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REPUBLIC OF KENYA



THE NATIONAL ASSEMBLY

TWELFTH PARLIAMENT – FIFTH SESSION

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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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, 11th August, 2021. In keeping with the requirements of Standing Order 42(2), on Thursday 12th 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, 17th 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, 24th 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, 17th 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, 26th August, 2021 from 9.00 am.

Further, on Monday, 16th August, 2021 the Clerk wrote to the nominees inviting them to the approval hearing which was scheduled to be conducted on Thursday, 26th 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, 16th 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, 26th 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 11th 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, 12th 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, 17th 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, 24th 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, 26th 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 16th 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, 16th 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 23rd 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 12th 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 23rd 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 23rd 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 19th 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 17th 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 17th August, 2021 notified the public through the print media, the intention of the Committee to conduct approval hearings of the nominees on Thursday, 26th 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, 25th 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, 26th 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 25th 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, 29th 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 21st, 22nd, 23rd and 26th 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/ PWD	County	Ethnicity	% Score
1.	Ms. Mary Munyiva Kisangu	10863780	50	Female	Lower Eastern	Embu	Kamba	79.89
2.	Ms. Anneta 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. Anneceta G. Wafukho
5. Mr. Salesa Adano Abudo

5.0 APPROVAL HEARINGS/VETTING OF THE NOMINEES

34. The Committee held the approval hearings on Thursday 26th 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, 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.

Date of Birth and Citizenship Status

38. The nominee is a Kenyan male citizen born on 17th 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) KU9O 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
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- (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, 26th 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 endeavour 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, 26th 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, 2nd Runners up, awarded by Kenya Institute of Management in Company of the Year Award (COYA) in 2011,
 - (ii) Human Resources Management Award, 1st place, awarded by Kenya Institute of Management in Company of the Year Award (COYA) in 2010,
 - (iii) Manager of the Year Award, 1st 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) Manager 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, 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.

Date of Birth and Citizenship Status

139. The nominee is a Kenyan female citizen born on 5th 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, 21st – 23rd November, 2019;
 - (ii) UNESCO Fourth Annual Kenya Week, France, 12th – 16th November, 2018;
 - (iii) International Conference on Research and Innovation in Education, University of Nairobi, Kenya, 24th – 26th October, 2018.
 - (iv) 37th Session of the Human Rights Council, Geneva, 26th February to 23rd March 2018;
 - (v) Curriculum Review Process Conference 19th – 21st February, 2017, Nairobi;
 - (vi) World Technical and Vocational Education and Training (TVET) Conference, 23rd – 25th August, 2016, Fiji; and
 - (vii) 19th Conference of Commonwealth Education Ministers, 22nd – 26th 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 engaged 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 12th 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, 26th 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, Kenya 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 12th 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.	Hon. Josephat Njiru, MP	
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	

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) 17th. 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 7th Dec 2012
- Kenyatta University 2001 to 2003- Master of Education (Administration and Planning)
MeD awarded on 31st October 2003
- Kenyatta University 1987 to 1990- Bachelor of Education Arts (Eng/Lit) BEd awarded
on 21st 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 21st June 2019-December 2020
2. Awarded 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 Academics 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(CEMASTE) 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-](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 CEMASTEAs)

- 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(CEMASTEAs) 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>(Views and opinion quoted by the author as having Raised the profile of CEMASTEAs)
- 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 9th-11th April 2007*(Authored papers whose abstracts are contained therein)
- *KU90 Alumni Reunion 22nd 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



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.

- Name: (State full name) CHRISTINE KATUNGULU KAHINDI
- Position: (State office to which you have been nominated).
MEMBER OF THE TEACHER SERVICE COMMISSION.
- Sex FEMALE
- Date of Birth: (State year and place of birth) 1960 - KILIFI COUNTY.
- Marital Status: MARRIED (WIDOW)
- Daytime phone number: 0720797501
- Mobile phone number: 0720797501
- 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 - MAJOMI SEC. SCHOOL
PRINCIPAL
- JUNE 1990 - APRIL 1994 - KILIFI TOWNSHIP SEC.
TEACHER

MAY-1988-MAY-1990-LEMANA SCHOOL-TEACHER.

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

AUGUST-1984-DEC-1985-JAM BUNI 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.

