4. Hon. (Prof.) Zadoc Ogutu, MP
5. Hon. Eve Obara, MBS, MP
6. Hon. Jerusha Momanyi, MP
7. Hon. Joseph Tonui, MP
8. Hon. Omboko Milemba, MP
9. Hon. Peter Lochakapong, MP
10. Hon. Wilson Sossion, MP
11. Hon. (Dr.) Wilson Kogo, MP
12. Hon. (Dr.) Daniel Kamuren Tuitoek, MP
13. Hon. Gichuki Mugambi, MP
14. Hon. John Paul Mwirigi, MP

**ABSENT WITH APOLOGY**

1. Hon. (Dr.) Pamela Ochieng, MP
2. Hon. (Eng.) Nzambia Kithua, MP
3. Hon. Eric Muchangi, MP
4. Hon. Jackson Lekumontare, MP

**COMMITTEE SECRETARIAT**

1. Mr. Peter Chemweno – Director, Departmental Committees
2. Mr. Philip Lekarkar – Lead Clerk
3. Ms. Grace Wahu – Clerk Assistant
4. Ms. Mercy Wanyonyi – Legal Officer
5. Ms. Winnie Kulei – Research Officer
6. Ms. Catherine Mukunyi – Sergeant At Arms
7. Mr. Collins Mahamba – Audio Officer

**MIN. NO. EDUC/2021/172: PRELIMINARIES**

The meeting was called to order at 11.15 am. A word of prayer was said by Hon. (Prof.) Zadoc Ogutu, MP. The Agenda of the meeting was adopted having been proposed by Hon. John Mwirigi, MP, and seconded by Hon. Peter Lochakapong, MP.

**MIN. NO. EDUC/2021/173: CONFIRMATION OF MINUTES**

Confirmation of minutes was deferred to the next sitting.

**MIN. NO. EDUC/2021/174: PRE-VETTING MEETING ON THE VETTING OF  
NOMINEES FOR THE POSITION OF MEMBER OF THE  
TEACHERS SERVICE COMMISSION**

The legal officer took the Committee through the following: -

1. The Committee on Education is in receipt of the notification for appointment by the President of the following persons to serve as members of the Teachers Service Commission—
  - (a) Dr. Nicodemus Ojuma Anyang;
  - (b) Ms. Christine K. Kahindi;
  - (c) Ms. Sharon Jelagat Kisire;
  - (d) Ms. Annceta G. Wafukho; and
  - (e) Mr. Salesa Adano Abudo.
2. The procedure for the vetting of nominees for the above positions is governed by Article 250 of the Constitution, the Public Appointments (Parliamentary Approval) Act, Cap. 136 (hereinafter referred to as “the Act”) and the Teachers Service Commission Act, No. 20 of 2012. These laws set out the procedure, requirements as well as the conduct of the approval hearings.

**Procedure for the approval hearing**

**Constitutional provisions**

3. Article 250(2) of the Constitution provides that the chairperson and each member of a commission, and the holder of an independent office, shall be—
  - (a) identified and recommended for appointment in a manner prescribed by national legislation;
  - (b) approved by the National Assembly; and
  - (c) appointed by the President.
4. Further, Article 250(3) provides that to be appointed, a person shall have the specific qualifications required by the Constitution or national legislation.
5. Article 250(4) provides that appointments to commissions and independent offices shall take into account the national values referred to in Article 10, and the principle that the composition of the commissions and offices, taken as a whole, shall reflect the regional and ethnic diversity of the people of Kenya.
6. The Constitution therefore requires the National Assembly to conduct the approval hearings in the manner prescribed by the Teachers Service Commission Act, No. 20 of 2012 and the Public Appointments (Parliamentary Approval) Act, Cap. 136.

**Submission of documents**

7. As provided in the newspaper advertisement, each nominee will be required to bring the following documents—

- a. Originals of their identity card, academic and professional certificates and other relevant testimonials;
- b. Letters, certificates of clearance or certificates of compliance from the following—
  - (a) Ethics and Anti-Corruption Commission (EACC);
  - (b) Kenya Revenue Authority (KRA);
  - (c) Higher Education Loans Board (HELB);
  - (d) Directorate of Criminal Investigations (DCI); and
  - (e) Office of the Registrar of Political Parties.
- c. A duly filled questionnaire as specified in the Schedule to the Act.

### **Issues for consideration**

8. 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.
9. Further, the Committee shall consider the following issues—
  - (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.
10. Section 6(2) of the Teachers Service Commission Act, No. 20 of 2012 sets out the qualifications for appointment as a member of the Teachers Service Commission. In terms of this sub-section, a person shall be qualified for appointment as a member if such person—
  - (a) holds a **degree** from a university recognized in Kenya;
  - (b) has knowledge and experience of at least **ten years** in matters relating to any of the following fields—
    - (i) education;
    - (ii) governance;
    - (iii) management; or
    - (iv) law; and
  - (c) meets the requirements of Chapter Six of the Constitution.

### **Submission of memoranda**

11. Section 6(9) of the 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*".
12. The Clerk of the National Assembly placed an advertisement in the local dailies inviting interested members of the public to submit any representations by **written statement on oath (affidavit)**, that they may have on the suitability of the said nominees for appointment as members of the Teachers Service Commission. The Committee will consider the submissions, if any, during the process of the approval hearing.

### **Powers of the Committee during the approval hearing**

13. Section 6(5) of the Act provides that all Committee proceedings on public appointments shall be open and transparent. However, section 6(6) of the Act permits the Committee, either on its own motion or on the application of a candidate (nominee) or any other concerned person, to determine that the whole or part of the Committee sittings shall be held in camera.
14. Section 12 of the Act gives the Committee the same powers as the High Court to summon any person or compel the production of documents for the purpose of giving evidence or providing information during the approval hearing.

### **Timelines for the approval hearing**

15. The Committee shall thereafter prepare its report on the suitability of the candidate to be appointed to the office to which the candidate has been nominated. In doing so the Committee shall include in the report such recommendations as it may consider necessary.
16. Section 8 of the Act provides that a Committee shall consider a nomination and table its report for debate and decision within 28 days from the date on which the notification of nomination was given to Parliament.

### **Committee Recommendations**

It was suggested that vetting questions be made available on the morning of vetting of the nominees.

### **MIN. NO. EDUC/2021/175: ANY OTHER BUSINESS**

The Chairperson took the Committee through the following pending business before the Committee: -

1. On pending petitions: - the following petitions are pending before the Committee
  - b. Petition on Integrity of the process of marking and release of KCPE examinations by Ms. Mary Njoki and Mr. Isaac Njoroge. This petition has been address by the Committee. It was resolved that additional information is required from the petitioners.
  - c. Petition regarding violation of the right to relevant education and training by Egerton University.


It was resolved that two sub-committees be formed to conduct fact-finding visits in Kilifi County and Maasai Mara University to investigate the issues within the petitions on the low performance of KCSE students in Kilifi County and the dismissal of an employee at Maasai Mara University respectively.

1. On pending Bills:- The following are pending Bills
  - a. Universities (Amendment) Bill, 2020, by Attorney General
  - b. Legislative proposal on Basic Education (Amendment) Bill, by Hon. Sabina Chege, MP
  - c. Legislative proposal on Universities (Amendment) Bill, 2020, by Hon. Owen Baya, MP
2. On Statements: -
  - a. Request for Statement regarding causes and remedy of mass failure of students in KCSE 2020 in Kilifi County;

- b. Request for Statement regarding payment of internal examination fees in Primary Schools by Hon. Owen Baya Yaa, MP;
  - c. Request for Statement regarding dismissal of an employee at Maasai Mara University by Hon. Moitalel ole Kenta, MP;
  - d. Request for Statement regarding student's 100% transition to Secondary Schools in the country and available infrastructure by Hon. Alfred Keter, MP;
3. The Committee was informed of a scheduled retreat is with Kenya Institute of Curriculum Development. It was resolved that a date would be availed after the vetting of the nominees for the position of Member of the Teachers Service Commission.
  4. It was resolved that the Chairperson request the Speaker to allow the Cabinet Secretary for Education appear before Members of Parliament in the chamber to address the issues on registration of schools among other issues as it affected many constituencies.
  5. It was resolved that there was need to carry out an audit on the roll-out of the CBC educational system within the country. The Committee will discuss the issues further at a later date.

**MIN. NO. EDUC/2021/176: ADJOURNMENT**

There being no other business, the meeting was adjourned at 12.45pm. The next meeting will be held on notice.

SIGN  DATE 30/08/2021  
HON. FLORENCE MUTUA, MP  
CHAIRPERSON, COMMITTEE ON EDUCATION AND RESEARCH

**MINUTES OF THE 36<sup>TH</sup> SITTING OF THE DEPARTMENTAL COMMITTEE ON EDUCATION AND RESEARCH HELD ON THURSDAY, 26<sup>TH</sup> AUGUST 2021, AT MINI CHAMBER, 1<sup>ST</sup> FLOOR, COUNTY HALL AT 9.00AM**

---

**PRESENT**

1. Hon. Florence M. Mutua, MP – **Chairperson**
2. Hon. Wambugu Ngunjiri, MP - **Vice- Chairperson**
3. Hon. Geoffrey Odanga, MP
4. Hon. (Prof.) Zadoc Ogutu, MP
5. Hon. Eve Obara, MBS, MP
6. Hon. Jerusha Momanyi, MP
7. Hon. Joseph Tonui, MP
8. Hon. Omboko Milemba, MP
9. Hon. Peter Lochakapong, MP
10. Hon. Wilson Sossion, MP
11. Hon. (Dr.) Daniel Kamuren Tuitoek, MP
12. Hon. Gichuki Mugambi, MP
13. Hon. John Paul Mwirigi, MP

**ABSENT WITH APOLOGY**

1. Hon. (Dr.) Pamela Ochieng, MP
2. Hon. (Eng.) Nzambia Kithua, MP
3. Hon. Eric Muchangi, MP
4. Hon. Jackson Lekumontare, MP
5. Hon. (Dr.) Wilson Kogo, MP

**COMMITTEE SECRETARIAT**

1. Mr. Peter Chemweno – Director, Departmental Committees
2. Mr. Daniel Mutunga – Principal Clerk Assistant
3. Mr. Philip Lekarkar – Lead Clerk
4. Ms. Grace Wahu – Clerk Assistant
5. Ms. Mercy Wanyonyi – Legal Officer
6. Ms. Winnie Kulei – Research Officer
7. Ms. Catherine Mukunyi – Sergeant At Arms
8. Mr. Collins Mahamba – Audio Officer

**MIN. NO. EDUC/2021/177: PRELIMINARIES**

The meeting was called to order at 9.15 am. A word of prayer was said by Hon. Omboko Milemba, MP. The Agenda of the meeting was adopted having been proposed by Hon. Joseph Tonui, MP, and seconded by Hon. (Prof.) Zadoc Ogutu, MP.

**MIN. NO. EDUC/2021/178: CONFIRMATION OF MINUTES**

Confirmation of minutes was deferred to the next sitting.

**MIN. NO. EDUC/2021/179: VETTING OF NOMINEES FOR THE POSITION OF  
MEMBER OF THE TEACHERS SERVICE COMMISSION**

The Chairperson welcomed the Committee and stated the following: -

1. Pursuant to Article 250(2)(b) of the Constitution as read together with Section 8(7) of the Teachers Service Commission Act (No. 20 of 2012) and Section 5 of the Public Appointments (Parliamentary Approval) Act, (No. 33 of 2011), His Excellency the President nominated the following persons for appointment to the position of Members of the Teachers Service Commission: -
  - a. Dr. Nicodemus Ojuma Anyang
  - b. Ms. Christine K. Kahindi
  - c. Ms. Sharon Jelagat Kisire
  - d. Ms. Annceta G Wafukho
  - e. Mr. Salesa Adano Abudo
2. The nominations were conveyed to the Speaker of the National Assembly on **11<sup>th</sup> August, 2021**. On **12<sup>th</sup> August, 2021** the Speaker of the National Assembly conveyed the Message from H.E. the President to the House and referred the Nominees' names and curriculum vitae to the Departmental Committee on Education and Research for Vetting and reporting to the House within fourteen 21 days in accordance with the provisions of Standing Order 45.
3. Conscious of the central role of the Commission in the education sector and noting the unprecedented nature of the early learning and basic education calendar for the years 2020, 2021 and 2022, the Committee was requested to expeditiously consider and conclude the matter.
4. In compliance with section 6(9) of the Act, the Clerk of the National Assembly placed an advertisement in the print media on **Tuesday, 17<sup>th</sup> August, 2021**. The Clerk invited the public to submit memoranda by way of written statements on oath (*affidavits*) on the suitability of the nominees in conformity with Section 6(9) of the Act. The advertisement indicated that the submissions were to be received by **Tuesday, 24<sup>th</sup> August, 2021 at 5.00 pm**.
5. By close of the deadline, the Committee had not received any submission in support or contesting the suitability of the Nominee to hold the office to which he had been nominated.
6. Further, in fulfilment of the provisions of Article 118(1)(b) of the Constitution, Section 6(4) of the Public Appointments (Parliamentary Approval) Act and Standing Order 45(3), the Clerk of the National Assembly on Tuesday, 17<sup>th</sup> August, 2021 placed an advertisement in the print media **notifying the public** on the date, time and place of the approval hearing of the Nominee.
7. Further, on **Monday, 16<sup>th</sup> August, 2021** the Clerk wrote to the Nominees inviting them to the approval hearing which was scheduled to be conducted on **Thursday, 26<sup>th</sup> August, 2021, in the Mini Chamber, County Hall, Parliament Buildings at starting at 9.00 am**.
8. 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. To fulfill the requirement on personal integrity, the Clerk on **Monday, 16<sup>th</sup>**

**August, 2021** wrote to the Kenya Revenue Authority, the Ethics and Anti-Corruption Commission, the Registrar of Political Parties, the Higher Education Loans Board and the Credit Reference Bureau to ascertain the Nominees' good standing with the said government institutions. The Nominees was also required to submit clearance from the said institutions.

9. The nominees are therefore rightly and procedurally before the Departmental Committee on Education and Research for the Vetting for appointment to the positions of Members, Teachers Service Commission in accordance with the provisions of the Constitution, the Act and the National Assembly Standing Orders.
10. The nominees will appear before the Committee in the following order as invited:-
  1. Dr. Nicodemus Ojuma Anyang at 9.00 am
  2. Ms. Christine K. Kahindi at 10.15 am
  3. Ms. Sharon Jelagat Kisire at 11.30 am
  4. Ms. Anneta G Wafukho at 2.00 pm
  5. Mr. Salesa Adano Abudo at 3.15 pm

**A. VETTING OF DR. NICODEMUS OJUMA ANYANG, PH.D., NOMINEE FOR THE POSITION OF MEMBER OF THE TEACHERS SERVICE COMMISSION**

The nominee appeared before the Committee on Thursday, 26th August, 2021 at 10.00 a.m. and was interviewed pursuant to the provisions of the Constitution, the Teachers Service Commission Act (No. 20 of 2012), the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) and the Standing Orders of the National Assembly.

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

**i. On suitability if appointed to the position of Member of the Teachers Service Commission**

The nominee stated that he has risen through the ranks as an educationist from a classroom teacher to a to the level of Deputy Director of Education in the Ministry of Education. The nominee informed the Committee that he has served as a county director, a member of the council, a principal, an agent of TSC and currently a director of education. This has enabled him acquire experience from the grass root level to the higher level. The nominee stated that he has attended various management courses and acquired skills such as problem solving, negotiation, listening skills and corporate Governance.

The nominee further stated that he has served in many parts of the country and has appreciated the challenges faced by teachers. During his period of service he has witnessed transition of the education systems and advancement of teaching/learning resources for instance the use of chalk to use of ICT to administer learning.

**ii. On Key Competences Acquired to Transform TSC**

The nominee pointed that TSC is an Independent Commission charged with the responsibility of teacher management. The Commission therefore needs to listen and accommodate the concerns of teachers. The nominee informed the Committee that he has corporate governance skills, good communication skills and negotiation skills which he has acquired from the education sector and

during his career. The skills acquired will be imperative in accommodating the views of key stakeholders and implementation of policies.

**iii. Teachers Service Commission Stakeholders, their Expectations, and Maintaining Cordial Working Relationship**

The nominee submitted that the Ministry of Education, the child, teacher, and the National Assembly as the four stakeholders of the Teachers Service Commission. The ministry expects the TSC to manage the resources prudently. The child expects quality education from the TSC while the Teacher expects the Commission to motivate them and produce quality teachers that translates to good quality education. He further stated that the National Assembly would expect prudent management of resources and advice various matters in the education sector.

If appointed the Commissioner, he will work together with other Commissioners to cause the Commission to come up with strategies to ensure the inputs of the stakeholders are recognized and ensure that the stakeholders play a critical role and participate in consultative engagements while ensuring their inputs are taken into consideration.

He further stated that there is a separation of power between the Commission and the Commission Secretariat where the Commission plays an oversight role while the Secretariat are tasked with day-to-day running of the Commission.

**iv. On Conflict between the Ministry and the Teachers Service Commission**

The nominee pointed that conflict between the Ministry of Education and TSC arises due to misinterpretation of roles and refusal to accept change by officers. To bring harmony, the two agencies must understand their roles as stipulated in law and executive orders. He stated that the officers should work to in harmony to deliver services regardless of whether they are from the ministry or TSC as the child belongs to the government.

**v. On conflict of interest**

The nominee submitted that he is a proprietor of a private school that has been in existence for ten years. The school is run by an Advisory Board in which he is a member. The school has engaged other personnel including teachers.

If being a Member of the Commission presents a potential source of conflict, he is willing to step down from the position of Board Member as required by law.

**vi. On stagnation, upgrading and delocalization of teachers**

The nominees submitted that every teacher has a right to progress in his or her career and be promoted. He recommended that the Commission should formulate policies to ensure that teachers do not stagnate in their career. The Commission should focus on promotions that shall be due in good time and request for funding in time and plan ahead.

On promotion of teachers who upgrade their qualifications, the nominee stated upgrading of qualifications by teachers is part of career development. He suggested that the Commission should develop a clear policy on promotion and redesignation of teachers who to motivate teachers attain higher qualifications. If appointed, he will work with the other Commissioners to review the ban on upgrading of teachers.

The nominee stated that the delocalization policy was well intended and was meant to expose the teachers to the different parts of the country. However there was teething challenges during

implementation and it was viewed therefore viewed to be punitive. He noted that implementation of the policy should be reviewed with a lot of consultation from the stakeholders to serve the purpose it was meant for.

On demotion of teachers who had been placed on acting position of principals or deputy principals, the nominee stated that he the Commission should come with a policy to ensure that only teachers qualified to be principals or deputy principals are appointed to acting capacities. The policy should further clarify the circumstances where a teacher would be put to act to avoid such scenarios which usually demotivate teachers when relieved of their acting positions.

**vii. On lowering qualification for marginalized Counties for admission into Teachers Training Colleges**

The nominee submitted that the Ministry of Education together with the Commission should develop various policy options to address teacher shortage in the marginalized areas such as affirmative actions for the regions. This will encourage the locals join the teacher training colleges and go back to teach in schools in their localities.

He further stated that the government should partner with Non-Governmental Agencies (NGOs) and other partners on engaging the locals teaching in the schools in the hard to staff areas. He further suggested that the government should come up with incentives that will attract the teachers to work in the marginalized regions.

**viii. On the principle of separation of powers at the Commission**

The nominee submitted that there is clear distinction of roles of the Commission and the Secretariat. Decisions collectively made by the Commission should be implemented by the Secretariat. No organ is however independent of the other. He further emphasized on the need for stakeholder engagement in decision making.

He will endeavor to gain a clear understanding of the legislative and policy framework governing the mandate of the Commissioners and the secretariat. He will work collectively with other Commissioners to be more assertive, firm and preserve their independence of Commission to resist any direct or indirect pressure, directions or influence from any persons.

**ix. On admission requirement to the Teachers Training Colleges**

The nominee submitted that the decision to raise the entry grades to the Teachers Training Colleges was adopted as a way of enhancing the quality of teachers and standards of teaching which was informed benchmarking studied in other countries. As a result of the stringent admission requirements, teacher training colleges have registered a low number admissions in year 2021 as a result of low number of interested and qualified form four graduates. Students. He stated that the Ministry of Education and the Teachers Service Commission should review the admission requirements without lowering standards and seek to accommodate interested applicants from all parts of the country.

**x. On relationship between the Teachers Service Commission and the Trade Unions**

The nominee pointed that there is a strong correlation between strong unions and the quality of education as long as the unions are given their space. The Commission should accommodate the unions and view them as partners in providing quality education.

## **B. VETTING OF MS. CHRISTINE K. KAHINDI - NOMINEE FOR THE POSITION OF MEMBER, TEACHERS SERVICE COMMISSION**

The nominee appeared before the Committee on Thursday, 26<sup>th</sup> August, 2021 at 10.45 a.m. and was interviewed pursuant to the provisions of the Constitution, the Teachers Service Commission Act (No. 20 of 2012), the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) and the Standing Orders of the National Assembly.

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

### **i. On suitability if appointed to the position of Member of the Teachers Service Commission**

The nominee submitted that she has thirty-six years (36) experience in the education sector with twenty six years as a principal. She is a leader who engages everyone and believes in teamwork to achieve a goal. Through her initiative, the nominee managed to take students through education from the lower level to university as a liaison of the Northern Magic Fund.

### **ii. On seeking to be a Commissioner of her former employer**

The nominee stated that having been a teacher and a principal in a number of schools, she understands the challenges teachers experience in the field and if appointed to the position she will be in a good position to address teachers' concerns from the perspective of an employer. She pointed out that shortage of teachers in schools is a cause of teacher work overload which should be addressed. Lack of motivation of teachers and unavailability of resource materials for the students are other teachers concerns that need to be addressed.

The nominee submitted that the shortage of teachers should be addressed by training and recruiting more teachers. Schools in consultation with the parents should explore on engaging teachers on Board of Management terms as a temporary measure. To staff hardship areas the Commission should offer incentives for the teachers such as hardship allowances to motivate them. On the hand schools the Ministry of Education should ensure that the schools are well funded and the students resource materials are availed.

The nominee was asked her opinion on the retaining of retired teachers and she answered that the Commission they Commission may retain retired teacher in its service with special skills or training as it seeks to replace them with teachers who fit their position. For example retired teachers trained on Competency Based Curriculum may be retained as the Commission seeks to train other teachers to fill the gap.

### **iii. On reforms to make the teaching profession attractive**

The nominee submitted that the teachers need to progress in service and retaining teachers at the same job group for many years is demotivating. She noted that progression of teachers will make the profession more attractive.

### **iv. On TSC policy on Information, Communication and Technology**

The nominee noted that the Teachers Service Commission had started implementing online learning which in her opinion is a good strategy that should be fully embraced and adopted.

### **v. On conflict between the Ministry of Education and Teachers Service Commission**

The nominee submitted that the conflict between the Ministry of Education and the TSC arises due to conflicting and overlapping mandates. She noted that as the Chairperson of the Kenya

Secondary Schools Heads Association, Kilifi County, she managed to bring on board the Ministry of Education and the Commission officials effectively improving the working relationship between the two.

Within the Teachers Service Commission itself, the nominee stated that she endeavor to bring harmonious working relationship between Commission and the Commission secretariat.

**vi. On the Delocalization Policy, and the entry grade to Teachers Training Colleges**

The nominee submitted that delocalization policy as is currently implemented brought disharmony in families of teachers and in her opinion the married couples t should be posted within the same locality to promote family unity.

**vii. On recruitment and affirmative action**

She pointed that the criteria of recruitment of teachers employed by the Commission of giving the interns applicants an upstart of 30 marks disadvantages the other applicants and opined as it that the marks awarded to the interns should be reduced as it gives them an undue advantage.

**viii. On recruitment of Teachers**

The nominee stated that the minimum required entry Grade of C plain and C plain in four subjects to the Teachers Training Colleges for a Diploma in Education Course is too high. She opined that the minimum requirement should be reduced to attract more students to the profession.

**C. VETTING OF MS. SHARON JELAGAT KISIRE - NOMINEE FOR THE POSITION OF MEMBER, TEACHERS SERVICE COMMISSION**

The nominee appeared before the Committee on Thursday, 26<sup>th</sup> August, 2021 at 11.30 a.m. and was interviewed pursuant to the provisions of the Constitution, the Teachers Service Commission Act (No. 20 of 2012), the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) and the Standing Orders of the National Assembly.

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

**i. Relevance of the nominee's knowledge and experience to the position of Member of the Teachers Service Commission**

**On borrowing of best practices from the Private Sector**

The nominee submitted that she possesses a wealth of knowledge and experience of over 20 years in human resource management and organizational management. Having served in many public and private organizations and Boards at senior management level of General Manager and Director, she has gained sound knowledge of human resource fundamentals and good leadership skills to drive organizational strategy.

She added that if she is appointed as a member of the Teachers Service Commission, she will apply the experience and skills acquired to drive change to ensure that the Commission functions effectively and meets its constitutional mandate

The nominee stated that Human Resource principles are universal. However, the public and the private sector differ on the utilization of professional skills. In the private sector, a professional is utilized fully due to performance expectations while in the public sector, there lacks full utilization of professionals therefore full potentials are not achieved.

In addition, the nominee added that the speed at which decisions are made are different in the private sector. In the private sector, decisions are made and implemented almost immediately while in the public sector, decisions are made and implemented at a slower pace.

As such the public sector should embrace management principles applied in the private sector if it is to offer better, high-quality and more responsive services.

**ii. On transformation of HR Practices in the Teachers Service Commission**

The nominee stated that if approved, she will first understand the Commission environment and strive to create a culture that will propel the Commission to higher levels of productivity. She will ensure the creation of policies that encourage fairness and reward the employees for hard work and high performance to make them feel appreciated.

**iii. On resolving Labour disputes and promoting sound Industrial Relations with Teacher Unions**

In light of the nominee's experience with labour unions in the private sector, she emphasized on the need for both the Commission and the Unions to have cordial and open communication channels to discuss issues before they are handled by the unions. This will create a good working relationship which enables both sides to listen to one another and forge best solutions in dealing with issues.

The nominee submitted that engagements and negotiations between the Commission and the unions should be done in good faith, regularly and not only when disputes arise.

**iv. On Teachers Service Commission as an Employer and a Regulator**

The nominee highlighted that there was a conflict in the TSC's mandate of being a regulator and also being an employer of teachers. She advised that the role of regulating should be given to a different authority such that the TSC concentrates wholly on the management of teachers. This way best outcomes can be achieved from the Commission. In addition, the separation of regulating and employment is best practice. Teacher regulation and the development of practice standards should be done by professionals and different government agency.

**v. On conflicts between the Commission and the Teachers Service Commission**

The nominee pointed out that the source of conflict between the Ministry of Education and the Teachers Service Commission is as a result of lack of clarity and distinction of their roles and mandate. She recommended that to avoid conflict between the Ministry of Education and the Commission the role of the two should be distinct and any overlap of functions should be eliminated. The two should play complementary roles and achieve harmony.

**vi. On Affirmative Action**

The nominee believes in affirmative action and has used it before. She informed the Committee that affirmative action enabled the local community accept organization policies on conservation by negotiating with them on land use in conservation areas.

Affirmative action should also be applied with a clear policy in the promotion of teachers in order for it to be done fairly and with equity.

**vii. On Delocalization of Teachers**

The nominee supported the policy of delocalization if well implemented. She stated that when teachers work away from their home areas they tend to be more committed and devote their time to their duties and quality of teaching and service delivery increases. She however observed that if the policy is not well implemented it may lead to teachers dissatisfaction and low morale.

**viii. Affirmative Action on Teacher recruitment**

While acknowledging that teachers shortage is the main barrier to delivery of quality basic education in nomadic and marginalized counties, the nominee submitted that she is in support of affirmative action strategies aimed attracting and training more teachers from nomadic and marginalized counties and deploying them within their local communities.

**ix. On conflict of interest**

The nominee stated she runs human resource consultancy firm as the Lead Consultant and this is a potential conflict of interest if she is appointed to the position of member of the Commission which is a full-time engagement. She submitted that if appointed to the position of member of the Teachers Service Commission she will relinquish her position at the firm.

**D. VETTING OF MS. ANNCETA G. WAFUKHO - NOMINEE FOR THE POSITION OF MEMBER, TEACHERS SERVICE COMMISSION**

The nominee appeared before the Committee on Thursday, 26th August, 2021 at 12.15 p.m. and was interviewed pursuant to the provisions of the Constitution, the Teachers Service Commission Act (No. 20 of 2012), the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) and the Standing Orders of the National Assembly.

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

**i. On gaps identified in the Teachers Service Commission during her time in the Committee**

The nominee informed the Committee that she had noted gaps in areas of rationalization of teachers in schools in different regions in the country and gave Nyanza as an example where the head teacher was also the deputy head teacher of the same school.

The promotion of teachers was also another gap identified by the nominee that leads to demotivation of teachers.

The limited availability of ICT in the county and sub-county schools was a gap identified by the nominee. She stated that since the private schools had access to ICT learning, it contributed to better learning of the students.

**ii. On her career growth as a young Commissioner**

The nominee stated that she is capable of bringing the necessary change required in the Commission and when her term ends, she believes in attaining other positions in serving the country.

**iii. On entry grades to Teacher Training Colleges (TTCs)**

The nominee believes that the teaching profession should attract high grade achievers and therefore believes the entry grades into TTCs should not be reduced. In her support, she informed the Committee that teachers educate students in preparation for careers in medicine, engineering and

therefore, they should be taught by teachers with good grades to enhance the quality of education the students receive.

In addition, the nominee believes that a teacher should be recognized and rewarded like other professionals and this can attract more people into the teaching profession.

**iv. On shortage of teachers**

The nominee stated that the Commission needs to recruit more teachers and there needs to be innovative ideas to mitigate this problem. These include more funding through the Committee to facilitate the TSC to employ more teachers. In addition, the use of interns helps the teaching profession while the country's economic capabilities improve in order to hire new teachers in capacities needed.

**v. On the nominee's experience to be a Commissioner**

The nominee informed the Committee that she supported the Committee on Education and Research of the National Assembly in policy analysis in the 12<sup>th</sup> Parliament. She will utilize the experience gained in serving the Committee to formulate and analyse policies at the Commission, if appointed to the position. Therefore her expertise on policy analysis will be valuable within the Commission.

The nominee has had the privilege of visiting different counties in relation to education matters and has come face-to-face with real challenges being experienced on the ground and the challenges the Committee has in obtaining information from the Commission. She will therefore be accountable to ensure that real time information is delivered to the Committee in issues it wishes to address to enhance the relationship between the Commission and the Committee.

**vi. On resource mobilization**

The nominee stated that the TSC needs support not only from the government but also from private-public engagements. There is need for the TSC to continue engaging the private sector in order to benefit from programmes organized for the sector and financial support in areas that government funding may not be sufficient.

**VETTING OF MR. SALESA ADANO ABUDO., NOMINEE FOR THE POSITION OF MEMBER OF THE TEACHERS SERVICE COMMISSION**

The nominee appeared before the Committee on Thursday, 26<sup>th</sup> August, 2021 at 1.00 p.m. and was interviewed pursuant to the provisions of the Constitution, the Teachers Service Commission Act (No. 20 of 2012), the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) and the Standing Orders of the National Assembly.

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

**i. On Affirmative Action**

The nominee supports affirmative action in that it is a good approach in supporting the marginalized groups and the disadvantaged.

**ii. On Delocalization**

The nominee stated that delocalization has brought about the sharing of good practices among teachers from different regions and the sharing of different cultures. It has also encouraged cohesion and integration of Kenyan communities. He further stated that delocalization can be

counterproductive if it is not managed and implemented humanely. He recommended that special consideration should be given to teachers over 55 years and those with special conditions.

**iii. On grades for entry into Teacher Training Colleges (TTC)**

The nominee informed the Committee that the TTCs all over the country were not able to attract the requisite number of students due to the high entry grades. He gave an example of Kitui TTC which had a low number of students joining in 2021. He submitted that its not prudent for the government to invest in construction of TTCs which end up becoming unutilized due to lack of students. He emphasized the need for consultations around the grades for entry in order to recruit enough teachers to facilitate 100% transition in basic education. He also added that there was a clash in the grade policy and shortage of teachers.

**iv. On solutions in providing teachers for nomadic communities**

The nominee stated that the government can play a leading role in ensuring that security is provided and maintained in nomadic communities to ensure the safety of teachers. This is a major concern and is the major contributor of shortage of teachers in nomadic areas. He admitted that the communities are not doing enough to encourage quality education due to their lifestyle and low levels of education among the parents.

He emphasized the need for attractive salary packages for teachers that serve in hardship areas in order to attract them to such areas. Moreover, he stated that homegrown solutions of recruiting teachers among the nomadic communities would facilitate the learners in that region.

He further submitted that the National government should implement policies and strategies to attract qualified candidates from disadvantaged communities in counties into the teaching service.

Affirmative action on teacher trainee recruitment aimed at training teachers and deploying them within their local communities.

County governments of the counties affected by local teacher shortages should invest in “home grown teachers” initiative to produce teachers from within their communities by encouraging local secondary school graduates to join teaching.

**v. On delivery of quality education in nomadic areas**

The nominee stated that the lack of learning structures is a major challenge in the delivery of quality education. Learners will not perform well if they have no access to proper learning structures. Understaffing is also a problem because of insecurity which in turn affects the quality of education due to lack of teachers in nomadic areas.

The nominee also highlighted the fact that parents in the nomadic areas are illiterate and are therefore not able to provide the learning support that learners need in order to have quality education. In addition, the nominee explained to the Committee that the lifestyle of nomadic communities largely affects the quality of education that the learners in these environments receive. This is because they are constantly moving in search of pasture and water.

**MIN. NO. EDUC/2021/180: ANY OTHER BUSINESS**

The Committee was informed that the report writing retreat would be from 28<sup>th</sup> to 31<sup>st</sup> August, 2021.

**MIN. NO. EDUC/2021/181: ADJOURNMENT**

There being no other business, the meeting was adjourned at 2.45pm. The next meeting will be held on notice.

SIGN  DATE 30/08/2021

**HON. FLORENCE MUTUA, MP**

**CHAIRPERSON, COMMITTEE ON EDUCATION AND RESEARCH**

**MINUTES OF THE 37<sup>TH</sup> SITTING OF THE DEPARTMENTAL COMMITTEE ON EDUCATION AND RESEARCH HELD ON SATURDAY, 28<sup>TH</sup> AUGUST 2021, AT EMARA, OLE SERENI AT 10.00AM**

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**PRESENT**

1. Hon. Florence M. Mutua, MP – **Chairperson**
2. Hon. (Eng.) Nzambia Kithua, MP
3. Hon. (Prof.) Zadoc Ogutu, MP
4. Hon. Eric Muchangi, MP
5. Hon. Eve Obara, MBS, MP
6. Hon. Jerusha Momanyi, MP
7. Hon. Joseph Tonui, MP
8. Hon. Peter Lochakapong, MP
9. Hon. (Dr.) Daniel Kamuren Tuitoek, MP
10. Hon. John Paul Mwirigi, MP

**ABSENT WITH APOLOGY**

1. Hon. Wambugu Ngunjiri, MP - **Vice- Chairperson**
2. Hon. Geoffrey Odanga, MP
3. Hon. (Dr.) Pamela Ochieng, MP
4. Hon. Jackson Lekumontare, MP
5. Hon. Omboko Milemba, MP
6. Hon. Wilson Sossion, MP
7. Hon. (Dr.) Wilson Kogo, MP
8. Hon. Gichuki Mugambi, MP

**COMMITTEE SECRETARIAT**

1. Mr. Daniel Mutunga – Principal Clerk Assistant
2. Mr. Philip Lekarkar – Lead Clerk
3. Ms. Grace Wahu – Clerk Assistant
4. Ms. Mercy Wanyonyi – Legal Officer
5. Ms. Winnie Kulei – Research Officer
6. Ms. Catherine Mukunyi – Sergeant At Arms
7. Mr. Collins Mahamba – Audio Officer

**MIN. NO. EDUC/2021/182: PRELIMINARIES**

The meeting was called to order at 10.10 am. A word of prayer was said by Hon. Peter Lochakapong, MP. The Agenda of the meeting was adopted having been proposed by Hon. Eve Obara, MP, and seconded by Hon. Eric Muchangi, MP.

**MIN. NO. EDUC/2021/183: CONFIRMATION OF MINUTES**

Confirmation of minutes was deferred to the next sitting.

**MIN. NO. EDUC/2021/184: ADOPTION OF THE REPORT ON THE VETTING OF  
NOMINEES FOR THE POSITION OF MEMBER OF THE  
TEACHERS SERVICE COMMISSION**

**COMMITTEE OBSERVATIONS**

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

**General observations**

1. THAT, Section 5(1) of the Teachers Service Commission Act (No. 20 of 2012) provides that the Commission shall consist of a Chairperson and eight (8) other members appointed in accordance with Article 250 of the Constitution. Currently the Teachers Service Commission has four (4) serving Commissioners who were appointed in 2020 and April 2021 respectively after the terms of the previous commissioners expired on various dates between 2019 and 2021.
2. THAT, if the nomination of the five Members is approved by the House and subsequently appointed by H.E. the President, ultimately the Teachers Service Commission will be fully constituted with the Chairperson and eight (8) Members, being five (5) men and four (4) women in compliance with the gender principle as set out in Article 27(8) of the Constitution.
3. THAT, if the nomination of the five Members is approved by the House and subsequently appointed by H.E. the President, the Membership of the Teachers Service Commission will be compliant to the provisions of Article 232 (1)(h) of the Constitution on representation of Kenya's diverse communities; and Section 8(16) of the Teachers Service Commission Act (No.20 of 2020) on the principle of gender equity, ethnic and other diversities of the people of Kenya.
4. THAT, the procedure used to arrive at the nominees for the position of Member of the Teachers Service Commission was adhered to by the Selection Panel in the identification and shortlisting of the applicants and forwarding names for the positions to the President as provided for under Article 250(2)(a) as read with Section 8(6)(a)(b)(c) & (d) of the Teachers Service Commission Act (No. 20 of 2012).
5. THAT, the Appointing Authority has fully complied with the recommendation of the Departmental Committee on Education and Research in its Report of April 2021 on the vetting of the Teachers Service Commission Chairperson and Commissioner pursuant to Section 8(16)(a) & (b) of the TSC Act, 2012; which provides that: -

*(16) In nominating or appointing a person as a member of the Commission, the panel and the President shall—*

- (a) observe the principle of gender equity, ethnic and other diversities of the people of Kenya, and shall ensure equality of opportunity for persons with disabilities; and,*
- (b) take into account the national values and principles set out in Articles 10, 27 and 232 of the Constitution.*

## **SPECIFIC OBSERVATIONS**

### **A) Dr. Nicodemus Ojuma Anyang, PhD – Nominee for the position of Member, Teachers Service Commission**

1. THAT, the nominee possesses a rich academic background. He holds a PhD qualification in Education (Administration) from Moi University, a Bachelor's and a Master's of Education degrees in Administration and Planning both from Kenyatta University.
2. THAT, the nominee has wide experience of 29 years in educational management and training. He has served in various capacities of classroom teacher, high school principal, District Education Officer and County Director of Education. He is currently working as the Deputy Director of Education in the State Department of Early Learning and Basic Education.
3. THAT, during the approval hearings, the nominee exhibited knowledge in matters relating to education and management, leadership skills and human resource management, qualities necessary for the position he is nominated to.
4. THAT, based on the oral submissions during the approval hearing, the nominee demonstrated abilities, knowledge, understanding and experience; qualities necessary for appointment as Member, Teachers Service Commission, as is prescribed under Article 250(3) of the Constitution, Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (*No. 20 of 2012*) and Section 6(7) & 7(c) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*);
5. THAT, based on the evidence submitted during the approval hearings, the nominee met all the Constitutional and statutory requirements necessary for appointment as Member, Teachers Service Commission as is provided for under Article 250(3) of the Constitution as read with Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (*No. 20 of 2012*) and Section 7(b) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*).

### **B) Ms. Christine K. Kahindi - Nominee for the position of Member, Teachers Service Commission**

1. THAT, the nominee has rich academic background. She holds a Master of Education degree in Education and Administration from the University of Nairobi and Bachelor of Education degree from Kenyatta University. In addition, she holds a Diploma in Education Management from the Kenya Education Management Institute (KEMI). The nominee also holds a Diploma in Education Humanities from Siriba Teachers College.
2. THAT, the nominee has 36 years' experience in matters relating to education and training. She has served in various capacities as a teacher and principal.
3. THAT, during the approval hearings, the nominee exhibited knowledge in matters relating to education, management and leadership skills, qualities necessary for the position she is nominated to.
4. THAT, based on the oral submissions during the approval hearings, the nominee demonstrated abilities, knowledge, understanding and experience; qualities necessary for

appointment as Member, Teachers Service Commission, as is prescribed under Article 250(3) of the Constitution, Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (*No. 20 of 2012*) and Section 6(7) & 7(c) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*);

5. THAT, based on the evidence submitted during the approval hearings, the nominee met all the Constitutional and statutory requirements necessary for appointment as Member, Teachers Service Commission as is provided for under Article 250(3) of the Constitution as read with Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (*No. 20 of 2012*) and Section 7(b) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*).

**C) Ms. Sharon Jelagat Kisire - Nominee for the position of Member, Teachers Service Commission**

1. The nominee has a rich academic background. She holds Bachelor of Arts degree from Kenyatta University awarded in 1993, Masters of Arts in Sociology from Kenyatta University awarded in 2000. She is currently pursuing a Doctorate degree in Human Resource in Strathmore University. The nominee further holds a Diploma in Human Resource Management from the Kenya Institute of Management awarded in 2000, a Diploma in Executive Leadership Coaching. She is a Certified Secretary examined and qualified by KASNEB in 2004.
2. The nominee is an experienced Organizational behaviour and Human Resource professional with over 20 years' experience in the field of human resource management, governance and administration having worked in senior positions in various reputable organizations both in the public and private sector. Currently she is running a Human Resource Management consultancy firm as lead consultant.
3. She served as a Deputy Human Resource Manager at the Mater Hospital from 2001 to 2004, Human Resource and Administration Manager at National Oil Corporation from 2004 to 2006, Deputy Director Human Capital Kenya Wildlife Service from 2006-2012. She further served as Director Resources Safaricom Ltd between 2012 and 2014, Lead Human Resource consultant HR Powerhouse Ltd from 2013-2016, General Manager HR & Administration at Kenya Pipeline Company Ltd from 2016 to 2019. Currently she is a Lead Human Resource Consultant at HR Powerhouse Ltd from 2019 to date.
4. THAT, during the approval hearings, the nominee exhibited knowledge in matters relating to management, leadership skills and human resource management, qualities necessary for the position she is nominated to.
5. THAT, based on the oral submissions during the approval hearings, the nominee demonstrated abilities, knowledge, understanding and experience; qualities necessary for appointment as Member, Teachers Service Commission, as is prescribed under Article 250(3) of the Constitution, Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (*No. 20 of 2012*) and Section 6(7) & 7(c) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*);

6. THAT, based on the evidence submitted during the approval hearings, the nominee met all the Constitutional and statutory requirements necessary for appointment as Member, Teachers Service Commission as is provided for under Article 250(3) of the Constitution as read with Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (*No. 20 of 2012*) and Section 7(b) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*).

**D) Ms. Anneta G. Wafukho - Nominee for the position of Member, Teachers Service Commission**

1. THAT, the nominee has a rich academic background. She holds two Masters degrees; Master of Business Administration (Strategic Management) and Master of Education (Education Planning) from the University of Nairobi. She also holds a Bachelor of Education degree (Economics and Commerce) from the University of Nairobi.
2. THAT, the nominee has 15 years' experience in the field of education and legislative policy and analysis. She currently serves as a Parliamentary Training Officer at the Centre for Parliamentary Studies and Training.
3. THAT, during the approval hearing, the nominee exhibited knowledge in matters relating to training, leadership skills and policy analysis, qualities necessary for the position she is nominated to.
4. THAT, based on the oral submissions during the approval hearings, the nominee demonstrated abilities, knowledge, understanding and experience; qualities necessary for appointment as Member, Teachers Service Commission, as is prescribed under Article 250(3) of the Constitution, Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (*No. 20 of 2012*) and Section 6(7) & 7(c) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*);
5. THAT, based on the evidence submitted during the approval hearings, the nominee met all the Constitutional and statutory requirements necessary for appointment as Member, Teachers Service Commission as is provided for under Article 250(3) of the Constitution as read with Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (*No. 20 of 2012*) and Section 7(b) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*).

**E) Mr. Salesa Adano Abudo - Nominee for the position of Member, Teachers Service Commission**

1. THAT, the nominee has a rich academic background. He holds a Masters degree in International Education Management from the University of Leeds, United Kingdom and a Bachelor of Education (Arts) from Kenyatta University.
2. The nominee is a seasoned education administrator with 36 years' experience in educational policy formulation and implementation at various levels in the education sector having started as a primary school teacher in 1985 and rising through the ranks to the level of County Director of Education. He possesses skills in human resource and management, development of educational policies, strategies and programmes to improve teaching/learning delivery.

3. The nominee's experience comprises eight years of teaching in primary and heading one year as a tutor at Meru Teachers College (1993), and 30 years' experience in education administration and management where he served in various regions of the country in various capacities such Deputy District Education Officer and rising to the level of Deputy Director of Education/County Director of Education. Currently, he is serving as Director of Education in Kitui County.
4. THAT, during the approval hearings, the nominee exhibited knowledge in matters relating to training, education and management, leadership skills and human resources, qualities necessary for the position he is nominated to.
5. THAT, based on the oral submissions during the approval hearings, the nominee demonstrated abilities, knowledge, understanding and experience; qualities necessary for appointment as Member, Teachers Service Commission, as is prescribed under Article 250(3) of the Constitution, Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (*No. 20 of 2012*) and Section 6(7) & 7(c) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*);
6. THAT, based on the evidence submitted during the approval hearings, the nominee met all the Constitutional and statutory requirements necessary for appointment as Member, Teachers Service Commission as is provided for under Article 250(3) of the Constitution as read with Section 6(1)(a)(b) & (c) of the Teachers Service Commission Act (*No. 20 of 2012*) and Section 7(b) of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*).

#### COMMITTEE RECOMMENDATIONS

Having conducted the approval hearings for the nominees pursuant to Article 250(2)(b) of the Constitution, as read with Section 8(8) of the Teachers Service Commission Act (*No. 20 of 2012*); Sections 3 and 8 of the Public Appointments (Parliamentary Approval) Act (*No. 33 of 2011*), **the Committee recommends that the House: -**

1. **Approves** the nomination of Dr. Nicodemus Ojuma Anyang, PhD., for appointment to the position of Member of the Teachers Service Commission.
2. **Approves** the nomination of Ms. Christine K. Kahindi for appointment to the position of Member of the Teachers Service Commission.
3. **Approves** the nomination of Ms. Sharon Jelagat Kisire for appointment to the position of Member of the Teachers Service Commission.
4. **Approves** the nomination of Ms. Anneta G. Wafukho for appointment to the position of Member of the Teachers Service Commission.
5. **Approves** the nomination of Mr. Salesa Adano Abudo, for appointment to the position of Member of the Teachers Service Commission.

The Report was unanimously adopted having been proposed by Hon. Eric Muchangi and seconded by Hon. Eve Obara, MP

**MIN. NO. EDUC/2021/185: ANY OTHER BUSINESS**

The Committee was reminded that the retreat with Kenya Institute of Curriculum Development was being organized. The date proposed was 2<sup>nd</sup> September, 2021.

**MIN. NO. EDUC/2021/186: ADJOURNMENT**

There being no other business, the meeting was adjourned at 3.00 pm. The next meeting will be held on notice.

