



THE NATIONAL ASSEMBLY
THIRTEENTH PARLIAMENT- FOURTH SESSION (2025)
DEPARTMENTAL COMMITTEE ON DEFENCE, INTELLIGENCE AND FOREIGN
RELATIONS

REPORT ON:

**THE APPROVAL HEARING OF DR. CAROLINE WANJIRU KARUGU, NOMINEE FOR
APPOINTMENT TO THE OFFICE OF THE PRINCIPAL SECRETARY, STATE
DEPARTMENT OF EAST AFRICA COMMUNITY AFFAIRS**

CLERK'S CHAMBERS
DIRECTORATE OF DEPARTMENTAL COMMITTEES
PARLIAMENT BUILDINGS
NAIROBI

APRIL, 2025


 THE NATIONAL ASSEMBLY PAPERS LAID	
DATE:	15 APR 2025
DAY:	Tuesday
TABLED BY:	Hon. May Abulloh Beshir MP
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LIST OF ABBREVIATIONS AND ACRONYMS

AU	-	African Union
CEO	-	Chief Executive Officer
DCI	-	Directorate of Criminal Investigations
EAC	-	East African Community
EACC	-	Ethics and Anti-Corruption Commission
HELB	-	Higher Education Loans Board
KRA	-	Kenya Revenue Authority
MDAs	-	Ministries, Departments and Agencies
ORPP	-	Office of the Registrar of Political Parties
PAPAA-		Public Appointments (Parliamentary Approval) Act, Cap 7F
PS	-	Principal Secretary

LIST OF ANNEXURES

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CHAIRPERSON'S FOREWORD

It is with great honour and a deep sense of constitutional duty that I present this report on the vetting of Dr. Caroline Wanjiru Karugu, nominee for appointment as Principal Secretary in the State Department for East African Community Affairs. This vetting exercise was conducted in strict adherence to Article 155(3) (b) of the Constitution of Kenya, Sections 5 and 6 of the Public Appointments (Parliamentary Approval) Act, Cap 7F, and the relevant provisions of the Standing Orders of the National Assembly. In fulfilling its oversight mandate, the Departmental Committee on Defence, Intelligence and Foreign Relations undertook a comprehensive, merit-based, and transparent process to evaluate the nominee's suitability, guided by both legal thresholds and the imperative to safeguard public trust in high public office.

Pursuant to Article 155 (3) (a) of the Constitution as read with Sections 5 of the Public Appointments (Parliamentary Approval) Act, Cap 7F, His Excellency the President, through the Head of the Public Service and via the transmittal letter dated 20th March 2025, transmitted to the Speaker of the National Assembly names of fourteen (14) persons nominated for approval by the House for appointment as Principal Secretaries. Among the nominees was Dr. Caroline Wanjiru Karugu, who was nominated to the Office of Principal Secretary, State Department for East Africa Community Affairs. The State Department falls under the purview of the Departmental Committee on Defence, Intelligence, and Foreign Relations.

Pursuant to Standing Order 42(2), the Speaker, through a Communication dated 26th March 2025, conveyed the President's nominations for Principal Secretaries to the House. In line with Section 4 of the Public Appointments (Parliamentary Approval) Act, Cap 7F, and Standing Order 216(5)(f), the nominees' names and CVs were referred to respective Departmental Committees for vetting and reporting to the House by 22nd April 2025.

On Thursday, 27th March 2025, the Clerk of the National Assembly published a notice in the print media informing the public of the upcoming approval hearings, in line with Article 118 of the Constitution and Section 6(9) of the Public Appointments (Parliamentary Approval) Act, Cap 7F. The notice invited submission of memoranda—via sworn affidavits—on the nominees' suitability by 5.00 pm on Thursday, 3rd April 2025. By the deadline, the Committee had received one memorandum, sworn by Gershon Otachi Bw'Omanwa, supporting the nomination of Dr. Caroline Wanjiru Karugu.

The Committee conducted Dr. Karugu's approval hearing on Monday, 7th April 2025, guided by Section 7 of the Public Appointments (Parliamentary Approval) Act, Cap 7F. It also reviewed her clearances from EACC, KRA, HELB, DCI, ORPP, and CRB, all of which had no adverse reports. She meets the integrity standards under Chapter Six of the Constitution and Section 47(2)(vii) of the Public Service Commission Act, Cap 185.