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

None

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

No

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

No

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

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 - 585,395/=

2020 - FARMING - 360,000/=

2021 - PENSION - 392,000/=

2021 - UNEMPSONE - 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) 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.

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.

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 & NEEDY 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.

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).

1. BISHOP JAMES K. ZIRO - HSC. RETIRED CHIEF PRINCIPAL
BISHOP DEFA CHURCHES IN KENYA.
BOX. 256-80108 - ILILFI.
CELL PHONE - 0713320084. EMAIL - Jameskalendeziro@gmail.com.
2. DR. ROSE OBAE - 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: olekeisdickson@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	HR Powerhouse Ltd	Lead Consultant	1.9.2019	Current
2	Kenya Pipeline Company	General Manager HR & Administration	3.8.2016	2.8.2019
3	HR Powerhouse Ltd	Lead Consultant	1.9.2013	2.8.2016
4	Safaricom Ltd	Director HR	1.10.2012	30.8.2013
5	Kenya Wildlife Service	Head Human Capital	2.3.2006	30.9.2012
6	National Oil Corporation	HR & Admin Manager	1.4.2004	1.2.2006
7	The Mater Hospital	HR Officer	1.4.2001	30.3.2006
8	ICS	Administration Officer	02.1.1999	30.3.2001
9	SWIPCO S.A.	Price analyst	Oct. 1998	Dec 1998
10	Probation Department	Probation Officer I	June 1994	Sept 1998

- 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).

	Awards	Institution awarding	Year
1	(KWS), 2 nd runner up, Human Resources Management	Kenya Institute of Management	COYA 2011
2	(KWS) of 1 st place, Human Resources Management	Kenya Institute of Management	COYA 2010
3	1 st 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).

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

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>	2021
2	<i>HRM 200: Human Resources Development</i>	<i>Management University of Africa</i>	2021
3	<i>BML 201: Organizational Behavior</i>	<i>Management University of Africa</i>	2021
4	<i>Simple Revision Guide Human Resources</i>	<i>Self</i>	2021
5	<i>Simple Revision Guide Organizational Behavior</i>	<i>Self</i>	2021
6	<i>Motivational Calendar</i>	<i>Self</i>	2020
7	<i>Look Good, Feel Great, Live Purposefully</i>	<i>Self</i>	2020
8	<i>Do it my way</i>	<i>Self</i>	2021

(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) 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.

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)
Annceta 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)
5th September 1977
- 5. **Marital Status:** Married
- 6. **Daytime phone number:** 0720393945
- 7. **Mobile phone number:** 0720393945
- 8. **Email Address:** gannceta183@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 amounts 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

F

F

F

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F

F



**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 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

27th JULY, 2021



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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 25th 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 27th 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 29th 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, 16th July, 2021. The interviews that were scheduled to start on 20th July, 2021 which was declared a public holiday (Iddul Adha) were moved to Monday, 26th July, 2021. The shortlisted applicants were interviewed on 21st, 22nd, 23rd and 26th 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	79.89
2.	Annceta G. Wafukho	20096763	44	Female	Nairobi	Nairobi	Luhya	79.33
3.	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.	Christine Katungulu Kahindi	16088306	61	Female	Coast	Kilifi	Kamba	76.25
7.	Salesa Adano Abudo	0592033	59	Male	Upper Eastern	Marsabit	Gabra	76.11
8.	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.	Charles Maywa Chedotum	0277160	63	Male	Rift Valley	West Pokot	Pokot	72.22

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	70.00
12.	Dr. Peter Maangi Mitiambo	4827608	65	Male	Nyanza	Kisii	Kisii	69.78