SIGN  DATE 30/08/2021

**HON. FLORENCE MUTUA, MP**

**CHAIRPERSON, COMMITTEE ON EDUCATION AND RESEARCH**

# Annexure I

Notification from the Appointing Authority

NATIONAL ASSEMBLY  
RECEIVED  
12 AUG 2021  
SPEAKER'S OFFICE  
P. O. Box 41842, NAIROBI



12 AUG 2021

EXECUTIVE OFFICE OF THE PRESIDENT  
HEAD OF THE PUBLIC SERVICE

**SECRET**

Telegraphic Address  
Telephone: +254-20-2227436  
When replying please quote

STATE HOUSE  
P.O. Box 40530-00100  
Nairobi, Kenya

Ref. No. **OP/CAB 1/38A**  
and date

11<sup>th</sup> August, 2021

*② D/DC  
PSE deal  
CNA 13/8/21*

Hon. Justin B. Muturi, EGH, MP,  
Speaker  
The National Assembly  
Parliament Building  
Parliament Road  
**NAIROBI**

*① Noted. CNA to prepare the  
necessary communication to the House.*

*Bhat  
SNA  
12/8/2021*

Dear *Hon. Muturi,*

**NOMINEES FOR APPOINTMENT TO THE POSITION OF MEMBER OF THE  
TEACHERS SERVICE COMMISSION (TSC)**

The above subject matter refers.

It is most graciously notified that **His Excellency the President** has on the recommendation of the Selection Panel appointed *vide* Gazette Notice No. 6205 of 2021, and in exercise of the constitutional prerogative vested in the Head of State and Government, caused nominations to the ranks of the membership of the Teachers Service Commission.

In that regard and pursuant to Article 250(2)(b) of the Constitution and in accordance with the procedure set out in Section 8 of the Teachers Service Commission Act (No. 20 of 2012) and Sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011); kindly be pleased to receive the State Nominees for the consideration and approval by the National Assembly, namely:

| POSITION | STATE NOMINEE                 |
|----------|-------------------------------|
| Member   | 1. Dr. Nicodemus Ojuma Anyang |
|          | 2. Ms. Christine K. Kahindi   |
|          | 3. Ms. Sharon Jelagat Kisire  |
|          | 4. Ms. Annceta G. Wafukho     |
|          | 5. Mr. Salesa Adano Abudo     |

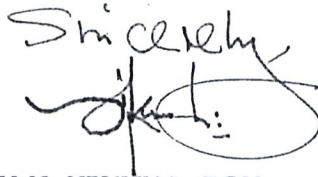
**SECRET**

**SECRET**

To aid the August House in its consideration and approval processes, we have the pleasure to forward herewith the Report of the Selection Panel on Selection of Nominees for appointment as Five Members of the Teachers Service Commission together with the State Nominees' curriculum vitae and testimonials.

In recognition of the unprecedented nature of the early learning and basic education calendar for the years 2020, 2021 and 2022 and conscious of the central role of the Commission in the education sector, the National Assembly is most kindly requested to consider the nominees on a priority basis.

Yours



**JOSEPH K. KINYUA, EGH**  
**HEAD OF THE PUBLIC SERVICE**

Encls.

**Copy to: Hon. (Dr.) Amos M. Kimunya, EGH, MP**  
Leader of Majority Party  
The National Assembly  
Parliament Building  
Parliament Road  
**NAIROBI**

**Mr. Michael Sialai, CBS**  
Clerk of the National Assembly  
The National Assembly  
Parliament Building  
**NAIROBI**

**Mr. Kennedy W. Kihara, CBS**  
Principal Administrative Secretary &  
Assistant Secretary to the Cabinet  
Executive Office of the President  
Harambee House  
**NAIROBI**

**SECRET**

# Annexure II

Message from the Speaker,  
National Assembly



**REPUBLIC OF KENYA**

**TWELFTH PARLIAMENT (FIFTH SESSION)**

**THE NATIONAL ASSEMBLY**

**MESSAGES**

**MESSAGE FROM THE PRESIDENT**

\_\_\_\_\_ (*No. 6 of 2021*) \_\_\_\_\_

**ON THE NOMINATION OF PERSONS TO THE OFFICE OF MEMBER OF  
THE TEACHERS SERVICE COMMISSION (TSC)**

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**Honourable Members,**

Pursuant to the provisions of Standing Order No. 42, I wish to convey a Message which was received in my office today, Thursday 12<sup>th</sup> August, 2021, from His Excellency the President relating to the nomination of persons for appointment to the Offices of Member of the Teachers Service Commission (TSC).

**Honourable Members,** the Message conveys that, in accordance with the provisions of Article 250(2)(b) of the Constitution and the procedure set out in section 8 of the Teachers Service Commission Act, 2012 as read together with sections 3 and 5 of the Public Appointments (Parliamentary Approval) Act, 2011, H.E. the President, having received the report of the Selection Panel appointed vide *Gazette Notice No. 6205 of 2021*, has nominated the following persons for appointment as Members of the Teachers Service Commission-

1. Dr. Nicodemus Ojuma Anyang;
2. Ms. Christine K. Kahindi;
3. Ms. Sharon Jelagat Kisire;
4. Ms. Annceta G. Wafukho; and,
5. Mr. Salesa Adano Abudo

In this regard, His Excellency the President now seeks the approval of the nominations by this House.

**Honourable Members,** sections 7 and 8 of the Teachers Service Commission Act (No. 20 of 2012) provide as follows-

*"(7) The President shall, within seven days of receipt of the names forwarded under subsection (6), nominate one person and eight others for appointment as chairperson and members of the Commission and forward the names to the National Assembly for approval.*

*"(8) The National Assembly shall, within twenty one days of its sitting, consider each nomination received under subsection (7) and approve or reject any of them."*

In this regard **Honourable Members,** pursuant to the provisions of Standing Order 45, I hereby refer the Message, together with the Report of the Selection Panel as well as the *Curriculum Vitae* and other testimonials of the nominees to the Departmental Committee on Education and Research for consideration.

**Honourable Members**, conscious of the central role of the Commission in the education sector and noting the unprecedented nature of the early learning and basic education calendar for the years 2020, 2021 and 2022, H.E The President has requested the National Assembly to consider the nominees on a **priority basis**.

To this end **Honourable Members**, noting that the House will proceed on its long recess from 20<sup>th</sup> August, 2021 in accordance with its published Calendar, the Committee should expeditiously notify the nominees and the general public of the time and place for holding the approval hearings and thereafter, upon conclusion of the hearings and adoption of its Report, submit the same to enable the House to consider the matter within the statutory timelines.

**I thank you!**

  
**THE HON. JUSTIN B.N. MUTURI, EGH, MP**  
**SPEAKER OF THE NATIONAL ASSEMBLY**

*Thursday, August 12, 2021*

# Annexures III & IV

Advert inviting submissions of Memoranda

Notification to the Public

# East African Breweries Limited

RESULTS FOR THE YEAR ENDED 30<sup>TH</sup> JUNE 2021 (AUDITED)



|                                         |                                            |                                            |
|-----------------------------------------|--------------------------------------------|--------------------------------------------|
| Net Revenue<br><b>Kshs 86bn</b><br>+15% | Gross Profit<br><b>Kshs 37.4bn</b><br>+13% | Profit After Tax<br><b>Kshs 7bn</b><br>-1% |
|-----------------------------------------|--------------------------------------------|--------------------------------------------|

## Condensed consolidated statement of comprehensive income for the year ended

|                                      | 30 June 2021<br>Kshs 'M | 30 June 2020<br>Kshs 'M |
|--------------------------------------|-------------------------|-------------------------|
| Net revenue                          | 85,962                  | 74,916                  |
| Cost of sales                        | (48,548)                | (41,896)                |
| <b>Gross profit</b>                  | <b>37,414</b>           | <b>33,020</b>           |
| Selling and distribution costs       | (7,362)                 | (6,591)                 |
| Administrative expenses              | (9,320)                 | (8,565)                 |
| Other costs and expenses             | (9,874)                 | (7,209)                 |
| <b>Profit before tax</b>             | <b>10,858</b>           | <b>10,655</b>           |
| Income tax expense                   | (3,895)                 | (3,634)                 |
| <b>Profit after tax for the year</b> | <b>6,962</b>            | <b>7,021</b>            |
| Other comprehensive income           | 210                     | 658                     |
| <b>Total comprehensive income</b>    | <b>7,172</b>            | <b>7,679</b>            |
| Basic earnings per share             | 5.51                    | 5.17                    |

## Condensed consolidated statement of financial position as at

|                         | 30 June 2021<br>Kshs 'M | 30 June 2020<br>Kshs 'M |
|-------------------------|-------------------------|-------------------------|
| Total equity            | 14,852                  | 13,993                  |
| Non-current liabilities | 45,562                  | 43,621                  |
|                         | <b>60,414</b>           | <b>57,614</b>           |
| Non-current assets      | 66,024                  | 62,690                  |
| Working capital         | 34,092                  | 25,968                  |
| Current assets          | (39,702)                | (31,044)                |
| Current liabilities     | <b>60,414</b>           | <b>57,614</b>           |

## Condensed consolidated statement of changes in equity for year ended 30 June 2021

|                                             | Share capital & share premium<br>Kshs 'M | Other reserves<br>Kshs 'M | Retained earnings<br>Kshs 'M | Non-controlling interest<br>Kshs 'M | Total<br>Kshs 'M |
|---------------------------------------------|------------------------------------------|---------------------------|------------------------------|-------------------------------------|------------------|
| At 30 June 2019 & 1 July 2019               | 3,273                                    | (3,389)                   | 8,761                        | 7,510                               | 16,155           |
| Comprehensive income                        | -                                        | 532                       | 4,086                        | 3,061                               | 7,679            |
| Share based payments                        | -                                        | 22                        | -                            | -                                   | 22               |
| Employee share ownership plan               | -                                        | 14                        | -                            | -                                   | 14               |
| Transactions with non-controlling interests | -                                        | -                         | 140                          | (448)                               | (308)            |
| Dividends                                   | -                                        | -                         | (7,118)                      | (2,451)                             | (9,569)          |
| At 30 June 2020 & 1 July 2020               | 3,273                                    | (2,821)                   | 5,869                        | 7,672                               | 13,993           |
| Comprehensive income                        | -                                        | 195                       | 4,355                        | 2,622                               | 7,172            |
| Share based payments                        | -                                        | 25                        | -                            | -                                   | 25               |
| Employee share ownership plan               | -                                        | (6)                       | -                            | -                                   | (6)              |
| Transactions with non-controlling interests | -                                        | -                         | (4,705)                      | (1,566)                             | (6,271)          |
| Dividends                                   | -                                        | -                         | -                            | (61)                                | (61)             |
| At 30 June 2021                             | 3,273                                    | (2,607)                   | 5,519                        | 8,667                               | 14,852           |

## Condensed consolidated statement of cash flows for the year ended

|                                                             | 30 June 2021<br>Kshs 'M | 30 June 2020<br>Kshs 'M |
|-------------------------------------------------------------|-------------------------|-------------------------|
| Cash generated from operations                              | 21,524                  | 13,636                  |
| Net interest paid                                           | (3,140)                 | (3,805)                 |
| Tax paid                                                    | (3,772)                 | (6,485)                 |
| <b>Net cash generated from operating activities</b>         | <b>14,612</b>           | <b>3,346</b>            |
| Net cash used in investing activities                       | (14,198)                | (8,330)                 |
| Net cash generated from / (used in) financing activities    | 3,464                   | (5,358)                 |
| <b>Net increase/(decrease) in cash and cash equivalents</b> | <b>3,878</b>            | <b>(10,342)</b>         |
| At start of year                                            | 1,729                   | 12,469                  |
| Foreign exchange impact of translation                      | (1,186)                 | (398)                   |
| Net increase / (decrease) in cash & cash equivalents        | 3,878                   | (10,342)                |
| <b>Cash and cash equivalents at end of the year</b>         | <b>4,421</b>            | <b>1,729</b>            |

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## REPUBLIC OF KENYA THE NATIONAL ASSEMBLY TWELFTH PARLIAMENT - FIFTH SESSION DEPARTMENTAL COMMITTEE ON EDUCATION AND RESEARCH

In the Matter of the Approval by the National Assembly of persons nominated for appointment as Members of the Teachers Service Commission

### Notification of the General Public and Submission of Memoranda

#### Notification of nominations

His Excellency the President through a notification to the Speaker dated 11<sup>th</sup> August, 2021 notified the National Assembly of the nomination of the following persons as Members of the Teachers Service Commission, namely: -

| NOMINEE                       | POSITION |
|-------------------------------|----------|
| 1. Dr. Nicodemus Ojuma Anyang | Member   |
| 2. Ms. Christine K. Kahindi   | Member   |
| 3. Ms. Sharon Jelagat Kisire  | Member   |
| 4. Ms. Annceta G. Wafukho     | Member   |
| 5. Mr. Saleasa Adano Abudo    | Member   |

The nomination was done in accordance with the requirements of Article 250(2)(b) of the Constitution, as read with Section 8(7) of the Teachers Service Commission Act (No. 20 of 2012) and Section 5 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011).

#### Committal

The Hon. Speaker committed the matter to the Departmental Committee on Education and Research to conduct approval hearings of the nominees in accordance with the provisions of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) and National Assembly Standing Order No. 45.

#### Approval hearings

The Departmental Committee on Education and Research shall conduct approval hearings (vetting) of the nominees for appointment as Members of the Teachers Service Commission, on Thursday 26<sup>th</sup> August 2021 in the Mini Chamber, County Hall, Parliament Buildings starting 9:00 a.m.

Each nominee shall bring his/her original Identity Card, academic and professional certificates, and other relevant testimonials. In addition, the nominees are required to obtain letters/certificates of clearance/compliance from the following institutions: -

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

#### Public Participation and Submission of Memoranda

The Committee is required under Article 118(1)(b) of the Constitution of Kenya to involve the public in the approval hearings of the nominees. In addition, Section 6(9) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) provides that any person may, prior to the approval hearings, and by written statement on oath (affidavit), 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 accordance with the provisions of Article 118(1)(b) of the Constitution and Section 6(9) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), the Committee invites interested members of the public to submit any representations they may have, by way of written statements (affidavits) with supporting evidence on the suitability or otherwise of the nominees for appointment to the offices.

The representations may be forwarded to the Clerk of the National Assembly, P.O. Box 41842-00100, Nairobi; hand-delivered to the Office of the Clerk, Main Parliament Buildings, Nairobi; or emailed to [clerk@parliament.go.ke](mailto:clerk@parliament.go.ke); to be received on or before Tuesday 24<sup>th</sup> August, 2021 at 5.00 p.m.

MICHAEL R. SIALAI, CBS  
CLERK OF THE NATIONAL ASSEMBLY  
17<sup>th</sup> August 2021

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REPUBLIC OF KENYA  
COUNTY GOVERNMENT OF KAKAMEGA



COUNTY PUBLIC SERVICE BOARD

**DECLARATION OF VACANCIES**

Pursuant to the Constitution of Kenya (2010) and the County Governments Act No. 17 of 2012, the County Government of Kakamega invites applications from suitably qualified persons to fill the following vacant positions:

**A. OFFICE OF THE GOVERNOR-LEGAL SERVICES DIVISION**

| S/No. | Position                           | Job Group      | No. of Post |
|-------|------------------------------------|----------------|-------------|
| 1.    | COUNTY ATTORNEY (RE-ADVERTISEMENT) | SRC Guidelines | 1           |
| 2.    | COUNTY SOLICITOR                   | CPSB 03        | 1           |

**B. DEPARTMENT OF LANDS, HOUSING, URBAN AREAS AND PHYSICAL PLANNING  
AGENCY: MUMIAS MUNICIPALITY BOARD**

| S/No. | Position          | Job Group | No. of Post |
|-------|-------------------|-----------|-------------|
| 3.    | MUNICIPAL MANAGER | CPSB 03   | 1           |

Details of duties and requirements for appointment are found on our website [www.kakamega.go.ke](http://www.kakamega.go.ke) and in all Sub-County Headquarters.

**How to Apply**

All applicants should click on "Our Job Offers" Option on the County Website [www.kakamega.go.ke](http://www.kakamega.go.ke), fill the application form and submit **ONLINE** on or before **30<sup>th</sup> August, 2021 at 11.59 P.M.**

**N/B: No hard copy or emailed applications to the Board's official email [cpsb@kakamega.go.ke](mailto:cpsb@kakamega.go.ke) will be accepted.**

County Government of Kakamega is an equal opportunity employer. Female candidates and Persons Living with Disabilities are encouraged to apply. **Only Shortlisted candidates will be contacted.**

**PLEASE NOTE:** Kakamega County Public Service Board **DOES NOT** use agents nor charge **ANY FEE** at any stage of the recruitment and selection process. Our official communication channels are email address [cpsb@kakamega.go.ke](mailto:cpsb@kakamega.go.ke) and phone number 0713852573 **ONLY.**

SECRETARY/CEO, CPSB



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EAST AFRICA

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**REQUEST FOR PROPOSALS (RFP)**

**TENDER TITLE: PROVISION OF EXTERNAL AUDIT SERVICES TO TRADEMARK EAST AFRICA**

**TENDER NUMBER: PRQ20210106**

TradeMark East Africa (TMEA) is an aid-for-trade organisation that was established in 2010, with the aim of growing prosperity in East Africa through increased trade. TMEA wishes to invite interested and qualified **reputable firms/consortiums** to participate in this tender, for the provision of external audit services to TradeMark East Africa covering its countries of operation within Eastern Africa, Horn of Africa, and Southern Africa.

The Terms of Reference and the Request for Proposals (RFP) document can be obtained at <https://www.trademarka.com/procurement/>. All queries quoting the above Tender Title and Number should be emailed to [procurement@trademarka.com](mailto:procurement@trademarka.com). The closing date for submission of this tender is on or before **08 September 2021 (4.00 P.M. (Kenya Time))**.

Interested and qualified **reputable consultancy firms/consortiums MUST** submit their bids through TMEA's Procurement mailbox using the email address, [procurement@trademarka.com](mailto:procurement@trademarka.com). The maximum size of each email with attachments should not exceed **5 MB**.

**TMEA cannot answer any query relating to this tender 7 days or less prior to the submission deadline.**



REPUBLIC OF KENYA  
THE NATIONAL ASSEMBLY  
TWELFTH PARLIAMENT - FIFTH SESSION

DEPARTMENTAL COMMITTEE ON EDUCATION AND RESEARCH

In the Matter of the Approval by the National Assembly of persons nominated for appointment as Members of the Teachers Service Commission

**Notification of the General Public and Submission of Memoranda**

**Notification of nominations**

His Excellency the President through a notification to the Speaker dated 11<sup>th</sup> August, 2021 notified the National Assembly of the nomination of the following persons as Members of the Teachers Service Commission, namely: -

| NOMINEE                       | POSITION |
|-------------------------------|----------|
| 1. Dr. Nicodemus Ojuma Anyang | Member   |
| 2. Ms. Christine K. Kahindi   | Member   |
| 3. Ms. Sharon Jelagat Kisire  | Member   |
| 4. Ms. Anneceta G. Wafukho    | Member   |
| 5. Mr. Salesa Adano Abudo     | Member   |

The nomination was done in accordance with the requirements of Article 250(2)(b) of the Constitution, as read with Section 8(7) of the Teachers Service Commission Act (No. 20 of 2012) and Section 5 of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011).

**Committal**

The Hon. Speaker committed the matter to the Departmental Committee on Education and Research to conduct approval hearings of the nominees in accordance with the provisions of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) and National Assembly Standing Order No. 45.

**Approval hearings**

The Departmental Committee on Education and Research shall conduct approval hearings (vetting) of the nominees for appointment as Members of the Teachers Service Commission, on **Thursday 26<sup>th</sup> August 2021 in the Mini Chamber, County Hall, Parliament Buildings** starting 9:00 a.m.

Each nominee shall bring his/her original Identity Card, academic and professional certificates, and other relevant testimonials. In addition, the nominees are required to obtain letters/certificates of clearance/compliance from the following institutions: -

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

**Public Participation and Submission of Memoranda**

The Committee is required under Article 118(1)(b) of the Constitution of Kenya to involve the public in the approval hearings of the nominees. In addition, Section 6(9) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011) provides that any person may, prior to the approval hearings, and by written statement on oath (*affidavit*), 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 accordance with the provisions of Article 118(1)(b) of the Constitution and Section 6(9) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), the Committee invites interested members of the public to submit any representations they may have, by way of written statements (*affidavits*) with supporting evidence on the suitability or otherwise of the nominees for appointment to the offices.

The representations may be forwarded to the Clerk of the National Assembly, P.O. Box 41842-00100, Nairobi; hand-delivered to the Office of the Clerk, Main Parliament Buildings, Nairobi; or emailed to [clerk@parliament.go.ke](mailto:clerk@parliament.go.ke); to be received on or before **Tuesday 24<sup>th</sup> August, 2021 at 5.00 p.m.**

MICHAEL R. SIALAI, CBS  
CLERK OF THE NATIONAL ASSEMBLY  
17<sup>th</sup> August 2021

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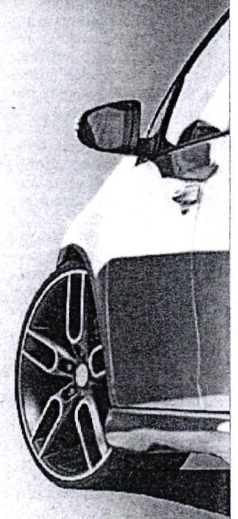
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DAILY NATION



# Annexure V

## Notification to the Nominees

REPUBLIC OF KENYA

Telegraphic Address  
Bunge, Nairobi  
Telephone 2221291  
Fax: 2243694  
Email: [clerk@parliament.go.ke](mailto:clerk@parliament.go.ke)  
Website: [www.parliament.go.ke](http://www.parliament.go.ke)  
When replying please quote



Clerks Chambers  
National Assembly  
Parliament Buildings  
P. O. Box 41842-00100  
NAIROBI, KENYA

NATIONAL ASSEMBLY

Ref: NA/DDC/EDUC/2021/043

16<sup>th</sup> August, 2021

**Dr. Nicodemus Ojuma Anyang**

P.O. Box 195 - 50408

**BUSIA**

Email address: [dranyangno@gmail.com](mailto:dranyangno@gmail.com)

Dear *Dr. Anyang*

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

---

Following your nomination by His Excellency the President for appointment as a Member, Teachers Service Commission, the Departmental Committee on Education and Research hereby invites you for approval hearing pursuant to the provisions of section 6(3) of the Public Appointments (Parliamentary) Approval Act of 2011 on **Thursday, 26<sup>th</sup> August, 2021 at 9.00 am**. The hearing will take place in the **Mini Chamber, County Hall, Parliament Buildings**.

Kindly fill the attached questionnaire as required by the Public Appointments (Parliamentary Approval), Act of 2011 and return it on or before **Tuesday, 24<sup>th</sup> August, 2021 at 5:00 pm**.

You are required to appear for the hearing with your original national identity card, academic and professional certificates and other relevant testimonials. In addition, you should appear with letters/certificates of clearance/compliance from the following:

- (i) Directorate of Criminal Investigations (DCI).
- (ii) Ethics and Anti-Corruption Commission (EACC);
- (iii) Kenya Revenue Authority (KRA);
- (iv) Higher Education Loans Board (HELB); and
- (v) Office of the Registrar of Political Parties

Yours

**JEREMIAH NDOMBI**

**For: CLERK OF THE NATIONAL ASSEMBLY**

REPUBLIC OF KENYA



Telegraphic Address  
Bunge, Nairobi  
Telephone 2221291  
Fax: 2243694  
Email: [clerk@parliament.go.ke](mailto:clerk@parliament.go.ke)  
Website: [www.parliament.go.ke](http://www.parliament.go.ke)  
When replying please quote

Clerks Chambers  
National Assembly  
Parliament Buildings  
P. O. Box 41842-00100  
NAIROBI, KENYA

NATIONAL ASSEMBLY

Ref: NA/DDC/EDUC/2021/044

16<sup>th</sup> August, 2021

**Ms. Christine Katungulu Kahindi**

P.O. Box 747 - 80108

**KILIFI**

Email address: [christine\\_kahindi@yahoo.com](mailto:christine_kahindi@yahoo.com)

Dear *Ms Kahindi*

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

---

Following your nomination by His Excellency the President for appointment as a Member, Teachers Service Commission, the Departmental Committee on Education and Research hereby invites you for approval hearing pursuant to the provisions of section 6(3) of the Public Appointments (Parliamentary) Approval Act of 2011 on **Thursday, 26<sup>th</sup> August, 2021 at 10:15 am**. The hearing will take place in the **Mini Chamber, County Hall, Parliament Buildings**.

Kindly fill the attached questionnaire as required by the Public Appointments (Parliamentary Approval), Act of 2011 and return it on or before **Tuesday, 24<sup>th</sup> August, 2021 at 5:00 pm**.

You are required to appear for the hearing with your original national identity card, academic and professional certificates and other relevant testimonials. In addition, you should appear with letters/certificates of clearance/compliance from the following:

- (i) Directorate of Criminal Investigations (DCI).
- (ii) Ethics and Anti-Corruption Commission (EACC);
- (iii) Kenya Revenue Authority (KRA);
- (iv) Higher Education Loans Board (HELB); and
- (v) Office of the Registrar of Political Parties

Yours

**JEREMIAH NDOMBI**

**For: CLERK OF THE NATIONAL ASSEMBLY**

REPUBLIC OF KENYA



Telegraphic Address  
Bunge, Nairobi  
Telephone 2221291  
Fax: 2243694  
Email: [clerk@parliament.go.ke](mailto:clerk@parliament.go.ke)  
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P. O. Box 41842-00100  
NAIROBI, KENYA

NATIONAL ASSEMBLY

Ref: NA/DDC/EDUC/2021/045

16<sup>th</sup> August, 2021

**Ms. Sharon Jelagat Kisire**  
P.O. Box 74380 - 00200  
**NAIROBI**  
Email address: [kisire@me.com](mailto:kisire@me.com)

Dear *Ms Kisire*

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

---

Following your nomination by His Excellency the President for appointment as a Member, Teachers Service Commission, the Departmental Committee on Education and Research hereby invites you for approval hearing pursuant to provisions of section 6(3) of the Public Appointments (Parliamentary) Approval Act of 2011 on **Thursday, 26<sup>th</sup> August, 2021 at 11:30 am**. The hearing will take place in the **Mini Chamber, County Hall, Parliament Buildings**.

Kindly fill the attached questionnaire as required by the Public Appointments (Parliamentary Approval), Act of 2011 and return it on or before **Tuesday, 24<sup>th</sup> August, 2021 at 5:00 pm**.

You are required to appear for the hearing with your original national identity card, academic and professional certificates and other relevant testimonials. In addition, you should appear with letters/certificates of clearance/compliance from the following:

- (i) Directorate of Criminal Investigations (DCI).
- (ii) Ethics and Anti-Corruption Commission (EACC);
- (iii) Kenya Revenue Authority (KRA);
- (iv) Higher Education Loans Board (HELB); and
- (v) Office of the Registrar of Political Parties

Yours

**JEREMIAH NDOMBI**  
**For: CLERK OF THE NATIONAL ASSEMBLY**

REPUBLIC OF KENYA

Telegraphic Address  
Bunge, Nairobi  
Telephone 2221291  
Fax: 2243694  
Email: [clerk@parliament.go.ke](mailto:clerk@parliament.go.ke)  
Website: [www.parliament.go.ke](http://www.parliament.go.ke)  
When replying please quote



Clerks Chambers  
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P. O. Box 41842-00100  
NAIROBI, KENYA

NATIONAL ASSEMBLY

Ref: NA/DDC/EDUC/2021/046

16<sup>th</sup> August, 2021

**Ms. Annceta G. Wafukho**  
P.O. Box 2768 - 00200  
**NAIROBI**  
Email address: [gannceta183@gmail.com](mailto:gannceta183@gmail.com)

Dear *Ms Wafukho*

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

---

Following your nomination by His Excellency the President for appointment as a Member, Teachers Service Commission, the Departmental Committee on Education and Research hereby invites you for approval hearing pursuant to the provisions of section 6(3) of the Public Appointments (Parliamentary) Approval Act of 2011 on **Thursday, 26<sup>th</sup> August, 2021 at 2:00 p.m.** The hearing will take place in the **Mini Chamber, County Hall, Parliament Buildings.**

Kindly fill the attached questionnaire as required by the Public Appointments (Parliamentary Approval), Act of 2011 and return it on or before **Tuesday, 24<sup>th</sup> August, 2021 at 5:00 pm.**

You are required to appear for the hearing with your original national identity card, academic and professional certificates and other relevant testimonials. In addition, you should appear with letters/certificates of clearance/compliance from the following:

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- (ii) Ethics and Anti-Corruption Commission (EACC);
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- (iv) Higher Education Loans Board (HELB); and
- (v) Office of the Registrar of Political Parties

Yours

**JEREMIAH NDOMBI**  
**For: CLERK OF THE NATIONAL ASSEMBLY**

REPUBLIC OF KENYA



Telegraphic Address  
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Email: [clerk@parliament.go.ke](mailto:clerk@parliament.go.ke)  
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When replying please quote

Clerks Chambers  
National Assembly  
Parliament Buildings  
P. O. Box 41842-00100  
NAIROBI, KENYA

NATIONAL ASSEMBLY

Ref: NA/DDC/EDUC/2021/047

16<sup>th</sup> August, 2021

Mr. Salesa Adano Abudo

P.O. Box 1557 - 90200

**KITUI**

Email address: [s.adano@yahoo.com](mailto:s.adano@yahoo.com)

Dear Mr. Abudo

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

---

Following your nomination by His Excellency the President for appointment as a Member, Teachers Service Commission, the Departmental Committee on Education and Research hereby invites you for approval hearing pursuant to the provisions of section 6(3) of the Public Appointments (Parliamentary) Approval Act of 2011 on **Thursday, 26<sup>th</sup> August, 2021 at 3:15 p.m.** The hearing will take place in the **Mini Chamber, County Hall, Parliament Buildings.**

Kindly fill the attached questionnaire as required by the Public Appointments (Parliamentary Approval), Act of 2011 and return it on or before **Tuesday, 24<sup>th</sup> August, 2021 at 5:00 pm.**

You are required to appear for the hearing with your original national identity card, academic and professional certificates and other relevant testimonials. In addition, you should appear with letters/certificates of clearance/compliance from the following:

- (i) Directorate of Criminal Investigations (DCI).
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- (v) Office of the Registrar of Political Parties

Yours

**JEREMIAH NDOMBI**

**For: CLERK OF THE NATIONAL ASSEMBLY**

# Annexure VI

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

# REPUBLIC OF KENYA

Telegraphic Address  
Bunge, Nairobi  
Telephone 2221291  
Fax: 2243694  
Email: [clerk@parliament.go.ke](mailto:clerk@parliament.go.ke)  
Website: [www.parliament.go.ke](http://www.parliament.go.ke)  
When replying please quote



Clerks Chambers  
National Assembly  
Parliament Buildings  
P. O. Box 41842-00100  
NAIROBI, KENYA

## NATIONAL ASSEMBLY

Ref: NA/DDC/EDUC/2021/051

16<sup>th</sup> August, 2021

**Major (Rtd.) Twalib A. Mbarak**  
Chief Executive Officer/Secretary  
Ethics and Anti- Corruption Commission  
Integrity Centre  
Valley Road/Milimani Road Junction  
**NAIROBI**

Dear *Major Twalib*

**RE: VETTING OF NOMINEES TO THE POSITIONS OF MEMBERS OF THE  
TEACHERS SERVICE COMMISSION**

Article 124(4) of the Constitution provides that, "when a House of Parliament considers any appointment for which its approval is required under this Constitution or an Act of Parliament, the appointment shall be considered by a Committee of the relevant House".

The Departmental Committee on Education and Research of the National Assembly will on **Thursday 26<sup>th</sup> August, 2021** conduct approval hearing of following nominees for appointment as Members of the Teachers Service Commission: -

|    | <b>Nominee</b>             | <b>National Identity Card Number</b> | <b>KRA PIN</b> |
|----|----------------------------|--------------------------------------|----------------|
| 1. | Dr. Nicodemus Ojuma Anyang | 6652480                              | A001703685B    |
| 2. | Ms. Christine K. Kahindi   | 16088306                             | A001672253S    |
| 3. | Ms. Sharon Jelagat Kisire  | 9959432                              | A001742099D    |
| 4. | Ms. Anneceta G. Wafukho    | 20096763                             | A003423624I    |
| 5. | Mr. Salesa Adano Abudo     | 0592033                              | A001451771M    |

Pursuant to the provisions of section 7 (b) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), the Committee is required to consider whether the nominees meet all the constitutional and statutory requirements relating to the office in question. Further and Pursuant to section 6 (7) of the Act, the Committee is required to consider, among other issues the personal integrity and background of the nominees in terms of compliance with the principles of leadership and integrity as set out in Chapter six of the Constitution.

This is therefore to request you to provide information on the nominees' ethics and integrity record for vetting purposes. In view of the short vetting timeline, it will be appreciated if the information reaches the Committee not later than **Monday, 23<sup>rd</sup> August, 2021 at 5.00 pm.**

Our Liaison officers for this matter are **Mr. Philip Lekarkar** who may be contacted on Tel. No. **0720843000**, email address [phililekarkar@gmail.com](mailto:phililekarkar@gmail.com) or **Ms. Grace Wahu** on Tel. No. **0711591359**, email address [neemakaranja@gmail.com](mailto:neemakaranja@gmail.com)

Yours,



**JEREMIAH NDOMBI**  
**For: CLERK OF THE NATIONAL ASSEMBLY**

# REPUBLIC OF KENYA

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NAIROBI, KENYA

## NATIONAL ASSEMBLY

Ref: NA/DDC/EDUC/2021/050

16<sup>th</sup> August, 2021

**Mr. James Mburu**  
Commissioner General  
Kenya Revenue Authority  
Times Towers  
Haile Selassie Avenue  
**NAIROBI**

Dear *Mr. Mburu*

**RE: VETTING OF NOMINEES TO THE POSITIONS OF MEMBERS OF THE  
TEACHERS SERVICE COMMISSION**

Article 124(4) of the Constitution provides that, "when a House of Parliament considers any appointment for which its approval is required under this Constitution or an Act of Parliament, the appointment shall be considered by a Committee of the relevant House".

The Departmental Committee on Education and Research of the National Assembly will on **Thursday 26<sup>th</sup> August, 2021** conduct approval hearing of following nominees for appointment as Members of the Teachers Service Commission: -

|    | <b>Nominee</b>             | <b>National Identity Card Number</b> | <b>KRA PIN</b> |
|----|----------------------------|--------------------------------------|----------------|
| 1. | Dr. Nicodemus Ojuma Anyang | 6652480                              | A001703685B    |
| 2. | Ms. Christine K. Kahindi   | 16088306                             | A001672253S    |
| 3. | Ms. Sharon Jelagat Kisire  | 9959432                              | A001742099D    |
| 4. | Ms. Annceta G. Wafukho     | 20096763                             | A003423624I    |
| 5. | Mr. Salesa Adano Abudo     | 0592033                              | A001451771M    |

Pursuant to the provisions of section 7 (b) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), the Committee is required to consider whether the nominees meet all the constitutional and statutory requirements relating to the office in question. Further and Pursuant to section 6 (7) of the Act, the Committee is required to consider, among other issues the personal integrity and background of the nominees in terms of compliance with the principles of leadership and integrity as set out in Chapter six of the Constitution.

This is therefore to request you to provide information on the nominees' tax obligation status for vetting purposes. In view of the short vetting timeline, it will be appreciated if the information reaches the Committee not later than **Monday, 23<sup>rd</sup> August, 2021 at 5.00 pm.**

Our Liaison officers for this matter are **Mr. Philip Lekarkar** who may be contacted on Tel. No. **0720843000**, email address [philiplekarkar@gmail.com](mailto:philiplekarkar@gmail.com) or **Ms. Grace Wahu** on Tel. No. **0711591359**, email address [neemakaranja@gmail.com](mailto:neemakaranja@gmail.com)

Yours,



**JEREMIAH NDOMBI**  
**For: CLERK OF THE NATIONAL ASSEMBLY**

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When replying please quote



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P. O. Box 41842-00100  
NAIROBI, KENYA

## NATIONAL ASSEMBLY

Ref: NA/DDC/EDUC/2021/048

16<sup>th</sup> August, 2021

**Mr. George Kinoti**

Director,  
Directorate of Criminal Investigation  
Mazigira Complex, Kiambu Road  
**NAIROBI**

Dear *Mr Kinoti*

**RE: VETTING OF NOMINEES TO THE POSITIONS OF MEMBERS OF THE  
TEACHERS SERVICE COMMISSION**

Article 124(4) of the Constitution provides that, "when a House of Parliament considers any appointment for which its approval is required under this Constitution or an Act of Parliament, the appointment shall be considered by a Committee of the relevant House".

The Departmental Committee on Education and Research of the National Assembly will on **Thursday 26<sup>th</sup> August, 2021** conduct approval hearing of following nominees for appointment as Members of the Teachers Service Commission: -

|    | <b>Nominee</b>             | <b>National Identity Card Number</b> | <b>KRA PIN</b> |
|----|----------------------------|--------------------------------------|----------------|
| 1. | Dr. Nicodemus Ojuma Anyang | 6652480                              | A001703685B    |
| 2. | Ms. Christine K. Kahindi   | 16088306                             | A001672253S    |
| 3. | Ms. Sharon Jelagat Kisire  | 9959432                              | A001742099D    |
| 4. | Ms. Anneta G. Wafukho      | 20096763                             | A003423624I    |
| 5. | Mr. Salesa Adano Abudo     | 0592033                              | A001451771M    |

Pursuant to the provisions of section 7 (b) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), the Committee is required to consider whether the nominees meet all the constitutional and statutory requirements relating to the office in question. Further and Pursuant to section 6 (7) of the Public Appointments (Parliamentary Approval) Act, the Committee is required to consider, among other issues the personal integrity and background of the nominees in terms of compliance with the principles of leadership and integrity as set out in Chapter six of the Constitution.

This is therefore to request you to provide information on the nominees' criminal record for vetting purposes. In view of the short vetting timeline, it will be appreciated if the information reaches the Committee not later than **Monday, 23<sup>rd</sup> August, 2021 at 5.00 pm.**

Our Liaison officers for this matter are **Mr. Philip Lekarkar** who may be contacted on Tel. No. **0720843000**, email address [philiplekarkar@gmail.com](mailto:philiplekarkar@gmail.com) or **Ms. Grace Wahu** on Tel. No. **0711591359**, email address [neemakaranja@gmail.com](mailto:neemakaranja@gmail.com)

Yours



**JEREMIAH NDOMBI**  
**For: CLERK OF THE NATIONAL ASSEMBLY**

REPUBLIC OF KENYA



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NAIROBI, KENYA

NATIONAL ASSEMBLY

Ref: NA/DDC/EDUC/2021/049

16<sup>th</sup> August, 2021

**Charles M. Ringera**  
Chief Executive  
Higher Education Loans Board  
Anniversary Towers, 18th Floor  
University way  
**NAIROBI**

Dear *Mr. Ringera*

**RE: VETTING OF NOMINEES TO THE POSITIONS OF MEMBERS OF THE  
TEACHERS SERVICE COMMISSION**

Article 124(4) of the Constitution provides that, "when a House of Parliament considers any appointment for which its approval is required under this Constitution or an Act of Parliament, the appointment shall be considered by a Committee of the relevant House".

The Departmental Committee on Education and Research of the National Assembly will on **Thursday 26<sup>th</sup> August, 2021** conduct approval hearing of following nominees for appointment as Members of the Teachers Service Commission: -

|    | Nominee                    | National Identity Card Number | KRA PIN     |
|----|----------------------------|-------------------------------|-------------|
| 1. | Dr. Nicodemus Ojuma Anyang | 6652480                       | A001703685B |
| 2. | Ms. Christine K. Kahindi   | 16088306                      | A001672253S |
| 3. | Ms. Sharon Jelagat Kisire  | 9959432                       | A001742099D |
| 4. | Ms. Annceta G. Wafukho     | 20096763                      | A003423624I |
| 5. | Mr. Salesa Adano Abudo     | 0592033                       | A001451771M |

Pursuant to the provisions of section 7 (b) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), the Committee is required to consider whether the nominees meet all the constitutional and statutory requirements relating to the office in question. Further and Pursuant to section 6 (7) of the Act, the Committee is required to consider, among other issues the personal integrity and background of the nominees in terms of compliance with the principles of leadership and integrity as set out in Chapter six of the Constitution.

This is therefore to request you to provide information on the nominees' loan repayment status for vetting purposes. In view of the short vetting timeline, it will be appreciated if the information reaches the Committee not later than **Monday, 23<sup>rd</sup> August, 2021 at 5.00 pm.**

Our Liaison officers for this matter are **Mr. Philip Lekarkar** who may be contacted on Tel. No. **0720843000**, email address [philiplekarkar@gmail.com](mailto:philiplekarkar@gmail.com) or **Ms. Grace Wahu** on Tel. No. **0711591359**, email address [neemakaranja@gmail.com](mailto:neemakaranja@gmail.com)

Yours,



**JEREMIAH NDOMBI**  
**For: CLERK OF THE NATIONAL ASSEMBLY**

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NAIROBI, KENYA

## NATIONAL ASSEMBLY

Ref: NA/DDC/EDUC/2021/052

16<sup>th</sup> August, 2021

**Ms. Ann Njeri Nderitu**  
Registrar of Political Parties  
Office of the Registrar of Political Parties  
Lion's Place, 1st Floor  
Karuna Close, Waiyaki Way  
**NAIROBI**

Dear *Ms Nderitu*

**RE: VETTING OF NOMINEES TO THE POSITIONS OF MEMBERS OF THE  
TEACHERS SERVICE COMMISSION**

---

Article 124(4) of the Constitution provides that, "when a House of Parliament considers any appointment for which its approval is required under this Constitution or an Act of Parliament, the appointment shall be considered by a Committee of the relevant House".

The Departmental Committee on Education and Research of the National Assembly will on **Thursday 26<sup>th</sup> August, 2021** conduct approval hearing of following nominees for appointment as Members of the Teachers Service Commission: -

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| 2. | Ms. Christine K. Kahindi   | 16088306                             | A001672253S    |
| 3. | Ms. Sharon Jelagat Kisire  | 9959432                              | A001742099D    |
| 4. | Ms. Annceta G. Wafukho     | 20096763                             | A003423624I    |
| 5. | Mr. Salesa Adano Abudo     | 0592033                              | A001451771M    |

Pursuant to the provisions of section 7 (b) of the Public Appointments (Parliamentary Approval) Act (No. 33 of 2011), the Committee is required to consider whether the nominees meet all the constitutional and statutory requirements relating to the office in question. Further and Pursuant to section 6 (7) of the Act, the Committee is required to consider, among other issues the personal integrity and background of the nominees in terms of compliance with the principles of leadership and integrity as set out in Chapter six of the Constitution.

This is therefore to request you to provide information on the nominees' political parties' record for vetting purposes. In view of the short vetting timeline, it will be appreciated if the information reaches the Committee not later than **Monday, 23<sup>rd</sup> August, 2021 at 5.00 pm.**

Our Liaison officers for this matter are **Mr. Philip Lekarkar** who may be contacted on Tel. No. **0720843000**, email address [philiplekarkar@gmail.com](mailto:philiplekarkar@gmail.com) or **Ms. Grace Wahu** on Tel. No. **0711591359**, email address [neemakaranja@gmail.com](mailto:neemakaranja@gmail.com)

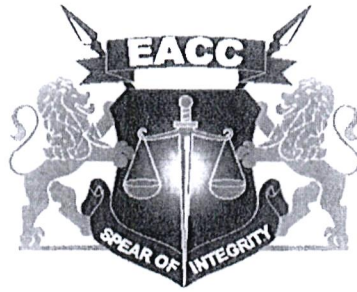
Yours,



**JEREMIAH NDOMBI**  
**For: CLERK OF THE NATIONAL ASSEMBLY**

# Annexure VII

## Clearance Letters from agencies



## 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](mailto:eacc@integrity.go.ke) WEBSITE: [www.eacc.go.ke](http://www.eacc.go.ke)

When replying please quote:

**Our Ref: EACC.7/10/5 VOL XVIII (88)**

**23<sup>rd</sup> August 2021**

**Mr. Michael R. Sialai, EBS**

Clerk of the National Assembly

Clerk's Chambers

Parliament Buildings

P O Box 41842 - 00100

**NAIROBI**

**RE: VETTING OF NOMINEES TO THE POSITIONS OF MEMBERS OF THE  
TEACHERS SERVICE COMMISSION**

Your letter referenced NA/DDC/EDUC/2021/051 dated 16<sup>th</sup> August 2021 on the above subject matter refers.

We confirm that the Commission has not undertaken any investigations where the following nominees have been found culpable.

| S/No | Name                        | ID Number |
|------|-----------------------------|-----------|
| 1.   | Dr. Nicodemus Ojuma Anyang  | 6652480   |
| 2.   | Christine Katungulu Kahindi | 16088306  |
| 3.   | Sharon Jelagat Kisire       | 9959432   |
| 4.   | Annceta Gacheri Wafukho     | 20096763  |

However, the Commission received an adverse report against **Salesa Adano Abudo** of **ID No. 0592033**. Investigations were carried out and the candidate was charged before Isiolo Law Court vide ACC.1/2017. He was acquitted under section 210 of the Criminal Procedure Code on the 12<sup>th</sup> of February 2018.

The information provided herein is based on records available as of **23<sup>rd</sup> August 2021**.

  
**LUCY KINUTHIA, MBS**  
**FOR: SECRETARY/CHIEF EXECUTIVE OFFICER**

LCK/ah



# KENYA REVENUE AUTHORITY

ISO 9001:2015 CERTIFIED

## Office of the Commissioner General

Ref: KRA/5/1002/5(5813)

23<sup>rd</sup> August 2021

Mr. Michael R. Sialai, EBS  
Clerk of National Assembly  
Parliament Building  
**NAIROBI**

Dear *Michael,*

### **VETTING OF NOMINEES TO THE POSITIONS OF MEMBERS OF THE TEACHERS SERVICE COMMISSION**

Reference is made to your letter Ref: NA/DDC/EDUC/2021/050 dated 16<sup>th</sup> August 2021 requesting for the tax report of the proposed nominees to the positions of members of the Teachers Service Commission.

Below is the tax compliance status of the nominees:

| No. | Name                       | ID Number | KRA PIN     | Compliance Status |
|-----|----------------------------|-----------|-------------|-------------------|
| 1.  | Dr. Nicodemus Ojuma Anyang | 6652480   | A001703685B | Compliant         |
| 2.  | Ms. Christine K. Kahindi   | 16088306  | A001672253S | Compliant         |
| 3.  | Ms. Sharon Jelagat         | 9959432   | A001742099D | Compliant         |
| 4.  | Ms. Anneta G Wafukho       | 20096763  | A003423624I | Compliant         |
| 5.  | Mr. Salesa Adano Abudo     | 0592033   | A001451771M | Compliant         |

Yours sincerely,

**Githii Mburu, CBS**  
**COMMISSIONER GENERAL**

# NATIONAL POLICE SERVICE

Telegrams: "IDENT CRIMINAL", Nairobi  
Telephone: 020-8512089/98  
Fax: 020-2606149  
E-mail: [identsnbi@gmail.com](mailto:identsnbi@gmail.com)  
When replying please quote ref No. and date



Criminal records office  
P O Box 30460 – 00100 GPO  
NAIROBI

## DIRECTORATE OF CRIMINAL INVESTIGATIONS

DCI/CRO/SEC/6/7/2/A/VOL.X/28

23<sup>RD</sup> AUGUST, 2021

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

**Attn: Jeremiah Ndombi**

**RE: VETTING OF NOMINEES OF THE POSITIONS OF MEMBERS OF THE TEACHERS SERVICE COMMISSION**

Your correspondence **Ref. NA/DDC/EDUC/2021/048** dated **16<sup>th</sup> August, 2021** 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.   | DR. NICODEMUS<br>OJUMA ANYANG | 6652480  | PCC-LLTQKB3E | 03/07/2021    |
| 2.   | MS. CHRISTINE K.<br>KAHINDI   | 16088306 | PCC-8JTABJWV | 03/11/2020    |
| 3.   | MS. SHARON JELAGAT<br>KISIRE  | 9959432  | PCC-MOTP7677 | 20/03/2021    |
| 4.   | MS. ANNCETA<br>WAFUKHO        | 20096763 | PCC-7ATE25AQ | 25/03/2021    |
| 5.   | MR. SALESA ADANO<br>ABUDO     | 0592033  | PCC-MOTVPDRD | 01/07/2021    |

**OUR VISION:** To be the best forensic fingerprint science laboratory with emphasis on continual linkage of the **Crime**, the **Crime-Scene** and the **Criminal**  
**FACES CAN LIE. FINGERPRINTS NEVER.**

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.