Having thoroughly assessed Dr. Caroline Karugu's qualifications, experience, integrity, and strategic outlook, the Committee finds her highly suitable for appointment as Principal Secretary for the State Department for East African Community Affairs. Her leadership is poised to strengthen Kenya's engagement and influence within the East African Community.

Hon. Nelson Koech, CBS, M.P.

Chairperson, Committee on Defence, Intelligence and Foreign Relations

1.0 PREFACE

1.1 Introduction

1. In exercise of his constitutional mandate under Article 155(3) (a) of the Constitution and Section 5 of the Public Appointments (Parliamentary Approval) Act, Cap 7F, His Excellency the President, through the Head of Public Service, submitted to the National Assembly the names of fourteen nominees for appointment as Principal Secretaries, via a transmittal letter dated 20th March 2025. Among the nominees was Dr. Caroline Wanjiru Karugu, nominated to serve as Principal Secretary for the State Department for East African Community Affairs. In line with Article 124(4) (a) of the Constitution, the Departmental Committee on Defence, Intelligence and Foreign Relations was seized of the responsibility to conduct an approval hearing to assess the nominee's qualifications, integrity, and capacity to effectively discharge the functions of the Office. This report outlines the Committee's proceedings and its findings on the suitability of Dr. Karugu for appointment.

1.2 Establishment and Mandate of the Committee

2. The Departmental Committee on Defence Intelligence and Foreign Relations is one of the Departmental Committees of the National Assembly established under Standing Order 216 whose mandates, pursuant to the Standing Order 216 (5) includes, among others, *to vet and report on all appointments where the Constitution or any other law requires the National Assembly to approve, except those under Standing Order 204 (Committee on Appointments).*

1.3 Committee Subjects

3. The subject matter of the Committee is stated in the Second Schedule of the National Assembly Standing Orders and includes, among others, *foreign relations, diplomatic and consular services, and international relations.*
4. In executing its mandate, the Committee oversees the following government Ministries, Departments, and Agencies (MDAs):
 - a) The Ministry of Foreign and Diaspora Affairs;
 - b) The Ministry of Defence;
 - c) The State Department for East African Community Affairs (EAC); and
 - d) The National Intelligence Service (NIS).

1.4 Committee Membership

5. The Committee, initially constituted by the House on 27th October 2022 and reconstituted on 6th March 2025, brings together a diverse and experienced team of legislators entrusted with steering the nation's Defence, Intelligence and Foreign Policy agenda. Its membership is as follows:

Chairperson

Hon. Nelson Koech, CBS, M.P.

Belgut Constituency

UDA Party

Vice-Chairperson

Hon. Maj. (Rtd.) Sheikh Abdullahi Bashir, M.P.

Mandera North Constituency

UDM Party

Members

Hon. Wanjira Martha Wangari, EGH, M.P.

Gilgil Constituency

UDA Party

Hon. Joshua Kandie, M.P.

Baringo Central Constituency

UDA Party

Hon. Hassan Abdi Yusuf, EGH, M.P.

Kamkunji Constituency

Jubilee Party

Hon. Kwenya Thuku Zachary, M.P.

Kinangop Constituency

Jubilee Party

Hon. Odhiambo Millie G. Akoth, M.P.

Suba North Constituency

ODM Party

Hon. Logova Sloya Clement, M.P.

Sabatia Constituency

UDA Party

Hon. Kanchory Elijah Memusi, M.P.

Kajiado Central Constituency

ODM Party

Hon. Ikana Fredrick Lusuli, M.P.

Shinyalu Constituency

ANC Party

Hon. (Dr.) Kasalu Irene Muthoni, MP

Kitui County

WDM-K

Hon. Mohamed A. Hussein, M.P.

Lagdera Constituency

ODM Party

Hon. Kirima Moses Nguchine, M.P.

Imenti Central Constituency

UDA Party

Hon. Anne Muratha, M.P.

Kiambu County

UDA Party

Hon. Luyai Caleb Amisi, M.P.