***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"> • Masters of Education (Educational Administration & Planning) • Bachelor of Education 	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"> • Master of Education (Education Planning) • Master of Business Administration (Strategic Management) • Bachelor of Education (Economics and Commerce) 	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"> • Master of Arts • Bachelor of Arts 	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"> • PhD in Education (Administration) • Masters in Education (Administration and Planning) • Bachelor in Education 	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"> • PhD (Botany) • Master of Science (Botany) • Bachelor of Education (Science) 	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"> • Masters in Education (Education Administration), • Bachelors of Education (Arts) • Diploma in Education (Humanities) • Diploma in Education Management 	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"> • Masters in Education Management • Bachelor of Education (Arts) 	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"> • Masters of Business Administration • Bachelors of Education • Post Graduate Diploma in Planning and Management of Projects 	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"> • Doctor of Philosophy • Master of Arts in Education • Master of Business Administration • Bachelor of Education 	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"> • Bachelor of Educational Studies, • Certificate of Teacher Education 	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"> • Doctor of Business Administration (National Competitiveness), • Master of Philosophy, • Master in Business Administration (Finance) • Bachelor of Commerce (Accounting) • Certified Public Accountant (K) 	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 25th 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 27th July, 2021 **Appendix Ib**.

Table 3: Membership of the Selection Panel

S/No.	Name	Position
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

S/No.	Name	Position
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 28th 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 28th 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, 29th June, 2021. The same was uploaded on the Ministry of Public Service and Gender website. The deadline for submission of the applications was Tuesday, 13th 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 20th July, 2021 which was declared a public holiday (Iddul Adha) were moved to Monday, 26th July, 2021. The shortlisted applicants were interviewed on 21st, 22nd, 23rd and 26th 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 23rd July, 2021 confirmed that there was no adverse findings on the shortlisted applicants. The Office of the Registrar of Political Parties vide letter dated 19th 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 22nd 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 12th 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 19th 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, 12th floor boardroom** on 21st , 22nd , 23rd , and 26th 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

S/No.	Applicant's Name	Total score	Average score %
1.	Dr. Lonah Mutoro Mumelo, HSC	529	66.13
2.	Dr. Samuel Kipngetich Tororei	584	73.00
3.	Dr. Peter Kalunge Ekabu , PhD	522	65.25
4.	Christine Katungulu Kahindi	610	76.25
5.	Samuel Gitonga Maina	578	72.25
6.	Yusuf Jillo Karayu	506	63.25
7.	Mary Laila Mwangi	530	66.25
8.	Mary Jeptum Rotich	589	73.63
9.	Abdikadir Molu Kike	530	66.25
10.	Annceta G. Wafukho	714	79.33
11.	Mohammed Mwijuma Mwinyipembe, HSC	545	60.56
12.	Dr. Peter Maangi Mitiambo	628	69.78
13.	Sharon J. Kisire	713	79.22
14.	Col(rtd) Job Lubanga Akhulia, OGW	622	69.11
15.	Allan Ng'ang'a Mwaura	644	71.56

S/No.	Applicant's Name	Total score	Average score %
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 Kipkenei 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


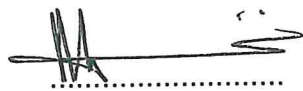

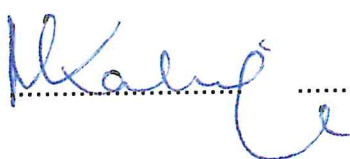

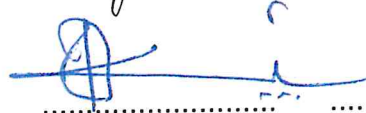

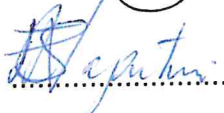
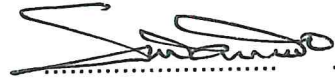
S/ No	Name of Nominee	ID. No	Age (Yrs)	Gender	Region/ PWD	County	Ethnicity	Average Score (%)
1.	Mary Munyiva Kisangu	10863780	50	Female	Lower Eastern	Machakos	Kamba	79.89
2.	Annceta G. Wafukho	20096763	44	Female	Nairobi	Nairobi	Luhya	79.33
3.	Sharon J. Kisire	9959432	52	Female	Rift Valley	Baringo	Kalenjin	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.	Christine Katungulu Kahindi	16088306	61	Female	Coast	Kilifi	Kamba	76.25
7.	Salesa Adano Abudo	0592033	59	Male	Upper Eastern	Marsabit	Gabra	76.11
8.	David Kung'u Njoroge	2332754	61	Male	PWD	Nakuru	Kikuyu	74.67

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	72.78
10.	Charles Maywa Chedotum	0277160	63	Male	Rift Valley	West Pokot	Pokot	72.22
11.	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

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 Waudo	Member		27/7/2021