Kind regards.

  
D. MDETO

**FOR: DIRECTOR CRIMINAL INVESTIGATIONS.**

**Copy to DCI** - For information

**OUR VISION:** To be the best forensic fingerprint science laboratory with emphasis on continual linkage of the **Crime**, the **Crime-Scene** and the **Criminal** 2

**FACES CAN LIE. FINGERPRINTS NEVER.**



## 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  
19<sup>th</sup> Aug 2021

**HELB/RR/112009/120**

**Mr. Michael R. Sialai, EBS**  
Clerk  
Parliamentary Service Commission  
Parliament Building  
P.O Box 41842-00100  
**NAIROBI**

Dear

*Michael,*

**VETTING FOR NOMINEES TO THE POSITIONS OF MEMBERS OF THE TEACHERS SERVICE COMMISSION**

We acknowledge with thanks the receipt of your letter *Ref. NA/DDC/EDUC/2021/049*, requesting HELB to provide a report on repayment of any loans that may have been advanced to the nominees for purposes of vetting.

Please find a list confirming the loan status of the nominees with the Board.

| S/No. | Name                       | ID No.   | Status                       | Year of Clearance           |
|-------|----------------------------|----------|------------------------------|-----------------------------|
| 1.    | Dr. Ojuma Nicodemus Anyang | 6652480  | Cleared<br>Cert Ref No.31787 | 25 <sup>th</sup> Nov 2011   |
| 2.    | Ms. Christine K. Kahindi   | 16088306 | Not a beneficiary            | N/A                         |
| 3.    | Ms. Sharon Jelagat Kisire  | 9959432  | Cleared<br>Cert Ref No.92422 | 26 <sup>th</sup> April 2016 |
| 4.    | Ms. Annceta Gaceri Mbiuki  | 20096763 | Cleared<br>Cert Ref No.57276 | 10 <sup>th</sup> July 2013  |
| 5.    | Mr. Adano Abudo Salesa     | 0592033  | Cleared<br>Cert Ref No.35105 | 21 <sup>st</sup> March 2012 |

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

We wish to thank you most sincerely for allowing us to provide you this information as 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*

**CHARLES M. RINGERA**  
**CHIEF EXECUTIVE OFFICER**



ISO 9001:2015 Certified.





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



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

*Philip Lekarakal*

Ref: RPP/ORG/34 VOL. IV (60)

*pls facilitate consideration*

Date: 17<sup>th</sup> August, 2021

Clerk of the National Assembly  
Clerks Chambers, National Assembly  
Parliament Buildings  
P.O. Box 41842 - 00100  
NAIROBI

*19/8/21*  
*D/DC*

*18/8/21*

Dear Sir,

**RE: VETTING OF NOMINEES TO THE POSITIONS OF MEMBERS OF THE TEACHERS SERVICE COMMISSION**

Reference is made to letter Ref. NA/DDC/EDUC/2021/052 dated 16<sup>th</sup> August 2021 on the above subject matter.

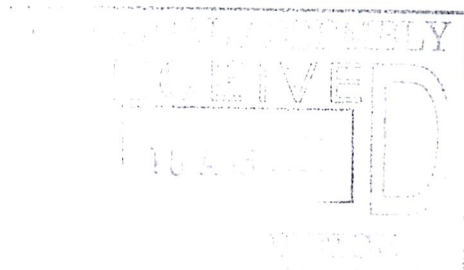
According to the records held by this Office as at 17<sup>th</sup> August 2021, the list of the nominees tabulated herein are not officials of any registered political party.

| S/No. | Nominee                    | National ID No. | KRA PIN     |
|-------|----------------------------|-----------------|-------------|
| 1.    | Dr. Nicodemus Ojuma Anyang | 6652480         | A001703685B |
| 2.    | Ms. Christine K. Kahindi   | 16088306        | A001672253S |
| 3.    | Ms. Sharon Jelagat Kisire  | 9959432         | A001742099D |
| 4.    | Ms. Anneta G. Wafukho      | 20096763        | A003423624I |
| 5.    | Mr. Salesa Adano Abudo     | 0592033         | A001451771M |

Yours faithfully,

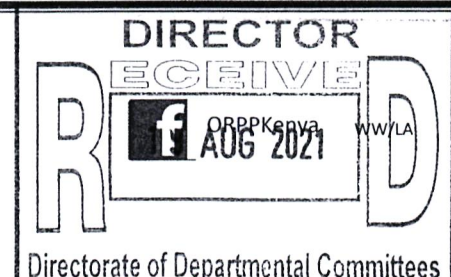
*Ann N. Nderitu*

**Ann N. Nderitu, MBS**  
Registrar of Political Parties



@ORPPKenya

[www.orpp.or.ke](http://www.orpp.or.ke)



# Annexure VIII

Nominees filled Vetting Questionnaires

# REPUBLIC OF KENYA



## **KENYA NATIONAL ASSEMBLY** **COMMITTEE ON APPOINTMENTS** **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) Dr Nicodemus Ojuma Anyang

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

Member of Teachers service Commission (TSC)

3. **Sex;** Male

4. **Date of Birth:** (State year and place of birth) 17<sup>th</sup>. 10. 1964. Amagoro, Teso North, Busia County

5. **Marital Status:** Married

6. **Daytime phone number:** ----

7. **Mobile phone number:** 0725140537/0706699391

8. **Email Address:** dranyangno@gmail.com

9. **ID Number:** 6652480

10. **PIN Number:** A001703685B

11. **Nationality:** Kenyan

**12. Postal Address:** P O BOX 30040-00100 Nairobi, P O BOX 195-50408 Kamuriai

**13. Town/City:** Nairobi

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

**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).

- Moi University 2006 to 2012-Doctor of Philosophy in Education Administration (DPhil)  
Awarded on 7<sup>th</sup> Dec 2012
- Kenyatta University 2001 to 2003- Master of Education (Administration and Planning)  
MeD awarded on 31<sup>st</sup> October 2003
- Kenyatta University 1987 to 1990- Bachelor of Education Arts (Eng/Lit) Bed awarded  
on 21<sup>st</sup> August 1990
- Kiserian Junior Seminary Kenya Advanced Certificate of Education KACE 1985-1986;  
KACE Awarded in 1986
- Kiserian Junior Seminary/Nambale High School 1981-1984 Kenya Certificate of  
Education; KCE awarded in 1984
- Kamolo Primary School 1974-1980 sat for CPE in 1980

#### **Other professional courses**

- Eastern and Southern African Management Institute (Esami) Arusha Tanzania-  
2019; Training Programme on Advanced Project Management Monitoring and  
Evaluation (certificate.)
- Institute of Certified Secretaries & State Corporations Advisory Committee  
2019; Mwongozo Induction Programme for Boards of State Corporations (certificate)
- State Corporations Advisory Committee-November 2015; Mwongozo Induction  
Programme for Boards of State corporations (certificate)
- Centre for Corporate Governance-May 2014; Corporate Governance Course (Certificate)
- Kenya school of Government Nairobi-August 2013 to October 2013; Strategic  
Leadership Programme (SLDP) (certificate)

- ITCILO International Training Centre, Turin Italy-October 2013; Education for All and Elimination of Child Labour (Certificate)
- Kenya school of Government Mombasa-October to November 2011 Senior Management Course (SMC)
- Kenya Education Staff Institute (KESI) 2007; Induction Course For Newly Appointed District Education Officers(DEOS)
- Malaba Digital Services-2007; Certificate in Computer Applications

**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)**

- Ministry of education 2007 to date
  - Deputy Director of Education
  - Competency based Curriculum Taskforce Secretariat
  - County Director of Education
  - District Education officer/TSC agent
- 2013-2017 Kibabii University
  - Council Member
- 2018-2019 University of Eldoret
  - Council member alternate to the Principal Secretary State Department for University Education and Research
- 1990-2007 Teachers Service Commission (TSC)
  - Teacher of English
  - Head of Subject
  - Head of Department
  - Deputy Head teacher
  - Head Teacher/Principal
- Other assignments
  - Africa Nazarene University-Teaching practice Assessor
  - Mount Kenya University Part Time Lecturer
  - Kisii University- Post Graduate Thesis External Examiner

**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).**

17.

\_Appreciation/commendation

1. Awarded A certificate of Appreciation in Recognition of The Service by the Cabinet Secretary Ministry of Education for Services Rendered to the Taskforce on Enhancing Access Relevance Transition Equity and Quality for Effective Curriculum Reforms Implementation as A member of the Secretariat 21<sup>st</sup> June 2019-December 2020
  2. A warded A certificate of Recognition by Kibabii University for invaluable Service as A member of Kibabii University Council 2013-2017
  3. Awarded certificate of Appreciation by East African Secondary school Championships For Officiating at The East African The Federation of East Africa Secondary School championships Held at Muzanze, Rwanda 2018
  4. Awarded A meritorious Recognition Certificate by Kenya Centre of Acadamicians and Diverse Oriented Research For Officiating A mentorship program 2017
  5. Appreciated by Director General of Education for ably mobilizing Resources and County Project Teams to ensure EGM training took place despite financial challenges 2016
  6. Awarded A certificate of commendation by Pan African Mentoring and Learning Organization PAMLO in 2005 for Supporting Student Mentorship Activities
- 18. Professional Association (where applicable): (List all professional associations of which you are a member and give any positions held and the respective dates when each such position was held).**
- Kenya Association of Education Administration and Management (KAEAM) member 2007 to date -member
  - Kenya Oral Literature Association (KOLA) member 1992 to date-member
  - Teso professionals Association TPG 2018 to date- member
  - KU90 Alumni Association Committee member 2020 to date-committee member
- 19. 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).
- Teso girl Child Initiative-Well Wisher

- Pontifical Missionary Children(PMC) Catholic Diocese of Bungoma-Collaborator(sponsor)

## 20. 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.
- Anyang N O (2020), *Actualising Strategies for Improving Access Equity and Retention in Educating The Hard to Reach; A case of Turkana County*. International Journal of Research in Education and Social Sciences(IJRESS)3(1),7-13
  - Anyang N O (2019) *Challenges of Education Policy Implementation; The Dynamics Affecting Full Realisation of Free Primary Education in Uasin Gishu County, Kenya*. Africa Journal of Multidisciplinary Research (AIJMR)3(3)1-7
  - Anyang N O Kindiki N J and Boit M J (2019) *Investigation School Effectiveness and Improvement: Effect of Teacher Improvement Programmes on Students Examination Scores*. International Journal of Research In Education and Social Sciences(IJRESS)1(2)1-7
  - Anyang N O, Kindiki N J and Boit M J (2019),*Investigating School Effectiveness and Improvement :Contribution of Teacher Qualifications to Students' Examination Scores; A case of Selected Top Provincial Secondary schools in Nyanza Province*. Africa International Journal of Management Education and Governance(AIJMEG),4(2)1-13
  - Anyang N O( 2019) *Perceived Contribution of School Learning Resources to Students examination Scores; A case of Selected Top Extra County Secondary Schools In Nyanza Province Kenya*. Africa Journal of Management Education and Governance4(4),1-8
  - Anyang N O and Boit J M (2019), *School Effectiveness and Improvement; Value Added by Extra County Schools to Students' Entry Marks Upon Exit*. Journal of Africa Studies in Educational Management and Leadership Vol 11 May -August 2019 ,39-55
  - Transparency International (2014) *Corruption Risk Assessment Report of The Education Sector In Turkana County* ;(Acknowledged having aided the Study)
  - The Standard; *The Centre For Mathematics, Science and Technology Education in Africa(CEMASTEa) Earns Praise for Enhancing The Teacher skills* URL:<https://www.standardmedia.co.ke/article/2001280427/the-centre-for-mathematics-science-technology-training-in-africa-cemastea-earns->

praise-for-enhancing-the-teacher-skills(Views and opinion quoted by the author as having Raised the profile of CEMASTEА)

- Anyang N O,(1997)Nairobi ;*The Last Born Nairobi* in Oduol J A & Obote M (eds);*The Last of The Ogres and Other Stories*, Kenya Literature Association(KOLA)
- Anyang, N O ( 1997) Nairobi; *Gender Equity and Control of Resources Among The Iteso of Western Kenya* in Kabira W M, Masinjila M & Obote M (eds); *Contesting Social Death, hesays on gender and culture* Kenya Oral Literature Association(KOLA)
- Anyang, N O,( ) *Everything Considered, Lecturers be given Their Due*; The East African Standard; Staff Room Column
- Anyang, N O,( ) *Is The Mean Score A Sore Thumb In Education?* The East African Standard; Staff Room Column

**(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.**

- Transparency International (2014) *Corruption Risk Assessment Report of The Education Sector In Turkana County* ;(Acknowledged having aided the Study)
- The Standard; *The Centre For Mathematics, Science and Technology Education in Africa(CEMASTEА) Earns Praise for Enhancing The Teacher skills* [URL:https://www.standardmedia.co.ke/article/2001280427/the-centre-formathematics-science-technology-training-in-africa-cemastea-earns-praise-for-enhancing-the-teacher-skills](https://www.standardmedia.co.ke/article/2001280427/the-centre-formathematics-science-technology-training-in-africa-cemastea-earns-praise-for-enhancing-the-teacher-skills)(Views and opinion quoted by the author as having Raised the profile of CEMASTEА)
- Republic of Kenya (2020)*Taskforce on Enhancing Access, Relevance, Transition Equity and Quality for effective Curriculum Reforms implementation*  
*Report of the Taskforce December 2020*
- Prof JW Khamasi etal(2019) (eds) *Journal of African Studies in Educational Management and Leadership* JASEML Online Version ISSN 2078-7650 Scholarly Peer reviewed.(Nicodemus Anyang's and John Boit's Research paper cited)

- Biwot JK et al (2016) *Challenges facing Construction of Affordable Decent Low Cost Housing in Turkana*; International Journal of Engineering and Advanced Technology (IJEAT) ISSN2249-8958 Volume 6issue 2 December 2016( acknowledged as having supported the study)
- Commonwealth Foundation(2007) *KAEAM Conference 2007 Educational Management and Leadership “;Perspectives Research and Challenges :Abstract Booklet 9<sup>th</sup>-11<sup>th</sup> April 2007(Authored papers whose abstracts are contained therein)*
- *KU90 Alumni Reunion 22<sup>nd</sup> February2020* Participated as an Organising Committee Member

**21. 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.

- \_ Ministry of education 2007 to date
  - Deputy Director of Education
  - Competency based Curriculum Taskforce Secretariat
  - County Director of Education
  - District Education officer/TSC agent
- 2013-2017 Kibabii University
  - Council Member
- 2018-2019 University of Eldoret
  - Council member alternate to the Principal Secretary State Department for University Education and Research
- 1990-2007 Teachers Service Commission (TSC)
  - Teacher of English
  - Head Teacher/Principal

All the above offices held were appointed

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

\_\_\_\_\_ NONE \_\_\_\_\_

\_\_\_\_\_ NONE \_\_\_\_\_

\_\_\_\_\_ 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 \_\_\_\_\_  
\_\_\_\_\_ NO \_\_\_\_\_

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

\_\_\_\_\_ NO \_\_\_\_\_  
\_\_\_\_\_ NO \_\_\_\_\_  
\_\_\_\_\_ NO \_\_\_\_\_

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

\_\_\_\_\_ NONE \_\_\_\_\_  
\_\_\_\_\_ NONE \_\_\_\_\_  
\_\_\_\_\_ NONE \_\_\_\_\_

23. **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 \_\_\_\_\_  
\_\_\_\_\_ NONE \_\_\_\_\_

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

**2020 income**

- Employment salary and allowances Ksh 2,482,290
- Income from rental houses Ksh 200,000
- Share dividends from Mwalimu National Sacco Ksh Ksh 100,000
- Income from a private school Ksh 2,000,0000

**2021 income**

- Employment salary and allowances Ksh 2,555,280
- Income from rental houses Ksh 200,000
- Share dividends from Mwalimu National Sacco Ksh Ksh 100,000

- Income from a private school Ksh 2,300,0000

**25. 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, I have fully complied with my tax obligations

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

I am worth about 32,000,000 in assets acquired for the last 30 years of employment, through loans from Mwalimu National Sacco and Bank Loans

**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.**

NONE

I do not anticipate that any family member or other parties or financial arrangements will present a potential conflict of interest when I first assume the office for which I have been nominated. If however, in the course of my work I am assigned to handle assignments in my home county involving teachers(some of whom might be my relatives) eg interview for promotion or discipline, then I will handle the issue as stated in( b) bellow.

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

I Will disqualify myself from involvement in addressing the issue at hand (e.g interviews for promotion or discipline) as a member of the board and allow the rest of the board members to handle it to conclusion without my input.

**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).

- Donation of 1 acre of land (of my ancestral land given to me by my father) to establish Akapijan Primary School to uplift the community in which I was born and brought up(one off but occasional address to teachers parents and pupils by way of motivatio

- Supported Gara Primary School with other stakeholders to put up a latrine,when the school was about to be closed owing to poor sanitation facilities.(one off with stakeholders)
- Donated sanitary pads for needy school girls through the Activities of Teso Girl child initiative(one Saturday afternoon-one off activity)
- Donated balls to Kamolo Football Club to help youth develop talent and avoid idleness (one Saturday afternoon-one off activity.)

**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\_\_\_\_\_

\_\_\_\_\_NO\_\_\_\_\_

\_\_\_\_\_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\_\_\_\_\_

\_\_\_\_\_NO\_\_\_\_\_

\_\_\_\_\_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, I have no objection

**31. References:**

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

1 Prof Teresa Akenga  
 Vice Chancellor University of Eldoret  
 P O BOX 1125-30100  
 Cellphone number 0721485561  
 Email address;treza.akenga@gmail.com  
 vc@uoeld.ac.ke

2 Mr Hassan Duale  
Director Field Coordination and Co Curriculum Activities  
Ministry of Education  
Po box 30040-00100  
NAIROBI  
Cellphone number 0722240248  
Email address;Hassanduale1@gmail.com

3 Mrs Nerrea Anyango Olick  
Director Primary Education  
Ministry of Education  
P O BOX 30040-00100  
NAIROBI  
Cellphone number 0725871877  
Email address;anyangoolick@gmail.com

DD committee  
8  
20/08/21

REPUBLIC OF KENYA

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**KENYA NATIONAL ASSEMBLY  
COMMITTEE ON APPOINTMENTS  
CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR  
APPOINTMENT TO PUBLIC OFFICE BY PARLIAMENT  
QUESTIONNAIRE**

Notes:

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

- 1. Name: (State full name) CHRISTINE KATUNGULU KAHINDI.
- 2. Position: (State office to which you have been nominated).  
MEMBER OF THE TEACHER SERVICE COMMISSION.
- 3. Sex FEMALE
- 4. Date of Birth: (State year and place of birth) 1960 - KILIFI COUNTY.
- 5. Marital Status: MARRIED (WIDOW)
- 6. Daytime phone number: 0720797501
- 7. Mobile phone number: 0720797501
- 8. Email Address: Christine\_kahindi@yahoo.com.

9. ID Number: 16088306
10. PIN Number: A0016722535
11. Nationality: KENYAN
12. Postal Address: P.O. Box 747-80108 - KILIFI
13. Town/City: KILIFI
14. Knowledge of Languages: (Specify Languages): ENGLISH AND KISWAHILI
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).
- JAN - 2012 - JULY 2013 - DIPLOMA IN EDUCATION MANAGEMENT  
ICEMA EDUCATION MANAGEMENT INSTITUTE
- APRIL 2008 - 2010 SEP - MASTERS OF EDUCATION IN EDUCATIONAL ADMINISTRATION - UNIVERSITY OF NAIROBI
- AUGUST 1999 - OCT - 2003 - BACHELOR OF EDUCATION - ARTS
- SEP - 1982 - JULY 1984 - DIPLOMA IN EDUCATION HUMANITIES - SIRIBA TEACHERS COLLEGE

**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)

- JULY 2009 - JULY 2020 - KATANA NGALA SEC.  
RETIRED - PRINCIPAL
- MAY - 1994 - JULY 2009 - MAJADINI SEC. SCHOOL  
PRINCIPAL
- JUNE 1990 - APRIL 1994 - KILIFI TOWNSHIP SEC.  
TEACHER

MAY 1988 - MAY 1990 - LERIANA SCHOOL - TEACHER.

JAN - 1986 - APRIL 1988 - KILIFI TOWNSHIP SEC. SCHOOL.  
TEACHER.

AUGUST 1984 - DEC 1985 - JAM BOMI SEC. SCHOOL.  
TEACHER.

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).

2017 - PRINCIPAL OF THE YEAR AWARD - KILIFI COUNTY.

2010 - DISTINGUISHED SERVICE FOR 15 YEARS IN SCHOOL

MANAGEMENT - KENYA SEC. SCHOOLS HANDS ASSOCIATION.

2009 - MOST IMPROVED SCHOOL IN KILIFI DISTRICT.

2003 - 2004 - PASTORAL GUIDANCE & COUNSELLING - LEVEL II.

1996 - BEST IMPROVED SCHOOL IN KILIFI DISTRICT - KCSE.

1993 - COACHING / UMPIRING IN NETBALL - GRADE III.

1992 - FAMILY LIFE EDUCATION COURSE.

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).

N/A.

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).

- HAVE BEEN A MEMBER OF - KENYA SEC. SCHOOL HEADS ASSOCIATION - RETIRED AS THE CHAIRPERSON FOR KILIFI NORTH-SUB-COUNTY.

- A MEMBER OF THE ACIC - ST THOMAS CHURCH. MOTHERS UNION.

- CHURCH TREASURER - ACIC - ST THOMAS - KILIFI. 2012 - 2018.

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.

N/A.

(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.

N/A.

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.

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(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

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

No

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

No

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

NONE

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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).

2020 - SALARY - 585,395/=

2020 - FARMING - 360,000/=

2021 - PENSION - 392,000/=

2021 - COMPSONE TRSC - 4,000,000/=

2021 - FARMING - 210,000/=

2021 - BUSINESS - 2,600,000/=

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).

YES.

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

22 MILLION KENYA SHILLINGS.

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.

N/A.

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

IF THERE WILL BE ANY POTENTIAL CONFLICT OF INTEREST, I WILL FOLLOW THE CONSTITUTION

TO RESOLVE THE ISSUE.

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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).

- I DEVOT 10% OF MY TIME TO LOOK FOR BRIGHT & MEGGY STUDENTS TO BE SPONSORED BY NORTHERN MAGIC FUND, WERE FEES ARE PAID FOR FOUR YEARS - CANADIAN ORGANIZATION  
- IN CHURCH WE BOUGHT DOORS AND CHAIRS - WORTH KSH. 50,000 IN 2018.

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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.

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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.

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

I HAVE NO OBJECTION.

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31. References:

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

1. BISHOP JAMES K. ZIRO - HSC. RETIRED CHIEF PRINCIPAL  
BISHOP DEFA CHURCHES IN KENYA.  
BOX. 256-80108 - KILIFI.  
CELL PHONE - 0713320084. EMAIL - Jameskukindziro@gmail.com
2. DR. ROSE OBIAG - UNIVERSITY OF NAIROBI.  
DEPARTMENT OF EDUCATION ADMINISTRATION.  
P.O. BOX 301979 - NAIROBI.  
CELL PHONE - 0722846924 - Email: roseobae@gmail.com.
3. D.L. OLE KEIS - MANAGING DIRECTOR/CHIEF  
EXECUTIVE OFFICER. SCHOOL EQUIPMENT PRODUCTION  
UNIT.  
P.O. BOX. 25140 - 00603 - NAIROBI.  
CELL PHONE: 0722657986/0724204601  
Email: olekeis@schickson@gmail.com.

# REPUBLIC OF KENYA



## KENYA NATIONAL ASSEMBLY COMMITTEE ON APPOINTMENTS CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR APPOINTMENT TO PUBLIC OFFICE BY PARLIAMENT QUESTIONNAIRE

### Notes:

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

1. **Name:** (State full name) *Sharon Jelagat Kisire*
2. **Position:** (State office to which you have been nominated). *Commissioner, TSC*
3. **Sex:** *Female*
4. **Date of Birth:** (State year and place of birth) *16.8.1969, Ainabkoi, Elgeyo Marakwet.*
5. **Marital Status:** *Married*
6. **Daytime phone number:** *0722760025*
7. **Mobile phone number:** *0722760025*
8. **Email Address:** *kisire@me.com*
9. **ID Number:** *9959432*

10. **PIN Number:** A001742099D

11. **Nationality:** Kenyan

12. **Postal Address:** 74380, 00200

13. **Town/City:** Nairobi

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

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).

i. *PhD student at Strathmore University*

ii. *Master of Arts, Sociology, Kenyatta University, Master's degree awarded in 2000*

iii. *Bachelor of Arts degree, Kenyatta University, Bachelor's degree awarded in 1993*

iv. *Diploma in Human Resources Management, Kenya Institute of Management, Diploma awarded in 2000*

v. *Certified Secretary, KASNEB examinations, 2004*

vi. *Diploma in Executive Leadership Coaching, IFC, 2021 May*

16. **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)

|    | <i>Institution Name</i>         | <i>Role title</i>                              | <i>From</i>      | <i>To</i>        |
|----|---------------------------------|------------------------------------------------|------------------|------------------|
| 1  | <i>HR Powerhouse Ltd</i>        | <i>Lead Consultant</i>                         | <i>1.9.2019</i>  | <i>Current</i>   |
| 2  | <i>Kenya Pipeline Company</i>   | <i>General Manager HR &amp; Administration</i> | <i>3.8.2016</i>  | <i>2.8.2019</i>  |
| 3  | <i>HR Powerhouse Ltd</i>        | <i>Lead Consultant</i>                         | <i>1.9.2013</i>  | <i>2.8.2016</i>  |
| 4  | <i>Safaricom Ltd</i>            | <i>Director HR</i>                             | <i>1.10.2012</i> | <i>30.8.2016</i> |
| 5  | <i>Kenya Wildlife Service</i>   | <i>Head Human Capital</i>                      | <i>2.3.2006</i>  | <i>30.9.2016</i> |
| 6  | <i>National Oil Corporation</i> | <i>HR &amp; Admin Manager</i>                  | <i>1.4.2004</i>  | <i>1.2.2006</i>  |
| 7  | <i>The Mater Hospital</i>       | <i>HR Officer</i>                              | <i>1.4.2001</i>  | <i>30.3.2006</i> |
| 8  | <i>ICS</i>                      | <i>Administration Officer</i>                  | <i>02.1.1999</i> | <i>30.3.2001</i> |
| 9  | <i>SWIPCO S.A.</i>              | <i>Price analyst</i>                           | <i>Oct. 1998</i> | <i>Dec 1998</i>  |
| 10 | <i>Probation Department</i>     | <i>Probation Officer I</i>                     | <i>June 1994</i> | <i>Sept 1998</i> |

17. **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).

|    | <b>Awards</b>                                                | <b>Institution awarding</b>   | <b>Year</b> |
|----|--------------------------------------------------------------|-------------------------------|-------------|
| 1  | (KWS), 2 <sup>nd</sup> runner up, Human Resources Management | Kenya Institute of Management | COYA 2011   |
| 2  | (KWS) of 1 <sup>st</sup> place, Human Resources Management   | Kenya Institute of Management | COYA 2010   |
| 3  | 1 <sup>st</sup> Runners up, COYA Manager of the Year         | Kenya Institute of Management | 2009        |
| 4  | Head of State Commendation (HSC)                             | The President of Kenya        | 2009        |
| 5  | Manager of the Year                                          | Kenya Wildlife Service        | 2008        |
| 6  | Statistics paper - CPS                                       | KASNEB                        | 2003        |
| 7  | CPS section 4                                                | KASNEB                        | 2003        |
| 8  | Communications and report writing paper- CPS                 | KASNEB                        | 2002        |
| 9  | Office management paper- CPS                                 | KASNEB                        | 2002        |
| 10 | CPS section 2                                                | KASNEB                        | 2002        |
| 11 | Most organized employee of the year (ICS Ltd, 2000)          | ICS ltd                       | 2002        |

18. **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).

*See below*

19. **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).

|   | <b><i>Institution</i></b>                   | <b><i>Date admitted</i></b> | <b><i>Registration Number</i></b> |
|---|---------------------------------------------|-----------------------------|-----------------------------------|
| 1 | <i>Institute of Human Resources Manager</i> | 2005                        | 00950                             |
| 2 | <i>Kenya Institute of Management</i>        |                             | M42039                            |
| 3 | <i>Institute of Certified Secretaries</i>   | 29/7/2009                   | R/CPSB/2223                       |

**20. 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.

|   | <i>Title</i>                                         | <i>Institution published</i>           | <i>Year</i> |
|---|------------------------------------------------------|----------------------------------------|-------------|
| 1 | <i>African Women Devotional Bible</i>                | <i>Bible Societies of Africa</i>       | 2020        |
| 2 | <i>HRM 200: Human Resources Development</i>          | <i>Management University of Africa</i> | 2014        |
| 3 | <i>BML 201: Organizational Behavior</i>              | <i>Management University of Africa</i> | 2014        |
| 4 | <i>Simple Revision Guide Human Resources</i>         | <i>Self</i>                            | 2016        |
| 5 | <i>Simple Revision Guide Organizational Behavior</i> | <i>Self</i>                            | 2016        |
| 6 | <i>Motivational Calendar</i>                         | <i>Self</i>                            | 2009        |
| 7 | <i>Look Good, Feel Great, Live Purposefully</i>      | <i>Self</i>                            | 2009        |
| 8 | <i>Do it my way</i>                                  | <i>Self</i>                            | 2011        |

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

*N/A*

**21. 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.

*Chairperson, HR Management Professional Examinations Board, appointed w.e.f. 2019 November.*

(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*

22. **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.).

- i. *Sale of my books indicated above (a few copies left and currently reviewing them)*
- ii. *Sale of two books: one currently with printers: (Interview Etiquette) and one I am currently working on: (Managing God's way)*

23. **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).

- i. *Church services where I am a leader in several layers of my Church: Africa Inland Church. These are on voluntary basis.*
- ii. *I have established an Association called "Christian Women in Leadership" that is also on volunteer basis. Currently pursuing registration.*

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

|   |                       | <i>January – December 2020</i> | <i>January – July 2021</i> |
|---|-----------------------|--------------------------------|----------------------------|
| 1 | <i>Board meetings</i> | <i>845,900</i>                 | <i>453,000</i>             |
| 2 | <i>HR Consultancy</i> | <i>Kshs 5,335,603</i>          | <i>2,814,997</i>           |
| 3 | <i>Trainings</i>      | <i>Kshs30,000</i>              | <i>Kshs 110,000</i>        |

25. **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*

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

*Kshs 80,251,295.*

**27. 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.

*Preference will be given to the Commission.*

**28. 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. I run tow programmes on radio: Africa Inland Church channels: every Saturday from 5pm. to 6pm., a youth programme on Bibilia Husema and every Monday, 7 a.m. – 8a.m. a programme called “Christians and in the Market place” on Truth FM. These have been running since March 2020.*
- ii. I was part of a team of women from Africa who developed the African Women Devotional Bible which was launched in Nairobi this month.*
- iii. Motivational talks twice a year to Girls schools in Baringo County. I and a group of friends, spend Friday through to Sunday in a selected school. these have however reduced since the advent of Covid 19.*
- iv. Service to church where I serve in several committees and been involved in the development of HR instruments and strategic plan for my church*
- v. I offer a lot of motivation talks to different groups, schools, churches, universities etc.*
- vi. Our family donated an acre for a church at our home.*

**29. 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*

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

*No*

31. Have you any objection to the making of enquiries with your present employer/referees during consideration of your nomination?

*No*

**32. References:**

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

*Joachim Westerveld (Reported to him for HR Consultancy at Highlands Drinks Company)*

*Chief Executive Officer*

*Highlands Drinks Company*

*Nyeri.*

*Tel 0727598727*

*Julius Kipng'etich (Reported to him at KWS)*

*Regional Chief Executive Officer*

*Jubilee Holdings*

*NAIROBI*

*Tel 0722411291*

*Mary K. Mukindia (Reported to her at NOCK)*

*Former Managing Director*

*National Oil Corporation of Kenya*

*Tel: 0722203674*

# REPUBLIC OF KENYA



## KENYA NATIONAL ASSEMBLY COMMITTEE ON APPOINTMENTS CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR APPOINTMENT TO PUBLIC OFFICE BY PARLIAMENT QUESTIONNAIRE

### Notes:

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

1. **Name:** (State full name)  
Anneceta Gacheri Wafukho
2. **Position:** (State office to which you have been nominated).  
Member, Teachers Service Commission
3. **Sex:** Female
4. **Date of Birth:** (State year and place of birth)  
5<sup>th</sup> September 1977
5. **Marital Status:** Married
6. **Daytime phone number:** 0720393945
7. **Mobile phone number:** 0720393945
8. **Email Address:** ganneceta183@gmail.com

9. **ID Number:** 20096763
10. **PIN Number:** A003423624I
11. **Nationality:** Kenyan
12. **Postal Address:**2768-00200 Nairobi
13. **Town/City:** Nairobi
14. **Knowledge of Languages:** (Specify Languages): Kiswahili and English
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).

- (i) 2017-2019 - Master of Education (Education Planning), University of Nairobi
- (ii) 2008-2010 - Master in Business Administration (Strategic Management), University of Nairobi
- (iii) 1997 - 2001 – Bachelor of Education (Economics and Commerce), University of Nairobi

**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)

Parliament of 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).

University of Nairobi College of Education and External Studies, UON Graduate School Scholarship, Master in Education, 2017

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).

Not Applicable

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).

Not Applicable

**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.

1. 2018: Enhancing Learning Outcomes for Sustainable Development. *University of Nairobi, Journal of Education*
2. 2018: Basic Education Delivery in Kenya: Examining the Challenges and Opportunities. *Parliamentary Research Services*
3. 2018: Examining the factors that hinder special needs learners' transition from primary to secondary levels of education, *Parliamentary Research Services*
4. 2016: Tackling High Maternity Deaths in Kenya. *African Institute for Development Policy (AFIDEP)*
5. 2016: Public participation in the legislative process. *Parliamentary Research Services*

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

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

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

- (i) February 2020 to date – Parliament of Kenya, Parliamentary Training Officer, Permanent and Pensionable
- (ii) 2014 – January 2020, Parliament of Kenya, Legislative Policy Analyst, Permanent and Pensionable
- (iii) 2003-2007, Gatanga High School, Graduate Teacher, Permanent and Pensionable

(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.

Not Applicable

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

No

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

No

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

None

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

No

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

2020 Salary – 3,067,200.00

2021 Salary – 1,789,200.00

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).

Yes

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

Kshs. 23 Million

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.

None

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

1. I shall declare conflict of interest in line with the Teachers Service Commission Act,2012, Second Schedule

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).

- (i) I provide mentorship to students transitioning from class eight to form one
- (ii) I have supported over twenty needy children with school/university fees worth Ksh.500,000
- (iii) I have donated balls to various football clubs worth Ksh.100,000

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?

I have no objection

31. **References:**

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

Mr. Clement Nyandiere  
Director General, Parliamentary Joint Services  
Parliament of Kenya  
Tel. 020-2848000  
Nairobi

Prof. Nyokabi Kamau  
Executive Director, Centre for Parliamentary Studies and Training  
Parliament of Kenya  
Tel. 020-2848000  
Nairobi

Dr. George Wakah  
Director, Administration and Corporate Affairs,  
Centre for Parliamentary Studies and Training  
Parliament of Kenya  
Tel. 020-2848000  
Nairobi



**KENYA NATIONAL ASSEMBLY  
COMMITTEE ON APPOINTMENTS  
CRITERIA FOR VETTING/APPROVAL OF NOMINEES FOR  
APPOINTMENT TO PUBLIC OFFICE BY PARLIAMENT  
QUESTIONNAIRE**

**Notes:**

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

1. **Name:**(State full name) *SALESA ADANO ABUDO*
2. **Position:** (State office to which you have been nominated).  
*COMMISSION MEMBER, TEACHERS SERVICE COMMISSION*
3. **Sex : Male Date of Birth:** (State year and place of birth) *1962, MAIKONA (MARSABIT COUNTY)*
4. **Marital Status:** *Married*
5. **Daytime phone number:** 0722814413
6. **Mobile phone number:** 0722814413
7. **Email Address:** s.adano@yahoo.com
8. **ID Number:** 0592033
9. **PIN Number:** A001451771M
10. **Nationality:** KENYAN
11. **Postal Address:** *P. O. Box 1557 KITUI*
12. **Town/City:** KITUI
13. **Knowledge of Languages:** (Specify Languages):*English, Swahili, Gabra*

14. **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).

- *Masters in International Education Management, University of Leeds, United Kingdom, 2000*
- *Bachelor of Education (Arts), Kenyatta University, Kenya, 1994*
- *Primary Teacher Training, Kaimosi Teachers Training College, Kaimosi, Kenya, 1985*
- *Kenya Advanced Certificate of Education (A Level), 1989, 2 Principles, 2 Subsidiary*
- *Kenya Certificate of Education (O Level), 1981*
- *Certificate of Primary Education (CPE), 1977*

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

- *Deputy Director of Education, Senior Assistant Director/County Director of Education (Laikipia, Nanyuki, Meru, Nyeri and Kitui Counties) – 2012 to date*
- *Assistant Director/District Education Officer – Laikipia East District, Nanyuki and Mwingi District, Kitui County – 2008 to 2011*
- *District Education Officer, Bungoma 2005-2007*
- *Program Officer, Pastoralist Desk, Ministry of Education Headquarters, Nairobi – 2003 to 2005*
- *District Education Officer, Isiolo and Marsabit Districts – 1995-2003*
- *Deputy District Officer, Marsabit 1994-1995*
- *Tutor, Meru Teachers College, Meru 1993*
- *Headmaster and Teacher, various schools -1984-1992*

**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).

*Government of Kenya Scholarship to the University of Leeds in the United Kingdom to pursue Masters in International Education Management*

15. **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).

*None*

16. **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*

**17. 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.

*None*

(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.

**18. 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

*None*

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

*None*

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

*No*

**19. 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 benefits on retirement*

**20. 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*

**21. 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 Ksh 3,555,310*

*Income from sale of Livestock and livestock products Kshs 3,000,000*

**22. 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).

*I am fully tax compliant*

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

*My net worth is Kshs. Approx Kshs. 60 million. Comprising of pieces of land, residential house, cattle, camel, sheep and goats*

24. **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.

*I have no anticipated financial or other arrangements likely to present potential conflicts-of-interest if appointed to the position of Member of the teachers Service Commission.*

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

*If any arises, I will take reasonable steps to avoid any conflict of interest, real, apparent or potential in connection with the public official's engagement; disclose details of any private interest and I shall not make a decision or participate in making a decision relating to the exercise of an official power, when I know that, in the making of the decision, I would be in a conflict of interest.*

25. **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).

*Paying school fees for bright and needy students  
Paying hospital bills for the vulnerable members of the community*

26. 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.

*Falsely accused by Independent Electoral and Boundaries Commission in 2017 for election irregularities, was charged in Isiolo court, and was acquitted under section 210 of the Criminal Procedure for lack of evidence. The matter was later withdrawn by the director of public prosecution in 2018.*

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

*No*

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

*No*

**29. References:**

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

*Dr. Roba Dub Sharamo*  
*National Cohesion and Integration Commission*  
*Tel 0726321936*

*Prof. Dulach G Barako*  
*Assistant Director, Central Bank of Kenya*  
*Tel. 0722694936*

*Nereah Olick*  
*Director, Primary*  
*Ministry of Education*  
*0725871877*

# Annexure IX

Copies of Nominees Curriculum Vitae

# CURRICULUM VITAE

**Dr. Anyang Nicodemus Ojuma**

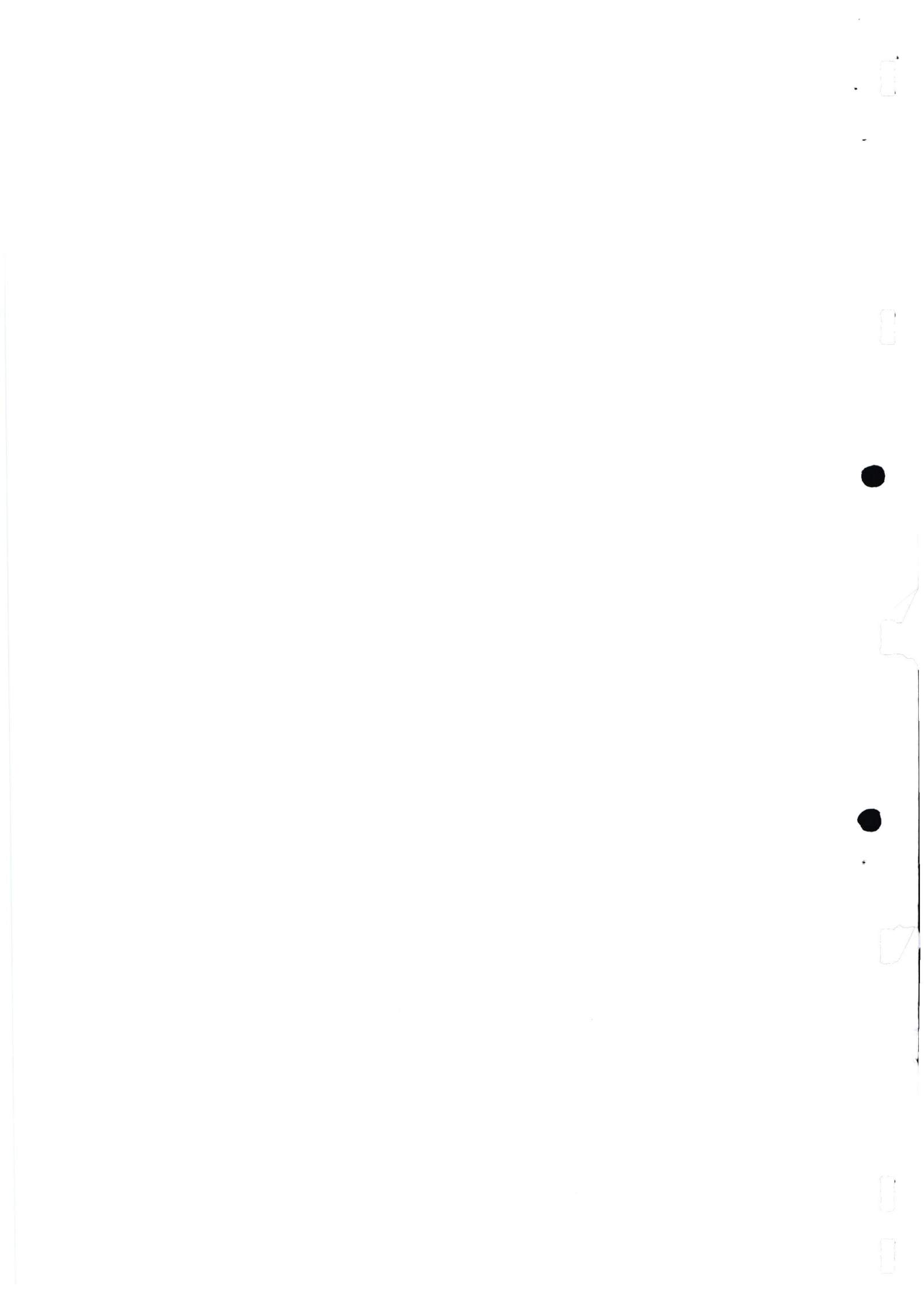
P. O. Box 195-50408, Kamuriai, Busia County, Kenya

Cell Phone +254725140537/+254733758040, E-mail dranyangno@gmail.com

**PERSONAL DETAILS: -**

|                  |   |                                    |
|------------------|---|------------------------------------|
| DATE OF BIRTH    | : | 17 <sup>TH</sup> October 1964      |
| ID NUMBER        | : | 665248                             |
| GENDER           | : | Male                               |
| MARITAL STATUS   | : | Married                            |
| PRESENT EMPLOYER | : | Public Service Commission of Kenya |

|                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|--------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Career Objectives</b>             | To secure an opportunity to serve society by handling critical aspects of education, knowledge transfers and all round development initiatives engaging my knowledgeable mind, administrative skills, decision making skills, drive and zeal. To build a robust mass of empowered people through development of relevant educational policy for poverty alleviation and suitable sustainable livelihoods.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Competencies and Achievements</b> | <p>A sharp creative mind, with ability to handle and deal with pertinent education and socio-economic issues with utmost sobriety.</p> <p>A demonstrable capacity to steer educational development and effect positive educational change. ability to set and prioritize and achieve targets.</p> <p>A polished education policy developer. An energetic, dynamic, flexible, team player, who is self-motivated. Initiates and drives, change. An excellent communicator and capacity builder</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Educational Background</b>        | <p>2006 -2012: Moi University - <b>PhD in Education (Administration)</b></p> <p>2001 – 2003: Kenyatta University -<b>Masters in Education –Administration &amp; Planning</b></p> <p>1987 –1990: Kenyatta University -<b>Bachelors in Education -Upper Second Class Honour</b></p> <p>1985 – 1986: Kiserian Seminary-<b>Kenya Advanced Certificate of Education</b></p> <p>1981 -1984: Nambale High School <b>Kenya Certificate of Education (KCE)</b></p> <p>1974 – 1980: Kamolo Primary School <b>Certificate Primary Education (C.P.E.)</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Work Experience</b>               | <p><b>2019 Sep to Date: Deputy Director of Education State Department of Early Learning and Basic Education</b><br/>                 Directorate of Field Coordination and Co curriculum Activities.<br/>                 Member of The Secretariat for The Taskforce On Enhancing Access Relevance Transition Equity and Quality for Effective Curriculum Reforms Implementation</p> <p>2019 to 2019      <b>County Director of Education- Nyamira County</b></p> <p>2017-2018      <b>County Director of Education- Uasin Gishu County</b></p> <p>2015- 2016      <b>County Director of Education- Nandi County</b></p> <p>2012-2015      <b>County Director of Education - Turkana County</b></p> <p>2011 -2012      <b>District Education Officer- Imenti North District.</b></p> <p>2008 – 2011      <b>District Education Officer (DEO) - Keiyo District</b></p> <p>2007 – 2008      <b>District Education Officer (DEO) - Kisumu West District</b></p> <p>2003 – 2007      <b>Principal Moding High School</b></p> <p>1997 – 2003      <b>Kaliwa Secondary School - Founding Principal Secretary BOG</b></p> <p>1996 – 1997      <b>Acting Deputy, Principal- Kamuriai Secondary School</b></p> <p>1993 – 1995      <b>Head of Department languages / Teacher - Banja Secondary School</b></p> <p>1994 – 1995      <b>Teacher Kabimoi High School- Subject Teacher – English</b></p> <p>1990 – 1993      <b>Kathiani High School - Subject Teacher – English</b></p> |
| <b>Part Time University Teaching</b> | <p>2019-To Date:      <b>Part time lecturer Mount Kenya University &amp; Kisii Campus</b></p> <p>2013 – To 2017      <b>Africa Nazarene University: School of Edu. Teaching Practice</b><br/>                 Teaching and Assessment of Undergraduate Students on</p> <p>2012 – To 2016      <b>Mt Kenya University: School of Education</b><br/>                 Supervising postgraduate students- Lodwar Campus</p> <p>2011 – To 2017      <b>Mt. Kenya University School of Education- Lodwar Campus</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |



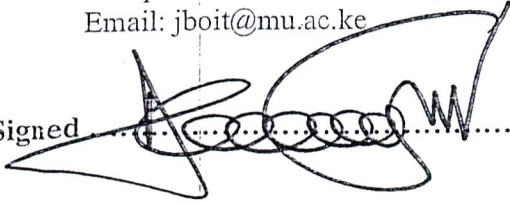
|                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Other Publications/Academic Contributions</p>         | <p>2018: Cited by Center for Mathematics, Science and Technology Education in Africa (CEMASTE A) as having Acknowledged the role of the Center in Enhancing Science and Technology Teacher Skills. (Press Feature by Joe Ombuor) The Standard Newspaper 14<sup>th</sup> May 2018</p> <p>2014: Acknowledged by Transparency International Kenya for having supported a study: <i>Corruption Risk Assessment of the Education Sector in Turkana County</i> July 2014</p> <p>2006: Published A number of Education articles in Standard Education: East African, Standard Education pull out: Nov 15<sup>th</sup> 2006 pg.11: Nov 1<sup>st</sup> 2006:pg11 Nov 22<sup>nd</sup> 2006 pg.12</p> <p>2002: Reviewed: Voices from the Mountain -Oral Testimonies, From Mt. Elgon. PANOS</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <p>Meritorious Awards/Recognitions/Appreciation</p>      | <p>2018 Appreciation from Chairman of Council, Kibabii University for Commitment to Building Strong and Prosperous Institution during Tenure as Member of Council</p> <p>2017 Officiated the Opening Ceremony of Kenya Center of Academicians and Diverse Oriented Research Career and Talent Exposure Program, Season 17 at SOS Children Village, Eldoret (KCADOR)</p> <p>2016 Appreciation from the Director General of Education for Personal Initiative to Mobilize Resources and County Project Teams to ensure Successful Rollout of EGM Training August/September 2019.</p> <p>2016 Invited to Officiate During Opening Ceremony of SMASE National Inset 2016 at CEMASTE A, Karen, Kenya.</p> <p>2005 Certificate of Commendation from Pan African Mentoring and Learning Organization (PAMLO) for organizing PAMLO Examination in 2005</p> <p>2005 Certificate of merit from the Board of Governors Moding High School for Achieving the most improved results in English subject in 2004</p> <p>2004 Certificate of recognition from the Kenya Secondary School Heads' Association for successful completion of Term as Chairman academic committee Teso District.</p> <p>2001 Certificate of merit from Board of Governors St. Jacob's Kaliwa secondary school for being a responsible principal in 2001.</p> <p>1996 Certificate of merit awarded by Teso District Music Committee for meritorious performance as trainer Verse Speaking.</p> <p>1991 Certificate of Merit awarded by Kenya Music National Committee under the patronage of His Excellency Hon. Doctor Daniel T. Arap Moi C.G.H MP and President of the Republic of Kenya for meritorious performance in training class 1014 J</p> |
| <p>Contribution and Service to Community and Nation.</p> | <p>19<sup>th</sup> March 2019 to Date Member of the Board of Management St. Peters Katanyu Secondary School.</p> <p>4<sup>th</sup> September 2015 to Date. Member of the Board of Management St. Augustine Kamolo Secondary</p> <p>4<sup>th</sup> September 2015 to Date. Member of the Board of Management St Thomas Amagoro Girls Secondary School.</p> <p>4<sup>th</sup> June 2018 to 31<sup>st</sup> May 2019. Principal Secretary's Representative in the Council of University of Eldoret</p> <p>27<sup>th</sup> July 2013 to 31<sup>st</sup> August 2017. Member of Council, Kibabii University College.</p> <p>2012 to 2015 serving as Member of the Board of Trustees ACK St. Thomas Teachers Training College</p> <p>4<sup>th</sup> June 2018 to 31<sup>st</sup> May 2019. Principal Secretary's Representative in the Council of University of Eldoret</p> <p>2012 to 2015 serving as Member of the Board of Trustees ACK St. Thomas Teachers Training College</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <p>Availability</p>                                      | <p>Ready, willing, and able to undertake an interview, with you within a short notice at your soonest convenience</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |

REFEREES:-

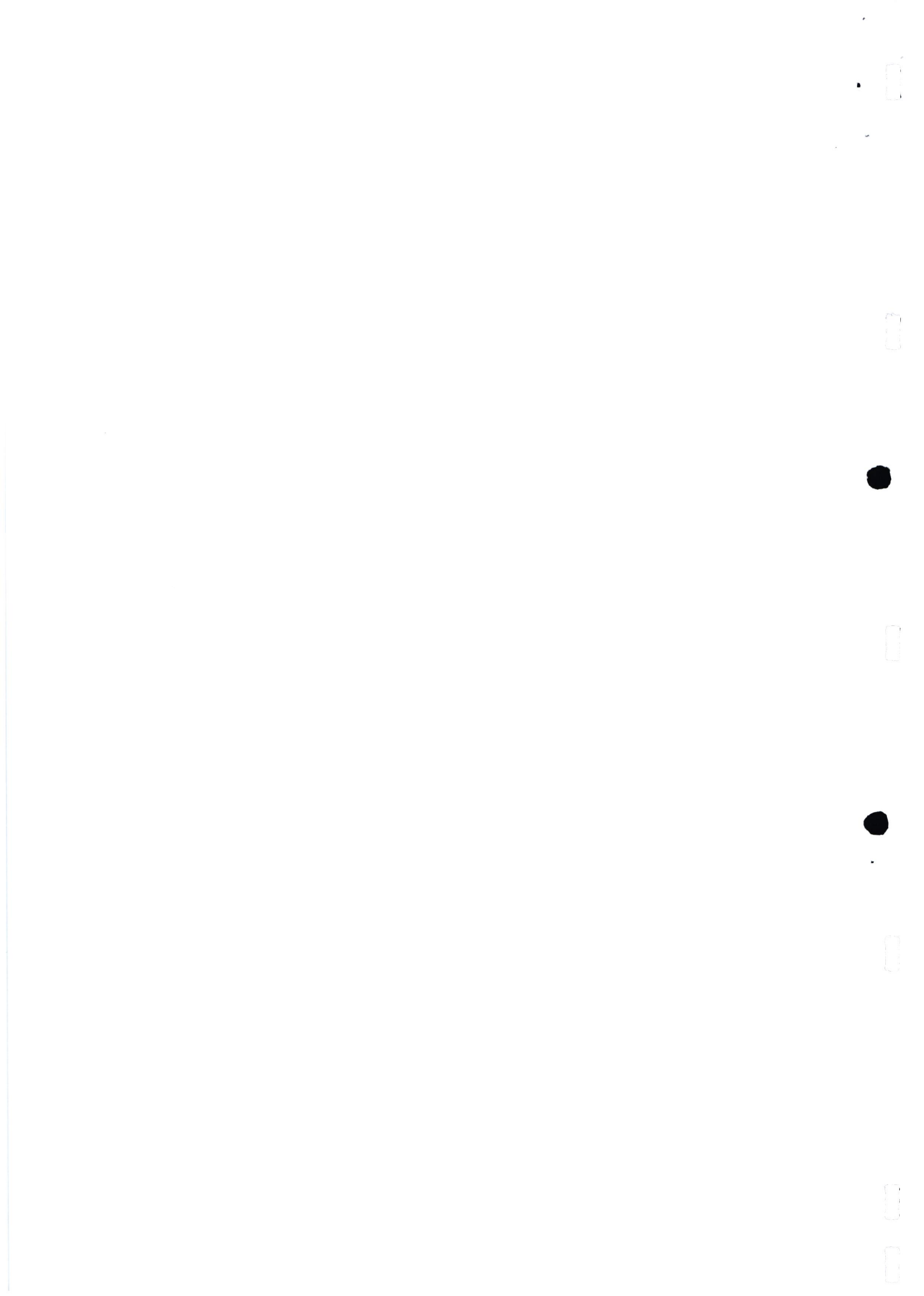
Mr Hassan Duale  
Director Field coordination and cocurriculum Activities  
Ministry of Education  
P O BOX 30040-00100  
NAIROBI  
+254722240248

Prof John Mugun Boit  
School of Arts and Social Sciences, Moi University  
P. O. Box 3900, Eldoret  
Cell phone: +254721625657,  
Email: jboit@mu.ac.ke

Signed .....