Saboti Constituency

ODM Party

1.5 Committee Secretariat

6. The Committee Secretariat is composed of a dedicated team of technical experts who provide critical support to the Committee. The Secretariat includes:

Mr. Dennis M. Ogechi
First Clerk Assistant/Head of Secretariat

Mr. Martin Sigei
Research Officer III

Mr. Bernard Njeru
Clerk Assistant III

Mr. Lenny Muchangi
Legal Counsel II

Mr. Edwin Machuki
Fiscal Analyst III

Mr. Salat Ali
Principal Serjeant-at-Arms

Ms. Noelle Chelagat
Media Relations Officer II

Mr. John Ng'ang'a
Audio Recording Officer

2.0 BACKGROUND

2.1 Establishment of the Office of Principal Secretary in the Public Service

7. Article 155 of the Constitution provides that:
- (1) *There is established the office of Principal Secretary, which is an office in the public service.*
 - (2) *Each State department shall be under the administration of a Principal Secretary.*
 - (3) *The President shall:*
 - (a) *nominate a person for appointment as Principal Secretary from among persons recommended by the Public Service Commission; and*
 - (b) *with the approval of the National Assembly, appoint Principal Secretaries.*
 - (4) *The President may re-assign a Principal Secretary.*
 - (5) *A Principal Secretary may resign from office by giving notice, in writing, to the President.*
8. In light of the foregoing, H.E. the President nominated Dr. Caroline Wanjiru Karugu for appointment as Principal Secretary, State Department of East Africa Community Affairs. The State Department falls under the purview of the Departmental Committee on Defence, Intelligence, and Foreign Relations.
9. Further, section 47 of the Public Service Commission Act Cap 185 provides that:
- (1) *This section applies to the recommendation of persons for nomination by the President for appointment as Principal Secretary under Article 155 (3) (a) of the Constitution.*
 - (2) *A person is eligible for appointment as a Principal Secretary if the person—*
 - (i) *is a citizen of Kenya;*
 - (ii) *holds a degree from a university recognized in Kenya;*
 - (iii) *has at least ten years relevant professional experience, five years of which should have been in a leadership position or at a top management level in the public service or private sector;*
 - (iv) *possesses general knowledge of the organization and functions of Government;*
 - (v) *demonstrates an understanding of the goals, policies and developmental objectives of the nation;*
 - (vi) *has demonstrable leadership and management capacity including knowledge of financial management and strategic people management; and*
 - (vii) *meets the requirements of Chapter Six of the Constitution.*
 - (3) *The Commission shall, in making the recommendations under this section, submit to the President a list of nominees for appointment, paying attention to inclusiveness in terms of gender, Kenya's diverse communities, persons with disabilities and the youth.*
 - (4) *In case of a rejection of a nominee or nominees by the President, the Commission shall recommend a fresh list of nominees from those interviewed by the Commission.*

2.2 Notification of Nomination.

10. Section 5(1) of the Public Appointments (Parliamentary Approval) Act, Cap 7F provides that the appointing authority shall, upon nominating a person for an appointment to which the Act applies, notify the relevant House of Parliament accordingly.
11. Pursuant to section 5(1) of the Act, on 25th March, 2025, the Speaker of the National Assembly received a notification from the Head of the Public Service on behalf of His Excellency the President, who, in the exercise of his powers under Articles 132 (2) (d) and 155(3) of the Constitution, nominated fourteen (14) persons for appointment as Principal Secretaries. Among them was Dr. Caroline Wanjiru Karugu who was nominated for appointment to the Office of Principal Secretary for the State Department for East African Community Affairs, Ministry of East African Community (EAC) Affairs & the ASALs and Regional Development.

12. As stipulated under section 5(3) of the Public Appointments (Parliamentary Approval) Act, Cap 7F, the notification for nomination must be accompanied by information concerning a nominee, taking into account the issues for consideration as outlined in Section 7 of the Act. In this regard, the notification was accompanied by the Report of the Public Service Commission on Recruitment for the Position of Principal Secretary in the Public Service, and the Curriculum Vitae and Testimonials of the nominee.
13. In accordance with the aforementioned provisions of the Constitution, the National Assembly is required to conduct approval hearings of the nominee to ascertain their suitability for the position proposed and make appropriate recommendations.
14. Parliamentary approval of appointments to public offices is governed by the Constitution, the Public Appointments (Parliamentary Approval) Act, Cap 7F, the Leadership and Integrity Act, Cap 182, the Public Service Commission Act, Cap 185, and the National Assembly Standing Orders.