Date ..12.7.2021.....



## CURRICULUM VITAE

### PERSONAL DETAILS

Name : Christine Katungulu Kahindi  
Address : P.O.BOX 747, 80108 Kilifi  
Telephone : 0720797501/0733784872  
Date of birth : 1960  
Marital status : Married  
Nationality : Kenyan  
Current designation : Principal

### PROFESSIONAL BACKGROUND

Jan.2012-July 2013 : Kenya Education Management Institute (KEMI) Diploma in Education Management  
April 2008-sep.2010 : University of Nairobi Masters of education in educational administration  
Aug.1999-Oct.2003 : Kenyatta University Bachelors of Education (Arts)  
Sep.1982-july1984 : Siriba Teachers College Diploma in Education Humanities

### ACADEMIC BACKGROUND

1979-1980 : Coast Girls School -KACE Certificate  
1975-1978 : Coast Girls High School -E.A.C.E Certificate  
1972-1974 : Makupa Primary School -C.P.E. Certificate

### ADDITIONAL QUALIFICATIONS

2017 : Principal of the year Award - Kilifi County  
2010 : Certificate of Kenya Schools Heads Association for 15 years of distinguished service in school management  
2009 : Certificate of merit most improved school in Kilifi District  
October 2008: Certificate of Participation -TOT. National Workshop on Institutional Material for secondary schools

April 2004 : Certificate of Pastoral Guidance & Counseling - Level II

December 2003 : Certificate of Pastoral Guidance & Counseling - Level I

2000 June: Certificate of Participation of Kiswahili Teacher's seminar

April 1999: Certificate awarded for participation in newly appointed Head Teachers, Bursars and Accountants Clerk

1996: Certificate of appreciation for the best improved school in the District - Kilifi KCSE Exam Results.

Aug 1994: Certificate of Attendance: Public School Accounts Seminar

June 1993: Certificate of Attendance: Netball Umpiring (Qualified as a Grade III)

June 1987: Certificate of Attendance: Netball Coaching/Umpiring Clinic

April 1992: Attended a course in Family Life Education

### **PROMOTION**

April 2007 to date Promotional from Senior Graduate to principal Graduate job group 'N'

April 2001: Promotional from G.A.T.1 to senior Graduate job group 'M'

Feb 1995: Promotional from A. T. S. II TO G. A. T. 1

Jan 1995: Promotional from A.T.S. to A.T.S. II

Jan 1993- Promotional from S1 to A.T.S

### **WORKING EXPERIENCE**

July 2009 to July 2020 : Katana Ngala Sec, School – Principal – Retired.

May 1994-July 2009 : Majaoni Sec. School - Principal

June 1990- April 1994 : Kilifi Township Sec. School - Teacher

May 1988-May 1990 : Lenana School - Teacher

Jan. 1986 —April 1988 : Kilifi Township Sec, School-Teacher

Aug. 1984-Dec. 1985 : Jaribuni Sec. School-Teacher

## REFEREES

1. Bishop James Kahindi Ziro —HSC  
Retired Chief Principal/Bishop PEFA Churches in Kenya,  
Box 256-80108 Kilifi  
Cell phone: 0713320084.  
Email: Jameskahindiziro@gmail.com.
2. Dr. Rose Obae  
University of Nairobi  
Department of Education Administration  
P.O. Box 301979 - Nairobi  
Cell Phone No.0722846924  
Email: roseobae@gmail.com.
3. D.L. Ole Keis  
Managing Director/Chief Executive Officer  
School Equipment Production UNIT.  
P.O. Box 25140-00603-Nairobi  
Cell Phone No.0722657986/0724204601  
Email: olekeisdickson@gmail.com

## CS SHARON JELAGAT KISIRE, CELC

P.O. BOX 74380-00200, Nairobi

Tel: 0722-760025, Email: [kisire@me.com](mailto:kisire@me.com)

[Sharon.kisire@hrpowerhouse.co.ke](mailto:Sharon.kisire@hrpowerhouse.co.ke)

---

### PROFESSIONAL PROFILE

I am an experienced Organizational behavior and HR Professional with a wealth of knowledge and experience in all aspects of Organizational management. I hold several awards on Excellency in Human Capital Management. I have a wealth of experience in governance matters from the several Board roles I hold. I am motivated when I contribute to the betterment of any human being: seeing them make something positive out of their lives. To this end, I am a motivational speaker having spoken to all cadres and professions.

---

### CAREER ACCOMPLISHMENTS

- Acting in the position of CEO/ Director for short periods for KWS
- Appointed the first woman CPS Chief Examiner for KASNEB with effect from June 2011
- Holder (KWS), 2<sup>nd</sup> runner up, Human Resources Management, COYA 2011
- Participated as a member of Committee of Experts in Police Airwing Reforms in the capacity of a HR expert (2010/1011)
- Holder (KWS) of 1<sup>st</sup> place, Human Resources Management, COYA Award, 2010
- Author: Simple Human Resources Revision Manual 2010, Simple Organizational Behavior Revision Manual 2010, Motivational Calendar and motivational Book (2009)
- 1<sup>st</sup> Runners up, COYA Manager of the Year (2009)
- Recipient of a presidential Award, head of State Commendation (HSC); 2009
- Participated in the formulation and implementation of Public Service HR Strategic Policy manual (2006/2007)
- Manager of the Year KWS, 2008
- KASNEB Award: Statistics paper 2003, CPS section 4- 2003, Communications and report writing paper 2002, office management paper 2002, CPS section 2- 2002.
- Most organized employee of the year (ICS Ltd, 2000)

### KEY COMPETENCIES

- Executive Leadership Coaching
- Governance Auditor / advisor
- Board competencies

- Certified Emotional Intelligence Assessor
- Ability to understand key business issues for organizations.
- Ability to develop and drive organizational strategy.
- Good analytical skills, with the ability to formulate innovative solutions.
- Sound knowledge of HR fundamentals.
- Excellent written and oral communication skills.
- Excellent motivation skills
- Excellent presentation developments skills
- Counselling Skills

### CAREER SUMMARY

| <b>Institution</b>         | <b>Job title</b>                    | <b>Time</b>                     | <b>Key responsibilities</b>                                                    | <b>Key Achievement</b>                                                          |
|----------------------------|-------------------------------------|---------------------------------|--------------------------------------------------------------------------------|---------------------------------------------------------------------------------|
| HR Powerhouse Ltd          | Lead HR Consulting                  | August 2019 to date             | Business development and ensure customer delight                               | Business growth                                                                 |
| Kenya Company Pipeline Ltd | General Manager HR & Administration | August 2016 to July 2019        | Leadership for three departments: Human Resources, Administration and Security | Streamlined HR practices and enhanced ethical HR practices                      |
| HR Powerhouse Ltd          | Lead HR Consulting                  | September 2013 to July 2016     | Business development and ensure customer delight                               | Business growth                                                                 |
| Safaricom Ltd              | Director Resources                  | Oct 2012 – Aug. 2013/ Feb. 2014 | Leadership for the HR and Admin department                                     | Effective training and resourcing                                               |
| Kenya Wildlife Service     | Deputy Director Human Capital       | March 2006-Oct. 2012            |                                                                                | Change management and COYA Awards                                               |
| National Oil Corporation   | HR & Administration Manager         | April 2004-March 2006           | Leadership for the HR and Admin department                                     | Efficient and effective HR processes and successful retrenchment                |
| The Mater Hospital         | Deputy HR Manager                   | April 2001-March 2004           | HR support for the department.                                                 | Establishment of key HR Policies and practices<br>Management representative for |

|  |  |  |  |     |
|--|--|--|--|-----|
|  |  |  |  | QMS |
|--|--|--|--|-----|

### Education Background

|         |                     |                              |
|---------|---------------------|------------------------------|
| Ongoing | Strathmore Nairobi  | Doctorate in Human Resources |
| 2000    | Kenyatta University | Master of Arts, Sociology    |
| 1994    | Kenyatta University | Bachelor of Arts, Sociology  |

---

### Professional Memberships

|       |                                           |
|-------|-------------------------------------------|
| KIM   | Kenya Institute of Management             |
| IHRM  | Institute of Human Resources Management   |
| ICPSK | Institute of Certified Public Secretaries |

### Other responsibilities

- Chairperson, HRM Professionals Examinations Board
- Deputy Council Chair – Scott Christian University
- Member of Council – Africa International University
- Member of the Council HR Committee – St. Paul’s University
- Member of the Board – Enwealth Financial Services Pensions
- Member of the Board – AICCAD
- Founder Member, Christian Women in Leadership

### REFEREES:

Julius Kipng’etich  
Regional Chief Executive Officer, Jubilee Holdings  
Tel 0722411291

Mary K. Mukindia  
Former Managing Director, National Oil Corporation of Kenya  
Tel: 0722203674

Mrs. Janet Gechuki,  
Former Human Resources Manager, The Mater Hospital  
Tel: 0720808274

# ANNCETA G. WAFUKHO

P.O. Box 2768-00200

Cell Phone +254 (720) 393945

Nairobi, Kenya

As a Policy Analyst within the Kenyan Parliament, I have been instrumental in supporting the National Assembly's Committee on Education achieve its mandate on matters of both policy and implementation. Specifically, I have provided research analysis and education policy advice to Members of Parliament on a wide range of emerging educational issues, scrutinized the implementation of education policies, prepared timely background notes on legislative proposals and bills, prepared comparative analysis on proposed policy interventions, and prepared evidence-informed policy briefs to guide Committee Members during their interactions with the Executive to enhance evidence-based decision-making in the legislature.

One of my key accomplishments was undertaking policy analysis on Sessional Paper No. 1 of 2019 on the policy framework for reforming education and training for sustainable development in Kenya. The policy was revised by the Ministry of Education, incorporating my suggested recommendations, which were subsequently approved by Parliament.

Some of my other accomplishments include developing Committee recommendations on inquiries, bills, legislative proposals, petitions, field visits, and engagements with education stakeholders. Some of the reports I developed include: the Inquiry into the Wave of unrest in Term Two in Secondary Schools in Kenya, reports on Curriculum Reforms, the report on the sexual assault of a student of the Moi Girls School Nairobi, the report on the alleged violation of human rights of non-local teachers working in Mandera County, the Petition on Implementation of the Delocalization Policy by the Teachers Service Commission, commentary on the Basic Education (Amendment) Bill, 2016, comments on the Presidential Award Bill, 2017, and comments on the Early Childhood Education Bill, 2014, among others.

Currently, I am serving as a Parliamentary Training Officer in Public Policy and Research at the Centre for Parliamentary Studies and Training (CPST), within the Parliament of Kenya. In this position, I have been instrumental in directly training Members of Parliament, County Assemblies, and legislative staff in developing, analyzing and implementing public policy programmes, developing the CPST Examinations guidelines; developing curriculum for Parliamentary

# ANNCETA G. WAFUKHO

P.O. Box 2768-00200  
Cell Phone +254 (720) 393945  
Nairobi, Kenya

staff's mandatory courses, and development of coordinators guidelines applicable for trainers within the various public bodies and the private sector.

My current role, as well as my previous work experience, have contributed to my acquisition of relevant knowledge, skills, and competencies to continue shaping education, training, and research in the 21<sup>st</sup> Century. These resonate strongly with my passion for the pursuit of inclusive, equitable and quality education that promotes lifelong learning opportunities for all.

Having worked successfully within numerous individual and team-based platforms, my track record exhibits my demonstrable passion for education, my ability to work well within teams, my ability to deliver stellar results in sensitive and high-pressure tasks, and my commitment to uplifting Kenyans through the transformative power of education.

As a Member of the Teachers Service Commission, I will strive to propel Kenya's education sector to a more responsive approach that better balances the unique needs of learners, teachers, administrators, and key stakeholders; in a way that shall comprehensively address their concerns. I firmly believe that through my individual input within the collegiate working environment of the Commission, our nation's education system will rise to even greater heights.

Kindly find enclosed herewith my detailed curriculum vitae, copies of my academic and professional certificates, together with my testimonials, for your consideration in support of my application.

I look forward to your positive response and the opportunity to articulate my suitability for the role of Member of the Teachers Service Commission at an interview.

Thank you for your time and consideration.

Yours Faithfully,



**Annceta G. Wafukho**



## MINISTRY OF EDUCATION

Telegrams: "EDUCATION", Nairobi

Telephone: Nairobi 318581  
Fax No.: 254-2-214287  
E-mail: [es@education.go.ke](mailto:es@education.go.ke)  
When replying please quote

JOGOO HOUSE "B"  
HARAMBEE AVENUE  
P. O. BOX 30040  
**NAIROBI**

**Ref: P/NO.1985104106**

**Date: 16<sup>th</sup> May, 2012**

Mr. Salesa A. Adano, ✓  
District Education officer,  
Laikipia East.

Thro'

The Director, Field and Other Services

*Congratulations  
Forwarded  
D/M/M/2 DEOS  
18-05-2012*

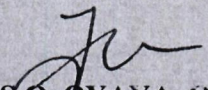
### **RE: DEPLOYMENT AS COUNTY DIRECTOR OF EDUCATION**

It has been decided by the Ministerial Deployment Committee that you be deployed as the County Director of Education for Meru County with immediate effect. The deployment is an interim measure and will be reviewed and aligned to the new devolved structures as required by the Constitution of Kenya (2010).

You should therefore arrange to report to your new station not later than 4<sup>th</sup> June, 2012. You will take over the current DEO's office, Imenti North which now becomes the County Education Office. The DEO Imenti North will occupy the Deputy DEO's office.

You are required to report to the County Commissioner who by a copy of this letter is requested to inform this office the actual date you start performing duties in your new station. Attached find schedule of County Director of Education functions.

I take this opportunity to congratulate and wish you success as the first County Director of Education in Meru.

  
**ENOSO O. OYAYA, OGW**  
**Ag. EDUCATION SECRETARY**

Enc.

Copy to: **DD/HRM**  
**County Commissioner, Meru**





REPUBLIC OF KENYA

MINISTRY OF EDUCATION

Telegrams: "EDUCATION", Nairobi  
Telephone: Nairobi 318581  
Fax No.: 254-2-2214287  
Email: www.education.go.ke

JOGOO HOUSE "B"  
HARAMBEE AVENUE  
P.O. BOX 30040-00100

**NAIROBI**

**Ref: P/NO. 85104106**

**Date: 26<sup>th</sup> April, 2011**

Mr. Selase A. Adano

Thro'

Provincial Director of Education,  
Eastern Province

**RE: RE- REOUTE AFTER TRANSFER**

Following your transfer from Mwingi Central District to Tharaka South District, it has been decided that you be re-routed to Narok North District in Rift Valley in the same capacity. You should therefore arrange to report to your new station immediately and organize for handing over /taking over which should be done not later than 6<sup>th</sup> May, 2011.

By a copy of this latter the PDE Rift Valley is requested to inform this office the actual date when the handing over/taking over exercise is completed.

I wish you all the best in your new station

PROF. GEORGE I. GODIA, EBS  
**EDUCATION SECRETARY**

c.c: PS  
Ag. DD/HRM  
PDE Rift Valley

ISO 9001:2008 CERTIFIED



**MINISTRY OF EDUCATION, SCIENCE AND TECHNOLOGY**

**Telegrams: "EDUCATION", Nairobi**  
**Telephone: Nairobi 318581**  
**When replying please quote**



REPUBLIC OF KENYA

**Jogoo House "B"**  
**Harambee Avenue**  
**P. O. Box 30040**  
**NAIROBI**

**RE: C/78/VOL.XV/315**

**9<sup>th</sup> August, 2005**

✓ **Mr. S.A. Adano**  
**PF. NO. 85104106**

**Thro'**

**Director of Basic Education**

*Forwarded & Congratulations  
my  
DSE 19.8.05*

**RE: APPOINTMENT**

This is to inform you that it has been decided that you be appointed District Education Officer **Bungoma** District.

By a copy of this letter, Provincial Director of Education, Western Province is requested to inform me of the date you assume your new duties.

May I take this opportunity to congratulate you on the appointment and to wish you all the best in your new assignments.

A handwritten signature in black ink, appearing to read 'George I. Godia'.

**PROF. GEORGE I. GODIA**  
**EDUCATION SECRETARY**

**CC. Secretary, Teachers Service Commission**  
**SPPO**  
**PDE – Western Province**

**CONFIDENTIAL**

MINISTRY OF EDUCATION, SCIENCE AND TECHNOLOGY

Telegrams: "EDUCATION", Nairobi  
Telephone: Nairobi 334411  
When replying please quote

Jogoo House "B"  
Harambee Avenue  
P. O. Box 30040  
NAIROBI



REPUBLIC OF KENYA

RE: C/78/XV/160

Date: 3 - 12 - 2004

Mr. Salesa A. Adano  
P/NO.85104106

Thro'

Director, Basic Education

*Forwarded  
my  
15/12/04*

**RE: DEPLOYMENT**

As a consequence of the restructuring process, movement of staff has become necessary so as to provide an ideal framework for examining what staff must achieve strategically in order to create and sustain the Ministry's effectiveness and success.

It has therefore been decided that you be deployed as **Senior Education Officer 1** in the **Directorate of Basic Education** with immediate effect.

The Director Basic Education is requested to inform this office when you report for assignment.

**PROF. GEORGE I. GODIA**  
**EDUCATION SECRETARY**

C.C. SPPO

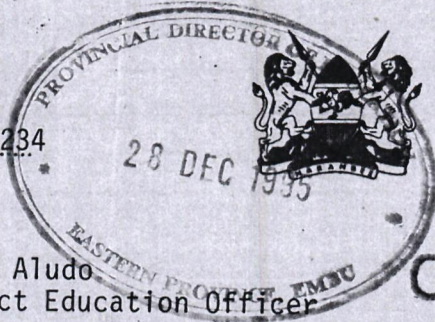
**CONFIDENTIAL**

MINISTRY OF EDUCATION

Telegrams: "EDUCATION", Nairobi  
Telephone: Nairobi 334411  
When replying please quote

JOGOO HOUSE  
HARAMBEE AVENUE  
P.O. Box 30040  
NAIROBI

Ref. No. .... C.78 VOL.III/234  
and date



19th December 1995

Mr. Salesa A. Aludo  
Deputy District Education Officer  
P.O. Box 3  
MARSABIT

CONFIDENTIAL

PERSONNEL FILE  
Mr. Salesa A. Aludo

P.O. Box 3, MARSABIT  
Forwarded for information and necessary  
action please.

Thro'

The Provincial Director of Education  
Eastern Province  
P.O. Box 123  
EMBU

*Haani*  
Provincial Director of Education  
Eastern Province

Date 28/12/95

DEPLOYMENT

I am pleased to inform you that you have been appointed to be District Education Officer, Isiolo with immediate effect.

By copy of this letter, the Provincial Director of Education, Eastern Province, is requested to inform me the exact date you take over, and to supervise the exercise.

I take this opportunity to congratulate you on your new appointment and to wish you good luck and success.

E. N. NJOKA, OGW  
DIRECTOR OF EDUCATION

c.c.

The Permanent Secretary  
Ministry of Education

The Secretary  
Teachers Service Commission  
Private Bag  
NAIROBI

The District Commissioner  
Isiolo District  
P.O. Box 3  
ISILOLO

CONFIDENTIAL

MINISTRY OF EDUCATION

Telegrams: "EDUCATION", Nairobi  
Telephone: Nairobi 334411  
When replying please quote  
Ref. No. .... TSC/192298  
and date



JOGOO HOUSE  
HARAMBEE AVENUE  
P.O. Box 30040  
NAIROBI  
..... 19th July, 1994

Mr. Salesa Adano Adudo

Thro'

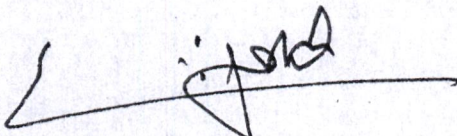
The District Education Officer  
Marsabit District  
P.O. Box 3  
MARSABIT

DEPLOYMENT

This is to inform you that it has been decided to deploy you with immediate effect as Deputy District Education Officer - Marsabit District.

You will shoulder this responsibility along with other duties that the District Education Officer - Marsabit District will assign you.

I wish you good luck and success in your new assignment.

  
E. N. Njoka  
AG. DIRECTOR OF EDUCATION

C.C. The Provincial Education Officer  
Eastern Province  
P.O. Box 123  
EMBU

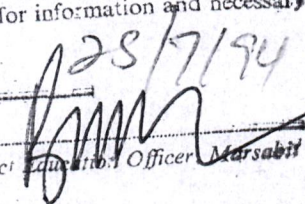
Secretary  
T.S.C  
Private Bag  
NAIROBI

RE: Your letter No. Tsc/192298/60 dated 1st July, 1994.

Tsc/192298/32  
Mr. Salesa Adano Adudo  
P.O. Box 3 Marsabit

Forwarded for information and necessary  
action please.

Date

28/7/94  
  
District Education Officer Marsabit

# TEACHERS SERVICE COMMISSION

Telephone: Nairobi  
331144/5/6/7/8/9 & 331150  
Telegrams: "MWALIMU".  
Nairobi  
When replying please quote



THE BAZAAR  
MOI AVENUE/BIASHARA  
STREET  
PRIVATE BAG  
NAIROBI, KENYA

Ref. N°:  
**TSC/CONF/361/78**  
and date

24<sup>th</sup> April, 2002

Mr. S. Adano,  
District Education Officer,  
Marsabit District,  
P.O. Box 3,  
**MARSABIT**

Dear *Mr Adano,*

## **APPOINTMENT AS AN AGENT OF THE TEACHERS SERVICE COMMISSION IN MARSABIT DISTRICT**

In accordance with the terms of section 4 (1)(b) of the Teachers Service Commission Act (Cap 212 of the Laws of Kenya) and Legal Notice No.95 of 1971, the Teachers Service Commission hereby appoints you as its Agent in your district with effect from the date of your posting letter by the Director of Education for:

- (i) assignment and transfer of teachers in primary schools,
- (ii) the discipline and the interdiction of teachers in primary schools,

This appointment is subject to the conditions that:

- (i) the Commission shall not thereby be prevented from the exercise of any power delegated to you,

# TEACHERS SERVICE COMMISSION

Telephone: Nairobi  
312067/8 &  
312078/89  
&312091/3  
Telegrams:  
"MWALIMU". Nairobi  
When replying please  
quote  
Ref: TSC/CONF/361/226



THE BAZAAR  
MOI  
AVENUE/BIASHARA  
STREET  
PRIVATE BAG  
NAIROBI, KENYA

24<sup>th</sup> January 2007

Salesa Adano,  
District Education Officer,  
Bungoma District,  
P.O. Box 40,  
**BUNGOMA.**

Dear Salesa,

## APPOINTMENT AS AN AGENT OF THE TEACHERS SERVICE COMMISSION IN BUNGOMA DISTRICT

In accordance with the terms of Section 4(1)(b) of the Teachers Service Commission Act (Cap 212 of the Laws of Kenya) and Legal Notice No. 95. of 1971, the Teachers Service Commission hereby appoints you as its agent in your Municipality/District with effect from the date of your posting by the Education Secretary, Ministry of Education.

As an agent you will be required to perform the following duties within your area of jurisdiction: -

- i) Assignment and transfer of teachers in primary schools,
- ii) Identification and deployment of teachers to position of responsibility,
- iii) Discipline of teachers in primary schools and
- iv) Any other related duties that the commission may assign to you from time to time.

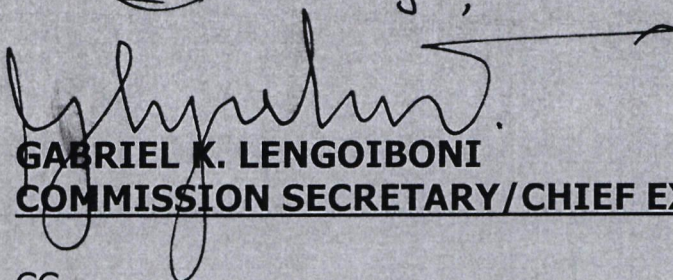
This appointment is subject to the conditions that: -

- i) the Commission shall not thereby be prevented from the exercise of any power delegated to you,
- ii) the Commission may at anytime in writing suspend the delegation of these functions to you.

Please note that every act done and every document executed by you in the proper exercise of any function delegated to you under Section 4(1)(b) of the TSC Act shall have effect and validity as if it were an act done or document executed by the Commission.

This letter will remain valid as long as you are serving as a District Education Officer/Municipal Education officer in any of the Districts/Municipalities.

Yours *Sincerely,*



A handwritten signature in black ink, appearing to read 'Gabriel K. Lengoboni', with a long horizontal stroke extending to the right.

**GABRIEL K. LENGOBONI**  
**COMMISSION SECRETARY/CHIEF EXECUTIVE**

CC.

The Permanent Secretary  
Ministry of Education,

The Education Secretary  
Ministry of Education,

The District Commissioner  
**BUNGOMA.**



**MINISTRY OF EDUCATION  
STATE DEPARTMENT OF BASIC EDUCATION**

Telegrams: "Education", Nairobi  
Telephone: 318581  
Fax No: 254-2-2-214287  
Email: ps@education.go.ke  
www.education.go.ke  
When replying please quote

JOGOO HOUSE "B"  
HARAMBEE AVENUE,  
P.O. Box 30040  
NAIROBI

Ref. No. 1985104106/(157)

12<sup>th</sup> June, 2017

**Mr. Adano Salesa Abudo**

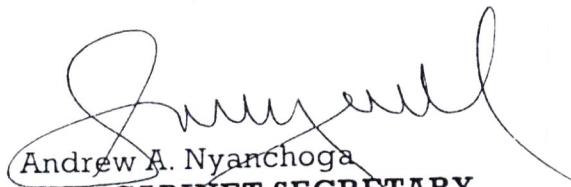
Thro'

**Regional Coordinator of Education**  
Central Region  
**NYERI**

**DEPLOYMENT**

It has been decided that you be posted to Ministry Headquarters Office of the Director General for further deployment with immediate effect. Please make arrangements to report to your new station after handing over on or before 26<sup>th</sup> June 2017.

I take this opportunity to thank you for the excellent service you have rendered in the field and wish you the best of luck in your new station.

  
Andrew A. Nyanchoga  
**FOR: CABINET SECRETARY**

Copy to: **The Director General of Education**  
Ministry Headquarters  
**NAIROBI**

**The Director**  
Field Coordination and  
Co-Curricular Activities  
Ministry Headquarters  
**NAIROBI**



# MINISTRY OF EDUCATION, SCIENCE AND TECHNOLOGY

Telegrams: :SCIENCE TECH', Nairobi  
Telephone: +254 020 318581  
Facsimile: +254 020 2251991

OFFICE OF THE CABINET SECRETARY  
JOGOO HOUSE "B"  
HARAMBEE AVENUE  
P.O. BOX 30040-00100  
NAIROBI, KENYA

Ref: MOE/CTY/26/3(3)

Date: 16<sup>th</sup> December, 2013

**Mr. Salesa Adano,**  
County Director of Education,  
Meru,  
P.O. Box 61,  
MERU.

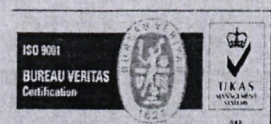
## RE: APPOINTMENT OF COUNTY EDUCATION BOARD - MERU COUNTY

In exercise of the powers conferred on me by Section 20 (1) (b) of the Basic Education Act, 2013, I am pleased to appoint you Secretary of the County Education Board of Meru County.

Your appointment is for a term of three (3) years with effect from **2<sup>nd</sup> January, 2014.**

Please confirm in writing your acceptance of this appointment.

**Prof. Jacob T. Kaimenyi, PhD, FICD, EBS,  
CABINET SECRETARY**





REPUBLIC OF KENYA

MINISTRY OF EDUCATION

Telegrams: "EDUCATION", Nairobi  
Telephone: Nairobi 318581  
Fax No.: 254-2-2214287  
Email: www.education.go.ke

JOGOO HOUSE "B"  
HARAMBEE AVENUE  
P.O. BOX 30040-00100

**NAIROBI**

**Ref: P/No.85104106**

**Date: 16<sup>th</sup> May, 2011**

Mr. Selase A. Adano

Thro'

The Provincial Director of Education,  
Eastern Province,  
EMBU.

**REF: TRANSFER**

Following your transfer from Mwingi Central District to Thakara South District, it has been decided that you be re-routed to Laikipia East District in Rift Valley in the same capacity. You should therefore arrange to report to your new station immediately and organize for handing over/taking over which should be done not later than 27<sup>th</sup> May, 2011.

By a copy of this letter the PDE Rift Valley is requested to inform this office the actual date the handing over/taking over exercise is completed.

I wish you all the best in your new station.

**PROF. GEORGE I. GODIA, EBS  
EDUCATION SECRETARY**

C.C. PS  
Ag. DD/HRM  
PDE Rift Valley Province

ISO 9001:2008 CERTIFIED



CONFIDENTIAL

MINISTRY OF EDUCATION

Telegrams: EDUCATION-NAIROBI  
Telephone: Nairobi 318581  
Fax: 214287



Jogoo House "B"  
Harambee Avenue  
P. O. Box 30040  
NAIROBI

When replying please quote  
Ref. MOE.CONF/G1/39/40

21<sup>st</sup> May 2007

REPUBLIC OF KENYA

Adano Salesa  
PF/NO 85104106

Thro'  
Provincial Director of Education  
Western Province

*Forwarded with best wishes  
and success in your new station  
By Agon 4/6/07.  
Provincial Director of Education  
Western Province*

RE: TRANSFER

Following the decision of the Ministerial Posting Committee, it has been decided that you be transferred to **Mwingi District** with immediate effect. You will hand over your station to Mr. Riungu J. who has been advised in a separate communication.

By a copy of this letter, the Provincial Director of Education **Eastern Province**, is asked to inform me the date you report to your new station.

A handwritten signature in black ink, appearing to read 'H. N. Kimemiah'.

**H. N. KIMEMIAH (MRS),**  
**FOR: PERMANENT SECRETARY**

CC.

- Secretary - TSC
- ES
- PDE -Eastern

CONFIDENTIAL

# MINISTRY OF EDUCATION, SCIENCE & TECHNOLOGY

Telegrams: "EDUCATION", Nairobi

FAX No.

Telephone: 334411

When replying please quote



REPUBLIC OF KENYA

JOGOO HOUSE "B"  
HARAMBEE AVENUE  
P. O. Box 30040  
NAIROBI  
KENYA

Ref.No. C/78/Vol.XI1/131

**CONFIDENTIAL**

April 17, 2003

Mr. S. Adano  
P/No. - 85104106 -  
District Education Officer  
Marsabit District  
P.O. Box 3  
MARSABIT

RE: **DEPLOYMENT**

This is to inform you that it has been decided that you be deployed to the Ministry Headquarters as Senior Education Officer with immediate effect.

By copy of this letter the SDDE/PE is requested to inform me when you report to the station.

This letter cancels the earlier one Ref. C/78/Vol.XII/125 dated 21<sup>st</sup> March 2003.

**NAOMY W. WANGAI (MRS.)**  
**DIRECTOR OF EDUCATION**

c.c.

SPPO

SDDE/PE

The Provincial Director of Education  
Eastern Province  
P.O. Box 123  
EMBU

**CONFIDENTIAL**

**CONFIDENTIAL**

**MINISTRY OF EDUCATION, SCIENCE & TECHNOLOGY**

Telegrams: "EDUCATION", Nairobi

FAX No.  
Telephone: 334411  
When replying please quote



REPUBLIC OF KENYA

JOGOO HOUSE "B"  
HARAMBEE AVENUE  
P. O. Box 30040  
NAIROBI  
KENYA

Ref.No. C/78/Vol.XI1/125

March 21, 2003

Mr. S. Adano  
P/No. - 85104106 - DEO Samburu

Thro'

The Provincial Director of Education  
Rift Valley Province  
P.O. Box 259  
NAKURU

REF P/No. 85104106/2

FOR INFORMATION AND ACTION

*[Signature]*

DATE 25/3/03.

RE: **TRANSFER**

This is to inform you that it has been decided that you be transferred to Marsabit District as District Education Officer with immediate effect.

By copy of this letter the Provincial Director of Education - Eastern Province is requested to inform me when you report to the station.

**CONFIDENTIAL**

*[Signature]*  
**NAOMY W. WANGAI (MRS.)**  
**DIRECTOR OF EDUCATION**

c.c.

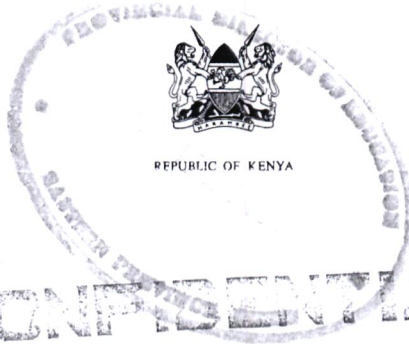
SPPO

The Provincial Director of Education  
Eastern Province  
P.O. Box 259  
NAKURU

# MINISTRY OF EDUCATION, SCIENCE & TECHNOLOGY

Telegrams: "EDUCATION", Nairobi

FAX No.  
Telephone: 334411  
When replying please quote



JOGOO HOUSE "B"  
HARAMBEE AVENUE  
P. O. Box 30040  
NAIROBI  
KENYA

Ref.No. C/78/Vol.XI1/24

January 6, 2003

Mr. Salesa Adano  
P/No. 85104106 - DEO, Marsabit

Thro'

Provincial Director of Education  
Eastern Province  
P.O. Box 123  
EMBU

*Certified true copy of the original my copy.*  
*PEES/CONF/1171/2*  
*Mr. Salesa Adano Ag. SDE/RS*  
*DEO MARSABIT*  
*27/1/03*  
*fl.*  
Date 30.01.03

RE: DEPLOYMENT

This is to inform you that it has been decided that you be deployed as District Education Officer - Samburu District with immediate effect.

By a copy of this letter the Provincial Director of Education - Rift Valley Province is requested to inform me when you report to the station.

**NAOMY W. WANGAI (MRS.)**  
**NAOMY W. WANGAI (MRS.)**  
**DIRECTOR OF EDUCATION**

c.c.

Permanent Secretary

SPPO

The Provincial Director of Education  
Rift Valley Province  
P.O. Box 259  
NAKURU

**CONFIDENTIAL**

**TEACHERS SERVICE COMMISSION**

Telephone 331144/5/6/7/8/9/50

TELEGRAMS "MWALIMU"

CO-OPERATIVE HOUSE  
HAILE SELASSIE AVENUE  
NAIROBI

Ref. TSC/ 192298/54

15/4/1994

✓ Mr./Mrs./Miss SALESIA ODANO ABUDO,  
MAIKONA CATHOLIC MISSION,  
Through, P.O. BOX 10,  
The Principal. MARSABIT.

**POSTING LETTER**

The Teachers Service Commission has directed that you should be posted to...MERU TTC  
to teach BUSINESS EDUCATION with ~~effect from~~ IMMEDIATE EFFECT

Your salary will be K£ ..... p.a. on the scale of K£ ..... p.a. to K£  
..... p.a.

You are required to report to the D.E.O./Headmaster/Headmistress/Principal for assignment  
of duties.

By copy of this letter, the Headmaster/Headmistress/Principal/D.E.O. is requested to inform  
this office the date you report for duty.

  
R. W. KIOKO (MRS)  
for Secretary, Teachers Service  
Commission

cc.  
The D.E.O./Headmaster/Headmistress/Principal

.....  
PRINCIPAL, MERU TTC  
.....

*The Provincial Education Officer*  
.....

TEACHERS SERVICE COMMISSION

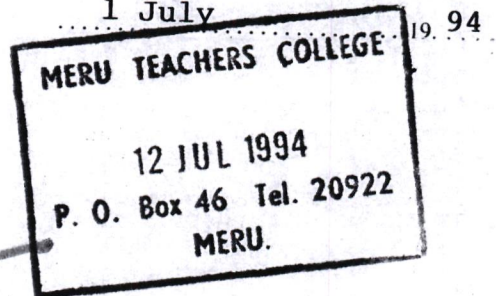
Telephone: Nairobi 331144/5/6/7/8/9 & 331150  
Telegrams: "MWALIMU", Nairobi  
When replying please quote

Ref. No. **TSC/192298/60**  
and date



CO-OPERATIVE HOUSE  
HAILE SELASSIE AVENUE  
PRIVATE BAG  
NAIROBI, KENYA

1 July



Mr. Salesa Adano Abuto

Thro'

The Principal,  
Meru Teachers College,  
P.O. Box 46  
MERU

FORWARDED

*Principal*

*12-7-94*

TRANSFER

It has been decided that you be transferred from Meru Teachers College and be posted to the Ministry of Education with immediate effect.

You are required to hand-over your responsibilities at the Meru Teachers College and when you are released by the Principal, you should report to the Director of Education for further instructions on your deployment.

*J. Kang'ali*  
J. KANG'ALI  
SECRETARY  
TEACHERS SERVICE COMMISSION

C.C.

The Permanent Secretary  
Ministry of Education  
P.O. Box 30040  
NAIROBI.

9

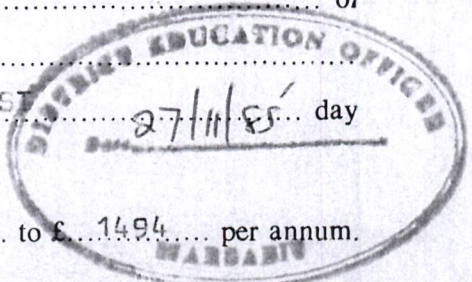
THE TEACHERS SERVICE COMMISSION

ORIGINAL  
DUPLICATE  
TRIPPLICATE

LETTER OF PERMANENT APPOINTMENT  
LETTER OF APPOINTMENT

REGISTRATION No. 192298

THIS AGREEMENT is made between the Teachers Service Commission and  
(full name) ABUDO ADANO SELESSA of  
(address) THRO!..D..E..O..3, MARSABIT  
(hereinafter called the teacher) with effect from the 15<sup>th</sup> day  
of MAY, 1985 on the following terms:



1. Salary £ 864 per annum in the scale £ 864 to £ 1494 per annum.  
Grade P1 (ON PROBATION)
2. Status under the Pensions Act (Cap. 189) on confirmation in service after completion of probation (if any) PERMANENT AND PENSIONABLE
3. During any period of probation, employment may be terminated by either party giving to the other one month's notice in writing, or by paying to the other an amount equal to one month's salary in lieu of notice.
4. After the completion of any period of probation, this agreement may be terminated by either party giving to the other party three months' notice in writing or by paying to the other party an amount equal to one month's salary in lieu of notice.
5. A condition of employment is readiness to serve anywhere in Kenya in any school in which the teacher is qualified to teach.
6. Employment is subject to the Code of Regulations compiled and published by the Teachers Service Commission under section 6 of the Teachers Service Commission Act 1966 (No. 2 of 1967), and to any amendment of such Code which may be made from time to time.
7. Incremental date is 1st January.

Date 10-12-85

Signed [Signature] The Teacher

Date 16/11/85

Signed J. G. MUGUIMI for The Teachers Service Commission

SIGNED COPIES:

- The Teachers Service Commission (2).
- Teacher (1).



## MINISTRY OF EDUCATION, SCIENCE AND TECHNOLOGY

Telegrams: "EDUCATION", Nairobi

Telephone: Nairobi 334411

Fax: 215287

E-mail: [edmu@todays.co.ke](mailto:edmu@todays.co.ke)

When replying please quote

Ref. No. .... **D10/26/124**

THE PERMANENT SECRETARY

JOGOO HOUSE "B"

HARAMBEE AVENUE

P.O. Box 30040-00100

NAIROBI

30<sup>th</sup> August, ..... 2004 20.....

**Mr S. Adano**

Thro'

D.E. *Inwanced Nm 1/9/04*

Thro'

SDDE/PE *[Signature]*

**RE: APPOINTMENT TO THE TECHNICAL AND PLANNING COMMITTEE AND DEPUTY PROJECT COORDINATOR FOR THE "GOK/USAID FREE PRIMARY EDUCATION SUPPORT PROGRAMME: IMPROVEMENT OF PHYSICAL FACILITIES IN NORTH EASTERN PROVINCE"**

The Government of Kenya has negotiated with the USAID for a grant to finance the above named project.

The sector goal of the project is to contribute to the improvement of access to quality, affordable, and relevant education and training services. The project's **specific objectives** are:

- (a) To undertake a needs assessment of classroom, toilet, water and special needs facilities of existing primary schools and surrounding target school community population
- (b) To sensitize and mobilize communities on education development activities in support of free primary education

(c) To rehabilitate existing physical facilities so as to improve the learning environment of the disadvantaged communities

(d) To construct physical facilities in prioritized needy areas in order to increase access and retention

(e) To mobilize resources and provide a platform for dialogue and sharing of experience towards improving provision of quality and accelerated learning within the marginalized population

**A Technical and Planning Committee has been constituted to:**

(a) Develop training programmes and modules for the district teams, school committees, PTAs and communities

(b) Establish the district project teams

(c) Develop selection criteria for project schools

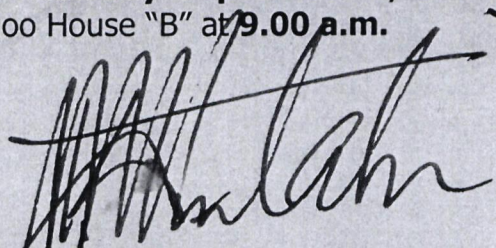
(d) Develop work plans

(e) Monitor and evaluate project implementation and related activities

(f) Establish implementation and reporting systems

I have the pleasure of appointing you the GOK/USAID **Deputy Project Coordinator** and the **Secretary** of the Technical and Planning Committee as per the terms of reference described above.

You are invited to attend the next Project Review Committee meeting scheduled for **Thursday September 2, 2004** in the Conference Room, **2nd Floor** of Jogoo House "B" at **9.00 a.m.**

  
**PROF. KAREGA MUTAHI**  
**PERMANENT SECRETARY**

# Annexure XI

Report of the Selection Panel

**REPUBLIC OF KENYA**



**MINISTRY OF PUBLIC SERVICE AND GENDER**

**REPORT OF THE SELECTION PANEL FOR SELECTION OF NOMINEES FOR  
CONSIDERATION FOR APPOINTMENT OF FIVE (5) MEMBERS OF THE  
TEACHERS SERVICE COMMISSION**

**SUBMITTED  
TO  
HIS EXCELLENCY HON. UHURU KENYATTA, CGH  
PRESIDENT AND COMMANDER-IN-CHIEF OF THE  
DEFENCE FORCES OF THE REPUBLIC OF KENYA**

**ON**

**27<sup>th</sup> JULY, 2021**



1

1

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## Executive Summary

Pursuant to the provisions of Article 237(1)(2)(3) of the Constitution of Kenya, 2010 and Section 8 (5) of the Teachers Service Commission Act, No. 20 of 2012 His Excellency the President, through Gazette Notice No.6205 of 25<sup>th</sup> June, 2021 appointed a Panel for the selection of nominees to be considered for appointment as five (5) members of the Teachers Service Commission. In accordance with Section 8(18) of the Teachers Service Commission Act, No. 20 of 2012, the term of the Selection Panel was extended by fourteen (14) days vide Gazette Notice No. 7519 of 27<sup>th</sup> July, 2021.

The membership of the Selection Panel comprised the following:-

- |    |                          |   |             |
|----|--------------------------|---|-------------|
| 1. | Mr. Thomas Koyier        | - | Chairperson |
| 2. | Dr. Mary Gaturu, HSC     | - | Member      |
| 3. | Mr. Charles Mutinda      | - | Member      |
| 4. | Ms. Njoki Kahiga, OGW    | - | Member      |
| 5. | Ms. Margaret Lilian Geno | - | Member      |
| 6. | Mr. Richard Kibagendi    | - | Member      |
| 7. | Dr. Hellen Hazel Miseda  | - | Member      |
| 8. | Ms. Eva Naputuni Nyoike  | - | Member      |
| 9. | Prof. Stanley Waudu      | - | Member      |

The Terms of Reference for the Panel were to select nominees to be considered for appointment of five (5) members of the Teachers Service Commission and to forward the names to His Excellency Hon. Uhuru Kenyatta, C.G.H. President and Commander-in- Chief of the Defence Forces of the Republic of Kenya.

The Panel convened and developed a work plan and selection guidelines in line with the criteria specified in the Teachers Service Commission Act, No. 20 of 2012.

The Panel advertised for positions of five (5) members of the Teachers Service Commission on 29<sup>th</sup> June, 2021 and received a total of two hundred and ninety nine (299) applications. The Panel considered the applications and shortlisted thirty-five (35) qualified applicants for the position of five (5) members of the Teachers Service Commission guided by the shortlisting criteria. The names of the thirty-five (35) shortlisted applicants were published in the Daily Nation and Standard newspapers on Friday, 16<sup>th</sup> July, 2021. The interviews that were scheduled to start on 20<sup>th</sup> July, 2021 which was declared a public holiday (Iddul Adha) were moved to Monday, 26<sup>th</sup> July, 2021. The shortlisted applicants were interviewed on 21<sup>st</sup>, 22<sup>nd</sup>, 23<sup>rd</sup> and 26<sup>th</sup> July, 2021 and the Panel scored and selected the applicants based on academic and professional qualifications, competencies, experience in the relevant field and suitability for the position and interview performance.

The Panel also considered and took into account the National Values and Principles set out in Article 10, 27 and 232 of the Constitution.

In addition, the Panel observed the principles of gender equity, ethnic diversity, persons with disabilities and other diversities of the people of Kenya in line with Article 232 of the Constitution and Section 8 (16) of the Teachers Service Commission Act No.20 of 2012.

Pursuant to Section 8(6) (d), of the Teachers Service Commission Act No. 20 of 2012, the Panel submits the following twelve (12) names of qualified applicants as shown in Table 1 for consideration for nomination and appointment as members of the Teachers Service Commission.

**Table 1: Selected applicants for the position of five (5) members of the Teachers Service Commission**

| S/No | Name of Nominee             | ID. No   | Age (Yrs) | Gender | Region /PWD   | County     | Ethnicity | Average Score (%) |
|------|-----------------------------|----------|-----------|--------|---------------|------------|-----------|-------------------|
| 1.   | Mary Munyiva Kisangu        | 10863780 | 50        | Female | Lower Eastern | Machakos   | Kamba     | <b>79.89</b>      |
| 2.   | Annceta G. Wafukho          | 20096763 | 44        | Female | Nairobi       | Nairobi    | Luhya     | <b>79.33</b>      |
| 3.   | Sharon J. Kisire            | 9959432  | 52        | Female | Rift Valley   | Baringo    | Kalenjin  | <b>79.22</b>      |
| 4.   | Dr. Nicodemus Ojuma Anyang  | 6652480  | 56        | Male   | Western       | Busia      | Teso      | <b>79.22</b>      |
| 5.   | Prof. Grace N. Njoroge      | 2020059  | 61        | Female | Central       | Murang'a   | Kikuyu    | <b>77.11</b>      |
| 6.   | Christine Katungulu Kahindi | 16088306 | 61        | Female | Coast         | Kilifi     | Kamba     | <b>76.25</b>      |
| 7.   | Salesa Adano Abudo          | 0592033  | 59        | Male   | Upper Eastern | Marsabit   | Gabra     | <b>76.11</b>      |
| 8.   | David Kung'u Njoroge        | 2332754  | 61        | Male   | PWD           | Nakuru     | Kikuyu    | <b>74.67</b>      |
| 9.   | Dr. Ismail B. Hassan        | 8965798  | 64        | Male   | North Eastern | Garissa    | Somali    | <b>72.78</b>      |
| 10.  | Charles Maywa Chedotum      | 0277160  | 63        | Male   | Rift Valley   | West Pokot | Pokot     | <b>72.22</b>      |

| S/No | Name of Nominee           | ID. No  | Age (Yrs) | Gender | Region /PWD | County | Ethnicity | Average Score (%) |
|------|---------------------------|---------|-----------|--------|-------------|--------|-----------|-------------------|
| 11.  | Stephen P.O. Mudho        | 0267820 | 63        | Male   | Nyanza      | Siaya  | Luo       | <b>70.00</b>      |
| 12.  | Dr. Peter Maangi Mitiambo | 4827608 | 65        | Male   | Nyanza      | Kisii  | Kisii     | <b>69.78</b>      |

**\*PWD-** *Persons With Disabilities*

The academic/professional qualifications and experience of the twelve (12) applicants are outlined in Table 2: -

**Table 2: Academic/Professional Qualifications and Experience**

| S/No. | Name                       | Academic/Professional Qualifications                                                                                                                                                                                       | Experience                                                                                                                                                                                    |
|-------|----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.    | Mary Munyiva Kisangu       | <ul style="list-style-type: none"> <li>• Masters of Education (Educational Administration &amp; Planning)</li> <li>• Bachelor of Education</li> </ul>                                                                      | Has over 33 years' experience in the field of education and administration and currently serving as a Director of a group of private schools.                                                 |
| 2.    | Annceta G. Wafukho         | <ul style="list-style-type: none"> <li>• Master of Education (Education Planning)</li> <li>• Master of Business Administration (Strategic Management)</li> <li>• Bachelor of Education (Economics and Commerce)</li> </ul> | Has over 15 years' experience in the field of education and legislative policy and currently serving as a parliamentary training officer and advisor to parliamentary committee on education. |
| 3.    | Sharon J. Kisire           | <ul style="list-style-type: none"> <li>• Master of Arts</li> <li>• Bachelor of Arts</li> </ul>                                                                                                                             | Has over 20 years' experience in the field of human resource management and administration and currently serving as a consultant in human resource management                                 |
| 4.    | Dr. Nicodemus Ojuma Anyang | <ul style="list-style-type: none"> <li>• PhD in Education (Administration)</li> <li>• Masters in Education (Administration and Planning)</li> <li>• Bachelor in Education</li> </ul>                                       | Has over 29 years' experience in the field of education and currently serving as Deputy Director of Education in the Ministry of Education.                                                   |
| 5.    | Prof. Grace N. Njoroge     | <ul style="list-style-type: none"> <li>• PhD (Botany)</li> <li>• Master of Science (Botany)</li> <li>• Bachelor of Education (Science)</li> </ul>                                                                          | Has over 35 years' experience in the field of education and administration and currently serving as Deputy CEO in charge of accreditation in the Commission for University Education.         |

| S/No. | Name                        | Academic/Professional Qualifications                                                                                                                                                                                                  | Experience                                                                                                                                                                                         |
|-------|-----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 6.    | Christine Katungulu Kahindi | <ul style="list-style-type: none"> <li>• Masters in Education (Education Administration),</li> <li>• Bachelors of Education (Arts)</li> <li>• Diploma in Education (Humanities)</li> <li>• Diploma in Education Management</li> </ul> | Has over 36 years' experience in the field of education. She served as a Principal of high school and recently retired.                                                                            |
| 7.    | Salesa Adano Abudo          | <ul style="list-style-type: none"> <li>• Masters in Education Management</li> <li>• Bachelor of Education (Arts)</li> </ul>                                                                                                           | Has over 36 years' experience in the field of education and administration and currently serving as a Deputy Director of Education in the Ministry of Education                                    |
| 8.    | David Kung'u Njoroge        | <ul style="list-style-type: none"> <li>• Masters of Business Administration</li> <li>• Bachelors of Education</li> <li>• Post Graduate Diploma in Planning and Management of Projects</li> </ul>                                      | Has over 34 years' experience in the field of education and human resource management and currently serving as Secretary, Human Resource Development in the Ministry of Public Service and Gender. |
| 9.    | Dr. Ismail B. Hassan        | <ul style="list-style-type: none"> <li>• Doctor of Philosophy</li> <li>• Master of Arts in Education</li> <li>• Master of Business Administration</li> <li>• Bachelor of Education</li> </ul>                                         | Has over 36 years' experience in the field of education and administration and currently serving as a Chairman of the Council, University of Eldoret.                                              |
| 10.   | Charles Maywa Chedotum      | <ul style="list-style-type: none"> <li>• Bachelor of Educational Studies,</li> <li>• Certificate of Teacher Education</li> </ul>                                                                                                      | Has over 36 years' experience in the field of education and administration and served as Senior Deputy Director at the Teacher Service Commission (recently retired)                               |
| 11.   | Stephen P.O. Mudho          | Bachelor of Education (Science)                                                                                                                                                                                                       | Has over 38 years' experience in the field of education and administration and served as Senior Deputy Director at the Teacher Service Commission (recently retired)                               |

| S/No. | Name                      | Academic/Professional Qualifications                                                                                                                                                                                                                                                              | Experience                                                                                                                                                                                              |
|-------|---------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 12.   | Dr. Peter Maangi Mitiambo | <ul style="list-style-type: none"> <li>• Doctor of Business Administration (National Competitiveness),</li> <li>• Master of Philosophy,</li> <li>• Master in Business Administration (Finance)</li> <li>• Bachelor of Commerce (Accounting)</li> <li>• Certified Public Accountant (K)</li> </ul> | Has over 40 years' experience in the field of finance, accountancy and management consultancy. Currently serving as a chief consultant in the Eastern and Southern Africa Management Institute (ESAMI). |

**Conclusion**

In line with the Teachers Service Commission Act, No. 20 of 2012, it is the considered opinion of the Panel that the twelve (12) applicants possess the requisite qualifications and experience to be considered for appointment as five (5) members of the Teachers Service Commission.

## CHAPTER ONE: INTRODUCTION

### 1.1 Preamble

This Chapter covers the Legal Framework for the selection of nominees for appointment as five (5) members of the Teachers Service Commission.

The Chapter also includes the Terms of Reference for the Panel members and secretariat and the process that the Panel used to undertake the selection.

The Teachers Service Commission is a Constitutional Commission established under Article 237 of the Constitution of Kenya, 2010.

Article 237 (1) (2) (3) of the Constitution of Kenya, 2010 and Section 8(5) of the Teachers Service Commission Act No. 20 of 2012 stipulate the process to be followed in the appointment of members of the Teachers Service Commission.

Pursuant to this provision, H.E. the President through Gazette Notice No.6205 of 25<sup>th</sup> June, 2021 appointed a Selection Panel for the Selection of nominees to be considered for appointment to the position of five (5) members of the Teachers Service Commission as indicated in **Table 3** below and **Appendix Ia**. In accordance with Section 8(18) of the Teachers Service Commission Act, No. 20 of 2012, the term of the Selection Panel was extended by fourteen (14) days vide Gazette Notice No. 7519 of 27<sup>th</sup> July, 2021 **Appendix Ib**.

**Table 3: Membership of the Selection Panel**

| <b>S/No.</b> | <b>Name</b>              | <b>Position</b> |
|--------------|--------------------------|-----------------|
| 1.           | Mr. Thomas Koyier        | Chairperson     |
| 2.           | Dr. Mary Gaturu, HSC     | Member          |
| 3.           | Mr. Charles Mutinda      | Member          |
| 4.           | Ms. Njoki Kahiga, OGW    | Member          |
| 5.           | Ms. Margaret Lilian Geno | Member          |
| 6.           | Mr. Richard Kibagendi    | Member          |
| 7.           | Dr. Hellen Hazel Miseda  | Member          |
| 8.           | Ms. Eva Naputuni Nyoike  | Member          |
| 9.           | Prof. Stanley Waudu      | Member          |

Section 8 (15) of the Teachers Service Commission Act, No. 20 of 2012 stipulates that the Ministry responsible for Public Service shall provide support to the panel as it may require for discharge of its functions. Consequently, the Principal Secretary, State Department for Public Service appointed officers listed in Table 4 below to provide secretarial services to the Panel.

**Table 4: Members of the Secretariat**

| <b>S/No.</b> | <b>Name</b>       | <b>Position</b>                                |
|--------------|-------------------|------------------------------------------------|
| 1.           | Mr. Y. M. Ibrahim | Secretary to the Panel and Head of Secretariat |
| 2.           | Ms. Faith Ikiara  | Member, Secretariat                            |
| 3.           | Ms. Dorothy Yego  | Member, Secretariat                            |

### **1.2 Introductory meeting and Inauguration of the Panel**

The Principal Secretary, on behalf of the Cabinet Secretary, Ministry of Public Service and Gender convened an inaugural meeting for the Selection Panel on 28<sup>th</sup> June, 2021 at the Public Service Commission House at 9.00 a.m. in which the members were sworn in.

After inauguration, the Chairperson of the Selection Panel in accordance with Section 8 (4) of the Teachers Service Commission Act convened the first meeting on 28<sup>th</sup> June, 2021 at 11.00 a.m. The Panel agreed on the following rules and procedures: -

- i. That two thirds (2/3) threshold would form the quorum for the conduct of meetings;
- ii. That in the absence of the Chairperson, members would nominate one of them to Chair the meeting;
- iii. That the decisions would be by consensus; and
- iv. That the Members would develop a work plan which would cover time and frequency of meetings and other activities as attached in ***Appendix II.***

### **1.3 Terms of Reference for the Panel and the Secretariat**

#### **Panel Members**

The Terms of Reference for the Panel were to select nominees for appointment of five members of the Teachers Service Commission and forward names for consideration to H.E. the President.

The specific activities of the Panel were as follows:

- i. Development and publication of the Indent;
- ii. Development of Data Capture Tool and Shortlisting Criteria;
- iii. Longlisting and shortlisting of the applicants;
- iv. Interviewing of the Applicants;
- v. Selection of Applicants for submission to His Excellency the President; and
- vi. Preparation and submission of the Report to His Excellency the President.

#### **Secretariat**

The Panel agreed on the following Terms of Reference for the secretariat: -

- i. Facilitate the convening of meetings of the Panel;
- ii. Facilitate the logistical arrangements of the Panel's meetings;
- iii. Record the proceedings of the Panel's meetings;
- iv. Facilitate the placing of the relevant newspaper advertisements as required by the law;
- v. Any other duties as may be assigned.

### **1.4 Methodology**

The Panel adopted a systematic approach in carrying out the assignment and was guided by the Constitution of Kenya, 2010 and the Teachers Service Commission Act, No. 20 of 2012. The Panel developed an indent as well as the necessary recruitment tools listed below:

- |                                                     |   |               |
|-----------------------------------------------------|---|---------------|
| i. Indent                                           | - | Appendix III  |
| ii. Data Capture Instrument                         | - | Appendix IV   |
| iii. Shortlisting Criteria                          | - | Appendix V    |
| iv. Candidate's profile form                        | - | Appendix VI   |
| v. Interview score sheet                            | - | Appendix VII  |
| vi. Interview invitation letters                    | - | Appendix VIII |
| vii. Letters on background checks on the applicants |   | Appendix IX   |

## **CHAPTER TWO: RECRUITMENT AND SELECTION PROCESS**

### **2.1 Preamble**

This Chapter contains information on the advertisement, selection, interviews and results for the interviewed applicants for submission to H.E. the President for nomination and appointment of five (5) members of the Teachers Service Commission.

### **2.2 Development of the Indent and advertisement**

The Panel developed an indent for advertisement for five (5) vacant positions of the five members of the Teachers Service Commission as indicated in **Appendix III** inviting applications from suitably qualified persons to be considered for selection.

The advertisement was published in two (2) dailies namely; the Daily Nation and the Standard, on Tuesday, 29<sup>th</sup> June, 2021. The same was uploaded on the Ministry of Public Service and Gender website. The deadline for submission of the applications was Tuesday, 13<sup>th</sup> July, 2021 at 5.00 p.m.

### **2.3 Shortlisting and Interview of applicants**

The Panel received two hundred and ninety nine (299) applications for the position of five (5) members of the Teachers Service Commission. The shortlisted applicants were published in the print media including the date and time of the interview as indicated in **Appendix X**. The interviews that were scheduled to start on 20<sup>th</sup> July, 2021 which was declared a public holiday (Iddul Adha) were moved to Monday, 26<sup>th</sup> July, 2021. The shortlisted applicants were interviewed on 21<sup>st</sup>, 22<sup>nd</sup>, 23<sup>rd</sup> and 26<sup>th</sup> July 2021 in line with Section 8 (5) (6) of the Teachers Service Commission Act, No. 20 of 2012.

### **2.4 Verification and Authentication of Certificates**

The Panel submitted copies of academic/professional certificates of the shortlisted applicants to the Kenya National Qualifications Authority and Universities for verification and authentication.

The Panel received a confirmation of authentication and verification of certificates from various local universities for the shortlisted applicants.

In addition, the Panel forwarded the list of shortlisted applicants to the National Intelligence Service and the Ethics and Anti-Corruption Commission for background checks of the applicants. The Panel also requested the Office of the Registrar of Political Parties to confirm whether any of the shortlisted applicants was a serving member of a governing body of a political party.

The National Intelligence Service vide letter dated 23<sup>rd</sup> July, 2021 confirmed that there was no adverse findings on the shortlisted applicants. The Office of the Registrar of Political Parties vide letter dated 19<sup>th</sup> July, 2021 confirmed that none of the shortlisted applicants were officials of a registered political party. The Ethics and Anti-Corruption Commission vide letter dated 22<sup>nd</sup> July, 2021 indicated that there was no adverse report on thirty four (34) shortlisted applicants. The Commission indicated that one (1) of the shortlisted applicant (Salesa Adano Abudo ID. No. 0592033) was charged before Isiolo Law Court vide ACC.1/2017 and acquitted under Section 210 of the Criminal Procedure Code on 12<sup>th</sup> February, 2018. The Panel considered the report of Ethics and Anti – Corruption Commission and was guided by the verdict of the court.

## **2.5 Public Participation**

In line with Articles 10 and 232 of the Constitution and Section 8 (16) (b) of the Teachers Service Commission Act, the Panel invited members of the public to submit memoranda on the shortlisted applicants to the Panel not later than 19<sup>th</sup> July, 2021 by 5.00 p.m. No Memoranda were received on any of the shortlisted applicants.

## **CHAPTER THREE: INTERVIEWS, RECOMMENDATION AND CONCLUSION**

### **3.1 Preamble**

This Chapter contains information on the interview process and the results for the interviewed applicants for the position of five (5) members of the Teachers Service Commission. The interviews for the thirty-five (35) shortlisted applicants for the position five members were conducted at **Harambee House, 12<sup>th</sup> floor boardroom** on 21<sup>st</sup> , 22<sup>nd</sup> , 23<sup>rd</sup> , and 26<sup>th</sup> July, 2021.

### **3.2 Interview Process**

The shortlisted applicants listed in Table 5 were interviewed and scored based on qualifications, competencies and suitability as per the job requirements in the areas identified below:-

- i. Presentation and Communication Skills/Academic and Professional Qualifications - 8 marks
- ii. Experience in the relevant field – 2 marks
- iii. Technical Knowledge included:- Understanding and Interpretation of the Commission mandate; Human Resource Management; Public Finance & Procurement; and Education Sector and relevant Reforms – 60 marks
- iv. Leadership and Integrity – 16 marks
- v. Government Organization, Functions and Operations – 10 marks
- vi. General Knowledge – 4 marks

The total scores allocated to the six (6) areas is 100 marks.

The results of the applicants interviewed for the position of five (5) members of the Teachers Service Commission are shown in Table 5:-

**Table 5: Scores of the Applicants Interviewed for the position of five (5) members of the Teachers Service Commission**

| <b>S/No.</b> | <b>Applicant's Name</b>           | <b>Total score</b> | <b>Average score %</b> |
|--------------|-----------------------------------|--------------------|------------------------|
| 1.           | Dr. Lonah Mutoro Mumelo, HSC      | <b>529</b>         | 66.13                  |
| 2.           | Dr. Samuel Kipngetich Tororei     | <b>584</b>         | 73.00                  |
| 3.           | Dr. Peter Kalunge Ekabu , PhD     | <b>522</b>         | 65.25                  |
| 4.           | Christine Katungulu Kahindi       | <b>610</b>         | 76.25                  |
| 5.           | Samuel Gitonga Maina              | <b>578</b>         | 72.25                  |
| 6.           | Yusuf Jillo Karayu                | <b>506</b>         | 63.25                  |
| 7.           | Mary Laila Mwangi                 | <b>530</b>         | 66.25                  |
| 8.           | Mary Jeptum Rotich                | <b>589</b>         | 73.63                  |
| 9.           | Abdikadir Molu Kike               | <b>530</b>         | 66.25                  |
| 10.          | Annceta G. Wafukho                | <b>714</b>         | 79.33                  |
| 11.          | Mohammed Mwijuma Mwinyipembe, HSC | <b>545</b>         | 60.56                  |
| 12.          | Dr. Peter Maangi Mitiambo         | <b>628</b>         | 69.78                  |
| 13.          | Sharon J. Kisire                  | <b>713</b>         | 79.22                  |
| 14.          | Col(rtd) Job Lubanga Akhulia, OGW | <b>622</b>         | 69.11                  |
| 15.          | Allan Ng'ang'a Mwaura             | <b>644</b>         | 71.56                  |

| <b>S/No.</b> | <b>Applicant's Name</b>                | <b>Total score</b> | <b>Average score %</b> |
|--------------|----------------------------------------|--------------------|------------------------|
| 16.          | Prof. Simon Thurania, PhD              | 665                | 73.89                  |
| 17.          | Salesa Adano Abudo                     | 685                | 76.11                  |
| 18.          | Vumi Ngaleri Ringo                     | 542                | 60.22                  |
| 19.          | Victoria M. Muoka                      | 695                | 77.22                  |
| 20.          | Velma Mudanyi                          | 559                | 62.11                  |
| 21.          | Charles Maywa Chedotum                 | 650                | 72.22                  |
| 22.          | Maria Kipkinei Cherono                 | 663                | 73.67                  |
| 23.          | Dr. Nicodemus Ojuma Anyang             | 713                | 79.22                  |
| 24.          | Prof. Grace N. Njoroge                 | 694                | 77.11                  |
| 25.          | Stephen P.O. Mudho                     | 630                | 70.00                  |
| 26.          | Mary Munyiva Kisangu                   | 719                | 79.89                  |
| 27.          | Andrew Akendo Ogombe                   | 568                | 63.11                  |
| 28.          | Dr. Ismail B. Hassan                   | 655                | 72.78                  |
| 29.          | Dr. Faith Muthoni Gichovi              | 642                | 71.33                  |
| 30.          | Dr. William Yator Kibowen, PhD         | 597                | 66.33                  |
| 31.          | Dr. Florence W. Njau                   | 632                | 70.22                  |
| 32.          | Geoffrey M. Cherongis                  | 628                | 69.78                  |
| 33.          | David Kung'u Njoroge                   | 672                | 74.67                  |
| 34.          | Dr. Christopher Kibet Yegon, PhD, MKIM | 647                | 71.89                  |
| 35.          | Dr. Lucy K. Mugambi                    | 638                | 70.89                  |

### 3.3 Recommendation

The Panel having considered the principles of gender equity, ethnic diversity, persons with disabilities and other diversities of the people of Kenya in line with the provisions of Section 8, Subsection 6 (a) (b) (c) and (d) of the Teachers Service Commission Act, No.20 of 2012, as read with Article 232 of the Constitution of Kenya, 2010, the Panel submits to H.E. the President twelve (12) names of qualified applicants for consideration and nomination to the position of five (5) members of the Teachers Service Commission.

**Table 6: Names of nominees for consideration for appointment to the position of five (5) members of the Teachers Service Commission**


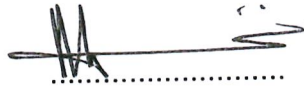
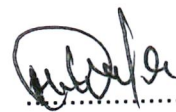
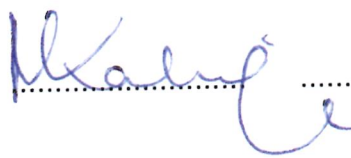

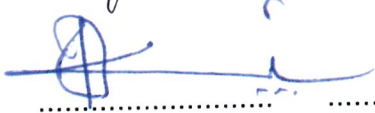
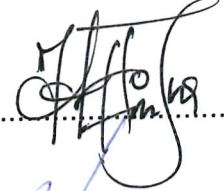
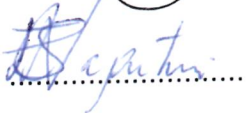
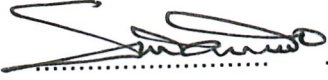
| S/ No | Name of Nominee             | ID. No   | Age (Yrs) | Gender | Region/ PWD   | County   | Ethnicity | Average Score (%) |
|-------|-----------------------------|----------|-----------|--------|---------------|----------|-----------|-------------------|
| 1.    | Mary Munyiva Kisangu        | 10863780 | 50        | Female | Lower Eastern | Machakos | Kamba     | <b>79.89</b>      |
| 2.    | Annceta G. Wafukho          | 20096763 | 44        | Female | Nairobi       | Nairobi  | Luhya     | <b>79.33</b>      |
| 3.    | Sharon J. Kisire            | 9959432  | 52        | Female | Rift Valley   | Baringo  | Kalenjin  | <b>79.22</b>      |
| 4.    | Dr. Nicodemus Ojuma Anyang  | 6652480  | 56        | Male   | Western       | Busia    | Teso      | <b>79.22</b>      |
| 5.    | Prof. Grace N. Njoroge      | 2020059  | 61        | Female | Central       | Murang'a | Kikuyu    | <b>77.11</b>      |
| 6.    | Christine Katungulu Kahindi | 16088306 | 61        | Female | Coast         | Kilifi   | Kamba     | <b>76.25</b>      |
| 7.    | Salesa Adano Abudo          | 0592033  | 59        | Male   | Upper Eastern | Marsabit | Gabra     | <b>76.11</b>      |
| 8.    | David Kung'u Njoroge        | 2332754  | 61        | Male   | PWD           | Nakuru   | Kikuyu    | <b>74.67</b>      |

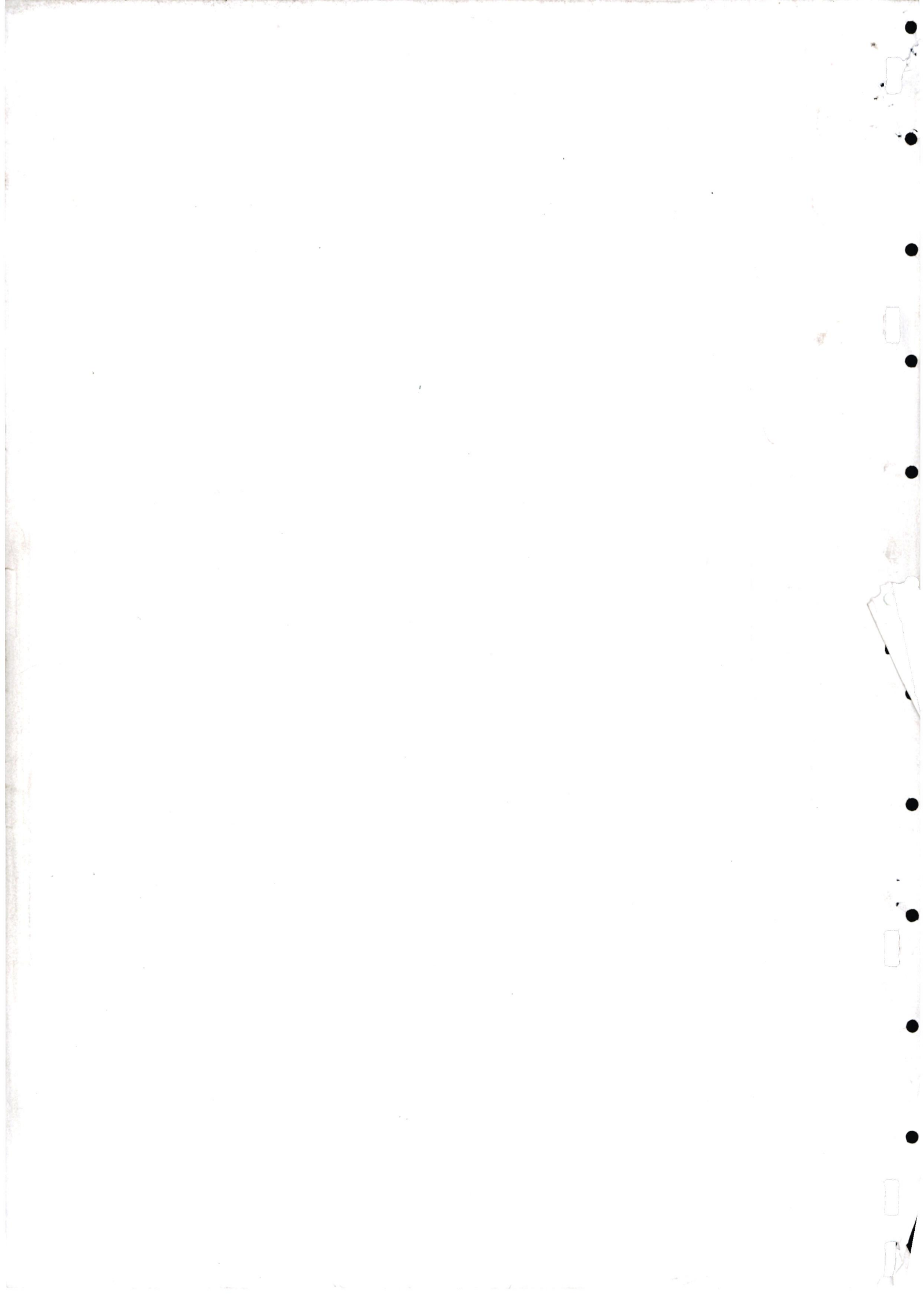
| S/ No | Name of Nominee           | ID. No  | Age (Yrs) | Gender | Region/ PWD   | County     | Ethnicity | Average Score (%) |
|-------|---------------------------|---------|-----------|--------|---------------|------------|-----------|-------------------|
| 9.    | Dr. Ismail B. Hassan      | 8965798 | 64        | Male   | North Eastern | Garissa    | Somali    | <b>72.78</b>      |
| 10.   | Charles Maywa Chedotum    | 0277160 | 63        | Male   | Rift Valley   | West Pokot | Pokot     | <b>72.22</b>      |
| 11.   | Stephen P.O. Mudho        | 0267820 | 63        | Male   | Nyanza        | Siaya      | Luo       | <b>70.00</b>      |
| 12.   | Dr. Peter Maangi Mitiambo | 4827608 | 65        | Male   | Nyanza        | Kisii      | Kisii     | <b>69.78</b>      |

### 3.4 Conclusion

The Panel wishes to confirm that the selection process was conducted in accordance with the Constitution and the Teachers Service Commission Act No.20 of 2012 and with the highest level of integrity and professionalism.

**Submitted**

| <u>Name</u>                 | <u>Position</u> | <u>Signature</u>                                                                     | <u>Date</u> |
|-----------------------------|-----------------|--------------------------------------------------------------------------------------|-------------|
| 1. Mr. Thomas Koyier        | Chairperson     |    | 27/7/2021   |
| 2. Dr. Mary Gaturu, HSC     | Member          |    | 27/7/2021   |
| 3. Mr. Charles Mutinda      | Member          |    | 27/07/2021  |
| 4. Ms. Njoki Kahiga, OGW    | Member          |    | 27/7/21     |
| 5. Ms. Margaret Lilian Geno | Member          |   | 27/7/2021   |
| 6. Mr. Richard Kibagendi    | Member          |  | 27/7/2021   |
| 7. Dr. Hellen Hazel Miseda  | Member          |  | 27/07/21    |
| 8. Ms. Eva Naputuni Nyoike  | Member          |  | 27/7/21     |
| 9. Prof. Stanley Waudu      | Member          |  | 27/7/2021   |





I Certify that this is a true copy of the Original

CATHERINE W. WACHIRA - ADVOCATE  
P. O. Box 28754 - 00100, NAIROBI



World Food Programme

# REPUBLIC OF KENYA

## MINISTRY OF EDUCATION/ WORLD FOOD PROGRAMME

### CERTIFICATE AWARDED TO

SALES ADANO

FOR SUCCESSFUL ATTENDANCE OF

SCHOOL FEEDING PROGRAMME

WORKSHOP

Held at

DIANI REEF GRAND HOTEL

From 10TH MARCH To 15TH MARCH 1997

The following topics were covered:

MONITORING

REPORTING

BUDGETING AND PROCUREMENT

LOGISTICS

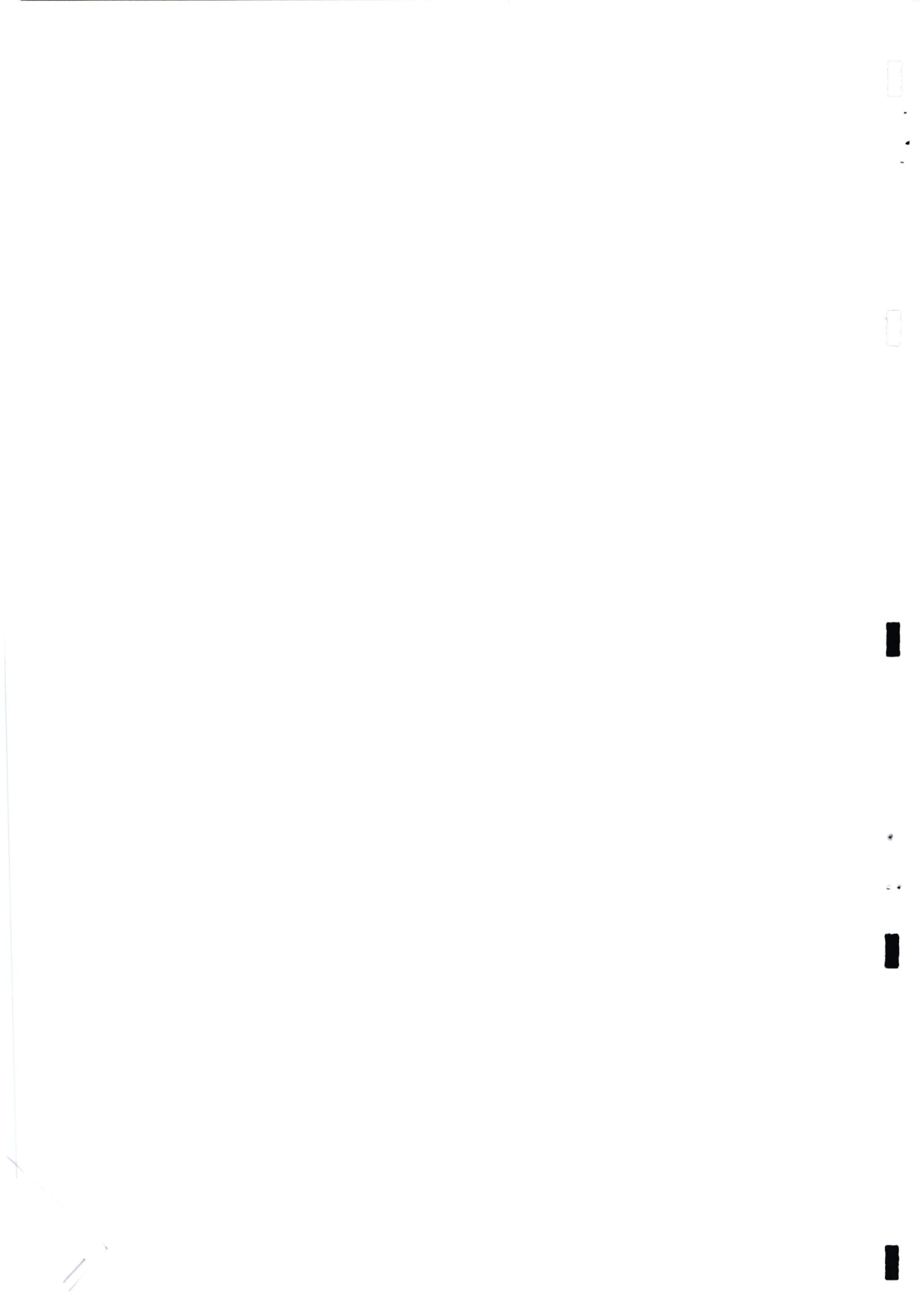
GENDER ISSUES IN EDUCATION

Samson Kisuro

DIRECTOR OF EDUCATION

Manoel Reid

WFP DIRECTOR OF OPERATIONS





MINISTRY OF EDUCATION

AND



**KEMI**

KENYA EDUCATION  
MANAGEMENT INSTITUTE

KENYA EDUCATION MANAGEMENT INSTITUTE

## CERTIFICATE OF ATTENDANCE

Induction for County Directors of Education  
and Senior Ministry of Education Officials on the  
Education Reforms and Management

THIS IS TO CERTIFY THAT

*SALESA ADAMO ABUDO*

Attended as a *CDE* Trainee

at *THE GREAT RIFT VALLEY LODGE, NAIYASHA*

from *30<sup>TH</sup> SEPTEMBER* to *5<sup>TH</sup> OCTOBER 2012*

during which the following topics were covered:

- ❖ Overview of the implications of the Constitution(2010) to the Education Sector
- ❖ Roles of County Directors of Education in relation to the Constitution
- ❖ Good Governance, Accountability and Integrity in relation to Chapter Six of the Constitution(2010)
- ❖ Policy framework on Education and Training, 2012
- ❖ Basic Education Bill, 2012
- ❖ National Education Sector Support Programme (NESSP), 2013 - 2018
- ❖ Effective Human Resource Management
- ❖ Performance Contracting

I Certify that this is a  
true copy of the Original

*Catherine W. Wachira*  
CATHERINE W. WACHIRA - ADVOCATE  
P.O. Box 26754 - 00100, NAIROBI

*Wanjiru Kariuki*

DR. Wanjiru Kariuki  
Director  
Kenya Education Management Institute

*George I. Godia*  
Prof. George I. Godia, EBS  
Ag. Permanent Secretary  
Ministry of Education



## *Certificate of Participation*

I Certify that this is a  
true copy of the Original

  
CATHERINE W. WACHIRA - ADVOCATE  
P.O. Box 26754 - 00100, NAIROBI

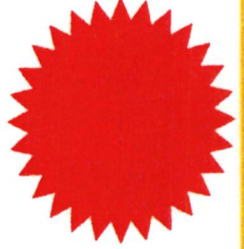
**This is to Certify That**

*Salesa Adano Abudo*

Participated in a training workshop organized by NCTC in-  
partnership with EU for Regional and County Directors of  
Education and TSC in identifying and responding to  
radicalization and violent extremism. The training was held at  
Voi Wildlife Lodge, Voi from 12<sup>th</sup> to 16<sup>th</sup> August 2019.



Joseph O. Opondo, OGW, JP  
Deputy Director  
National Counter Terrorism Centre





## National Institute of Educational Planning and Administration (NIEPA)

17-B, Sri Aurobindo Marg, New Delhi – 110 016 (INDIA)

I Certify that this is a  
true copy of the Original

CATHERINE W. WACHIRA - ADVOCATE  
P. O. Box 26754 - 00109, NAIROBI

### CERTIFICATE

This is to certify that Mr. Mrs. **Salesa Adano Abudo**, Ministry of Education, Nairobi, KENYA attended the First Phase of the Training Course on **Africa-Asia University Dialogue on Basic Education Development: Self-Reliant Approach to Basic Education Development in Africa – Role of Universities in Basic Education Development**, organized by this Institute in collaboration with Centre for the Study of International Cooperation in Education (CICE), Hiroshima University, Japan, on February 16-18, 2005 at NIEPA, New Delhi.

(Jandhyala B. G. Tilak)  
Programme Director

February 18, 2005  
New Delhi

(Marmar Mukhopadhyay)  
Director



# TEACHERS SERVICE COMMISSION

Telephone: Nairobi  
312067/8 & 12078/89  
&312091/3  
Telegrams:  
"MWALIMU". Nairobi  
When replying please  
quote  
Ref: TSC/CONF/361/147



THE BAZAAR  
MOI  
AVENUE/BIASHARA  
STREET  
PRIVATE BAG  
NAIROBI, KENYA

16<sup>th</sup> February 2006

Mr. S. Adano,  
District Education Officer,  
P.O. Box 40,  
**BUNGOMA.**

Dear Mr. Adano,

## **APPOINTMENT AS AN AGENT OF THE TEACHERS SERVICE COMMISSION IN BUNGOMA DISTRICT**

In accordance with the terms of Section 4(1)(b) of the Teachers Service Commission Act (Cap 212 of the Laws of Kenya) and Legal Notice No. 95. of 1971, the Teachers Service Commission hereby appoints you as its agent in your Municipality/District with effect from the date of your posting by the Education Secretary, Ministry of Education.

As an agent you will be required to perform the following duties within your area of jurisdiction: -

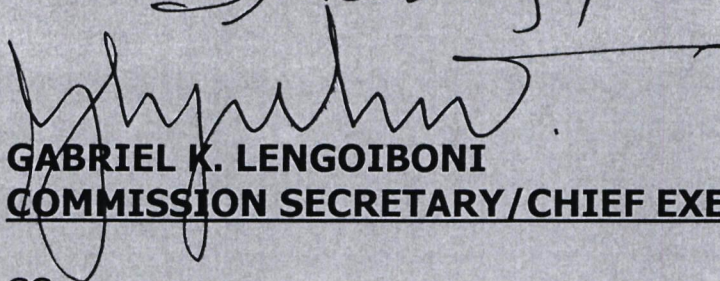
- i) Assignment and transfer of teachers in primary schools,
- ii) Identification and deployment of teachers to position of responsibility,
- iii) Discipline of teachers in primary schools and
- iv) Any other related duties that the commission may assign to you from time to time.

This appointment is subject to the conditions that: -

- i) the Commission shall not thereby be prevented from the exercise of any power delegated to you,
- ii) the Commission may at anytime in writing suspend the delegation of these functions to you.

Please note that every act done and every document executed by you in the proper exercise of any function delegated to you under Section 4(1)(b) of the TSC Act shall have effect and validity as if it were an act done or document executed by the Commission.

This letter will remain valid as long as you are serving as a District Education Officer/Municipal Education officer in any of the Districts/Municipalities.

Yours *Sincerely,*  


**GABRIEL K. LENGOIBONI**  
**COMMISSION SECRETARY/CHIEF EXECUTIVE**

CC.

The Permanent Secretary  
Ministry of Education,

The Education Secretary  
Ministry of Education,

The District Commissioner  
**BUNGOMA.**



## REPUBLIC OF KENYA

Telegrams: "Education", Nairobi  
Telephone: 318581  
When replying please quote

JOGOO HOUSE "B"  
HARAMBEE AVENUE,  
P.O. Box 30040  
NAIROBI

REF: 1985104106(111)

Date: 26<sup>th</sup> January, 2012

Mr. Salesa Adano Abudo

Thro'

**The Provincial Director of Education**

Rift Valley Province

P.O. Box 259-20100

**NAKURU**

### **PROMOTION**

I am pleased to convey the decision of the Public Service Commission of Kenya that you be promoted to the grade of **Senior Assistant Director of Education**, Job Group "P" with effect from 9<sup>th</sup> December, 2011.

The salary scale attached to this grade is Kshs. **63,782x3,189-66,971x3,349-70,320x3,516-73,836x3,691-77,527x3,877-81,404** per month. Your entry point to this grade will be **Kshs. 63,782** per month. You will adopt 1<sup>st</sup> December as your future incremental date.

I take this opportunity to congratulate you on this well deserved promotion

*Carole W. Mugwe (Mrs)*

**Carole W. Mugwe (Mrs)**

**FOR: PERMANENT SECRETARY**



## REPUBLIC OF KENYA

Telegrams: "Education", Nairobi  
Telephone: 318581  
When replying please quote

JOGOO HOUSE "B"  
HARAMBEE AVENUE,  
P.O. Box 30040  
NAIROBI

REF: 1985104106(111)

Date: 26<sup>th</sup> January, 2012

✓ Mr. Salesa Adano Abudo

Thro'

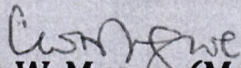
The Provincial Director of Education  
Rift Valley Province  
P.O. Box 259-20100  
NAKURU

### PROMOTION

I am pleased to convey the decision of the Public Service Commission of Kenya that you be promoted to the grade of **Senior Assistant Director of Education**, Job Group "P" with effect from 9<sup>th</sup> December, 2011.

The salary scale attached to this grade is Kshs. 63,782x3,189-66,971x3,349-70,320x3,516-73,836x3,691-77,527x3,877-81,404 per month. Your entry point to this grade will be **Kshs. 63,782** per month. You will adopt 1<sup>st</sup> December as your future incremental date.

I take this opportunity to congratulate you on this well deserved promotion

  
Carole W. Mugwe (Mrs)  
FOR: PERMANENT SECRETARY

# MINISTRY OF EDUCATION

Telegrams: "Education", Nairobi  
Telephone: 318581  
When replying please quote



JOGOO HOUSE "B"  
HARAMBEE AVENUE,  
P.O. Box 30040,  
**NAIROBI,**

Ref No.: 85104106/89

Date: **6 December 2007**

Mr. Salesa Adano Abudo

**Thro'**

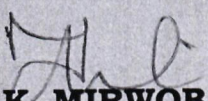
Provincial Director of Education  
Western Province  
P.O. Box 137  
**KAKAMEGA**

## **PROMOTION**

This has reference to our letter No.85104106/78 of 7<sup>th</sup> February, 2007 regarding your promotion to the grade of Assistant Director of Education.

Please note that your incremental date has been amended from December to July.

The other details remain as indicated in our letter under reference.