2.3 Notification to the House and Referral to the Committee

15. Pursuant to the provisions of Standing Order 42(2), the Speaker, vide a Communication dated Wednesday, 26th March, 2025, informed the Members of the President's message to the House on the nomination of Principal Secretaries for approval by the National Assembly.
16. Pursuant to section 4 of the Act and Standing Order 216 (5) (f), the names and curriculum vitae of the nominees were referred to various Departmental Committees to conduct approval hearings and report to the House on their suitability for appointment on or before Tuesday 22nd April 2025 to enable the House to consider the nominee within the statutory timelines.
17. While referring the matter to the Committees, the Speaker noted that the National Assembly is required to consider the approval of nominees within twenty-eight (28) days pursuant to Section 8 of the Public Appointments Parliamentary Approval Act, Cap 7F.

2.4 Notification to the Public

18. Article 118 of the Constitution provides that Parliament shall facilitate public participation and involvement in the legislative business and other business of Parliament and its Committees. Section 6(4) of the Act further provides that the Clerk shall notify the public of the time and place for holding approval hearings at least seven days prior to the hearings.
19. Further, section 6(9) of the Public Appointments (Parliamentary Approval) Act, Cap 7F provides that *"any person may, prior to the approval hearings and by written statement on oath, provide the Clerk with evidence contesting the suitability of a candidate to hold the office to which the candidate has been nominated"*.
20. Pursuant to Article 118 of the Constitution as read with section 6(9) of the Public Appointments (Parliamentary Approval) Act, Cap 7F, the Clerk of the National Assembly placed an advertisement in the print media on **Thursday 27th March 2025** (Annexure 5) informing the public of the intention of the Committees to conduct approval hearings. The notification gave provision for the submission of memoranda, by way of written statements on oath (affidavit) on the suitability or otherwise of the nominees by **Thursday, 3rd April 2025 at 5.00 pm** (East African Time). At the close of the submission deadline, the Committee had received one memorandum, sworn by Gershom Otachi Bw'Omanwa, in support of the suitability of Dr. Caroline Wanjiru Karugu.

2.5 Notification to the Nominees

21. Pursuant to section 6(3) of the Public Appointments (Parliamentary Approval) Act, Cap 7F, the Clerk is required to notify the nominee of the time, date and venue for holding the approval hearing.
22. The Clerk of the National Assembly vide a notification placed in the print media on Thursday 27th March 2025 and a letter to Dr. Caroline Wanjiru Karugu dated 27th March 2025 (Annexure 6) informed the nominee of the nomination by H.E. the President and requested her to appear for approval hearing before the Departmental Committee on Defence, Intelligence and Foreign Relations on **Monday 7th April 2025 at 10.00 am in the Mini Chamber, County Hall, Parliament Buildings.**
23. The Clerk further requested the nominee to bring with her clearance certificates from the Kenya Revenue Authority (KRA), the Higher Education Loans Board (HELB), Ethics and Anti-Corruption Commission (EACC), Directorate of Criminal Investigations (DCI) and Office of the Registrar of Political Parties (ORPP).

2.6 Clearance and Compliance Requirements

24. On Thursday, 27th March 2025, the Clerk of the National Assembly wrote to the EACC, KRA, DCI, HELB and ORPP (Annexure 5) requesting for reports with respect to the nominee on ethics and integrity, tax compliance, criminal records, higher education loan repayments and political party affiliations.
25. On ethics and integrity, the EACC through a letter Ref. No. EACC.7/10/5 VOL. XXXI (63) dated 4th April 2025, (Annexure 6) stated that it had not undertaken any investigations pursuant to its mandate against the nominee, or recommended any prosecution.
26. On tax compliance, the KRA, through a letter Ref. No. KRA/5/1002/5 (12219), dated 8th April 2025, (Annexure 6), confirmed that the nominee was tax compliant.
27. On criminal record, the DCI, through a letter Ref. No. DCI/CRO/SEC/6/7/2/A/VOL.XVI/91, dated 2nd April 2025 (Annexure 6), indicated that forensic fingerprint analysis of the nominee had not been conducted. The DCI advised the nominee to present herself for the fingerprint analysis. She later did and presented her Police Clearance Certificate Ref. No. PCC-KGSYPBQLR.
28. On higher education loan repayment, the HELB, through a letter Ref. No. HELB/RR/112009/V/378 dated 2nd April 2025 (Annexure 6), indicated that the nominee was not loaned, hence compliant.
29. The ORPP, through letters Ref. No. RPP/ORG/34 Vol. VIII (70) dated 2nd April 2025 (Annexure 6) confirmed that the nominee was not an official of any registered political party.