  
**D. K. MIRWOBA**  
**FOR: PERMANENT SECRETARY**

# MINISTRY OF EDUCATION

Telegrams: "Education", Nairobi  
Telephone: 318581  
When replying please quote



JOGOO HOUSE "B"  
HARAMBEE AVENUE,  
P.O. Box 30040  
**NAIROBI**

Ref:MOE.CONF/G1/13(137)

Date: 8<sup>th</sup> January, 2007

Mr. Salesa Adano Abudo,

Thro' Education Secretary  
Ministry of Education,  
Jogoo House,  
**NAIROBI**

*forwarded and congratulations  
23/1/07*

## APPOINTMENT TO THE GRADE OF ASSISTANT DIRECTOR OF EDUCATION

I am pleased to inform you that you have been appointed to the Grade of Assistant Director of Education Job Group 'N', salary scale Kshs.30,708 – Kshs.40,032 p.m. in this Ministry with effect from 15<sup>th</sup> December, 2006.

Further communication on entry point and incremental date will be released to you soon.

I take this opportunity to congratulate you.

A handwritten signature in black ink, appearing to read 'H.N. Kimemiah'.

**H.N. KIMEMIAH (MRS)**  
**FOR: PERMANENT SECRETARY**

**MINISTRY OF EDUCATION**



Telegrams: "Education", Nairobi

Telephone: **318581**

When replying please quote:

Ref **85104106/78**

**JOGOO HOUSE "B"**

Harambee Avenue

P.O. Box 30040

**NAIROBI**

**7<sup>th</sup> February 2007**

Mr. Salesa Adano Abudo

Thro

Provincial Director of Education

Western Province

P.O. Box 137

**KAKAMEGA**

**PROMOTION**

I am pleased to convey the decision of the Public Service Commission of Kenya that you be promoted to the grade of Assistant Director of Education Job Group 'N' with effect from 15<sup>th</sup> December, 2006

The salary scale attached to the new grade is KShs30,708x828-31,536x864-33,264-x936-37,008x1,008-40,032 per month. You will enter the scale at KShs. 31,536 per month and you will adopt 1<sup>st</sup> December as your future incremental date.

I take this opportunity to congratulate you on this promotion and wish you a prosperous future.

**H.N. KIMEMIAH (MRS)**

**FOR: PERMANENT SECRETARY**

*Forwarded with  
Congratulations.  
S. G. G. G.  
23/2/07*

MINISTRY OF EDUCATION, SCIENCE AND TECHNOLOGY

Telegrams: "EDUCATION", Nairobi  
Telephone: Nairobi 334411  
When replying please quote

Ref. No. ... **1985.104.106/26**  
and date



JOGOO HOUSE "B"  
HARAMBEE AVENUE  
P.O. Box 30040-00100  
NAIROBI

**27<sup>th</sup> February, 2003** 20.....

**Mr. A. A. Salesa**

Thro'

The District Education Officer,  
P.O. Box 3,  
MARSABIT

Dear Sir,

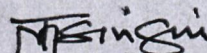
**PROMOTION**

I am pleased to convey the decision of Public Service Commission that you be promoted to the grade of Senior Education Officer JG 'M' in this Ministry with effect from 12<sup>th</sup> February, 2003.

The salary scale attached to this grade is K£8,526 x 264 – 9,054 x 330 – 10,044 x 99 – 10,143 x 330 – 10,803 x 372 – 11,919 per annum. You will enter the scale at K£ 8,790 per annum and you retain 1<sup>st</sup> January as your future incremental date.

I take this opportunity to congratulate you on this well deserved promotion and wish you best of luck in the service.

Yours faithfully,

  
**M. T. Ngonze (Mrs)**  
**For: Permanent Secretary**

FORWARDED  
ref. \_\_\_\_\_  
\_\_\_\_\_  
Forwarded Information (Co 587)  
action please  
District Education Officer  
Marsabit



**MINISTRY OF EDUCATION**

**STATE DEPARTMENT OF EARLY LEARNING AND BASIC EDUCATION**

Telegrams: "Education", Nairobi  
Telephone: 020-3318581  
Email: [ps@education.go.ke](mailto:ps@education.go.ke)  
[www.education.go.ke](http://www.education.go.ke)  
When replying please quote

JOGOO HOUSE "B"  
HARAMBEE AVENUE,  
P.O. Box 30040-00100  
NAIROBI

**Ref. No. 1985104106**

**22<sup>nd</sup> May, 2018**

**Mr. Salesa A. Adano**  
Deputy Director of Education

**DEPLOYMENT**

It has been decided that you be posted from **Ministry Headquarters to Kitui County** to perform the duties of County Director of Education with immediate effect. Please make arrangements to report to your new station not later than **29<sup>th</sup> May, 2018**.

I wish you the best of luck in your new assignment.

Andrew A. Nyanchoga

**FOR: CABINET SECRETARY**

Copy to: **The County Commissioner**  
Kitui County  
**KITUI**

**Regional Coordinator of Education**  
Eastern Region  
**EMBU**

**The Director**  
Field Coordination & Co-curricular Activities  
Ministry Headquarters  
**NAIROBI**

**TEACHERS SERVICE COMMISSION**

Telephone: Nairobi 331144/5/6/7/8/9 & 331150  
Telegrams: "MWALIMU", Nairobi  
When replying please quote

Ref. No. CS/TD/94...  
and date



CO-OPERATIVE HOUSE  
HAILE SELASSIE AVENUE  
PRIVATE BAG  
NAIROBI, KENYA

22nd. December, 1998. 19. . . . .

Mr. S. Adano, TSC/192298  
District Education Officer,  
Isiolo District,  
P.O. BOX 56,  
ISIOLO.

Dear Mr. Adano,

**PROMOTION TO GRADUATE APPROVED TEACHER I**

In view of the good performance you have exhibited as the District Education Officer, Isiolo and the strong recommendation for promotion by your supervisor, it has been decided that you be promoted to the grade of Graduate Approved Teacher I, Job Group 'L' with effect from 1st July, 1998. Congratulations.

It is anticipated that this promotion shall motivate you to perform even better as you serve the children of this country.

Yours sincerely,

**BENJAMIN K. SOGOMO**  
**SECRETARY**  
**TEACHERS SERVICE COMMISSION**

I Certify that this is a  
true copy of the Original  
.....  
CATHERINE W. WACHIRA - ADVOCATE  
P. O. Box 26754 - 00100, NAIROBI

C.C.

The Provincial Director of Education,  
Rift Valley Province,  
P.O. BOX 259,  
NAKURU.

SAMBURU COUNTY  
COMMISSIONER

RECIEVED

DATE 19/5/2014



*cc*

**MINISTRY OF EDUCATION, SCIENCE & TECHNOLOGY**  
**Office of the Education Secretary, State Department of Education.**

Telegrams: "EDUCATION", Nairobi

Telephone: Nairobi 318581  
Fax No.: 254-2-214287  
E-mail: [es@education.go.ke](mailto:es@education.go.ke)  
When replying please quote



JOGOO HOUSE "B"  
HARAMBEE AVENUE  
P. O. BOX 30040  
NAIROBI

Ref No. 1985104106

Date: 3<sup>rd</sup> April, 2014

**Mr. Salesa A. Adano,**  
County Director of Education,  
**MERU**

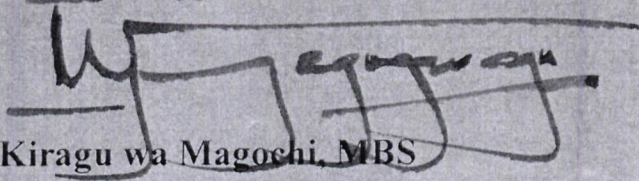
**Thro'**  
**Director Field and Other Services**

**RE: TRANSFER**

It has been decided that you be transferred from Meru County to Samburu County as the County Director of Education with immediate effect. You are therefore required to report to your new station for handing over/taking over which should be completed by 24<sup>th</sup> April, 2014.

The County Commissioner, Samburu is requested to inform this office the actual date you report for duty in your new station.

I take this opportunity to wish you all the best in your new assignment.

  
**Kiragu wa Magochi, MBS**  
**Ag. EDUCATION SECRETARY**

*Received on  
7th May 2014*

Copy to: PS, Att. DDHRM  
County Commissioner, Samburu

*←*





REPUBLIC OF KENYA



MINISTRY OF EDUCATION, SCIENCE AND TECHNOLOGY  
State Department of Education

Telegrams: "EDUCATION", Nairobi  
Telephone: Nairobi 318581  
Fax No.: 254-2-214287  
E-mail: [ps@education.go.ke](mailto:ps@education.go.ke)  
When replying please quote

PRINCIPAL SECRETARY  
JOGOO HOUSE "B"  
HARAMBEE AVENUE  
P. O. BOX 30040  
NAIROBI

Ref No.: 1985104106(131)

9<sup>th</sup> July, 2014

**Mr Abado Abudo Salesa**  
Senior Assistant Director-Education

Thro'

**The Director**  
Directorate of Field and Other Services  
Ministry Headquarters  
NAIROBI

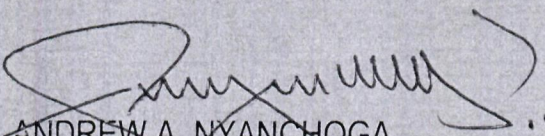
*Forwarded, [Signature]*  
9/7/2014

**POSTING**

This is to inform you that it has been decided that your earlier posting to Samburu County has been rescinded and instead you be posted Laikipia County with immediate effect.

In the circumstances therefore, please make arrangements to report to your new office not later than 15<sup>th</sup> July, 2014.

Please note that it is your personal responsibility to ensure that you report to your new station by the stated date failure to which your salary will be stopped.

  
ANDREW A. NYANCHOGA  
FOR: **PRINCIPAL SECRETARY**

Copy to: **The Ag. Education Secretary**  
Ministry Headquarters  
NAIROBI

pnk



## OFFICE OF THE PRESIDENT

Telegrams:  
Telephone: 0202328999/0202329000  
Email: [Regcentraleastern@yahoo.com](mailto:Regcentraleastern@yahoo.com)  
Fax: 064-30143



COUNTY COMMISSIONER  
MERU COUNTY  
P.O. BOX 703-60200  
MERU.

When replying please quote  
Ref: ST/1/9/10  
and Date

5<sup>th</sup> June 2012

The Ag. Education Secretary  
Ministry of Education  
P O Box 30040  
NAIROBI

### RE: DEPLOYMENT OF COUNTY DIRECTOR OF EDUCATION – MERU

Please refer to your letter ref. no. P/NO198510410 dated 16<sup>th</sup> May 2012.

I wish to confirm that Mr. Salesa A. Adano reported to his new station on 4<sup>th</sup> June 2012

A handwritten signature in black ink, appearing to read 'C. Mwangi', written over a horizontal line.

**C. MWANGI**  
**COUNTY COMMISSIONER**  
**MERU COUNTY**

Copy to:

Mr. Salesa A. Adano  
County Director of Education  
MERU



## TRANSCRIPT

**NAME:** SALESA ADANO ABUDO  
**COURSE:** SENIOR MANAGEMENT COURSE NO.18/2011  
**DATE:** 10<sup>TH</sup> OCTOBER, 2011 – 4<sup>TH</sup> NOVEMBER, 2011

The Senior Management Course (SMC) is a four (4) week training course, designed for senior managers responsible for managing resources in their organizations' strategic operations and key result areas. The course is examinable and covers the following subject areas:

| SUBJECT                                                    | GRADE    |
|------------------------------------------------------------|----------|
| 1. MANAGEMENT PRINCIPLES AND PRACTICES                     | C        |
| 2. PLANNING AND MANAGEMENT                                 | D        |
| 3. MANAGEMENT COMMUNICATION                                | D        |
| 4. EFFECTIVE LEADERSHIP                                    | D        |
| 5. MANAGEMENT OF PUBLIC RESOURCES                          | D        |
| 6. GOOD GOVERNANCE IN PUBLIC SERVICE DELIVERY              | D        |
| 7. CONTEMPORARY ISSUES AND PRACTICES IN THE PUBLIC SERVICE | C        |
| 8. PROJECT PAPER                                           | C        |
| <b>OVERALL GRADE</b>                                       | <b>C</b> |

GRADING CRITERIA: 80 – 100    D - Distinction  
60 – 79                    C - Credit  
50 – 59                    P - Pass  
0 – 49                      F - Fail

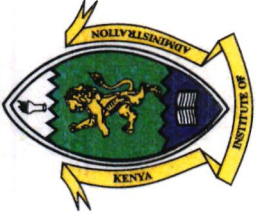
I Certify that this is a  
true copy of the Original  
.....  
CATHERINE W. WACHIRA - ADVOCATE  
P. O. Box 26754 - 00100, NAIROBI

DEPUTY DIRECTOR

DIRECTOR

Certificate No . . . . . 25017

CP 25017



I Certify that this is a true copy of the Original  
CATHERINE W. WACHIRA - ADVOCATE  
P.O. Box 26754 - 00100, NAIROBI

# KENYA INSTITUTE OF ADMINISTRATION

This is to certify that

*Salesa Adano Abudo*

attended *Strategic Leadership Development Program (SLDP) 26.8/2007*  
from *27 Aug ~ 5 Oct. 2007*

and is hereby awarded this

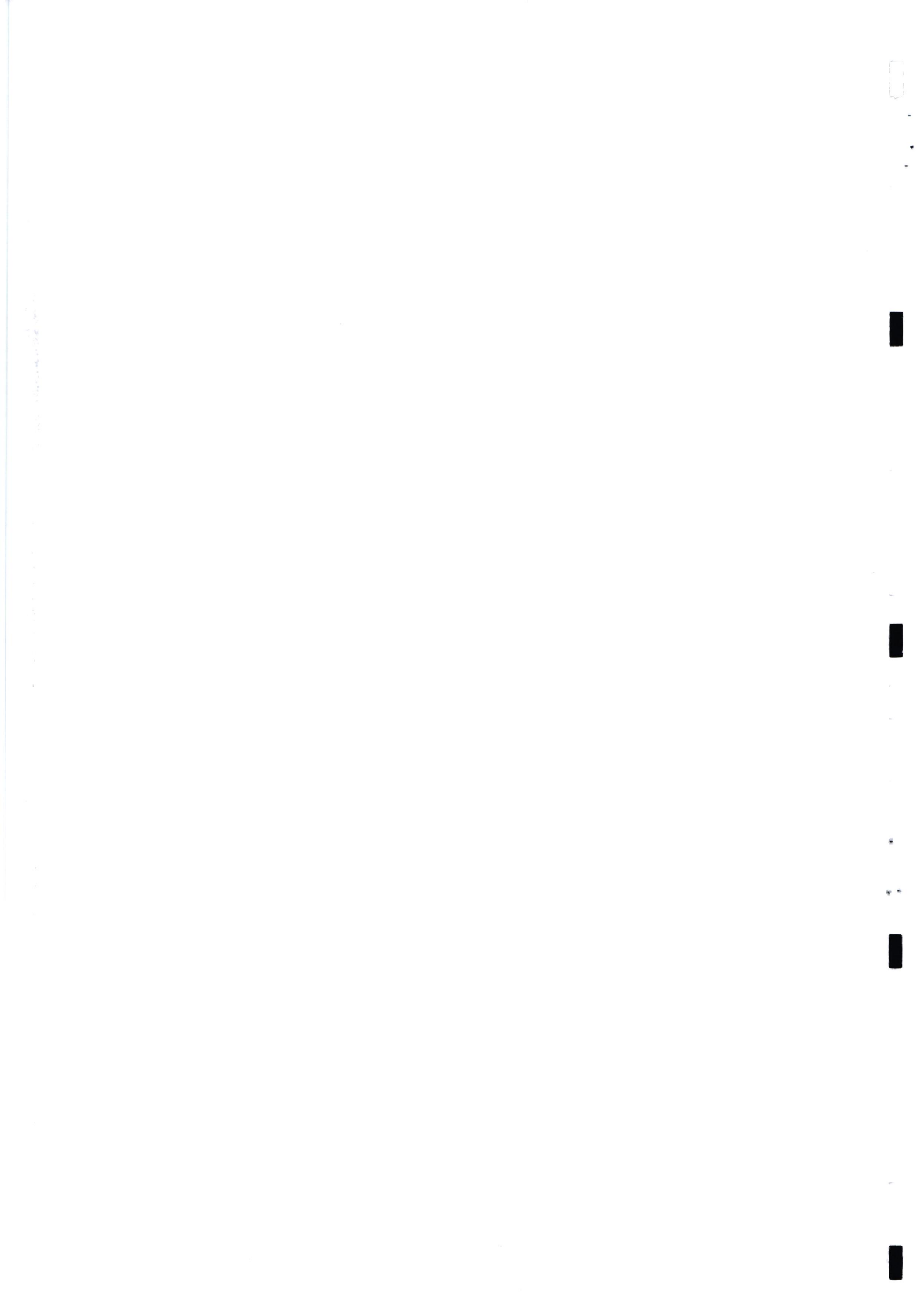
## CERTIFICATE

*Healy*  
Deputy Director  
Business Development

Date *5 October, 2007*

*Nubosa*  
Director





I Certify that this is a true copy of the Original

CATHERINE W. WACHIRA - ADVOCATE  
P.O. Box 26754 - 00100, NAIROBI



No: 7763

**REPUBLIC OF KENYA**  
**MINISTRY OF EDUCATION, SCIENCE AND TECHNOLOGY**

**KENYA EDUCATION STAFF INSTITUTE**

**Certificate in Education Management**

*This is to certify that* Salesa Adano Abudo P/No. 85104106


*has satisfactorily completed* Kenya Education Sector Support Programme Capacity

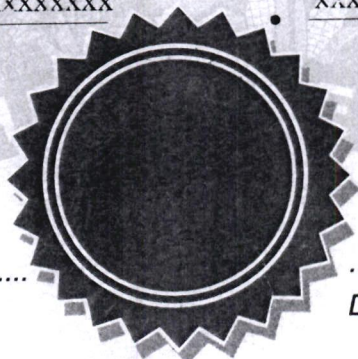
Development for Provincial Directors of Education, District Education Officers and District TOTs

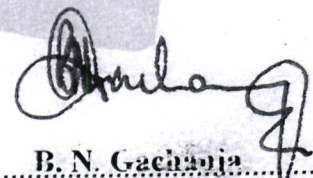
*held at* Egerton University *from* 4<sup>th</sup> *to* 10<sup>th</sup> Sept., 2005

*The topics covered were:-*

- Education Policy Evolution
- KESSP Investment Programmes
- Roles and Responsibilities of Implementors
- Development of Strategic Work Plans
- Effective Communication
- School Improvement and Empowerment
- Resource Management
- Procurement Procedures
- Accounting Procedures
- Training of Trainers Methods
- Monitoring and Evaluation

  
Prof. George I. Godia  
Education Secretary



  
B. N. Gachanja  
Director, Kenya Education Staff Institute



*By the authority of the Council of the*

# **KENYA SCHOOL OF GOVERNMENT**

*this Certificate is issued to*

***SALISA ADAMO ABUDO***

*who successfully attended and participated in the*

## ***PROJECT MANAGEMENT, MONITORING & EVALUATION COURSE***


*which was held on*

***13<sup>th</sup> March 2017 to 17<sup>th</sup> March 2017***

*and is hereby entered into the School's Records*

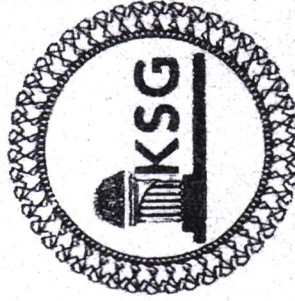
  
DEPUTY DIRECTOR

**SERIAL No.A 30445**

  
DIRECTOR

*I Certify that this is a true copy of the Original*

*CATHERINE W. WACHIRA - ADVOCATE  
P. O. Box 26754 - 00100, NAIROBI*





REPUBLIC OF KENYA

OFFICE OF THE PRIME MINISTER  
MINISTRY OF STATE FOR PUBLIC SERVICE  
GOVERNMENT TRAINING INSTITUTE-MOMBASA

Certificate of Merit

of

SENIOR MANAGEMENT COURSE

This Certifies that

*Salesa Adano Abudo*

.....  
Attended the Senior Management Course No. 18/2011 at the  
Government Training Institute, Mombasa

From 10<sup>th</sup> October, 2011 to 4<sup>th</sup> November, 2011 and

Passed

CREDIT

with .....

Whereto we bear solemn witness



I Certify that this is a true copy of the Original

.....  
CATHERINE W. WACHIRA - ADVOCATE  
P. O. Box 26754 - 00100, NAIROBI

DEPUTY DIRECTOR

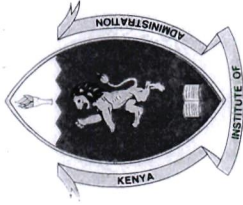
Ref. No. GTI/MS/S/MC/18/2011(4675)

Dated: 4<sup>th</sup> November, 2011

DIRECTOR

*This certificate has been issued without any alteration or erasures*

Certificate No. **17393**.....



I Certify that this is a true copy of the Original CP **17393**

*CP*  
CATHERINE WACHIRA - ADVOCATE  
P.O. Box 26754 - 00100, NAIROBI

# KENYA INSTITUTE OF ADMINISTRATION

This is to certify that

*Salesa Adano Abudo*  
attended *Financial Management Course*  
*No. 2/2005*  
from *29th Nov ~ 2nd Dec. 2005*



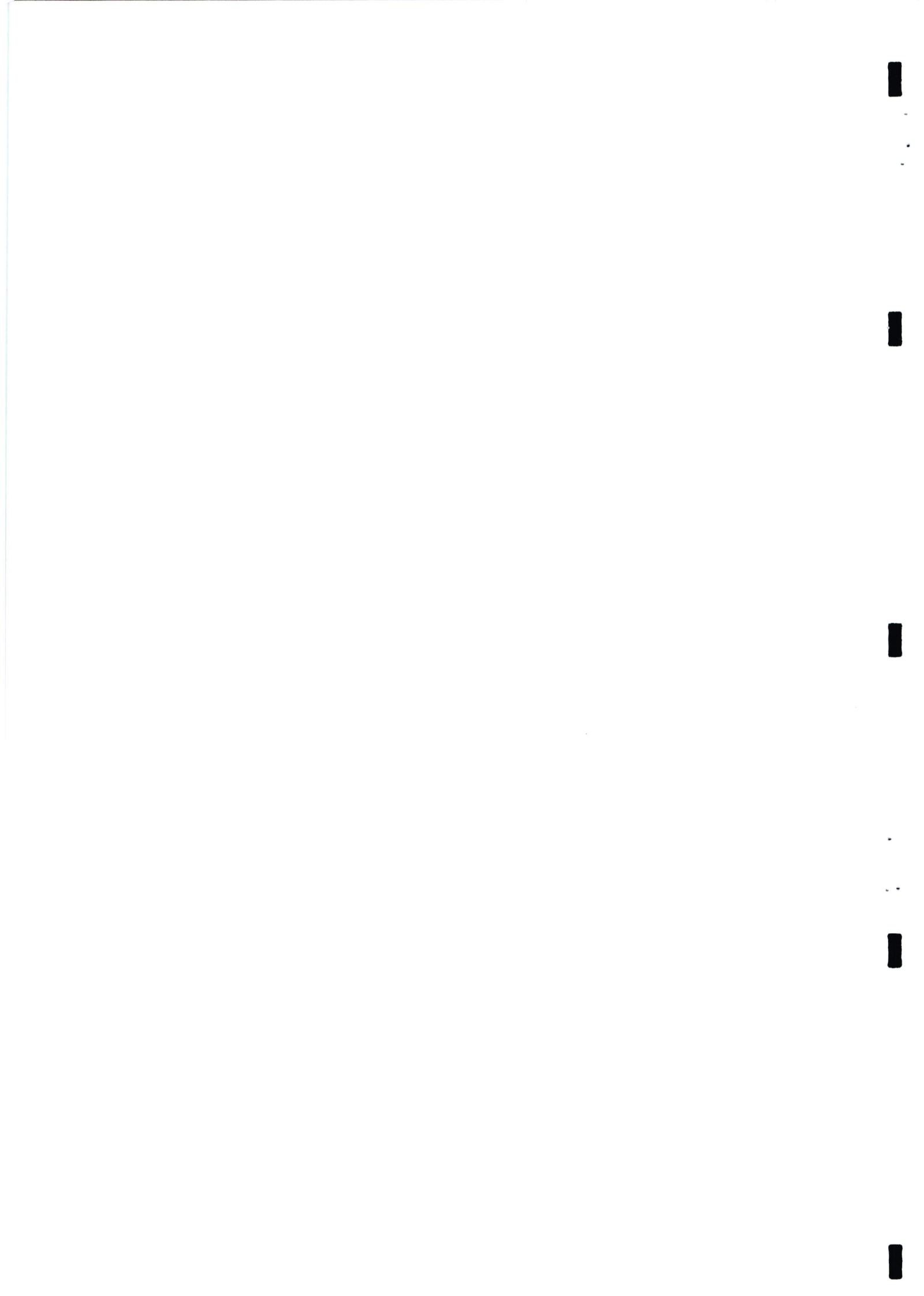
and is hereby awarded this

**CERTIFICATE**

*[Signature]*  
Head of Department

Date *2nd December, 2005*

*[Signature]*  
Director





The United Nations  
University

It is hereby certified that

**ADANO Salesa Abudo**

attended the

*Training Course on “Promoting a Self-reliant Approach to  
Basic Education Development in Africa through Research  
and Dialogue”*

In cooperation with

Chugoku International Centre of the Japan International Cooperation  
Agency (CIC/JICA)

held at UNU  
from 8 to 11 March 2005  
Tokyo, Japan

I Certify that this is a  
true copy of the Original

.....  
CATHERINE W. WACHIRA - ADVOCATE  
P. O. Box 26754 - 00100, NAIROBI

J.A. van Ginkel  
Rector

## Certificate of Acceptance

Nationality: Republic of Kenya  
Name: Salesa Abudo ADANO  
Date of Birth: December 24, 1962

I Certify that this is a  
true copy of the Original

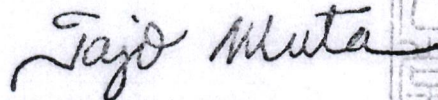
  
CATHERINE W. WACHIRA - ADVOCATE  
P. O. Box 26754 - 00100, NAIROBI

I hereby certify the acceptance of the above named person as a trainee for the following program at Hiroshima University.

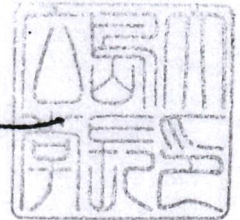
Name of the Program: Promoting a Self-Reliant Approach to Basic Education Development in Africa through Research and Dialogue

Organizer: Center for the Study of International Cooperation in Education, Hiroshima University

Period: February 22, 2005 - March 16, 2005

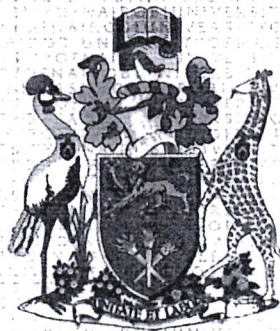


Taizo Muta (D.sc.)  
President  
Hiroshima University



Date February 21, 2005

# UNIVERSITY OF NAIROBI



This is to certify that

*Gacheri Annleta Mbiuki*

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

**BACHELOR OF EDUCATION  
(ARTS)**

*Second Class Honours (Upper Division)*

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

Twenty Sixth Day of November in the Year  
2001

VICE-CHANCELLOR

DEPUTY VICE-CHANCELLOR (ACADEMIC AFFAIRS)

0480

# The Kenya National Examinations Council



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

## Kenya Certificate of Secondary Education

THE CANDIDATE REACHED THE GRADE SHOWN IN THE SUBJECTS NAMED

MBIUKI G ANNCETA

\*F\*

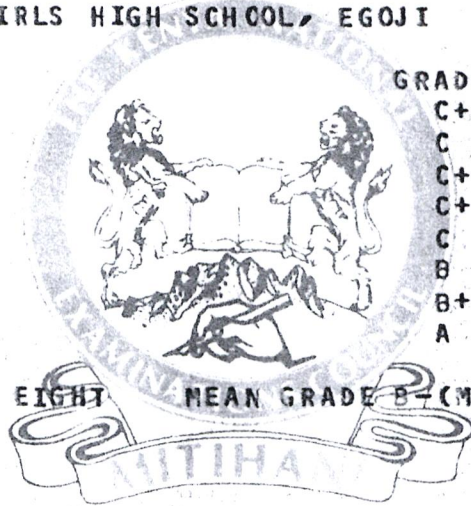
304801/006

ST. MARY'S GIRLS HIGH SCHOOL, EGOJI

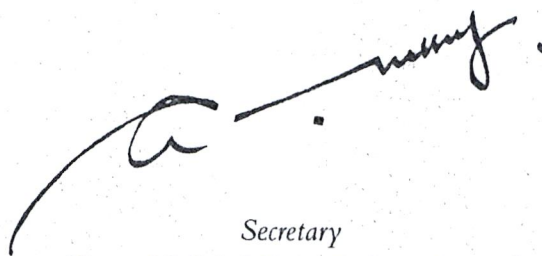
101 ENGLISH  
102 KISWAHILI  
121 MATHEMATICS  
231 BIOLOGY  
233 CHEMISTRY  
312 GEOGRAPHY  
441 HOME SCIENCE  
562 COMMERCE

GRADE  
C+(PLUS)  
C (PLAIN)  
C+(PLUS)  
C+(PLUS)  
C (PLAIN)  
B (PLAIN)  
B+(PLUS)  
A


SUBJECTS NAMED EIGHT MEAN GRADE B-(MINUS)



EXAMINATION OF NOVEMBER/DECEMBER 1995

  
Secretary  
Kenya National Examinations Council



  
Chairman  
Kenya National Examinations Council

This is a secure document using special paper.  
Please hold it up to the light to verify that the word  
MITIHANI can be seen through the paper.

KCSE 896963

Not valid without a hologram

(See overleaf)



*Certificate*  
OF  
COMPLETION



THIS CERTIFICATE IS PROUDLY AWARDED TO

*Anneceta Gacheri*

*For Participating in a Training Program on  
Evidence-Informed Policy Making*



PARLIAMENT OF KENYA

**AFIDEP**  
African Institute for  
Development Policy  
Bridging Development Research,  
Policy and Practice

**fhi360**  
THE SCIENCE OF IMPROVING LIVES

  
**UKaid**  
from the British people



THE CENTRE FOR PARLIAMENTARY STUDIES AND TRAINING  
(THE CPST)

# Certificate of Participation



*This is to certify that*

**Anceta Gacheri Mbiuki**

*attended a Capacity Building Workshop for PSC Staff on Public Procurement and Asset Disposal Act 2015*

*Conducted by The Centre for Parliamentary Studies and Training (CPST) Karen, on 29<sup>th</sup> April, 2016.*

**SESSIONS COVERED:**

1. Strategic Planning, Directorate Plans, Procurement Planning and Budgeting
2. Constitutional Principles on Procurement
3. Procedure for Procurement and Disposal of Goods and Services
4. Procurement Contract Management, Offences, Sanctions and Transitional Mechanisms

*and in recognition thereof is awarded this certificate*

*K. Kamau*

**Prof. Nyokabi Kamau**

Director

The Centre for Parliamentary Studies and Training

SN.A001120

**Eastern and Southern African Management Institute  
Arusha, Tanzania**



*This is to certify that*

*Anneceta Gacheri Mbiuki*

*has attended*

**RESEARCH AND DATA ANALYSIS IN THE PUBLIC SERVICE  
PROGRAMME**  
*conducted by Eastern and Southern African  
Management Institute*

*at* ..... **Niuro Hill, Arusha, Tanzania** .....

*From* ..... **7<sup>th</sup> December, 2015** *To* .....

**18<sup>th</sup> December, 2015** .....

A handwritten signature in black ink, appearing to be 'B. K.', is written over a horizontal dotted line.



THE CENTRE FOR PARLIAMENTARY STUDIES AND TRAINING

(THE CPST)



# Certificate of Participation

*This is to certify that*

**Anceta Gacheri**

attended a Training Workshop on **Legislative and Policy Research and Analysis (CPST 110)** for Parliamentary Staff  
Conducted by The Centre for Parliamentary Studies and Training with support from SUNY-Kenya at the Lukenya Getaway, from 7<sup>th</sup> to 11<sup>th</sup> December, 2014.

### TOPICS COVERED:

1. Fundamentals of Legislative Research, Policy making and Analysis
2. Tools and Methods of Policy Research and Analysis
3. Research Services for Committees
4. Analysis and Oversight of the Budget
5. Preparation and Presentation of Technical Papers, Reports and Issue Briefs
6. Political, Ethical and Technical Considerations in Legislative Research

*and in recognition thereof is awarded this certificate*

*Kamau*

**Prof. Nyokabi Kamau**

Director

The Centre for Parliamentary Studies and Training



Eastern and Southern African Management Institute  
Arusha, Tanzania



*This is to certify that*

*Gacheri Anneceta Mbiuki*

*has attended*

PARLIAMENTARY PRACTICES AND PROCEDURES  
PROGRAMME

*conducted by Eastern and Southern African  
Management Institute*

*at* ..... Lusaka, Zambia

*From* ..... 3<sup>rd</sup> April, 2017

*To* ..... 14<sup>th</sup> April, 2017

*Be*

**MR. SALESA ADANO ABUDO**



# The University of Leeds

## DEGREE OF MASTER OF EDUCATION

It is hereby certified that

**Adano Abudo Salesa**


was admitted to the degree of Master of Education

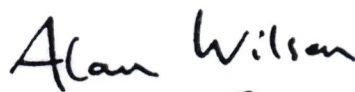
in November 2000

having followed a programme of advanced study in

**International Education Management**

I Certify that this is a  
true copy of the Original

  
CATHERINE W. WACHIRA - ADVOCATE  
P. O. Box 26754 - 00100, NAIROBI



VICE-CHANCELLOR



REGISTRAR



2000/499900417



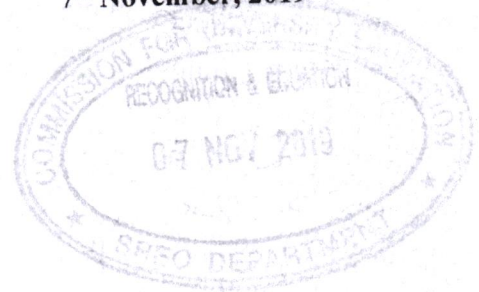
# Commission for University Education

## Recognition and Equation of Qualifications

CUE/10/9/1/Vol. 492

7<sup>th</sup> November, 2019

Adano Abudo Salesa  
P. O. Box 1557  
KITUI



**RE: RECOGNITION OF QUALIFICATIONS  
ADANO ABUDO SALESA**

Thank you for your application dated 7<sup>th</sup> November, 2019 in which you requested the Commission for University Education to recognize the following qualification awarded by The University of Leeds in the United Kingdom.

- **Master of Education in International Education Management**

It is hereby confirmed that The University of Leeds is recognized institution in the United Kingdom. The qualification awarded by the said institution is recognized in the United Kingdom and by convention in Kenya.

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

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

GWO/mmm

NB:

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

I Certify that this is a  
true copy of the Original

.....  
CATHERINE W. MACHIRA - ADVOCATE  
P. O. Box 26754 - 00100, NAIROBI

*Quality: The Agenda*



# KENYATTA UNIVERSITY

*This is to certify that*

*Salesa Adano Abudo*

*having satisfied all the requirements*

*was awarded the degree of*

**BACHELOR OF EDUCATION  
(PRIMARY)**

*Second Class Honours (Upper Division)*

*at a congregation*

*held at this University*


*on the Nineteenth Day of October*

*in the Year*

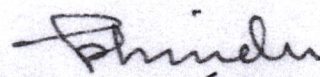
*One Thousand Nine Hundred and Ninety-Four*

I Certify that this is a  
true copy of the Original

  
CATHERINE W. WACHIRA - ADVOCATE  
P. O. Box 26754 - 00100, NAIROBI



Vice-Chancellor

  
Registrar (Academic)

THE KENYA  
NATIONAL EXAMINATIONS COUNCIL

This is to certify that the candidate named below sat for the Examination for the Kenya Certificate of Education and qualified for the award of a

KENYA CERTIFICATE OF EDUCATION

DIVISION III

THE CANDIDATE REACHED THE GRADE SHOWN IN THE SUBJECTS NAMED

SALESS ADARD ABUDO

35001/031


MARSABIT SECONDARY SCHOOL

|                                | <u>Grade</u> |
|--------------------------------|--------------|
| ENGLISH LANGUAGE               | 5            |
| FASINI YA KISWAHILI            | 7            |
| HISTORY                        | 4            |
| GEOGRAPHY                      | 7            |
| LUGHA YA KISWAHILI             | 8            |
| MATHEMATICS                    | 9            |
| SSP BIOLOGY                    | 6            |
| AGRIC.: PRINCIPLES & PRACTICES | 7            |

SUBJECTS NAMED EIGHT      SUBJECTS PASSED SEVEN

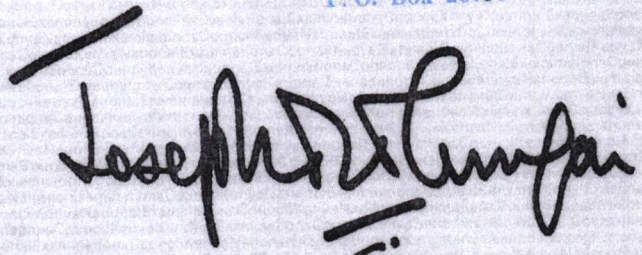
EXAMINATION OF NOVEMBER/DECEMBER 1981

I Certify that this is a  
true copy of the Original

  
CATHERINE W. WACHIRA - ADVOCATE  
P. O. Box 2674 - 00100, NAIROBI



Secretary  
Kenya National Examinations Council



Chairman  
Kenya National Examinations Council

O 091543

(See overleaf)

# THE KENYA NATIONAL EXAMINATIONS COUNCIL



This is to certify that the candidate named below sat for the Examination for the Kenya Advanced Certificate of Education and qualified for the award of a

## KENYA ADVANCED CERTIFICATE OF EDUCATION

The candidate passed at the level shown (Principal or Subsidiary) in the subject(s) named and attained the Grade(s) as indicated.

SALES ADANO ABUDO

93601/504

GENERAL PAPER  
ECONOMICS  
GEOGRAPHY  
KISWAHILI

SUBSIDIARY  
PRINCIPAL  
PRINCIPAL  
SUBSIDIARY

Grade

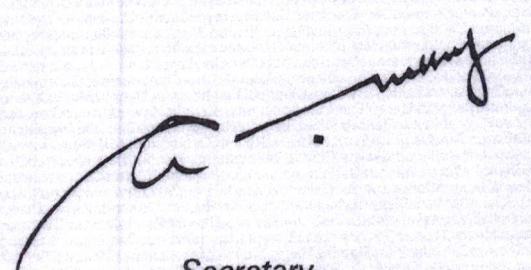
D  
C

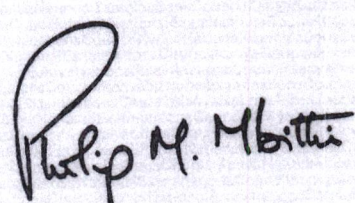
SUBJECTS RECORDED FOUR

I Certify that this is a  
true copy of the Original

  
CATHERINE W. WACHIRA - ADVOCATE  
P. O. Box 26754 - 00100, NAIROBI

EXAMINATION OF NOVEMBER/DECEMBER 1989

  
Secretary  
Kenya National Examinations Council

  
Chairman  
Kenya National Examinations Council

A 210595

(See overleaf)

The Kenya National Examinations Council



## PRIMARY TEACHERS' CERTIFICATE MARCH, 1985

This is to certify that the candidate named below sat for the Primary Teachers' Examination and qualified for the award of a Primary Teachers' Certificate and was graded as a P1 teacher.

The candidate attained the grade shown in the Subjects named.  
62183/003                      ADANO SALESA                      62183/003

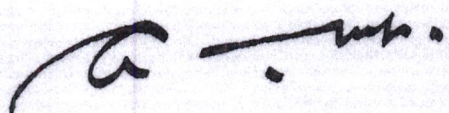
KAIMOSI TEACHERS TRAINING COLLEGE

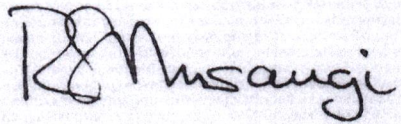
|                               | GRADE |
|-------------------------------|-------|
| PROFESSIONAL STUDIES          | 1     |
| ENGLISH                       | 3     |
| KISWAHILI                     | 2     |
| MATHEMATICS                   | 3     |
| SCIENCE                       | 2     |
| CHRISTIAN RELIGIOUS EDUCATION | 5     |
| PHYSICAL EDUCATION            | 2     |
| GEOGRAPHY                     | 3     |
| MUSIC                         | 1     |
| HOME SCIENCE                  | 3     |
| PRACTICAL TEACHING            | 2     |

\*SUBJECT PASSED (ELEVEN)

I Certify that this is a  
true copy of the Original

  
CATHERINE W. WACHIRA - ADVOCATE  
P. O. Box 26754 - 00100, NAIROBI

  
SECRETARY  
KENYA NATIONAL EXAMINATIONS COUNCIL

  
CHAIRMAN  
KENYA NATIONAL EXAMINATIONS COUNCIL

PTC 029463

(see overleaf)

REPUBLIC OF KENYA  
MINISTRY OF EDUCATION



## Certificate of Primary Education

This is to certify that the candidate named below sat the Examination for C.P.E. in the year 1977 and reached the Grades shown in the Subjects named:-

S K M SCHOOL

35009006 SALES ADANO

|                                                                                   |    |
|-----------------------------------------------------------------------------------|----|
| ENGLISH                                                                           | B- |
| MATHEMATICS                                                                       | B  |
| GENERAL SUBJECTS<br>(History, Civics, Geography,<br>Natural Science, Agriculture) | C+ |

A=Very Good    B=Good    C=Satisfactory    D=Weak    E=Very Weak

Date DEC. 1977

Director of Education

This Certificate was issued without any alteration whatsoever.

I Certify that this is a  
true copy of the Original

CATHERINE W. WACHIRA  
P.O. Box 26754 - 00199, NAIROBI



Patron: HER MAJESTY THE QUEEN

President: HER MAJESTY QUEEN ELIZABETH THE QUEEN MOTHER

The Associated Board of

# The Royal Schools of Music

ROYAL ACADEMY OF MUSIC

ROYAL NORTHERN COLLEGE OF MUSIC

ROYAL COLLEGE OF MUSIC

ROYAL SCOTTISH ACADEMY OF MUSIC AND DRAMA

**This is to certify that**

SALESA ADANO ABUDO

was examined in **THEORY OF MUSIC** and reached the

standard required to pass in Grade **FIVE**

in **1988**

*The holder of this Certificate was presented for examination by*

MERU TEACHERS COLLEGE

*Ronald Smith*

*Chief Executive and Director of Examinations*

I Certify that this is a  
true copy of the Original

*CF*  
CATHERINE W. WACHIRA - ADVOCATE  
P. O. Box 26754 - 00100, NAIROBI

Eastern and Southern African Management Institute  
Arusha, Tanzania



*This is to certify that*

*Salesa Adano Abudo*

*has attended*

PROGRAMME ON ADVANCED PROJECT MANAGEMENT,  
MONITORING AND EVALUATION  
*conducted by Eastern and Southern African  
Management Institute*

*at* .....  
**Mombasa, Kenya**

*From* .....  
**11<sup>th</sup> February, 2019**

*To* .....  
**20<sup>th</sup> February, 2019**

DIRECTOR - GENERAL

I Certify that this is a true copy of the Original

CATHERINE W. WACHIRA - ADVOCATE  
P. O. Box 26754 - 00100, NAIROBI



No: 8321

REPUBLIC OF KENYA  
MINISTRY OF EDUCATION, SCIENCE AND TECHNOLOGY

KENYA EDUCATION STAFF INSTITUTE

Certificate in Education Management

This is to certify that Salesa Adano Abudo TSC/No. 85104106  
has satisfactorily completed Induction Course In Results Based Management For  
Senior Education Officers

held at Stem Hotel - Nakuru from 12<sup>th</sup> to 18<sup>th</sup> June, 2005

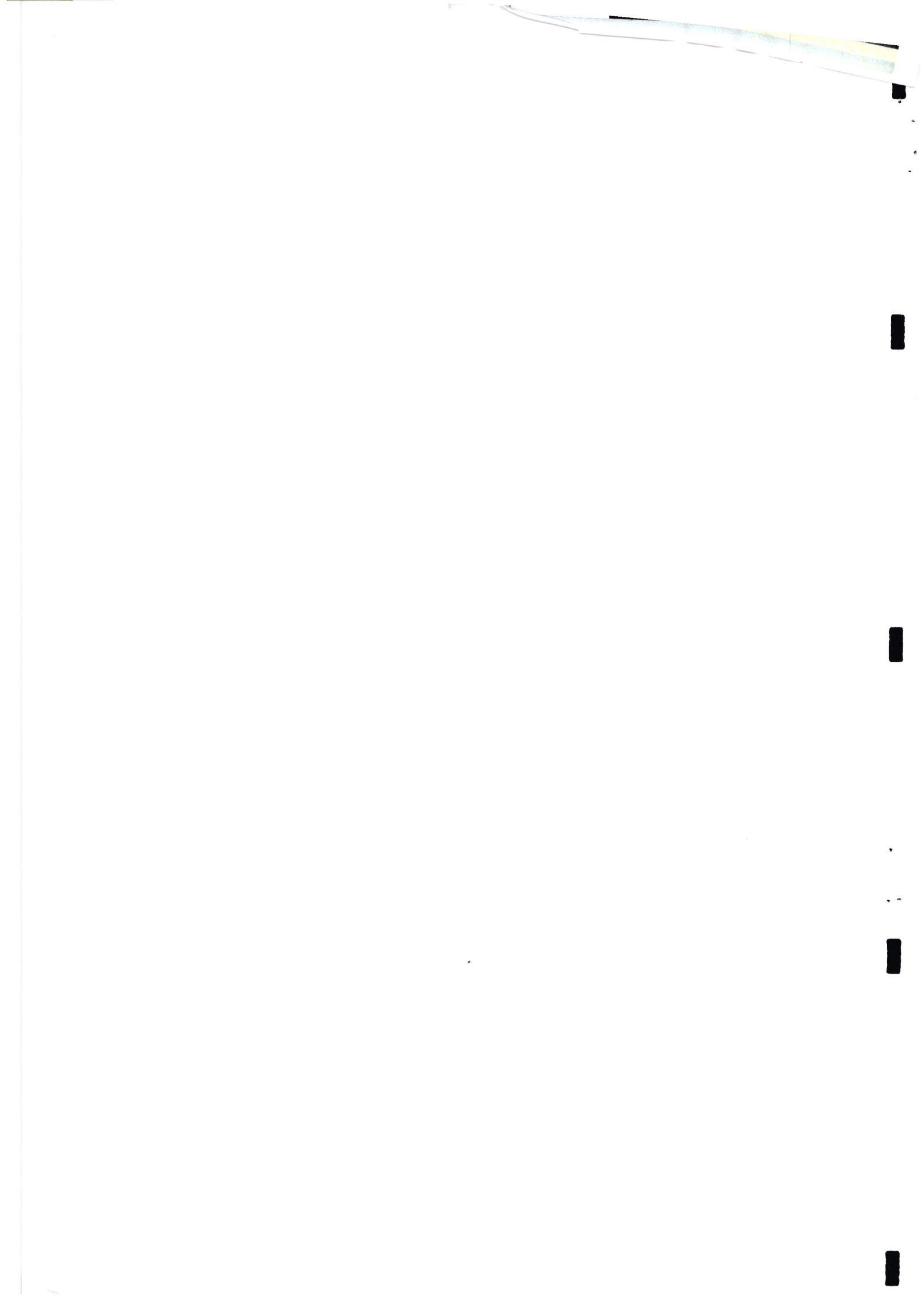
The topics covered were:-

- Overview of RBM Concepts & Principles
- Vision; Mission in the Provision of Educ. Services
- Education Issues in RBM
- Performance Management
- Performance Measurement
- Results Focused Leadership in RBM
- Logical Frame Work Analysis
- XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
- XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
- XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
- The Role of Evaluation in RBM
- Cross Cutting Issues in Education
- Results Based Management Chain
- Delegation
- Speech Writing
- Effective Communication
- Integrity in Education Management
- XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
- XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX
- XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX



Prof. George I. Godia  
Education Secretary

B. N. Gachanja  
Director, Kenya Education Staff Institute





REPUBLIC OF KENYA

**THE HEAD OF STATE'S COMMENDATION  
(CIVILIAN DIVISION)**

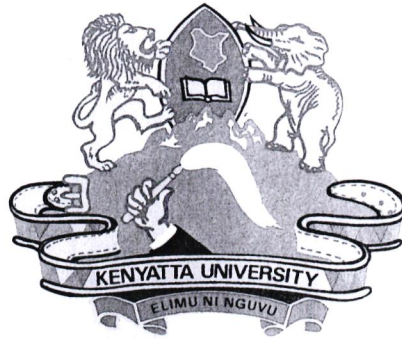
*I, the Honourable Mwai Kibaki  
President and Commander-in-Chief of the Armed Forces  
of the Republic of Kenya  
desire to record my high appreciation of  
your distinguished service to the Republic of Kenya  
I therefore award you*

*..... Sharon Delagat Kisire .....*  
*the Head of State's Commendation (Civilian Division)*

*.....  
President and Commander-in-Chief*

*Date 12<sup>th</sup> Dec, '09*





# KENYATTA UNIVERSITY

*This is to certify that*

*Jelagat Tum*

*having satisfied all the requirements  
was awarded the degree of*

**MASTER OF ARTS**

*at a congregation held at this University  
on the Thirteenth Day of October  
in the Year  
Two Thousand*

*E. S. Doniwani*

Vice Chancellor

*[Signature]*

Registrar (Academic)

Certificate Number

2000501730



# KENYATA UNIVERSITY

This is to certify that  
**Jelagat Tum**  
having satisfied all the requirements  
was awarded the degree of  
BACHELOR OF ARTS  
Second Class Honours (Upper Division)

I Certify that this is a  
True Copy of the Original

ELIZABETH WORA NYAGUCHA-ADVOCATE  
P. O. Box 25487 - 00100, NAIROBI

at a congregation  
held at this University  
on the Nineteenth Day of November  
in the Year

One Thousand Nine Hundred and Ninety-Three

*E. S. Dorman*

Vice-Chancellor

*phinda*  
Registrar  
(Academic)

KENYA ACCOUNTANTS AND SECRETARIES NATIONAL EXAMINATIONS BOARD

S300853

*SIII2004211314*

This is to certify that

*Sharon Jelagat Kisire*

passed the

**Certified Public Secretaries  
Final Examination**

held in

*December Two Thousand and Four*

having satisfied the examiners in all the prescribed subjects



Official Seal

*[Signature]*  
Chairman

*[Signature]*  
Member

*[Signature]*  
Secretary

Registration No. *NSC/90983*





Serial No: ICPSK/ 00039

The Institute of Certified Public Secretaries of Kenya (ICPSK)

## GOVERNANCE AUDITORS' ACCREDITATION COURSE

*This is to certify that*  
**Sharon J. Kisire**

Has been accredited as a

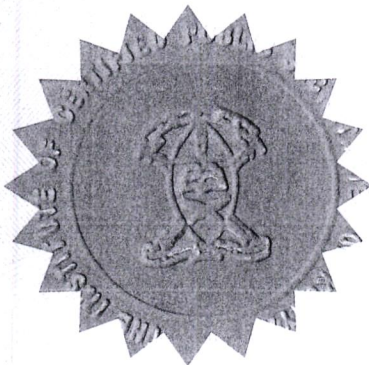
**GOVERNANCE AUDITOR**

having satisfied the Institute's requirements and successfully completed the ICPSK  
Forty Hours Governance Auditors Accreditation Course

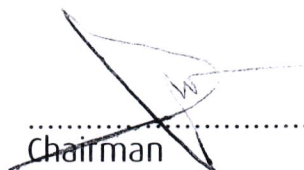
held at


**The Sarova Panafric Hotel, Nairobi**

from Feb 22<sup>nd</sup> to Feb 26<sup>th</sup> year 2016.