2.7 Issues for Consideration during the Approval Hearing

30. In conducting the approval hearing, the Committee was guided by Section 6 (7) and (8) of the Public Appointments (Parliamentary Approval) Act, Cap 7F which provides that:
(7) An approval hearing shall focus on a candidate's academic credentials, professional training and experience, personal integrity and background.

(8) The criteria specified in the Schedule shall be used by a Committee during an approval hearing for the purposes of vetting a candidate.

31. Additionally, Section 7 of the Act provides that the issues for consideration by the relevant House of Parliament in relation to any nomination shall be:

- (a) the procedure used to arrive at the nominee;*
- (b) any constitutional or statutory requirements relating to the office in question; and*
- (c) the suitability of the nominee for the appointment proposed having regard to whether the nominee's abilities, experience and qualities meet the needs of the body to which nomination is being made.*

(a) Procedure for Nomination

32. Article 132 (2)(d) of the Constitution confers upon the President the power to nominate and, with the approval of the National Assembly, appoint Principal secretaries, high commissioners, ambassadors and diplomatic and consular representatives. Further, Section 5(1) of the Public Appointments (Parliamentary Approval) Act, Cap 7F further requires the appointing authority, upon nominating a person for appointment, to notify the relevant House of Parliament.

33. In this regard, pursuant to Article 132(2) (d) of the Constitution and Section 5(1) of the Public Appointments (Parliamentary Approval) Act, Cap 7F, the President notified the National Assembly of the nomination of persons for appointment to the office of Principal Secretary, among them, Dr. Caroline Wanjiru Karugu.

(b) Constitutional and Statutory Requirements

34. In addition, the Constitution and various statutes guide on appointment of persons to public office. In determining the suitability of the nominee, the Committee was guided by the provisions discussed hereunder.

35. The provisions on leadership and integrity as outlined in 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; and*
 - (ii) the declaration of any personal interest that may conflict with public duties;*
- (d) accountability to the public for decisions and actions; and*
- (e) discipline and commitment in service to the people.*

36. Furthermore, Article 75 of the Constitution requires a State Officer, whether in public or private life to behave in a manner that avoids conflict between personal interest and public official duties. It further prohibits a State Officer who has been dismissed or otherwise removed from office from holding any other State Office.

37. Regarding the activities of State Officers, Article 77 of the Constitution prohibits a full time State Officer from participating in any other gainful employment, or holding office in a political party.

38. Further, Article 78 of the Constitution disqualifies persons who are not Kenyan citizens from appointment as State Officers. Equally, a State Officer is barred from holding dual citizenship.

39. In addition, the Committee considered Section 10 of the Leadership and Integrity Act, Cap 185C which provides that:

A State officer shall, to the best of their ability—

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

(c) Suitability of the nominee for the proposed appointment having regard to whether the nominee's abilities, experience and qualities meet the needs of the body to which the nomination is being made

40. The nominee's suitability to hold the office she has been nominated to was assessed through a scrutiny of her academic credentials, professional training and experience, personal integrity, background as well as her performance during the approval hearings conducted on **Monday, 7th April 2025**.

3.0 APPROVAL HEARING

41. Dr. Caroline Wanjiru Karugu appeared before the Committee on Monday, 7th April 2025 at 10.00 a.m. and was vetted under oath pursuant to Article 132(2) (d) of the Constitution, the Public Appointments (Parliamentary Approval) Act, Cap 7F, and the National Assembly Standing Orders. The Committee noted the following:

3.1 Questions from the General Questionnaire

Citizenship, Date and Place of Birth

42. The nominee is a Kenyan Citizen born on 20th November 1978 in Nyeri County. She confirmed that she is a citizen of Kenya by birth and does not hold dual citizenship.

Academic and Professional Qualifications

43. She holds a Doctor of Business Administration in Finance, United States International University (USIU); Global Executive Masters in Business Administration, USIU; Post Graduate Certificate in Small and Medium Business Management, University of Leicester/NISPED, Telaviv; Bachelor of Commerce, Daystar University; Certificate in Microfinance, Kenya Management Assistance Programme.

Employment Record and Work Experience

44. The nominee was serving as a Financial Investment and Devolution Consultant at Franschoek Consultancy Ltd prior to the nomination. Previously, she had served as a Board Member of Geothermal Development Company; Chief Executive, Jabali Micro Reserve; Senior Group Investor Relations Manager, Britam Holdings; Senior Manager Investor Relations and Communications, Nairobi Securities Exchange; Group Business Development, Sales and Marketing Manager, Affiliated Business Contacts; and Senior Business Development and Marketing Manager, KUSCCO Ltd.

Awards

45. The nominee was awarded the Most Popular Deputy Governor (2022), Best Deputy Governor (2021) at County Gala Awards. She received Kenya Goodwill Ambassador for Palliative Care by Kenya Hospices and Palliative Care association (KEHPCA). She won the world Young Credit Union Professionals (WYCUP)-USA in 2010.

Professional Association and Memberships

46. The nominee is a member of the Institute of Directors (Kenya), Marketing Society of Kenya (MSK), Public Relations Society of Kenya (PRSK), Kenya Girl guides Association and an associate member of the National Investor relations (NIIR).

Published Writings

47. The nominee has published the various academic papers and scholarly materials including:
- (a) Capital Adequacy Ratios as predictors of financial distress in Kenya Commercial Banks
 - (b) The future and prospects of the petrodollar system a Kenyan perspective
 - (c) Affirming Tribe, rejecting/Extirpating Tribalism
 - (d) Women as marshals of political leadership in Kenya

Public Office, Political Activities and Affiliations

48. The nominee served as the Deputy Governor, Nyeri County; Chairperson of the Deputy Governor's Forum; Member of Azimio la Umoja One Kenya Coalition Party National Executive

Council; National Chairperson of the Azimio la Umoja one Kenya Coalition Party Women's League; Member of Raila Odinga Presidential (2022) and AU Campaign Team (2025)

Income and Net worth

49. The nominee estimated her net worth to be Kshs. 286 million comprising of immovable property, motor vehicles, and listed shares. The nominee's sources of income include consultancy fees, rental income and Sacco dividends.

Potential Conflict of Interest

50. The nominee declared that she does not have any persons, litigation, financial arrangement, matter or issue that would present a potential conflict of interest should she assume the position of Ambassador. The nominee stated that, should a conflict of interest arise during the discharge of her duties, she would declare the interest in writing to the appointing authority in accordance with the law.

Pro-Bono, Charity Work or Donation to Charity

51. The nominee is involved in charity work by making contributions to Free cancer screening and sensitization medical camps, Palliative care home support and helping the needy in society.

Integrity

52. The nominee stated that she has neither been charged in a court of law nor adversely mentioned in any investigatory report of Parliament or any Commission of Inquiry in the last three years. The nominee has never been dismissed or otherwise removed from office for contravention of the provisions of Article 75 of the Constitution.

3.2 General and Mission-Specific Questions to the Nominee

53. In order to assess the nominee's overall suitability for the position, the Committee posed questions to the nominee, on her suitability for appointment as Principal secretary State Department of East Africa Community Affairs, and the nominee responded as recorded hereunder:

On what she seeks to achieve given the fragile environment in the EAC

54. The nominee acknowledged that the East African Community (EAC) is currently grappling with numerous challenges, chief among them being peace and security, which she emphasized as paramount. She affirmed that H.E the President is making efforts to restore and maintain peace in the region. Diplomacy, she noted, plays a critical role in this process, citing the involvement of key Kenyan leaders such as Raila Odinga, who is spearheading mediation efforts in Sudan, and former President Uhuru Kenyatta, who is actively engaged in peace initiatives in the Democratic Republic of Congo (DRC). Transitioning to trade, she underscored that regional stability directly affects economic performance, highlighting that 27% of Kenya's trade is conducted within the EAC. Any disruption to peace, therefore, could have severe economic consequences for the country. To address this, she committed to urging the Cabinet Secretary to pursue deliberations before the Council of Ministers on how regional instability is impacting trade. Furthermore, she pledged to lead initiatives such as trade expos to promote Kenyan products and opportunities, working closely with the Ministry of Trade to strengthen existing programmes and foster sustainable regional economic growth.

On whether the office of Deputy Governor is viable as it has no clear portfolio and if the Governor is impeached should they leave office with the Deputy Governor

55. The nominee acknowledged that complaints raised by Deputy Governors were across the board and not isolated to specific individuals. A key concern, she noted, lies in the constitutional ambiguity surrounding the role of the Deputy Governor (DG), which has left many in the position vulnerable to the uncertainties of the political environment. She emphasized the need for constitutional amendments to clearly define the functions and responsibilities of Deputy Governors, ensuring the public understands their mandate. She recognized the significance of the DG office in ensuring continuity in governance and advocated for greater empowerment and institutional support for the office.