Official Seal

  
.....  
Chairman

  
.....  
Secretary

31/3/2016  
.....  
Date

Governance Auditors' Accreditation Number: GA/ 00039



# The Kenya Institut

*This is to certify that*

*Sharon Jelagat Kisire*

*having completed the prescribed course of study and having  
passed the required examinations  
has been awarded*

*Diploma in Human Resource Management*

*Given under the common Seal of the*

**KENYA INSTITUTE OF MANAGEMENT**

This 30<sup>th</sup> day of March 2001



*M. M. M. M.*

EXECUTIVE DIRECTOR

*W. E. E. E.*

CHAIRMAN OF COUNCIL

REG. NO:

1578  
D/Reg/11697

Registration  
of  
Certified Public Secretaries Board



# Certificate of Registration

This is to certify that:

*Sharon Jelagat Kisire*

Registration No. .... *R/CPSB/2223* .....

is hereby registered as a Certified Public Secretary in accordance with  
the provisions of the Certified Public Secretaries Act (Cap. 534).

Given under our hand and the Common Seal of the Board at Nairobi

this ..... *29<sup>th</sup>* ..... day of ..... *July* ..... 20 .. *09* .....



I Certify that this is a  
True Copy of the Original

*Elizabeth Wora Nyagucha*  
ELIZABETH WORA NYAGUCHA-ADVOCATE  
P. O. Box 25487 - 00100, NAIROBI

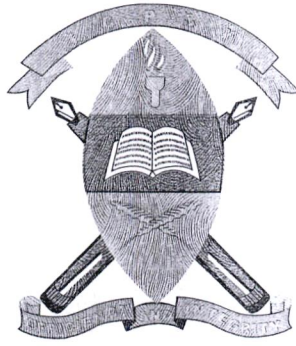
Chairman

*E. Mung'anga*  
Member

Registrar

Serial No. **0962487**

This certificate is the property of the Board



# The Institute of Certified Public Secretaries of Kenya

Established under the Certified Public Secretaries of Kenya Act (Cap 534 Laws of Kenya)

## Membership Certificate

This is to certify that

*Sharon Jelagat Kisire*

is a

### Member

of The Institute of Certified Public Secretaries of Kenya

Given under the common seal of The  
Institute of Certified Public Secretaries of Kenya

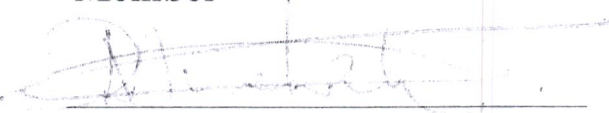
on this *Twenty Ninth* day of *July* 2009



Membership No. 2223

  
Chairman

  
Member

  
Secretary

# THE KENYA NATIONAL EXAMINATIONS COUNCIL



This is to certify that the candidate named below sat for the Examination for the Kenya Advanced Certificate of Education and qualified for the award of a

## KENYA ADVANCED CERTIFICATE OF EDUCATION

The candidate passed at the level shown (Principal or Subsidiary) in the subject(s) named and attained the Grade(s) as indicated.

TUM JELAGAT

20005/530

LORETO HIGH SCHOOL, LIMURU

|                         |            | <u>Grade</u> |
|-------------------------|------------|--------------|
| GENERAL PAPER           | SUBSIDIARY |              |
| HISTORY                 | SUBSIDIARY |              |
| CHRISTIAN REL EDUCATION | PRINCIPAL  | B            |
| KISWAHILI               | PRINCIPAL  | C            |

SUBJECTS RECORDED FOUR

EXAMINATION OF NOVEMBER/DECEMBER 1983

*Secretary*  
*Kenya National Examinations Council*

*Chairman*  
*Kenya National Examinations Council*

A 145929

(See overleaf)

# THE KENYA NATIONAL EXAMINATIONS COUNCIL



This is to certify that the candidate named below sat for the Examination for the Kenya Certificate of Education and qualified for the award of a

## KENYA CERTIFICATE OF EDUCATION

### DIVISION I

THE CANDIDATE REACHED THE GRADE SHOWN IN THE SUBJECTS NAMED

JELAGAT TUM

20005/041

LORETO HIGH SCHOOL, LINURU

|                          | Grade |
|--------------------------|-------|
| ENGLISH LANGUAGE         | 3     |
| LITERATURE IN ENGLISH    | 1     |
| FASIHI YA KISWAHILI      | 1     |
| CHRISTIAN REL. EDUCATION | 4     |
| HISTORY                  | 3     |
| GEOGRAPHY                | 4     |
| LUGHA YA KISWAHILI       | 1     |
| MATHEMATICS              | 3     |
| BIOLOGY                  | 6     |

SUBJECTS NAMED NINE      SUBJECTS PASSED NINE

EXAMINATION OF NOVEMBER/DECEMBER 1986

I certify that this is a true copy of the original  
Date 18/03/2011 Sign B.M.M.  
MATHIAS M. BOTANY - ADVOCATE  
& COMMISSIONER FOR OATHS  
P. O. Box 17298 - 00100, NAIROBI

Secretary

Kenya National Examinations Council

Chairman

Kenya National Examinations Council

O 473661

(See overleaf)

Registration  
of  
Certified Public Secretaries Board



**Practising Certificate**

This is to certify that

*Sharon Jelagat Kisire*

Registration No. *R/CPSB/2223*

having complied with the relevant provisions of the  
Certified Public Secretaries Act (Cap 534) is hereby issued with  
this Practising Certificate No. *P/CPSB/958*

to practise as a Certified Public Secretary.

Given under our hand and the Common Seal of the Board at Nairobi  
this *25<sup>TH</sup>* day of *November* 19 *2009*



*[Signature]*  
Chairman

*[Signature]*  
Member

*[Signature]*  
Registrar

Serial No. **051041**

This certificate is the property of the Board

# KENYA PIPELINE COMPANY LIMITED



KENPIPE PLAZA,  
SEKONDI ROAD,  
OFF MANYUKI ROAD,  
INDUSTRIAL AREA,  
NAIROBI, KENYA.  
P.O.Box 73442 - 00200,  
TELEPHONE: 254-20-532244  
TELEFAX: 254-20-530384/650436/8  
E-mail: Info@kpc.co.ke

Ref No: HR/SG/2/1

Date: 20<sup>th</sup> June, 2016

Ms. Sharon J. Kisire  
PO Box 74380-00200  
NAIROBI

Dear

## **LETTER OF APPOINTMENT AS GENERAL MANAGER (HUMAN RESOURCE & ADMINISTRATION) AT KENYA PIPELINE COMPANY LIMITED**

Following your application and subsequent interview with the Board of Directors, I am pleased to convey its decision to appoint you as **General Manager (Human Resource & Administration)**, Job Group 2 on the following terms and conditions:

### **1. REPORTING**

You will be reporting to the Managing Director

### **2. DUTIES & RESPONSIBILITIES**

As the General Manager (Human Resource & Administration), the role is responsible for provision of leadership to heads of departments with divisional mandate for various HR and administrative functional areas. You will guide the delivery of the entire spectrum of human resource and administrative strategies. A key part of this role will be to provide leadership in change management, organizational development initiatives and ensuring staff motivation by creating a conducive working environment. Other key responsibilities will be to

- (i) Provide leadership in the development and implementation of human resource strategies, policies and procedures to achieve KPC's strategic objectives,
- (ii) Ensure continuous development and maintenance of effective performance management systems,
- (iii) Ensure continuous harmonious industrial climate,
- (iv) Maintain a robust remuneration strategy and appropriate terms and conditions of employment,
- (v) Lead and contribute to the development and implementation of appropriate change management initiatives,
- (vi) Ensure efficient and effective administration services including maintenance of KPC's property, offices and provision of transport services,
- (vii) Identify, attract, deploy and retain qualified and skilled personnel,
- (viii) Carry out any other related duties as may be assigned from time to time

27. THE OFFICIAL SECRETS ACT, CHAPTER 187 LAWS OF KENYA

You will also be bound to the provisions of the 'Official Secrets Act', Cap 187 of the Laws of Kenya.

28. ACCEPTANCE

If you accept this offer and terms and conditions as stipulated herein, please sign the duplicate copy of this letter to signify your acceptance, then retain the original and return the duplicate copy to the undersigned on or before 29<sup>th</sup> June, 2016.

Yours

  
JOE SANG  
MANAGING DIRECTOR

Acceptance

I (Name).....SHARON J. KISAE.....accept the above offer as per the terms and conditions stipulated herein and shall report for duty on ....18/07/2016.....

Signed: ..... Date: 29/06/2016.....

Ref: KWS/8465 (194)

16<sup>th</sup> April, 2012

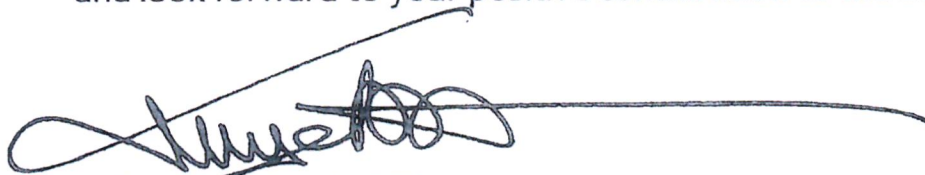
Sharon J. Kisire  
KWS Headquarters  
P. O. Box 40241  
**NAIROBI**

**APPOINTMENT**

Following the interview you attended at KWS Headquarters on 10<sup>th</sup> April 2012, I am pleased to inform you that you were successful and the Board of Trustees in its meeting held on 12<sup>th</sup> April, 2012 approved your appointment to the position of **Deputy Director, Human Capital Division job grade "2"** effective from 12<sup>th</sup> April, 2012.

Consequently, you will receive a basic salary of **Ksh. 301,000** and house allowance of **Ksh. 40,000** per month. Due to the fact that the current salary scale attached your new job grade cannot accommodate the two (2) increments on promotion as per the applicable policy, you will instead be paid the difference arising from the conversion of **Ksh. 13,000** per month in form of **Responsibility Allowance** effective from the same date upto 30<sup>th</sup> June, 2012 after which the case will be reviewed and the allowance incorporated into your basic pay on implementation of the new salary structure for the organization.

Congratulations on this appointment and I wish you well in your new position and look forward to your positive contribution to the attainment of our vision.



**Julius Kipng'etich, CBS**  
**DIRECTOR**

REPUBLIC OF KENYA

IN THE MATTER OF THE OATHS AND STATUTORY DECLARATIONS ACT  
CAP 15 OF THE LAWS OF KENYA

AFFIDAVIT

I, **SHARON JELAGAT KISIRE** of Post Office Box Number 73442-00200 Nairobi within the Republic of Kenya do solemnly make oath and state as follows:

1. **THAT** I am a female adult of sound mind working for gain as the General Manager, Human Resources & Administration, of Kenya Pipeline Company Limited, and I am competent to swear this affidavit.
2. **THAT** I got married to **CHRIS CHEPKOIT KISIRE** on 22<sup>nd</sup> April 1995. Prior to the said marriage, my maiden name was **SHARON JELAGAT TUM**.
3. **THAT** prior thereto, I also used the name **JELAGAT TUM** which appears on my degree certificates.
4. **THAT** after the said marriage, I changed my name to **SHARON JELAGAT KISIRE** to reflect my marital status.
5. **THAT** my Kenyan National Identity Card Number 9959432 now indicates my name as **SHARON JELAGAT KISIRE**
6. **THAT** I hereby confirm that the names **SHARON JELAGAT KISIRE**, **JELAGAT TUM** and **SHARON JELAGAT TUM** in their various combinations refer to one and the same person that is myself.
7. **THAT** I swear this affidavit to confirm my names, verily believing the facts deposed to herein to be true to the best of my knowledge and information.

SWORN AT NAIROBI THIS .....18<sup>th</sup> ..... DAY OF .....October 2017

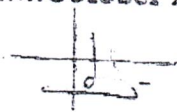
By the said:

**SHARON JELAGAT KISIRE**

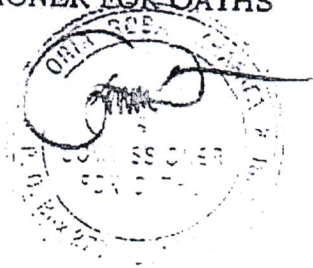
BEFORE ME:

COMMISSIONER FOR OATHS

)  
)  
)  
)  
)



.....





# NATIONAL OIL CORPORATION OF KENYA

Eland House, Kapiti Road off Mombasa Road  
P.O. Box 58567 Nairobi  
Tel: 608070 (Pilot Line) Fax: 606596 / 605530 / 603917  
mdnock@nockkenya.co.ke  
info@nockkenya.co.ke



**'COPY'**

NOCK/C/ST/0370

15<sup>th</sup> March 2004

Sharon Jelagat Kisire  
P. O. Box 74380  
Nairobi

Dear Sharon

## **RE: APPOINTMENT – HUMAN RESOURCE & ADMINISTRATION MANAGER**

Further to the recent interview held with you and subject to satisfactory medical examination as well as satisfactory references, we have pleasure in offering you employment with this Company as a Human Resource Manager in Nairobi or subsequently in any other capacity or at any other of the Company's locations which your ability and the best interests of the company may indicate from time to time. The effective date of your appointment will be 15<sup>th</sup> April 2004 and this offer is made subject to the following terms and conditions.

### **Terms of Service and Notice:**

This appointment is to our Permanent & Pensionable establishment. During the first six months you will be on probation. At the end of six months and provided that your services are satisfactory, you will be confirmed to permanent and pensionable terms. Notice period will be one month either way both during and after the probationary period.

### **Salary:**

Commencing salary for the position offered is K£. 15,672 at the Scale of K£.14, 808 x 405 – 15,213 x 459 to K£.17,049 x 510 – 18, 579 per annum.

### **House Allowance:**

You will be eligible to a house allowance of Kshs.50,000/= per month.

### **Mileage, & Responsibility Allowance:**

You will be eligible to Mileage allowance of Kshs.30,000/= and responsibility allowance of Kshs.24,000/= per month.

### **Entertainment Allowance:**

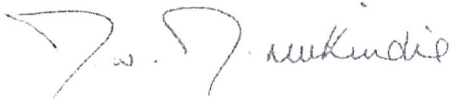
You will be eligible to Entertainment allowance of Kshs.20,000/= per month.

**Conditions of Service:**

cancellation shall have application to existing employees as well as to future employees, as the Company may determine. However, in such event due consideration will be given to any benefits which any employee has accrued up to the time of modification or cancellation although the Company reserves to itself the right of determination of any such benefits, and will accept no legal liability for any claims made upon it.

We should be grateful if you would signify your acceptance of these terms and conditions by signing and returning to us the duplicate copy of this letter, also initialling the first page.

Yours faithfully



**M. KIMOTHO M'MUKINDIA**  
**MANAGING DIRECTOR**

I SHARON SELAGAT KWIPE..... hereby accept/not accept this appointment.

Signature: ..... Date: 15/3/2004.....

**For NOCK**

Signature: ..... Date: 15/3/2004.....

Encl.

Gkk/Ect

**MS. ANNCETA G. WAFUKHO**

**REPUBLIC OF KENYA**

**IN THE MATTER OF OATHS AND STATUTORY DECLARATIONS ACT**

**CHAPTER 15 OF THE LAWS OF KENYA**

**AFFIDAVIT**

I, **ANNCETA GACHERI WAFUKHO**, of Post Office Box Number 2768-00200 Nairobi and a resident of Nairobi in the Republic of Kenya, do make oath and state as follows;

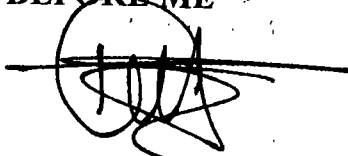
1. THAT I am a citizen of the Republic of Kenya and the bearer of National Identity Card Number 20096763.
2. THAT my school certificates and other personal documents bears the names of Annceta Gacheri Mbiuki.
3. THAT after my marriage I now use the names Annceta Gacheri Wafukho.
4. THAT I make this affidavit to confirm that Annceta Gacheri Mbiuki and Annceta Gacheri Wafukho refers to one and the same person, who is myself.
5. THAT all what is stated herein is true to the best of my knowledge, information and belief.

**SWORN BY ANNCETA GACHERI WAFUKHO )**

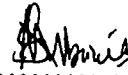
at **NAIROBI** )

On this 5<sup>th</sup> day of July, 2021 )

**BEFORE ME** )

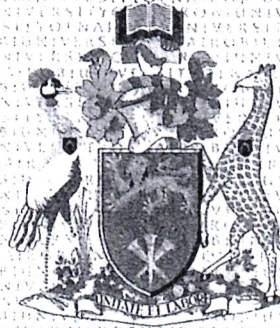


**COMMISSIONER FOR OATHS** )



.....

# UNIVERSITY OF NAIROBI



This is to certify that

*Annceta Gacheri Itibiuki*

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

**MASTER OF EDUCATION  
(EDUCATIONAL PLANNING)**

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

Sixth Day of September in the Year  
2019

AG. VICE-CHANCELLOR

DEPUTY VICE-CHANCELLOR (ACADEMIC AFFAIRS)

# UNIVERSITY OF NAIROBI



This is to certify that

*Anncenta Gacheri Mbirũ*

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

## MASTER OF BUSINESS ADMINISTRATION

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

Third Day of December in the Year  
2010

A stylized signature in black ink.

VICE-CHANCELLOR

A stylized signature in black ink.

DEPUTY VICE-CHANCELLOR (ACADEMIC AFFAIRS)



Certificate No 711-DIP-84-211

REPUBLIC OF KENYA  
MINISTRY OF EDUCATION SCIENCE &  
TECHNOLOGY

# Diploma in Education

*Christine K. Musyoka*

having successfully completed a *Two* year course  
of training in

*Kiswahili- Geography- P.E.*

**HUMANITIES**

Professional Studies and Practical Teaching

at

**SIRIBA TEACHERS COLLEGE**

is

awarded a *Third* class Diploma in Education.

Principal

Director of Education

Dated this *28<sup>th</sup>* day of *July* 1984.

THE KENYA  
NATIONAL EXAMINATIONS COUNCIL

This is to certify that the candidate named below sat for the Examination for the Kenya Advanced Certificate of Education and qualified for the award of a

KENYA  
ADVANCED CERTIFICATE OF EDUCATION

The candidate passed at the level shown (Principal or Subsidiary) in the subject(s) named and attained the Grade(s) as indicated.

CHRISTINE K MUSYOKI

K1605/502

COAST GIRLS\* HIGH SCHOOL

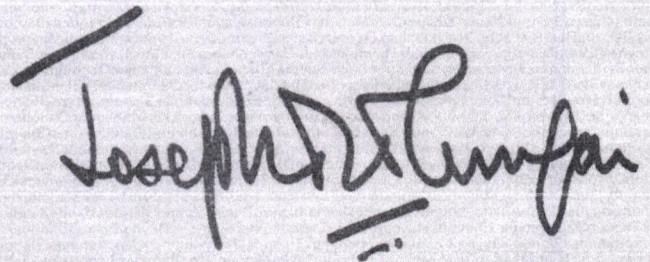
|                       |            | <u>Grade</u> |
|-----------------------|------------|--------------|
| GEOGRAPHY             | PRINCIPAL  | C            |
| LITERATURE IN ENGLISH | SUBSIDIARY | 7            |
| KISMAHILI             | PRINCIPAL  | E            |

SUBJECTS RECORDED THREE

EXAMINATION OF NOVEMBER/DECEMBER 1980



Secretary  
Kenya National Examinations Council



Chairman  
Kenya National Examinations Council

A 000670

(See overleaf)

# THE EAST AFRICAN EXAMINATIONS COUNCIL



This is to certify that the candidate named below sat for the Examination for the East African Certificate of Education and qualified for the award of an

## EAST AFRICAN CERTIFICATE OF EDUCATION

DIVISION II

THE CANDIDATE REACHED THE GRADE SHOWN IN THE SUBJECTS NAMED.

CHRISTINE K MUSYOKI

K1605 000

COAST GIRLS' HIGH SCHOOL

|                       | GRADE |
|-----------------------|-------|
|                       | ----- |
| ENGLISH LANGUAGE      | 6     |
| LITERATURE IN ENGLISH | 3     |
| FASHI YA KISWAHILI    | 3     |
| GEOGRAPHY             | 6     |
| LUGHA YA KISWAHILI    | 3     |
| MATHEMATICS ALT S     | 6     |
| BIOLOGY               | 7     |
| PHYSICAL SCIENCE      | 7     |

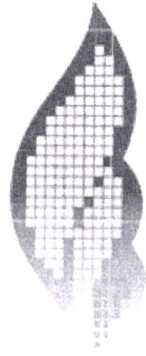
SUBJECTS NAMED EIGHT      SUBJECTS PASSED EIGHT

EXAMINATION OF NOVEMBER/DECEMBER 1978

Secretary  
East African Examinations Council

Chairman  
East African Examinations Council

(See overleaf)



**KEMI**  
KENYA EDUCATION  
MANAGEMENT INSTITUTE

**KENYA EDUCATION MANAGEMENT INSTITUTE**

This is to certify that

**Christine K. Kahindi**

*Having satisfied all the requirements was awarded*

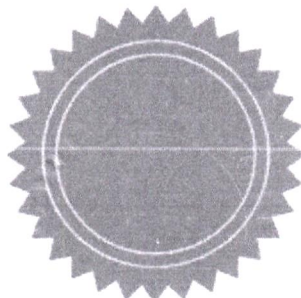
**Diploma in Education Management**

*(Credit)*

*On 12th July 2013*

Prof. Eunice Mutitu  
Chairperson, KEMI Council

Dr. Wanjiru Kariuki  
Director, Kenya Education Management Institute



**MINISTRY OF EDUCATION SCIENCE AND TECHNOLOGY**

Telegrams: "SCHOOLING",  
MOMBASA  
Telephone: Mombasa 315327  
When replying please quote



**PROVINCIAL DIRECTOR OF  
EDUCATION  
COAST PROVINCE  
P. O. BOX 90204 MOMBASA**

Ref.TSC/ 205430/20

3<sup>rd</sup> JUNE 2009

✓ Mrs. Christine Kahindi

Thro'

The District Education Officer  
Kilifi District  
**KILIFI**

**FORWARDED**  
**DISTRICT EDUCATION OFFICER  
KILIFI DISTRICT**  
4/6/2009  
**DISTRICT EDUCATION OFFICER  
KILIFI DISTRICT**

**TRANSFER AND DEPLOYMENT OF HEADS OF INSTITUTIONS**

It has been decided that you be transferred from Majaoni Secondary School to Katana Ngala Secondary School as head teacher with immediate effect.

You will hand over the administration of Majaoni Secondary to Mr. Tole Severin TSC 335449 who in a separate communication has been transferred to the School as Head teacher.

By copy of this letter, the District Education Officer Kilifi is requested to supervise the handing/taking over of the administration of the School and inform the Teachers Service Commission and this office once the exercise is finalised.

**MAJANI ALEX TOM, C.D.  
PROVINCIAL DIRECTOR OF EDUCATION  
COAST PROVINCE**

Cc;

**The Secretary,  
Teachers Service Commission, NAIROBI.  
The District Education Officer, Kilifi.  
The Chairman B.O.G., Mjaoni Secondary School;  
Katana Ngala Secondary School**

*-Refer to your approval of the same dated 13<sup>th</sup>  
May 2009*

# TEACHERS SERVICE COMMISSION

Telephone: Nairobi  
312067/68/78/89,312123/32/45,  
312418/23,312535  
Telegrams: "MWALIMU", Nairobi



THE BAZAAR  
MOI AVENUE/BIASHARA  
STREET  
PRIVATE BAG  
NAIROBI, KENYA

When replying please quote

Ref. No. TSC/205430/109

31<sup>st</sup> July, 2007

Mrs. Christine Katungulu Kahindi  
The Headteacher  
Majaoni Secondary School  
P.O. Box 505  
KILIFI



Dear Mrs. Kahindi

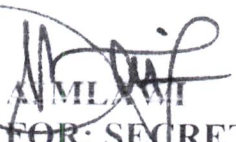
## APPOINTMENT PRINCIPAL GRADUATE/APPROVED TEACHER.II

I am pleased to convey the decision of the Teachers Service Commission that further to your application and subsequent interview, you be appointed **Principal Graduate/Approved Teacher II Job Group 'N'** in the salary scale of **Kshs.292,560 to Kshs.396,300 p.a.** with effect from **16<sup>th</sup> April, 2007.**

It has also been decided that you be retained at your current station as Principal.

Please accept my sincere congratulations upon this appointment and my best wishes in the performance of your duties.

Yours Sincerely,

  
FOR: SECRETARY  
TEACHERS SERVICE COMMISSION

Copy to: The Provincial Director of Education,  
COAST PROVINCE

District Education Officer  
KILIFI DISTRICT

# TEACHERS SERVICE COMMISSION

Telephone: Nairobi  
331144/5/6/7/8/9 & 331150  
Telegrams: "MWALIMU".  
Nairobi  
When replying please quote



THE BAZAAR  
MOI AVENUE/BIASHARA  
STREET  
PRIVATE BAG  
NAIROBI, KENYA

Ref.Nº: **TSC/ 205430/94**  
and date

10<sup>th</sup> May, 2001

Mrs.Christine K. Kahindi,  
The Headteacher,  
Majaoni Secondary School.

Through,  
The Provincial Director of Education,  
Coast Province,  
P. O. BOX 90204,  
**Mombasa.**

Forwarded

*K. Kenia*

Director-Of Education  
Province

*Congratulations*

Dear Mrs.Kahindi,

**RE: APPOINTMENT**  
**SENIOR GRADUATE/APPROVED TEACHER (HEADTEACHER)**  
**JOB GROUP 'M'**

I am pleased to convey the decision of the Teachers Service Commission that further to your application and subsequent interview, you be appointed Senior Graduate/Approved Teacher at Job Group 'M' in the salary scale of K£8.718 to K£13,485 p.a. with effect from 1<sup>st</sup> April, 2001.

It has also been decided that you be retained at Majaoni Secondary School as Headteacher.

Please accept my sincere congratulations upon this appointment and my best wishes in the performance of your duties.

Yours Sincerely,

L. N. NZOMO (MRS)  
FOR: SECRETARY

**TEACHERS SERVICE COMMISSION**

THE TEACHERS SERVICE COMMISSION

ORIGINAL  
DUPLICATE  
TRIPLICATE

LETTER OF PERMANENT APPOINTMENT

LETTER OF APPOINTMENT

REGISTRATION NO. TSC/205430/35

THIS AGREEMENT is made between the Teachers Service Commission and  
(full name) CHRISTINE MUSYOKI of  
(address) THRO' THE H/MASTER, KILIFI TOWNSHIP SEC. SCH. BOX 16, KILIFI  
(hereinafter called the teacher) with effect from the 4TH day  
of AUGUST, 1984 on the following terms:

1. Salary £. 1254 per annum in the scale £. 1170 to £. 2082 per annum.

Grade S1 (DIPLOMA) TEACHER ON PROBATION

2. Status under the Pensions Act (Cap. 189) on confirmation in service after completion  
of probation (if any) PERMANENT AND PENSIONABLE

3. During any period of probation, employment may be terminated by either party giving to the other one month's notice in writing, or by paying to the other an amount equal to one month's salary in lieu of notice.

4. After the completion of any period of probation, this agreement may be terminated by either party giving to the other party three months' notice in writing or by paying to the other party an amount equal to one month's salary in lieu of notice.

5. A condition of employment is readiness to serve anywhere in Kenya in any school in which the teacher is qualified to teach.

6. Employment is subject to the Code of Regulations compiled and published by the Teachers Service Commission under section 6 of the Teachers Service Commission Act 1966 (No. 2 of 1967), and to any amendment of such Code which may be made from time to time.

7. Incremental date is 1st July.

Date 30 SEP. 1986

Signed [Signature] The Teacher

Date 23rd September, 1986

Signed (S. H. KANGETTA) for The Teachers Service Commission

SIGNED COPIES:

The Teachers Service Commission (2).

Teacher (1).

TEACHERS SERVICE COMMISSION

TEL: NAIROBI 331144/5/6/7/8/9/50

TELEGRAMS: "MALLU" NAIROBI

Co-operative House  
Haile Selessie Avenue  
Private Bag  
NAIROBI

When replying please quote

REF: TSC/NO. 205430/79.....

DATE 31 July, 1995.....

MR/ Kahindi..K. Christine.....

THRO' ..The Headmaster.....

..Majajoni Sec. School.....

..P..o..Box 505.....

..KILIFI.....

RECEIVED  
MAJAJONI SEC. SCHOOL

*Recevd - 17-8-95*

Dear Sir/Madam

PROMOTION

I am pleased to inform you that following the implementation of the scheme for Graduate/approved Teachers (Viz; TSC/Circular No.2/88 of 15th August, 1988), you have been promoted to ~~ATS II/Assistant Lecturer/Graduate Teacher Grade II~~ (Job Group 'K') with effect from 1 January, 1995

The Salary scale attached to this Job Group is  
K£. 4827 - 7140..... per annum.


You will enter the salary at K£. 4992..... per annum.

Your incremental date will be 1st January.....

Please note that this promotion does not affect your present duties as a teacher in any way.

On behalf of the Commission, Please accept my sincere congratulations for this promotion and best wishes for the future as you continue to serve the Commission.

Yours faithfully

  
J M KELONYE

FOR: SECRETARY  
TEACHERS SERVICE COMMISSION

TEACHERS SERVICE COMMISSION

Telephone: Nairobi 331144/5/6/7/8/9 & 331150  
Telegrams: "MWALIMU", Nairobi  
When replying please quote  
TSC/205430/81  
Ref. No. ....  
and date



CO-OPERATIVE HOUSE  
HAILE SELASSIE AVENUE  
PRIVATE BAG  
NAIROBI, KENYA  
11th August, 1995

Mrs. Christine K. Kahindi, TSC/205430  
Headmistress,  
Majaoni Secondary School,  
P.O. Box 505,  
KILIFI

Dear Mrs. Kahindi,

P R O M O T I O N

On 15th June, 1994, at the Annual General Conference of Kenya Secondary Schools Heads Association, His Excellency The President was requested and he agreed that all Heads of Secondary Schools be placed at the minimum grade of Graduate/Approved Teacher I - Job Group 'L'.

This is therefore to inform you that, in compliance with that decision, you have been promoted to the grade of GAT.I - Job Group 'L' in the salary scale of K£.5694 - K£.8127 p.a. with effect from 1st February, 1995.

It has also been decided that you continue being deployed as Headteacher of your present school until you are otherwise advised from this office.

Please accept my sincere congratulations upon this promotion.

Yours sincerely,

J KANG'ALI OGW SS  
SECRETARY,  
TEACHERS SERVICE COMMISSION

C.C.

The Provincial Director of Education,  
Coast Province,  
P.O. Box 90204,  
MOMBASA

JK/reo.

CONFIDENTIAL

MINISTRY OF EDUCATION

Provincial Education Office,  
P.O. Box 90204,  
MOMBASA.

REF: NO. CONF.CP/GA/1/9/III/2

11th June, 1993

Mr./Mrs/Miss **CHRISTINE K. KAHINDI**

TSC/No. **205430**

Thro'

The Headmaster,  
**Kilifi Township Sec. Schopl,**  
**P.O. Box 16,**  
.....  
**KILIFI.**  
.....

FORWARDED  
1/1  
18/6/93

RE: PROMOTION ON MERIT LETTERS 1993 - SECONDARY

I am pleased to inform you that you have been promoted on Merit from Grade S1/Dip.Ed to ATS teacher w.e.f. 1st January, 1993 as per the Director of Education's letter dated 17th May, 1993

Ref: INS/G/1/1/CO/SEC/93/7

Please accept our congratulations for this achievement.

It is our sincere hope that you will make even greater contribution to the teaching profession following this promotion.

Make arrangements to come and collect your letter of promotion from the P.E.O.'s secretary on any working day. Bring your identity card with you for identification.

**K.A. KARIM (MRS)**  
**PROVINCIAL EDUCATION OFFICER**  
**COAST PROVINCE**

c.c. The District Education Officer

Kwale District

Tana River District

Taita/Taveta District

Kilifi District

KAK/gm

CONFIDENTIAL

MINISTRY OF EDUCATION

Telegrams: "EDUCATION", Nairobi  
Telephone: Nairobi 334411  
When replying please quote  
Ref. No. INS/G/1/1/CO/SEC/93/7  
and date



JOGOO HOUSE  
HARAMBEE AVENUE  
P.O. Box 30040  
NAIROBI

17th May, 1993

CHRISTINE K. KAHINDI  
KILIFI TOWNSHIP

No. 1888

PROMOTION ON MERIT: TSC. No. 205430

CHRISTINE K. KAHINDI

I am pleased to inform you that it has been decided to promote you on  
merit from grade of S1  
teacher to ATS teacher  
with effect from 1ST JANUARY, 1993

I offer you my congratulations on this promotion. I shall expect you to  
continue to offer meritorious service to the Ministry of Education and the  
teaching profession.

Yours sincerely,

  
PROF. J.M. WAITHAKA  
Director of Education.

c.c. The Secretary  
Teachers Service Commission  
Private Bag  
NAIROBI

The Provincial Education Officer  
P.O. BOX 90204,  
MOMBASA.  
The District Education Officer

City Education Officer  
P.O. Box 30298, Nairobi

Municipal Education Officer

Telephone: Nairobi 331144/5/6/7/8/9 &amp; 3

Telegrams: "MWALIMU", Nairobi

When replying please quote

CO-OPERATIVE HOUSE  
HAILESELASIE AVENUE  
PRIVATE BAG  
NAIROBIRef. No. TSC/205430/3  
and date

FORWARDED BY:

Mr./Mrs./Miss Musyoki K. Christine  
Thro'

COMMENTS \_\_\_\_\_

14/7/ 19 84The Principal,Siriba T.T.C.

SIGN \_\_\_\_\_

DATE \_\_\_\_\_

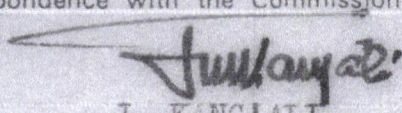
PRINCIPAL SIRIBA TEACHERS COLLEGE

OFFER OF EMPLOYMENT ON PERMANENT TERMS

1. I am pleased to inform you that your application for employment as a Dip-Edu Teacher \_\_\_\_\_ has been successful and that you are initially posted to Jaribuni Secondary School to teach Kiswahili/History
2. Your salary will be K£ 1254 p.a. on the scale K£ 1170 to K£ 2082 p.a.
3. Subject to your acceptance of the terms of this letter, you are hereby appointed on probation in the service of the Teachers Service Commission. You should report to The Headmaster \_\_\_\_\_ to be assigned duties in order to enable you to start teaching on 1/8/84 without failure.

N. B. The date you start teaching will be the effective date of your appointment.

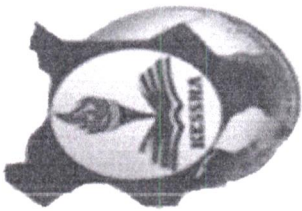
4. The normal period of probation is two years, but this may be extended or the appointment may be terminated before the completion of that period by either party giving to the other one month's notice in writing or by paying to the other an amount equal to one month's gross salary in lieu of notice.
5. At the end of the two years probation period, you should apply to the Teachers Service Commission for confirmation of appointment on permanent and pensionable terms. If you are then confirmed, the appointment may be terminated by either party giving to the other three months notice in writing or by paying to the other one month's gross salary in lieu of notice.
6. Employment is subject to the Code of Regulations compiled and published by the Teachers Service Commission under Section 6 of the Teachers Service Commission Act, 1966 (No. 2 of 1967) and to any amendment of such Code which may be made from time to time.
7. A condition of employment is readiness to serve anywhere in Kenya in any school in which the Teachers Service Commission considers you are qualified to teach.
8. Your TSC/No. is 205430. In all correspondence with the Commission the full name and the registration number should be quoted.

  
 J. KANG'ALI
for: SECRETARY  
TEACHERS SERVICE COMMISSION.

CC. The PEO/DEO/ Head of Institution.

The Headmaster,  
Jaribuni Secondary School  
c/o P.E.O. COAST  
C.O: P.E.O. - COAST

— Please inform the TSC when the teacher started teaching.



# KENYA SECONDARY SCHOOLS HEADS ASSOCIATION

*Certificate of Merit*

This certificate is awarded to

CHRISTINE K. KAHINDI - TSC NO.205430

*Having Emerged*

*Position 1 in*

*Principal Of The Year Awards 2017*

*Kilifi County*



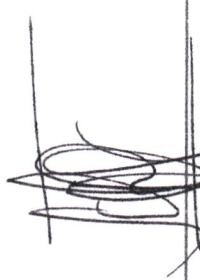
County Director of Education



*R. N. K. G. R.*

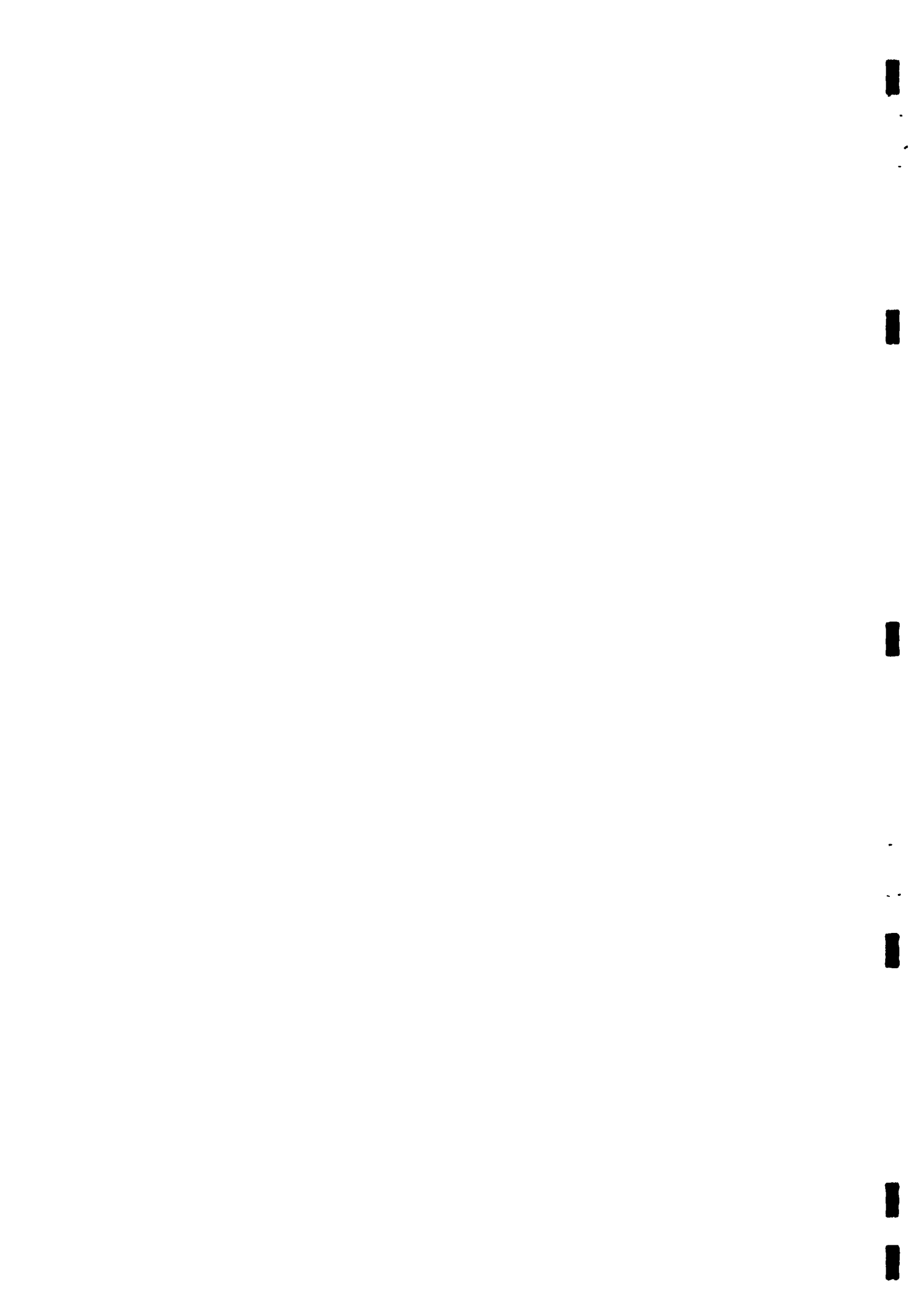
County Chairman - KESSHA





TSC County Director







# Kenya Secondary Schools Heads Association

---

Date: 01/8/2020

**MRS. CHRISTINE K. KAHINDI**  
**TSC NO. 205430**

**RE: COMMENDATION LETTER FOR EXEMPLARY SERVICE**

On behalf of the entire KESSHA fraternity Kilifi North chapter and on my on behalf, kindly accept our sincere appreciation for the amazing service you did as a dedicated chairperson of the KESSHA over the period since **2017 to 1<sup>st</sup> July 2020** when you retired honourably.

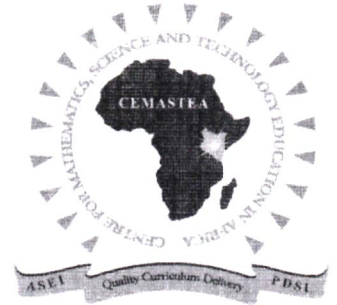
In your service madam, you were a role model to the team in dedication in serving and honesty at all times. You were a motivation to all at all times a mentor to many an example to be emulated. I personally commend you madam on your hard work and enthusiasm. I believe , this selfless act of service to humanity will not go to waste. May the Almighty God who equipped you with all qualities and abilities continue to grant you his favour to continue with good work in this next phase of life in serving him as you serve humanity.

You are retired but not tired – serve God.

Yours faithfully,

Charo Ali Katana

**CHAIRMAN -KESSHA KILIFI NORTH**



REPUBLIC OF KENYA  
MINISTRY OF EDUCATION

**CEMASTEIA**

**THIS CERTIFICATE OF PARTICIPATION HAS BEEN**

**AWARDED TO**

**CHRISTINE K. KAHINDI                      TSC NO 205480**

OF KATANA NGALA SCHOOL DURING PRINCIPALS'  
WORKSHOP HELD AT PWANI UNIVERSITY  
FROM 4TH TO 7TH OCTOBER 2010

***THEME: RESOURCE MOBILIZATION , PRIORITIZATION AND UTILIZATION  
FOR QUALITY SECONDARY EDUCATION***

**EDUCATION SECRETARY  
Ministry of Education**

**Director  
CEMASTEIA**

**CERTIFICATE NUMBER 1276**

**MS. SHARON JELAGAT KISIRE**



# Certificate of Membership

THIS IS TO CERTIFY THAT

*SHARON JELAGAT KISIRE*

WAS ADMITTED

*FULL MEMBER*

OF

**THE KENYA INSTITUTE OF MANAGEMENT**

ON THE *9<sup>TH</sup>* DAY OF *SEPTEMBER 2008*

Given under the Common Seal of the Kenya Institute of Management



CHAIRMAN OF THE COUNCIL

CHAIRMAN, MEMBERSHIP COMMITTEE

*Mourouk*  
HONORARY SECRETARY

42039

*Membership No.*

*Promoting Excellence & Integrity in Management Practice*

# TEACHERS SERVICE COMMISSION

Telephone: Nairobi  
312067/8 & 312078/89  
&312091/3  
Email: [info@tsc.go.ke](mailto:info@tsc.go.ke).  
Website: [www.tsc.go.ke](http://www.tsc.go.ke)  
When replying please  
quote  
Ref:  
TSC/CONF/361/VOL.II/290



THE BAZAAR,  
MOI  
AVENUE/BIASHARA  
STREET,  
PRIVATE BAG;  
NAIROBI, KENYA.

7<sup>th</sup> April 2008

✓ Mr. Nicodemus Anyang'  
District Education Officer,  
Kisumu West District,  
P. O. Box 1914,  
KISUMU.

(This cancels our earlier letter  
Ref.TSC/Conf/361/75 dated  
27<sup>th</sup> July 2007)

Dear *Nicodemus,*

## APPOINTMENT AS AN AGENT OF THE TEACHERS SERVICE COMMISSION IN KISUMU WEST DISTRICT

In accordance with the terms of Section 4(1)(b) of the Teachers Service Commission Act (Cap 212 of the Laws of Kenya) and Legal Notice No. 95. of 1971, the Teachers Service Commission hereby appoints you as its agent in your Municipality/District with effect from the date of your posting by the Education Secretary, Ministry of Education.

As an agent you will be required to perform the following duties within your area of jurisdiction: -

- i) As the Secretary of DEB you will be required to co-ordinate recruitment of primary school teachers in accordance with the provided guidelines provided by the TSC.
- ii) Assignment and transfer of teachers in primary schools,
- iii) Identification and deployment of teachers to position of responsibility in primary schools,
- iv) Discipline of teachers in primary and
- v) Any other related duties that the commission may assign to you from time to time.

This appointment is subject to the conditions that: -

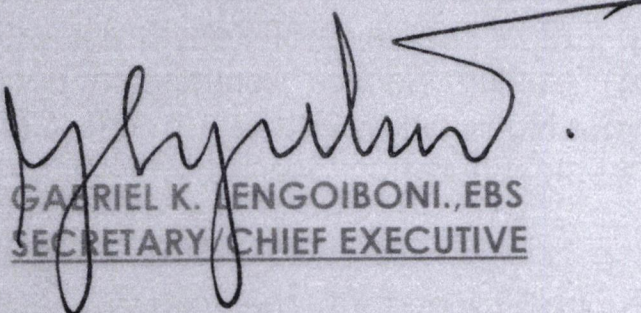
- i) the Commission shall not thereby be prevented from the exercise of any power delegated to you,
- ii) the Commission may at anytime in writing suspend the delegation of these functions to you.

Please note that every act done and every document executed by you in the proper exercise of any function delegated to you under Section 4(1)(b) of the TSC Act shall have effect and validity as if it were an act done or document executed by the Commission.

This letter will remain valid as long as you are serving as a District Education Officer/Municipal Education officer in any of the Districts/Municipalities.

Yours

*Sincerely,*



GABRIEL K. NENGOIBONI., EBS  
SECRETARY/CHIEF EXECUTIVE

**Copy to:-**

The Permanent Secretary,  
Ministry of Education,

The Education Secretary,  
Ministry of Education,

The Provincial Director of Education,  
Nyanza Province.

The District Commissioner,  
KISUMU WEST.

# REPUBLIC OF KENYA



## MINISTRY OF EDUCATION

Telegrams: "Education", Nairobi  
Telephone: 318581  
When replying please quote

JOGOO HOUSE "B"  
HARAMBEE AVENUE,  
P.O. Box 30040  
NAIROBI

Ref. No. 2009063940/70

Date 6<sup>th</sup> January, 2012

Nicodemus Ojuma Anyang.

Thro'

Provincial Director of Education  
Eastern Province  
P.O. Box 123  
EMBU.

*Congratulations*

Forwarded for information and necessary  
action please.

Provincial Director of Education  
Eastern Province

18/1/2012

### PROMOTION

I am pleased to convey the decision of the Public Service Commission of Kenya that you be promoted to the grade of **Senior Assistant Director of Education**, Job Group 'P' with effect from **9<sup>th</sup> December, 2011**.

The salary attached to this grade is **Kshs 63,782 x3,189-66,971x3,349-70,320x3,516-73,836x3, 691-77,527x3,877-81,404** per month. Your entry point to this grade will be **Kshs.63,782** per month. You will adopt **1<sup>st</sup> December** as your future incremental date.

I take this opportunity to congratulate you on this well deserved promotion.

*Carole W. Mugwe*  
Carole W. Mugwe (Mrs.)  
FOR: PERMANENT SECRETARY

## MINISTRY OF EDUCATION

Telegrams: "Education", Nairobi  
Telephone: 318581  
Fax. No. 254-2-214287  
Email: [ps@education.go.ke](mailto:ps@education.go.ke)  
*When replying please quote*  
**Ref: MOE/CONF/G1/41/1 (25)**



JOGOO HOUSE "B"  
HARAMBEE AVENUE,  
P.O. Box 30040 00100  
**NAIROBI**

**Date: 9<sup>th</sup> June, 2009**

**Mr. Nicodemus Ojuma Anyang**  
TSC NO. 304776

Thro'

The Provincial Director of Education  
Rift Valley Province  
P. O. Box 259  
**NAKURU**

*Congratulations*  
*Forwarded*  
*R.V.P.*  
*23/6/09*  
PROVINCIAL DIRECTOR OF EDUCATION  
**R.V.P.**

### **APPOINTMENT TO THE GRADE OF ASSISTANT DIRECTOR OF EDUCATION JOB GROUP 'N'**

I am pleased to convey the decision of the Public Service Commission of Kenya that you be appointed to the grade of Assistant Director Education, Job Group 'N' with effect from 13<sup>th</sup> May, 2009.

The salary scale attached to your new scale is Kshs. 40,835 x 2,042 – 42,877 x 2,144 – 45,021 x 2,251 – 47,272 x 2,364 – 49, 636 pm. Your salary entry point into the scale including your incremental date and allowances will be determined within the prevailing civil service regulations.

Please signify your acceptance of this offer of appointment in writing as soon as possible but **not** later than 9<sup>th</sup> August, 2009.

I take this opportunity to congratulate you on this well deserved appointment and look forward to working with you soon.

*Mark*  
**GRACE A. OMOLO (MRS.)**  
**For PERMANENT SECRETARY**

cc: The Secretary  
Teachers Service Commission  
Private Bag  
**NAIROBI**



**MINISTRY OF EDUCATION, SCIENCE & TECHNOLOGY  
STATE DEPARTMENT OF EDUCATION**

Telegrams: "Education", Nairobi  
Telephone: 318581  
When replying please quote  
Fax No:254-2-2-214287  
Email:ps@education.go.ke

JOGOO HOUSE "B"  
HARAMBEE AVENUE,  
P.O. Box 30040  
NAIROBI

Ref. No. MOE.CONF/G1/45/VOL.III

30<sup>th</sup> June, 2015

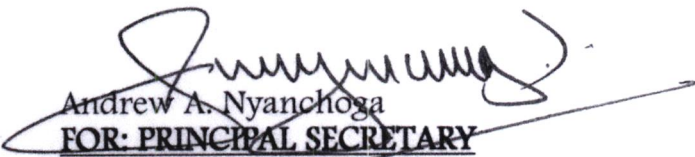
Mr. Nicodemus O. Anyang  
Assistant Director of Education

**DEPLOYMENT AS A COUNTY DIRECTOR OF EDUCATION**

It has been decided that you be posted to Nandi County to perform the duties of County Director of Education with immediate effect until the post is filled substantively. Please make arrangements to report to your new station not later than Tuesday 7<sup>th</sup> July, 2015.

It is your responsibility to report to your new station within the timeframe given failure to which your salary will be stopped.

I wish you the best of luck in your new assignment.

  
Andrew A. Nyancho  
**FOR: PRINCIPAL SECRETARY**

Copy to: **The County Commissioner**  
Nandi County  
**NANDI**

**The Director**  
Directorate of Field and Other Services  
Ministry Headquarters  
**NAIROBI**

P/File No. 2009063940





# MINISTRY OF EDUCATION

Office of the Principal Secretary, State Department of Early Learning and Basic Education

Telegrams: "EDUCATION", Nairobi  
Telephone: Nairobi 3318581  
Fax No.: 254-2-214287  
E-mail: ps@education.go.ke  
When replying please quote

PRINCIPAL SECRETARY  
JOGOO HOUSE "B"  
HARAMBEE AVENUE  
P.O. Box 30040  
NAIROBI

Ref. No. 2009063940

30<sup>th</sup> August, 2019  
Date

Dr. Nicodemus C. Anyang  
Nyamira County

Tiro'

The Regional Director of Education,  
Nyanza Region

*Forwarded for action.  
RDF  
3-9-2019*

RE: DEPLOYMENT

I hereby convey the decision of the Authorised Officer, that you be and is hereby deployed from Nyamira County to the CBC Delivery Unit, Ministry Headquarters with immediate effect. You will hand over to Margaret Mwirigi P/No. 1990171752 who in a separate communication has been advised accordingly.

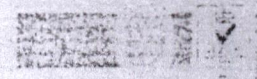
You are required to hand over/ take over by 9th September, 2019 without fail. Ensure you submit a copy of the handing over/ taking over report to this office.

Note that an Officer at this level may be deployed at the Ministry Headquarters or Regional Offices to perform similar functions at the National and Regional level.

Dr. Belio K. Kipsang, CBS  
PRINCIPAL SECRETARY

Copy to: The Director General of Education

DERM & D





**MINISTRY OF EDUCATION**  
**State Department of Basic Education**

Telegrams: "EDUCATION" Nairobi  
Telephone: Nairobi 3318581  
Email: ps@education.go.ke  
When replying please quote

JOGOO HOUSE "B"  
HARAMBEE AVENUE  
P. O. BOX 30040-00100  
NAIROBI, KENYA

Our Ref: MOE.CONF/G8/16/157

Date: 19<sup>th</sup> October, 2016

Nicodemus O. Anyang  
County Director of Education  
**NANDI**

**RE: APPRECIATION**

I wish to congratulate you for the personal initiative you took to mobilise resources and County Project Teams to ensure successful roll-out of the EGM training in August/September 2016 when the Ministry faced challenges in disbursing funds for the roll-out of the Early Grade Mathematics (EGM) training arising from changes in the project accounts at the Central Bank.

Kindly accept our appreciation of your personal efforts and that of the entire County Project Team for the successful roll-out of the EGM training.

**LEAH K. ROTICH (MRS), MBS**  
**DIRECTOR GENERAL**



**MINISTRY OF EDUCATION, SCIENCE AND TECHNOLOGY  
STATE DEPARTMENT OF EDUCATION**

Telegrams: "Education", Nairobi  
Telephone: 318581  
Fax No: 254-2-214287  
E-mail: [ps@education.go.ke](mailto:ps@education.go.ke)  
When replying please quote

JOGOO HOUSE "B"  
HARAMBEE AVENUE,  
P.O. Box 30040  
NAIROBI

Ref No: 12009063940/(94)

24<sup>th</sup> September, 2014

Mr. Nicodemus O. Anyang'

Thro'

The County Director of Education  
Turkana Central  
P.O. Box 16  
LODWAR

Dear Sir,

**IMPLEMENTATION OF THE REVISED SCHEME OF SERVICE FOR EDUCATION  
OFFICERS**

This is to inform you that the above Scheme of Service in which you fall **under** has been revised and is effective from May, 2014.

In line with the new Scheme, Ref. MDP/DPSM/HRM/4/1/VOL.II (92) of 17<sup>th</sup> June, 2014, your current designation of **Senior Assistant Director of Education** will convert to **Assistant Director of Education** with effect from May, 2014.

Your current Job Group, date of Appointment to the current grade, Remuneration, Allowances and other benefits/conditions of service will remain unchanged as per the existing Civil Service Policies, Regulations and Guidelines

Yours faithfully,

  
Andrew A. Nyanchoga  
FOR: PRINCIPAL SECRETARY



## MINISTRY OF EDUCATION

Telegrams: "EDUCATION", Nairobi

Telephone: Nairobi 318581

Fax No.: 254-2-214287

E-mail: [es@education.go.ke](mailto:es@education.go.ke)

When replying please quote

JOGOO HOUSE "B"  
HARAMBEE AVENUE  
P. O. BOX 30040  
**NAIROBI**

**Ref: P/NO.2009063940**

**Date: 16<sup>th</sup> May, 2012**

Mr. Nicodemus O. Anyang,  
District Education officer,  
Imenti North.

Thro'

The Director, Field and Other Services

*Congratulations  
Forwarded  
N.M.H. DFOS  
18-05-2012*

### **RE: DEPLOYMENT AS COUNTY DIRECTOR OF EDUCATION**

It has been decided by the Ministerial Deployment Committee that you be deployed as the County Director of Education for Turkana County with immediate effect. The deployment is an interim measure and will be reviewed and aligned to the new devolved structures as required by the Constitution of Kenya (2010).

You should therefore arrange to report to your new station not later than 4<sup>th</sup> June, 2012. You will take over the current DEO's office, Turkana Central which now becomes the County Education Office. The DEO Turkana Central will occupy the Deputy DEO's office.

You are required to report to the County Commissioner who by a copy of this letter is requested to inform this office the actual date you start performing duties in your new station. Attached find schedule of County Director of Education functions.

I take this opportunity to congratulate and wish you success as the first County Director of Education in Turkana.

**ENOS O. OYAYA, OGW**  
**Ag. EDUCATION SECRETARY**

Enc.

Copy to: **DD/HRM**  
**County Commissioner, Turkana**



1. 10. 77  
4

**MS. CHRISTINE K. KAHINDI**

# UNIVERSITY OF NAIROBI



This is to certify that

*Christine Katungulu Kahindi*

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

**MASTER OF EDUCATION**  
(IN EDUCATIONAL ADMINISTRATION)

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

Twenty-fourth Day of September in the Year  
2010

A handwritten signature in black ink, appearing to be 'J. M. Njoroge'.

VICE-CHANCELLOR

A handwritten signature in black ink, appearing to be 'K. M. Njoroge'.

DEPUTY VICE-CHANCELLOR (ACADEMIC AFFAIRS)



# KENYATTA UNIVERSITY

*This is to certify that*

*Christine K Kahindi*

*having satisfied all the requirements was  
awarded the degree of*

**BACHELOR OF EDUCATION  
(ARTS)**

**SECOND CLASS LOWER DIVISION**

*at a congregation held at this University  
on the Thirty First Day of October  
in the Year*

*Two Thousand and Three*

Vice Chancellor

Registrar (Academic)

Certificate Number

2003350895

**ANNCETA G. WAFUKHO**

P.O.Box 2768 - 00200  
**NAIROBI**  
 gannceta183@gmail.com

Phone: **0720-393945**  
 Alternative Phone Number: 0713-603125

**PERSONAL INFORMATION**

Nationality: Kenyan  
 Marital Status: Married  
 Date of Birth: 5<sup>th</sup> September 1977  
 Home County: Bungoma

**Profile**

A professional teacher with over 15 years' experience straddling teaching, corporate training, education public policy analysis and consultancy, and as a parliamentary school trainer.

**AREAS OF EXPERTISE**

- Policy Formulation, Development and Analysis: Expertise in policy formulation through the conduct of situation analysis, stakeholder analysis, comprehensive reviews of policies, laws and other relevant materials, assessment of existing interventions, formulation of intervention strategies and implementation plans;
- Familiarity with Government, Private Sector (Corporate) and Civil Society Operations and Dynamics; Strong understanding of the political and socio-economic environment imperatives that influence public policy development;
- Excellent analytical and writing skills; and
- Excellent training, teaching and research skills.

**EDUCATIONAL QUALIFICATIONS**

|           |                                                                                                                                |
|-----------|--------------------------------------------------------------------------------------------------------------------------------|
| 2017-2019 | <b>Master of Education (Education Planning)</b><br><br>University of Nairobi                                                   |
| 2008-2010 | <b>Master of Business Administration (Strategic Management)</b><br><br>University of Nairobi                                   |
| 1997-2001 | <b>Bachelor of Education (Economics &amp; Commerce)</b><br>(Second Class Honours, Upper Division)<br><br>University of Nairobi |
| 1992-1995 | <b>Kenya Certificate of Secondary Education (KCSE)</b><br>Aggregate Grade (B-)<br><br>St. Mary's Girls High School, Igoji      |

**COMPETITIVE SCHOLARSHIPS**

University of Nairobi, College of Education and External Studies  
*UoN Graduate School Scholarships Yr. 2017/18 - Full Scholarship – Master of Education.*

**SELECT CONFERENCES ATTENDED**

- International Conference on Environment and Peace Building, University of California, Irvine, United States of America, 21<sup>st</sup> – 23<sup>rd</sup> November, 2019;

- UNESCO Fourth Annual Kenya Week, Paris, France, 12<sup>th</sup> – 16<sup>th</sup> November, 2018;
- International Conference on Research and Innovation in education, University of Nairobi, Kenya, 24<sup>th</sup> -26<sup>th</sup> October, 2018;
- 37<sup>th</sup> Session of the Human Rights Council, Geneva, 26<sup>th</sup> February to 23<sup>rd</sup> March 2018;
- Curriculum Review Process Conference 19<sup>th</sup> – 21<sup>st</sup> February, 2017, Nairobi;
- World Technical and Vocational Education and Training (TVET) Conference, 23<sup>rd</sup> – 25<sup>th</sup> August, 2016, Fiji; and
- 19th Conference of Commonwealth Education Ministers, 22<sup>nd</sup> –26<sup>th</sup> June, Bahamas, 2015.

## PROFESSIONAL/WORK EXPERIENCE

February 2020 – to  
date

### PARLIAMENT OF KENYA

#### CENTRE FOR PARLIAMENTARY STUDIES AND TRAINING

Designation: **Parliamentary Training Officer**

#### Scope & Highlights:

- Training Members of Parliament, County Assemblies and the Legislative Staff on public policy and analysis;
- Developed a course module leading to the award of a certificate in Legislative Research and Policy Analysis and the Centre's training and coordinators guidelines;
- Developed the curriculum of the Center's partnership with the University of Nairobi in Postgraduate Diploma (PgD) in International Relations and Master in Diplomacy;
- Facilitated the development and review of parliamentary staff mandatory professional development courses; and
- Developed post course monitoring and evaluation survey tool for the United Nations Institute for Training and Research, Online Trainers of Trainers (TOT) Course, 2020.

2014 - 2020

### PARLIAMENT OF KENYA

#### NATIONAL ASSEMBLY EDUCATION COMMITTEE

Designation: **Legislative Policy Analyst**

#### Scope & Highlights:

- Policy analysis and advisory to Members of Parliament on a wide range of emerging educational issues on Curriculum Reforms; University Education, Technical and Vocational Employment and Training (TVET), Early Learning and Basic Education;
- Led the technical analysis of Sessional Paper No. 1 of 2019 on Policy Framework for reforming education and training for sustainable development in Kenya;
- Prepared timely background notes on legislative proposals for guiding Members of Parliament;
- Developed Bill and comparative analysis on legislations committed to the Education Committee of the National Assembly;

|                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|-----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2008 – June 2014                        | <ul style="list-style-type: none"> <li>▪ Prepared evidence-informed policy briefs to guide Members during their interactions with the executive to enhance evidence-based decision-making in the legislature; and</li> <li>▪ Developed Committee reports on inquiries, petitions, field visits and on engagements with education stakeholders.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| 2003 – 2007                             | <p><b>ZENITH CORPORATE TRAINING &amp; CONSULTING</b></p> <p>Designation: <b>Lead Researcher, Trainer &amp; Standards Officer</b></p> <p><b>Scope &amp; Highlights:</b></p> <ul style="list-style-type: none"> <li>▪ Responsible for coordinating training for corporates by liaising with the Client’s human resource departments to determine training needs and schedule continuous personal development training sessions for employees;</li> <li>▪ Undertaking consultancies on social, institutional and political economy analysis in relation to policy development and impact of implementation across a range of sectors; and</li> <li>▪ Undertaking research on global emerging issues including agriculture, international trade, financing and sustainable development.</li> </ul>                                                                                                                                                                                                                                                                                                         |
| <b>Selected Individual Publications</b> | <p><b>GATANGA GIRLS’ HIGH SCHOOL, THIKA</b></p> <p>Designation: <b>Graduate Teacher</b></p> <p><b>Scope &amp; Highlights</b></p> <ul style="list-style-type: none"> <li>▪ Class Teacher, Head of Business and Computer Studies subject;</li> <li>▪ Undertook general duties relating to students’ welfare and academic development;</li> <li>▪ Coordinated staff development activities within the unit; and</li> <li>▪ Member of the guidance and counseling committee.</li> </ul> <ul style="list-style-type: none"> <li>▪ 2018: Enhancing Learning Outcomes for Sustainable Development. <i>University of Nairobi, Journal of Education</i></li> <li>▪ 2018: Basic Education Delivery in Kenya: Examining the Challenges and Opportunities. <i>Parliamentary Research Services</i></li> <li>▪ 2018 Examining the factors that hinder special needs learners’ transition from primary to secondary levels of education, <i>Parliamentary Research Services; and</i></li> <li>▪ 2016 Tackling High on Maternity Deaths in Kenya. <i>African Institute for Development Policy (AFIDEP).</i></li> </ul> |
| <b>REFEREES</b>                         | <p><b>Mr. Clement Nyandiere</b><br/> Director General, Parliamentary Joint Services<br/> Parliament of Kenya<br/> <b>NAIROBI</b></p> <p><b>Prof. Nyokabi Kamau</b><br/> Executive Director, Centre for Parliamentary Studies and Training<br/> Parliament of Kenya<br/> <b>NAIROBI</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |

## MR SALESA ADANO ABUDO

Box 1557 -90200 Kitui

Email: s.adano@yahoo.com

Mobile: 0722314413

### PERSONAL DATA

Date of Birth : 1962  
Sex : Male  
Marital Status : Married with children  
County : Marsabit  
Nationality : Kenyan

### SUMMARY OF QUALIFICATIONS

Mr. Abudo is a highly skilled, Seasoned and Administrator with <sup>36</sup>~~38~~ years experience in educational policy formulation and implementation at various levels in the educational sector in Kenya. His key skills set include: human resource and general management; development and implementation of educational policies, strategies and programs to improve teaching/learning, delivery and improved access to high quality education in primary/early, post-secondary education. Mr Abudo is an excellent communicator, strategic problem solver, and a trainer with focus on delivery and team development with strong interpersonal skills and client oriented approach and supportive management style. He is personable, self-starter, dynamic and works well in multi-cultural environments. He is proficient in computer applications and serves in various educational boards including those of education-focused non-governmental organizations.

### EDUCATIONAL QUALIFICATIONS

- Masters in international Education Management, University of Leeds, United Kingdom, 2000
- Bachelor of Education (Arts), Kenyatta University –Kenya, 1994
- Primary Teacher Training, Kaimosi Teachers Training College, Kaimosi, 1985
- Kenya Advanced Certificate of Education (A Level), 1989, 2 Principles 2 subsidiary
- Kenya Certificate of Education (O Level), 1981
- Certificate of primary education (CPE), 1977

### WORK EXPERIENCE

**Deputy Director of Education, Senior Assistant Director/County Director of Education, Laikipia, Nanyuki, Meru, Nyeri and Kitui Counties 2012 to Present**

- Overall in-charge of education administration, management and evaluation within the county
- Responsible for the efficient management, control and accounting for the Ministry's funds to improve service delivery
- Effectively coordinate and supervise all educational human resource within the county
- Initiate the formulation and implementation of key educational policies at the county level

- Oversee the management of all national examinations at the county level
- Regularly monitor and undertake quality assurance and standards at the county
- Administer education management information systems and the related information and communication technology at the county level
- Facilitate auditing of all basic education institutions in the county
- Co-ordinate all capacity building program for all officers, school managers, boards of management and curriculum implementers
- Co-ordinate partners and education providers in the county including links with government departments on all education matters
- Manage co-curricular activities, sports education and talent development in basic education in the county

**Assistant Director/District Education Officer, Laikipia East District, Nanyuki and Mwingi District, Kitui county 2008-2011**

- Overall oversight administration and management of education in the District
- Designed, formulated and implemented key Ministry's policies and programs at the districts level
- Ensured efficient utilization and accountability of district finances
- Oversaw transparent and cost-effective procurement of goods and services.
- Improved performance of educational officials through general supervision, evaluation, regular appraisals and mentoring
- Monitored and evaluated key educational projects in line with district focus policies
- Coordinated and implemented Ministerial human resource policies including staff recruitment, training, promotion and discipline
- Appointed an agent and advisor of the Teachers Service Commission (TSC) on staff salaries, welfare and management of benefits at the district levels.

**District Education Officer Bungoma, Bungoma county, 2005-2007**

- Overall oversight administration and management of education in the District
- Designed, formulated and implemented key Ministry's policies and programs at the districts level
- Ensured efficient utilization and accountability of district finances
- Oversaw transparent and cost-effective procurement of goods and services.
- Improved performance of educational officials through general supervision, evaluation, regular appraisals and mentoring
- Monitored and evaluated key educational projects in line with district focus policies
- Coordinated and implemented Ministerial human resource policies including staff recruitment, training, promotion and discipline
- Appointed an agent and advisor of the Teachers Service Commission (TSC) on staff salaries, welfare and management of benefits at the district levels.

**Program Officer, Pastoralists desk, Ministry of Education Headquarters, Nairobi, 2003 - 2005**

- Formulated and implemented appropriate policies, strategies, programs and activities with a special focus on pastoral children aimed at enhancing Ministry's capacity to efficiently deliver services.

- Periodically monitored and evaluated national education program for the disadvantaged child and designed relevant programs supported by key donors such as British and American governments among others.
- Engaged and undertook resource mobilization from donors for capacity building of disadvantaged and minority groups in Kenya.

#### **District Education Officer, Isiolo and Marsabit Districts, Isiolo/Marsabit, 1995-2003**

- Oversaw efficient general administration and human resource management including staff recruitment, promotion, transfers, welfare, and discipline and performance appraisal in the districts.
- Efficient planning, budgeting, management and accountability of funds.
- Regularly inspected schools to ensure compliance with set policies and guidelines for improved service delivery.
- Effectively handled and solved numerous problems/concerns with regard to Union matters and as well acted as patron of school activities.

#### **Deputy District Education Officer, Marsabit, 1994-1995**

- Deputized for the District Education Officer in all educational matters in the district.
- Oversaw regular inspection of schools.
- Coordinated donor funded educational projects.
- Served as Transport Officer and ensured fleet management and controlled operating costs.

#### **Tutor, Meru Teachers College, Meru, 1993**

- Developed lesson plans and trained over 2,000 teachers
- Provided regular tutorials
- Undertook inspection of trainee teachers and mentored
- Acted as the patron of various clubs.

#### **Headmaster and Teacher, various schools, 1984-1992**

- Ensured implementation, monitoring and evaluation of Ministry' policies (administrative, human resource and educational) for improved service delivery in various schools
- Ensured effective human resource planning, training and discipline in various schools
- Ensured efficient financial planning and budgeting including cash flows/balance sheets.
- Ensured educational quality management to meet the set taretas and performance objectives
- Prepared high quality reports to senior Ministry officials
- Undertook regular reporting and provided presentation to various educational stakeholders including parents associations and donors.
- Designed, trained and mentored hundreds of teachers and pupils to excel.
- Imparted knowledge and skills in the design and delivery of education management through regular staff training and mentoring programs
- Ensured effective team management-managing, leading, motivating and appraising multi-disciplinary teams leading to excellent performance of staff and pupils in national examinations
- Won several awards and recognition for being the best subject and overall teacher of the Year.

## **SENIOR TRAININGS AND PROFESSIONAL COURSES**

- Esami
- Training course on 'promotion of self reliant approach to basic education Development in Africa through research and dialogue,' Kyoto, Japan, 2008
- Appointed TSC Agent/delegated teacher management functions, 1995- 2011
- Capacity building for DEOs/PDEs and middle level education managers, 2006
- Result-Based Management course-Certificate in Education management, 2005
- Financial management course, 2005
- Africa-Asia University dialogue on Basic Education Development: Self-reliant approach to Basic Education development in Africa. Role of Universities in basic education Development, Tokyo, Japan,2005
- Training of Trainers- Creation of Child-centered, Gender responsive, Teaching and learning Environment, 2004
- Education Quality and Management Course, 2004
- Arid lands policy formulation on Non-Formal/Complementary education Policy, 2004
- Management and Development in Education, Best practice in Public Service Delivery, 2001
- Project cycle Management course, 1999
- Royal School of Music, UK, 1998
- School Feeding Programme workshop, 1997, 2002

## **COMPUTER SKILLS**

Proficient in:

- Word processing, Excel, Power Point etc.
- Internet, outlook
- Ms Office Suite.

## **EXTERNAL MEMBERSHIP/AFFILIATIONS**

- Director of Kanacho Nomadic Educational Foundation (KNEF), 2008-Present

## **RESEARCH AND PUBLICATIONS**

- Impact of HIV/AIDS on EFA-Case study of Bondo District, 2006
- Sustainable Micro-Projects for schools in Marsabit District, Master's Thesis, Leeds University, 2000

## **REFERENCES**

- 1 Dr. Roba Dub Sharamo,  
National Cohesion and integration Commission  
Telephone: +254726321936
- 2.Prof. Dulach G. Barako  
Assistant Director, Central Bank of Kenya.  
Nairobi  
Tel: +254722694936

# Annexure X

Copies of Nominees Academic and  
Professional Certificates

**DR. NICODEMUS OJUMA ANYANG**



# MOI UNIVERSITY

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

*Nicodemus Ojuma Anyang*

the degree of

Doctor of Philosophy in Education  
(Educational Administration)

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

on the 7th day of December 2012

VICE-CHANCELLOR

SECRETARY TO COUNCIL



# KENYATTA UNIVERSITY

*This is to certify that*

*Nicodemus Ojuma Anyang*

*having satisfied all the requirements was  
awarded the degree of*

**MASTER OF EDUCATION**

*at a congregation held at this University  
on the Thirty First Day of October  
in the Year*

*Two Thousand and Three*

**Vice Chancellor**

**Registrar (Academic)**

**Certificate Number 2003552185**

# THE KENYA NATIONAL EXAMINATIONS COUNCIL



This is to certify that the candidate named below sat for the Examination for the Kenya Advanced Certificate of Education and qualified for the award of a

## KENYA ADVANCED CERTIFICATE OF EDUCATION

The candidate passed at the level shown (Principal or Subsidiary) in the subject(s) named and attained the Grade(s) as indicated.

NICODEMUS OJUMA ANYANG'

55006/501

KISERIAN JUNIOR SEMINARY

|                       |            | <u>Grade</u> |
|-----------------------|------------|--------------|
| GENERAL PAPER         | SUBSIDIARY |              |
| HISTORY               | PRINCIPAL  | D            |
| CHRISTIAN REL EDUC    | PRINCIPAL  | B            |
| LITERATURE IN ENGLISH | PRINCIPAL  | D            |

SUBJECTS RECORDED FOUR

EXAMINATION OF NOVEMBER/DECEMBER 1986

Secretary  
Kenya National Examinations Council

Chairman  
Kenya National Examinations Council

A 102233

(See overleaf)

# THE KENYA NATIONAL EXAMINATIONS COUNCIL



This is to certify that the candidate named below sat for the Examination for the Kenya Certificate of Education and qualified for the award of a

## KENYA CERTIFICATE OF EDUCATION

DIVISION II

THE CANDIDATE REACHED THE GRADE SHOWN IN THE SUBJECTS NAMED

NICODEMUS OJUMA ANYANG\*

61007/002

NAMBALE SECONDARY SCHOOL

|                          | <u>Grade</u> |
|--------------------------|--------------|
| ENGLISH LANGUAGE         | 7            |
| LITERATURE IN ENGLISH    | 3            |
| CHRISTIAN REL. EDUCATION | 1            |
| HISTORY                  | 3            |
| COMMERCE                 | 3            |
| MATHEMATICS              | 8            |
| BIOLOGY                  | 3            |

SUBJECTS NAMED SEVEN

SUBJECTS PASSED SEVEN

EXAMINATION OF NOVEMBER/DECEMBER 1984

Secretary

Kenya National Examinations Council

Chairman

Kenya National Examinations Council

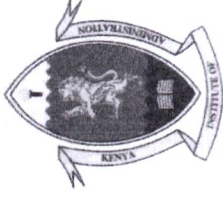
O 341797

(See overleaf)

Certificate No. 49775



# KENYA INSTITUTE OF ADMINISTRATION



This is to certify that

*Dr. Nicodemus Ojuma Anyang*

attended the

*Strategic Leadership Development Programme NO.71/2013*

and is hereby awarded this

*Certificate*



Deputy Director

Date *26th August - 4th October 2013*

Director and Chief Executive

1

2

3

4

5

6



REPUBLIC OF KENYA

**OFFICE OF THE PRIME MINISTER  
MINISTRY OF STATE FOR PUBLIC SERVICE  
GOVERNMENT TRAINING INSTITUTE-MOMBASA**

**Certificate of Merit**

of

**SENIOR MANAGEMENT COURSE**

*This Certifies that*

***Nicodemus Ojuma Anyang***

.....  
Attended the Senior Management Course No. 18/2011 at the  
Government Training Institute, Mombasa

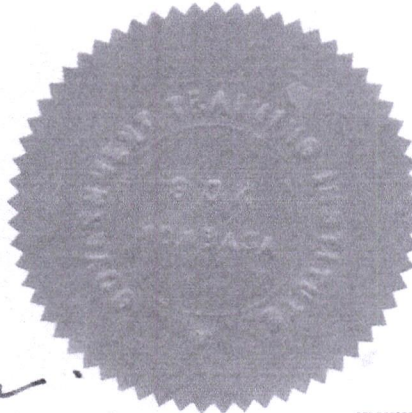
From..... 10<sup>th</sup> October, 2011 ..... to ..... 4<sup>th</sup> November, 2011 .....and

Passed

**CREDIT**

with .....

Whereto we bear solemn witness



*[Signature]*

DEPUTY DIRECTOR

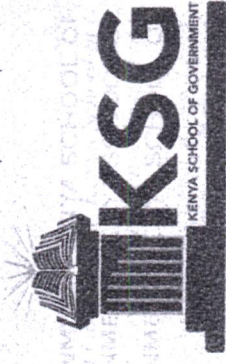
Ref. No. GTI/MSA/SMC/18/2011(4684)

Date: 4<sup>th</sup> November, 2011

*[Signature]*

DIRECTOR

*This certificate has been issued without any alteration or erasures*



By the authority of the Council of the

# KENYA SCHOOL OF GOVERNMENT

this Certificate is issued to

**DR. NICODEMUS O. ANYANG**

who successfully attended and participated in the

**PROJECT MANAGEMENT, MONITORING & EVALUATION COURSE**

which was held on

13<sup>th</sup> March 2017 to 17<sup>th</sup> March 2017

and is hereby entered into the School's Records

DEPUTY DIRECTOR

SERIAL No.A 30442

DIRECTOR



**Eastern and Southern African Management Institute**  
**Arusha, Tanzania**



*This is to certify that*

*Dr. Nicodemus O. Anyang*

*has attended*

**PROGRAMME ON ADVANCED PROJECT MANAGEMENT,  
MONITORING AND EVALUATION**

*conducted by Eastern and Southern African  
Management Institute*

**Mombasa, Kenya**

*at*

**11<sup>th</sup> February, 2019**

**To**

**20<sup>th</sup> February, 2019**

*From*



**C 5028**

**DIRECTOR - GENERAL**



No: 000592

REPUBLIC OF KENYA  
MINISTRY OF EDUCATION

KENYA EDUCATION STAFF INSTITUTE

Certificate in Education Management

This is to certify that **Nicodemus G. Anyang** TSC/ P. No. **304776**

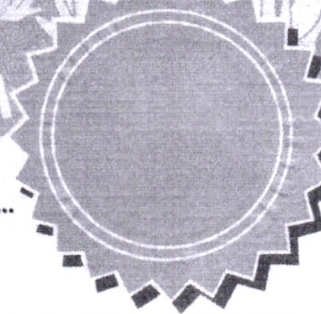
has satisfactorily completed **Education Management Course for Newly Appointed District Education Officers**

held at **ARC, Egerton University, Njoro** from **24<sup>th</sup>** to **28<sup>th</sup> September, 2007**

The topics covered were:-

- Education Reforms & KESSP Overview
- Recruitment, Mgt. & Discipline of Teachers
- Performance Contract and Appraisal
- Disease Hyg. in Educational Institutions
- Planning for Educ. In the Context of HIV/AIDS
- Conflict Resolution and Management
- Report Writing and Oral Presentation
- Budgeting in Educational Institutions
- Integrity in Education Management
- Performance Management
- Examinations & Certification
- Management of Change
- Roles & Responsibilities of DEOs
- Ed. Strategies, Monitoring & Evaluation

Prof. George I. Godia  
Education Secretary



S. N. Wachanja  
Director, Kenya Education Staff Institute

# TEACHERS SERVICE COMMISSION

Telephone: Nairobi  
312067/78/89/93/96 &  
312123  
Telegrams: "MWALIMU".  
NAIROBI  
When replying please  
quote  
Ref.N<sup>o</sup>TSC/304776/153



The Bazaar  
Moi Avenue/Biashara  
Street  
Private Bag  
Nairobi, Kenya

27th JULY, 2007

Anyang Nicodemus Ojuma  
The Principal  
Moding Secondary School  
P.O. Box 198  
MALAKISI.

Dear Mr. Anyang,

## APPOINTMENT PRINCIPAL GRADUATE/APPROVED TEACHER II JOB GROUP 'N'

I am pleased to convey the decision of the Teachers Service Commission that further to your application and subsequent interview, you be appointed **Principal Graduate/Approved Teacher II, Job Group 'N'** in the salary scale of Ksh.292,560 to Ksh.396,300 p.a. with effect from **16<sup>th</sup> April, 2007.**

It has further been decided that you be retained at your current station as **Head teacher.**

Please accept my sincere congratulations upon this appointment and my best wishes in the performance of your duties.

Yours sincerely,

**A. MLAWI**  
**FOR: SECRETARY**  
**TEACHERS SERVICE COMMISSION**

Copy to: Provincial Director of Education  
**WESTERN PROVINCE**

The District Education Officer  
**TESO DISTRICT**

Telephone: Nairobi  
331144/5/6/7/8/9 & 331150  
Telegrams: "MWALIMU".  
Nairobi  
When replying please quote



THE BAZAAR  
MOI AVENUE/BIASHARA  
STREET  
PRIVATE BAG  
NAIROBI, KENYA

24<sup>th</sup> May, 2001

Ref.Nº: **TSC/304776/120**  
and date

Mr. Nicodemus O. Anyang,  
The Headteacher,  
St. Jacob's Kaliwa Secondary School.

Through,

The Provincial Director of Education,  
Western Province,  
P. O. BOX 137,  
**KAKAMEGA.**

Dear Mr. Anyang,

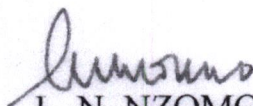
**RE: APPOINTMENT**  
**SENIOR GRADUATE/APPROVED TEACHER JOB GROUP 'M'**

I am pleased to convey the decision of the Teachers Service Commission that further to your application and subsequent interview, you be appointed Senior Graduate/Approved Teacher at Job Group 'M' in the salary scale of K£8,718 to K£13,485 p.a. with effect from 1<sup>st</sup> April, 2001.

It has also been decided that you be retained at St. Jacob's Kaliwa Secondary School as Headteacher.

Please accept my sincere congratulations upon this appointment and my best wishes in the performance of your duties.

Yours Sincerely,

  
L. N. NZOMO (MRS)  
FOR: SECRETARY  
**TEACHERS SERVICE COMMISSION**

*Congratulations!*

FORWARDED FOR YOUR  
INFORMATION/NECESSARY ACTION/COMMENTARY  
RULLINE OF DIRECTIVE

*[Signature]*  
18/6/2001

TEACHERS SERVICE COMMISSION

Telegrams: "MWALIMU", Nairobi.  
Telephone: Nairobi 331144/5/6/7/8/9 and 331150  
When replying please quote.



CO-OPERATIVE HOUSE  
HAILE SELASSIE AVENUE  
PRIVATE BAG  
NAIROBI, KENYA

Ref. No. TSC/304776/101  
and date

2nd January, 1997

Mr. Nicodemus O. Anyang,

Through,

The Headteacher,  
Kamuriai Secondary School,  
P. O. BOX 239,  
Kamuriai.

*Forwarded  
Mujer  
6/1/97*

*Congratulations!*  
*14/1/97*  
KAMURIAI SEC. SCHOOL  
P. O. BOX 239  
KAMURIAI  
DATE

DISTRICT EDUCATION  
TESO DISTRICT  
BOX 48

DEPLOYMENT AS HEADTEACHER

KALIWA SECONDARY SCHOOL

It has been decided that you be transferred to Kaliwa Secondary School and be deployed as Headteacher of the same school. This transfer and deployment is with immediate effect.

You are required to handover your duties and responsibilities at Kamuriai Secondary School and as soon as you are released by your Headteacher, you report to Kaliwa Secondary School.

By a copy of this letter, the Provincial Director of Education is requested to supervise the handover exercise at Kaliwa Secondary School and advise the Teachers Service Commission once the exercise is finalised.

On behalf of the Teachers Service Commission, I congratulate and wish you success in performance of your duties.

*L.N. NZOMO*  
L.N. NZOMO (MRS)  
FOR: SECRETARY  
TEACHERS SERVICE COMMISSION

C.C.  
The Provincial Director of Education,  
Western Province.

The Chairman, B.O.G.,  
Kaliwa Secondary School,  
P. O. BOX 16,  
Amukura.



# KAMURIAI SECONDARY SCHOOL

P.O. Box 239

Kamuriai

Tel: .....

Our Ref: KSS/T/304776.....

Your Ref: TSC/304776/101.....

Date 14 / 4 / 97.....19.....

The Secretary,  
Teachers Service Commission,  
Private Bag,  
NAIROBI.

Dear Sir,

RE: DEPLOYMENT OF TEACHERS

ANYANG NICODEMUS OJUMA - TSC NO 304776

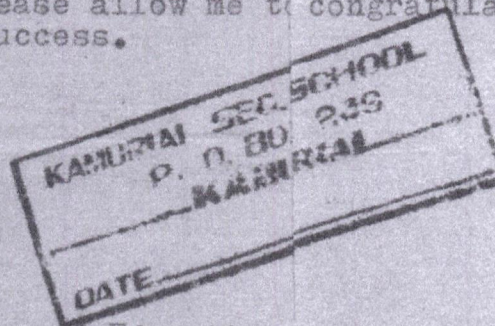
This is to inform you that Mr. Anyang Nicodemus Ojuma - TSC No. 304776 was formally released to the D.E.O Tso on 13/1/1997 for Deployment to Kaliwa Secondary School as a Headteacher.

<sup>copy</sup>  
By of this letter please allow me to congratulate him on the appointment and wish him great success.

Yours faithfully

*Officer*

OMUNG'A D.I. JOHNSON  
HEADMASTER



cc.

1. Provincial Director of Education,  
Western Province,  
P.O. Box 137,  
KAKAMEGA.
2. The District Education Officer,  
Teso District,  
P.O. Box 42,  
AMAGORO.
3. Mr. Anyang Nicodemus Ojuma,  
St. Jacobs Kaliwa Secondary School,  
P.O. Box 176,  
AMUKURA.

TEACHERS SERVICE COMMISSION

Telegrams: "MWALIMU", Nairobi  
Telephone: Nairobi 331144/5/6/7/8/9 and 331150  
When replying please quote,

Ref. No. TSC/304776/95  
and date



CO-OPERATIVE HOUSE  
HAILE SELASSIE AVENUE  
PRIVATE BAG  
NAIROBI, KENYA

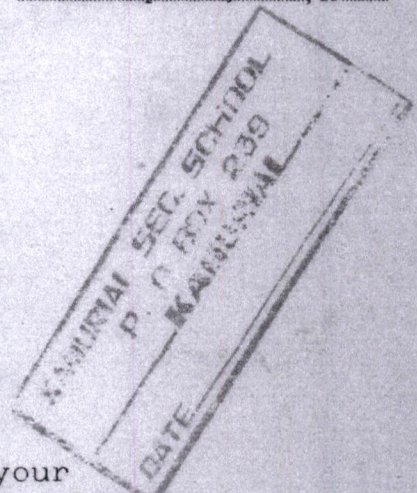
4th April, 1996

Anyang Nicodemus Ojuma

Thro'

The Headteacher  
Kamuriai Secondary School  
P.O Box 239  
KAMURIAI

*Forwarded  
23/4/96*



APPOINTMENT OF GRADUATE APPROVED TEACHER I

I am pleased to inform you that following your application for the post of Graduate Approved Teacher I and subsequent interview, you were successful.

It has therefore been decided that you be appointed Graduate Approved Teacher I, Job Group 'L' in the salary scale of Kf.5694 - Kf.8127 p.a. with effect from 1st January, 1996 and you be deployed as Head of Department - Languages.

It has further been decided, that you be retained at your current station.

Please accept my sincere congratulations and best wishes upon this appointment.

L.N. NZOMO (MRS)  
FOR: SECRETARY  
TEACHERS SERVICE COMMISSION

c.c.

The Provincial Director of Education,  
WESTERN PROVINCE

/smm



# **TEACHERS SERVICE COMMISSION**

Telephone: Nairobi  
312067/8 & 312078/89  
&312091/3  
Email: [info@tsc.go.ke](mailto:info@tsc.go.ke)  
Website: [www.tsc.go.ke](http://www.tsc.go.ke)  
When replying please  
quote  
Ref: TSC/CONF/361/75



THE BAZAAR  
MOI AVENUE/BIASHARA  
STREET  
PRIVATE BAG  
NAIROBI, KENYA

27<sup>th</sup> July 2007

Mr. Nicodemus Anyang'  
District Education Officer,  
Kisumu West District,  
P.O. Box 1914,  
**KISUMU.**

Dear *Nicodemus,*

## **APPOINTMENT AS AN AGENT OF THE TEACHERS SERVICE COMMISSION IN KISUMU WEST DISTRICT**

In accordance with the terms of Section 4(1)(b) of the Teachers Service Commission Act (Cap 212 of the Laws of Kenya) and Legal Notice No. 95. of 1971, the Teachers Service Commission hereby appoints you as its agent in your Municipality/District with effect from the date of your posting by the Education Secretary, Ministry of Education.

As an agent you will be required to perform the following duties within your area of jurisdiction: -

- i) As the Secretary of DEB you will be required to co-ordinate recruitment of primary school teachers in accordance with the provided guidelines provided by the TSC.
- ii) Assignment and transfer of teachers in primary schools,
- iii) Identification and deployment of teachers to position of responsibility in primary schools,
- iv) Discipline of teachers in primary & post primary institutions and
- v) Any other related duties that the commission may assign to you from time to time.

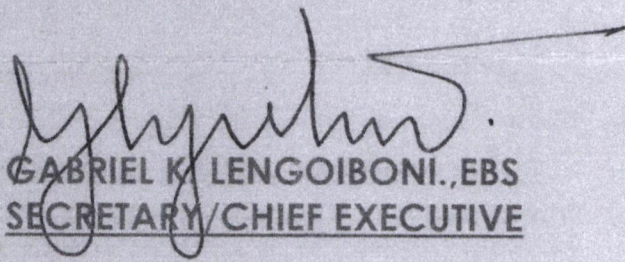
This appointment is subject to the conditions that: -

- i) the Commission shall not thereby be prevented from the exercise of any power delegated to you,
- ii) the Commission may at anytime in writing suspend the delegation of these functions to you.

Please note that every act done and every document executed by you in the proper exercise of any function delegated to you under Section 4(1)(b) of the TSC Act shall have effect and validity as if it were an act done or document executed by the Commission.

This letter will remain valid as long as you are serving as a District Education Officer/Municipal Education officer in any of the Districts/Municipalities.

Yours *Sincerely,*

  
GABRIEL K. LENGOIBONI, EBS  
SECRETARY/CHIEF EXECUTIVE

CC.

The Permanent Secretary  
Ministry of Education,

The Education Secretary  
Ministry of Education,

The District Commissioner,  
KISUMU WEST.

MINISTRY OF EDUCATION

Telegrams: EDUCATION-NAIROBI  
Telephone: Nairobi 318581  
Fax: 214287



Jogoo House "B"  
Harambee Avenue  
P. O. Box 30040  
NAIROBI

When replying please quote

21<sup>st</sup> May, 2007

REPUBLIC OF KENYA

Ref. MOE.CONF/G1/39/15

Mr. Anyang' Nicodemus  
TSC/ 304776  
Principal Moding High School

Thro'

Provincial Director of Education  
Western Province  
P. O. Box 137  
KAKAMEGA

RE: APPOINTMENT

Following the decision of the Ministerial Posting Committee, It has been decided that you be appointed as District Education Officer, Kisumu West District with immediate effect.

By a copy of this letter, the Provincial Director of Education, Nyanza Province is asked to inform me of the date you report to your new station.

I take this opportunity to congratulate you on your appointment.

H. N. KIMEMIA (MRS)  
H. N. KIMEMIAH (MRS)  
FOR: PERMANENT SECRETARY  
c.c.

The Education Secretary  
Secretary - TSC  
Provincial Director of Education, Nyanza

*Forwarded with Congratulations  
on your appointment  
Best wishes and Success in your  
Station.*

*Sydney  
4/6/07*  
Provincial Director of Education  
Western Province

CONFIDENTIAL