On her familiarity to the EAC affairs budget

56. The nominee explained that although she has not yet had the opportunity to interact directly with the budget, it is evident that the docket is underfunded, which poses a major challenge to realizing its full potential. Recognizing the critical role of trade in regional development, she expressed her intention to prioritize the sector and take proactive steps to strengthen it. One of her key strategies involves collaborating closely with county governments to create an enabling environment for production across various regions. By opening up more spaces for she aims to boost local economies, create jobs, and enhance Kenya's trade capacity both regionally and internationally. This partnership with devolved units is essential, she noted, to unlocking untapped potential and driving inclusive economic growth.

On what strategies she has to ensure the integration of capital markets in the region

57. The nominee noted that there is an ongoing agenda to integrate capital markets across the East African region. While Kenya has already automated its capital markets, she pointed out that countries like Uganda and Tanzania are yet to fully adopt such systems, creating disparities that hinder integration. She acknowledged Rwanda's rapid progress in this area, noting that its advancements demonstrate the region's potential if efforts are harmonized. By integrating capital markets, she emphasized, the region would unlock greater value. However, she also recognized that protectionist tendencies among some partner states could pose challenges to this vision. To address this, she stressed the importance of sustained sensitization efforts, aimed at building consensus and highlighting the mutual benefits of an open, interconnected financial regional bloc.

On how she would interface the EAC treaty and AU free trade area which are similar

58. The nominee expressed a strong commitment to enhancing the East African Community (EAC) economic space by promoting the development and marketing of locally made products, many of which currently lack value addition. Her goal is to ensure that the region not only produces but also processes its goods, thereby increasing their value and competitiveness in both regional and global markets. Acknowledging that high energy costs remain a major barrier to industrial growth and affordability; she committed to advocate for policies aimed at reducing these costs. Lower energy expenses would significantly reduce the cost of production, enabling businesses to operate more efficiently and competitively. Furthermore, she underlined the importance of expanding trade partnerships beyond the EAC, calling for deeper collaboration with other regional and international trading blocs such as COMESA, SADC, as well as countries like Pakistan and Singapore. Such alliances would provide access to larger markets and create new trading opportunities.

On how the previous roles have prepared her for her current appointment

59. The nominee noted that she brings a unique blend of experience from both the private and public sectors, a fusion that has shaped her dynamic approach to leadership. In the private sector, she was accustomed to operating in a results-driven environment focused on meeting targets, efficiency, and strategic growth. On the other hand, her experience in the public sector has grounded her to the needs of the ordinary citizen, where the focus shifts to service delivery. Her involvement in the East African Community (EAC) will further provide her with a platform for regional engagement and access to high-level diplomatic networks.

4.0 COMMITTEE OBSERVATIONS

60. The Committee observations were guided by section 7 of the Public Appointments (Parliamentary Approval) Act, Cap 7F in terms of issues for consideration as follows:

- a) The procedure used to arrive at the nominee;
- b) Any constitutional or statutory (Section 47 of the Public Service Commission Act Cap 185) requirements relating to the office in question; and
- c) Suitability of the nominee for the appointment proposed having regard to whether the nominee's abilities, experience and qualities meets the needs of the body to which the nomination is made.

61. The Committee, having considered the nominee's filled questionnaire pursuant to Section 6(8) of the Public Appointments (Parliamentary Approval) Act, Cap 7F, her curriculum vitae and having heard her oral submission during the approval hearing, made the following observations on her suitability for appointment as the Principal Secretary for State Department of East African Community Affairs:

- (1) **The procedure for appointment of Principal Secretaries**, as outlined in paragraph 33 and 34 of this Report, was adhered to. Pursuant to Article 155 (3) (a) of the Constitution the Public Service Commission recommended to the President persons for nomination to the position of Principal Secretary in the Public Service. Hitherto, the PSC had carried out a competitive recruitment process that catered for gender, marginalized/minority groups and PWDs pursuant to Article 232 (1) (h) of the Constitution. His Excellency the President, in the exercise of his powers under Articles 132 (2) (d) and 155(3) of the Constitution, nominated persons for appointment as Principal Secretaries and duly notified the National Assembly. As stipulated under section 5(3) of the Public Appointments (Parliamentary Approval) Act, Cap 7F, the notification for nomination was accompanied by information concerning the nominees. In this regard, the notification was accompanied by the Report of the Public Service Commission on Recruitment for the Position of Principal Secretary in the Public Service, the Curriculum Vitae and Testimonials for each nominee.
- (2) **Citizenship** - The nominee is a Kenyan citizen and does not hold dual citizenship in conformity with Article 78 of the Constitution and Section 47 (2) (i) of the of the Public Service Commission Act Cap 185.
- (3) **Academic and Professional Qualifications** - The nominee holds a Doctor of Business Administration from USIU–Africa; a Global Executive Masters in Business Administration (GEMBA) Strategy from USIU–Africa; a Postgraduate Certificate – Small/ Medium Business Management from University of Leicester; and a Bachelors of Commerce from Daystar University. Dr. Karugu's academic and professional portfolio demonstrates intellectual rigor and technical competence and satisfies the requirements of Section 47 (2) (ii) of the Public Service Commission Act Cap 185.
- (4) **Leadership and Management Skills** - Before her nomination, Dr. Karugu served as a Financial Investment and Devolution Consultant at Franschoek Consultancy Ltd. She has also served as the Deputy Governor of Nyeri County. Her earlier leadership roles include Board Member at Geothermal Development Company, Chief Executive at Jabali Micro Reserve, and senior management positions at Britam Holdings, Nairobi Securities Exchange, Affiliated Business Contacts, and KUSCCO Ltd. Her wide-ranging experience, spanning 24 years, in governance, finance, and strategic management align with the Principal Secretary


role and satisfy the requirements of Section 47 (2) (iii) of the Public Service Commission Act Cap 185.

- (5) **Knowledge of the Sector and Vision for the State Department** - During the approval hearing, Dr. Karugu demonstrated a firm grasp of the East African Community's institutional frameworks, Kenya's treaty obligations, and regional integration priorities. She articulated Kenya's role in advancing the EAC and connected EAC initiatives with continental strategies like AfCFTA. Further, Dr. Karugu outlined a clear and strategic vision for the State Department focused on strengthening Kenya's leadership in EAC economic integration. Her insight into geopolitical shifts, positions her to effectively advance Kenya's regional economic diplomacy thus satisfying the dictates of Section 47 (2) (iv) of the Public Service Commission Act Cap 185.
- (6) **Integrity and Ethics** - Dr. Karugu presented valid clearances from the EACC, KRA, HELB, DCI, ORPP and CRB, with no adverse reports. She therefore satisfies the requirements of Chapter Six of the Constitution and Section 47 (2) (vii) of the Public Service Commission Act Cap 185.
- (7) **Public Participation** - In compliance with Article 118 of the Constitution, the Committee invited public views and received no adverse submissions regarding Dr. Karugu's suitability. Notably, she was positively endorsed by one Gershom Otachi Bw'Omanwa, through a sworn affidavit, supporting her integrity and competence.
- (8) In accordance with Article 77(2) of the Constitution and the Schedule of the Public Appointment (Parliamentary Approval) Act, Cap 7F, the nominee does not hold office in any political party. Further, the nominee committed not to participate in any other gainful employment while serving as a State Officer as required by Article 77(1) of the Constitution.
- (9) The nominee demonstrated extensive knowledge of topical, administrative and technical issues touching on the roles of a Principal Secretary. She has the requisite abilities, qualifications and experience to serve as the Principal Secretary for the State Department for East African Community Affairs.

5.0 COMMITTEE RECOMMENDATION

62. Having conducted the approval hearings pursuant to Article 132(2)(d) of the Constitution; Sections 3 and 8 of the Public Appointments (Parliamentary Approval) Act, Cap 7F and Standing Order 216(5)(f) of the National Assembly, **the Committee recommends that:**

The House APPROVES the appointment of Dr. Caroline Wanjiru Karugu as the Principal Secretary for the State Department of East African Community Affairs.

SIGNED:  DATE: 15/04/2025
THE HON. MAJ. (RTD.) SHEIKH ABDULLAHI BASHIR, M.P.
VICE CHAIRPERSON, DEPARTMENTAL COMMITTEE ON DEFENCE,
INTELLIGENCE AND FOREIGN RELATIONS

